

# CEEMET POSITION PAPER ON TACKLING LABOUR & SKILLS SHORTAGES IN THE MET INDUSTRIES



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## I- SETTING THE SCENE

As all sectors of the economy, the MET industries are facing today the double and increasingly aggravated challenge of labour and skills shortages. Whereas skills shortages have been an issue for the MET industries for many years, labour shortages are more of a recent phenomenon.

Labour shortages are due to the combination of multiple economic and structural factors including the demographic situation<sup>1</sup> with less active people, the ageing of the European population<sup>2</sup> and as a consequence a large group of active workers close to retirement<sup>3</sup> or workers benefiting from early retirement schemes. All these elements reduce considerably the available pool of workers.

The high percentage of labour market slack<sup>4</sup> also contributes to a shrinking labour force. As a matter of fact, the labour market slack of people aged 15-74 accounted for 14% of the extended labour force in 2021. This means that in 2021, 31.2 million persons who could have accessed the labour market were out of employment.

Labour market slack was highest in Spain (24.1 % of the extended labour force), Italy (22.8 %), Greece (22.2 %), Sweden (18.0 %) and Finland (16.7 %). By contrast, the Czech Republic (3.9 %), Malta (5.5 %) and Poland (5.7 %) registered the lowest levels of labour market slack.

The weight of unemployment in the total EU labour market slack was 48% but varies significantly from one country to another. This share even reached 75.5 % and 72.1 % in Slovakia and the Czech Republic.

Surprisingly, in 2021, the percentage of persons who were available to work, but not looking for a job accounted for 26.3 % of the EU slack but more than 30 % in Italy (48.2 %), Bulgaria (36.4 %) and around 31 % in Hungary, Ireland, Slovenia and Estonia.

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<sup>1</sup> Demographic change is reducing the available labour force: 77% of companies struggled to find employees with the required skills already in 2019 – (European Commission - Proposal for a Decision on the European year of Skills 2023)

<sup>2</sup> The size of the European working age population is expected to shrink from 64% in 2019 to 56% in 2070, and the old-age dependency ratio is expected to increase from 32 in 2020 to 54 in 2070 (European Commission - Proposal for a Decision on the European year of Skills 2023)

<sup>3</sup> 40% of the current workforce in the waterborne sector will be retiring in the next 10 years. Source – European Commission consultation document on the transition pathway for a resilient, innovative, sustainable and digital mobility ecosystem (February 2022)

<sup>4</sup> Labor market slack refers to the sum of all unmet employment demands and includes four groups: (1) unemployed people as defined by the ILO, (2) underemployed part-time workers (i.e. part-time workers who want to work more), (3) people who are available to work but are not looking for work and (4) people who are looking for work but are not available for work. While the first two groups are in the labour force, the last two, also referred to as the “potential additional labour force”, are both outside the labour force. The “extended labour force” is composed of both the labour force and the potential additional labour force. Eurostat 2022

Underemployed and part-time workers explained 20.1 % of the unmet demand for employment in the EU but more than one fourth in the Netherlands (42.5 %), Cyprus (30.6 %), Belgium (28.9 %), France (27.1 %), Malta (26.7 %), Ireland (26.3 %) and Denmark (26.1 %).

People seeking employment but not available accounted for a much smaller part of the slack in the EU (5.6 %). However, this category of people surpassed 10 % in Finland (17.6 %), Luxembourg (15.9 %), Austria (12.0 %), Denmark (11.0 %) and Germany (10.1 %). In Italy, Romania, Greece and Slovakia, it stood below 2.5 %.

This large number of people out of work puts additional pressure on labour markets and thus on companies to fill-in their vacancies. As the disparities on the reasons and percentages on labour market slack are large between the different EU countries, the measures to tackle this growing challenge need to be targeted to the different “groups of inactive people”.

Labour shortages are, however, not only due to structural factors but also to recent trends and changes in the labour market. These are for example people not returning to work after the different COVID lock-downs, migrant workers who returned to their country of origin during the pandemic and that have not come back to Europe etc. The persistent difficulties of part of the population (disabled, migrants unqualified people) to access the labour market is yet another cause of a “shrinking pool of available workers”.

Skills shortages, as mentioned above, have existed for many years, and continue to be a persistent and unsolved issue for companies. However, the need for new skills adapted to the twin transitions has amplified this challenge, not only because of the need “per se” of new skills and competences but also due to the fact that companies throughout the economy are now competing for the same talent in particular in the area of “digital skills.” It is well identified that skills shortages are mainly due to education and training providers not delivering with the skills that labour markets need and with workers not engaging enough in training to keep up with the changing skills needs of companies. Ineffective career guidance disconnected from labour markets and companies needs is also widening the skills gap.

As we read, labour shortages and skills shortages are a “different phenomenon” as they are due to the combination of different factors. However, both challenges are intrinsically interlinked, and they are both the cause of a tightening labour market.

