



**EU.EM.NET: European systematic approach for employers' engagement to
anticipate skills requirements**

and support quality assurance (QA) in VET

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EU.EM.NET Employers Forum Report

WP7

Country: Austria

Partner: abif

Date: 08/10/2015

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Overview of sections

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Section 1: Organisation

1.1 Selection of the invited

As explained below the employers forum took place at another event, the so called „Zwöftes Zukunftssymposium Salzburg“ which is part of the initiative „hotel of the future“ of the Austrian Chamber of Commerce. Therefor there was no seperate invitation of participants from the side of abif.

1.2 Type of event, venue, logistics, duration

Type of event: small conference

Venue: Hotel & Designwerkstatt Salzburg

Date: 08/10/2015

Duration: app. 1 hour

Description: Since the experiences of the piloting phase showed us that abif has a rather weak network in the area of the T&H-sector the idea was to have a bigger audience when attaching the employer forum to a bigger event organised by a well known stakeholder (Austrian Chamber of Commerce). The employer forum took place as kind of side program. We had our own table like on a fair, could distribute material about the project, show a short presentation about the methodology and could get into face to face talks with participants of the event.

Section 2: Content

2.1. Course of action

The program of the main event consisted of several speeches of experts in the hotel business. During the extensive breaks it was possible for me to present the project to interested participants and to collect feedback from employers from the hotel industry.

2.2 EU.EM.NET products/deliverables presented

There was a general presentation about the project and specifically about the basic principles of the future skills workshop. In addition I had the project flyer, pens as well as some printed pieces of the last version of the core methodology as well as some case studies from the piloting phase.

2.3 Feedback of the participants

Although the setting of the event didn't allow it to distribute a paper version of the questionnaire the main questions of it were part of my conversations with participants. All in all the feedback on the methodology itself was quite positive in terms that the general topic „employers engagement & skill demand“ are of big importance to them. However they feel that the system of identifying and anticipating skill demand and bring the results to the different levels of the VET-System work quite well in Austria and the Employers and their needs in terms of Skills are very well represented through the chamber of commerce or the ministry of economics. Also they pointed out once again that the biggest problem of the industry are currently not the skills (because they can easily be trained on the job) but to find any people who are interested in a career in the hotel business because of the bad image of the sector.

2.4 Partner's (organiser's) experience

The atmosphere was positive and I had some interesting conversation with employers from the hotel business. They were interested in the project in general but when asked about their opinion on the demand for the methodology in the hotel industry in Austria they were all in all quite reserved.

Section 3: Summary (for dissemination)

„EU.EM.NET Employers Forum in Austria“

Kontext: Austria belongs to the group of countries where formal practices of skill anticipation are conducted for a few years (see WP2 Synthesis report) in the frame of a balanced system which brings together different stakeholders on different levels – beyond others – Employer representatives. .

Process – how we did it in Austria

Since we didn't manage it to find more participants for the piloting workshop we decided to attach the employers forum to another, bigger, event – the so called „Zwöftes Zukunftssymposium Salzburg“ which is part of the initiative „hotel of the future“ of the Austrian Chamber of Commerce. Therefore there was no separate invitation of participants from the side of abif. The employers forum worked like a fair stand, where participants could come browse through different project materials (flyer, some pieces of the latest version of the core methodology, some case studies), watch the presentation I brought with me and get informed about the project.

Conclusions, observations and recommendations

In Terms of the number of participants and the aim to reach a wider audience the idea of attaching a dissemination event to a larger event in the same thematic areas worked very well.

Concerning the exploitation of the project results in Austria the impression of the project so far was validated. Although keeping up to date concerning skills is perceived as important by the employers in the hotel business there are more urgent problems in the day to day business that prevent them from getting personally involved in processes of skill anticipation. In addition they think that such matters are very well dealt with by the social partners where the employer representatives have a strong voice.

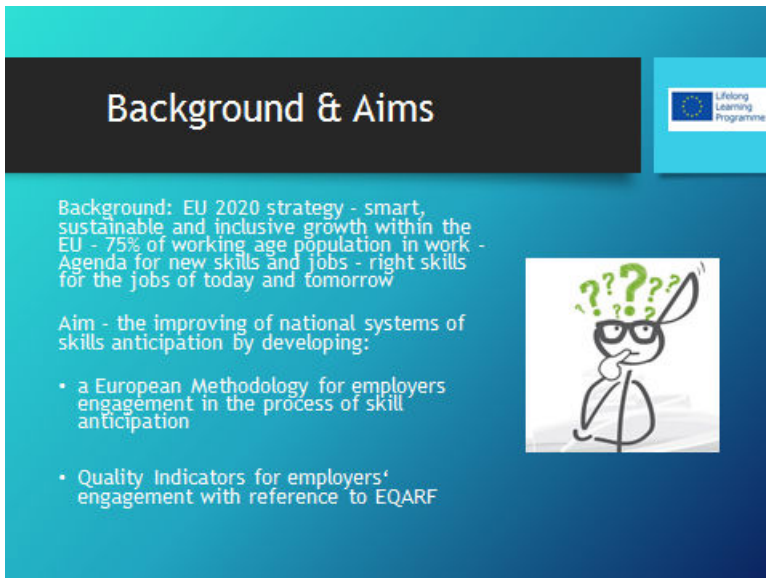
For future projects it may be a good idea that when developing a tool that could be used beyond the borders of a specific sector it should be tried. Especially when becomes obvious at an early stage of th project that the demand in a specific sector in a specific country is not given.

If you want to make nice disseminatino pictures there should be at least two persons from your organisation present at the event ☺

Section 4: Annexes

Please provide the following documentation with the Employers Forum Report (in electronic form):

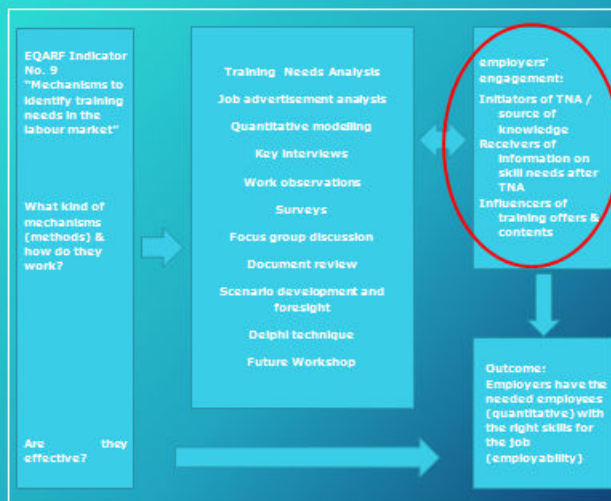
Used presentation about the EU.EM.NET-project:



EQARF indicators



1. Relevance of quality assurance systems for VET-providers
2. Investment in training of teachers & trainers
3. Participation rate in VET programmes
4. Completion rate in VET programmes
5. Placement rate in VET programmes
6. Utilisation of acquired skills at the workplace
7. Unemployment rate
8. Prevalence of vulnerable groups
9. Mechanisms to identify training needs in the labour market
10. Schemes used to promote better access to VET



Core Methodology - future skills workshop



- Based on a methodology for participative social problem solving - future workshop
- aim-oriented, structured but at the same time open & creative method

⇒ retracted thinking becomes more open, existing borders could be shifted, a future that seems impossible should be invented, participants motivated to plan the future



Phases of the Workshop



1) Problem analysis

⇒ Current status - clarification of the topic by critical examination of the problem

2) Phantasy & Utopia

⇒ Development of desires - overcome current status through phantasy & creativity

3) Realisation

⇒ Clarification of action potential - condensation of desires into project ideas/concrete action



Basic principle of phases



open up

gathering of problems/ideas

narrow

precising & clustering

decide

choosing of problems/ideas for further work

Objectives - future skills workshop



⇒ Results of WP2 showed different types of countries concerning practices of skill anticipation, therefore different objectives could be applied e.g.:

- How to engage employers and other relevant stakeholders in order to anticipate future skills demand in a cooperative way?
- How and what formal approaches/practices are needed in order to anticipate future skills demand?
- How can existing practices and processes on a system level be improved in order to anticipate future skills demand?
- What skills are needed now and/or in the future?
- And many more.....



Future skills workshop - toolbox



- Quality indicators on employers engagement
- Future skills workshop - detailed description of all phases
- 3 different examples of workshop design (two day, one day, three hours)
- Range of activities that can be applied during the workshop
- Basics of workshop moderation
- Guide for initial sector research
- Checklist for workshop implementation
- Templates for workshop invitation, pre-workshop questionnaire, documentation of a future skills workshop



Thank you for your attention!



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Photographs