Against this background, the aim of this paper is to analyse how to tackle the double gap: labour and skills shortages. To this end, the tech and industry employers bring forward their views and proposals on how to best address this unprecedented situation for MET companies across Europe as well as for the European economy and society.

## **SOME FACTS AND FIGURES ON LABOUR AND SKILLS SHORTAGES**

### ***Labour shortages and skills shortages***

As stated above, this high level of labour shortages in combination with evolving skills needs are a more recent phenomenon and for this reason the data, globally and across sectors, on concrete labour shortages is still scarce. However, the Commission already points out in its proposal for a Decision on a “European year of Skills 2023” that in 2021, 28 occupations were classified as having shortages, including the healthcare, hospitality, construction and service sectors, in addition to shortages of IT and security specialists, in particular cybersecurity experts, and workers with science, technology, engineering and mathematics background, showing a growing demand for both, high and low-skilled workers.

Ceemet members are also now starting to come up with information on labour shortages which shows that the shrinking pool of workers is an increasing problem for MET companies.

In Denmark, for example, the most updated data on the current recruiting situation covers September 2021 to February 2022. The number of unsuccessful recruitments covers unfilled positions and does not count recruitment attempts where companies ended up filling the job with another profile than what they were looking for.

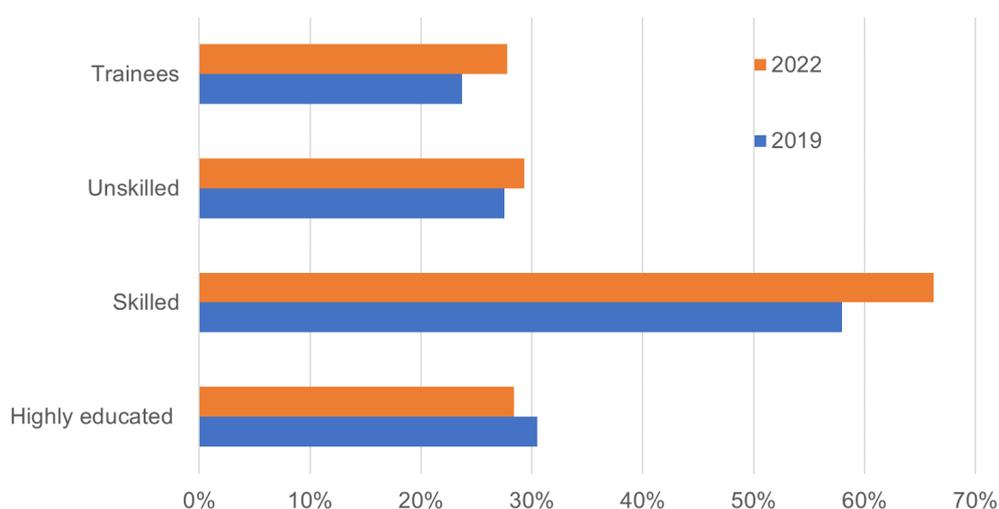
The table below shows an increase in the rate of unsuccessful recruitments from 2021 to 2022. Within Iron, metal and auto industry it is more than a fifth of the job openings that are not filled – which is a little higher than last year.

Industry	June 2021		June 2022	
	No. of recruitments	Unsuccessful recruitments	No. of recruitments	Unsuccessful recruiting rate
Construction	20,710	4,944	21,302	8,251
<b>Iron, metal, and auto</b>	<b>9,589</b>	<b>1,833</b>	<b>15,435</b>	<b>3,485</b>
Manufacturing	6,490	584	9,342	1,872
IT and telecommunications	9,312	921	13,920	2,171
Transportation, post, stock work, and machine operator work	13,117	1,678	27,392	4,870

Similarly, Dansk Industri reports increasing difficulties from their companies when it comes to recruiting skilled workers. Indeed, according to DI latest data in 2022, 66% of companies who have experienced recruiting without success have had problems finding skilled workers.

### Companies are facing large challenges with recruiting skilled workers

Share of companies, who have experiences recruiting certain groups of workers without succes of total number of companies



Source: DI, Lokal Erhvervsvenlighed 2019 and 2022

In Finland, overall, there is a lack of both white-collar and blue-collar workers. Probably the most challenging situation is around the lack of high skilled software engineers.

Technology industries of Finland (TIF) is actively putting in place some initiatives to address the current level of skills shortages including:

- working together with vocational education and higher education providers to increase their collaboration with MET companies.
- launching a STEM education campaign - a technology education project for all first graders all around the world: <https://thisworks.fi/> (“This works”)
- analysing skills and competence needs both quantitatively and qualitatively. The qualitative analysis uses state-of-the art AI tools for identifying skills needs from a variety of sources such as job listings, research papers or students thesis works.

TIF has also created a programme called MyTech which targets students in primary and secondary education in order to introduce them to the study and career possibilities in the Technology field.

On its part, Finland as a whole, intends to increase the intake to higher education in order to raise the share of young adults (25-34 years old) with higher education.

Moreover, as the Finnish working-age population is declining, there is a strong focus also on increasing work-oriented immigration and increasing the number of international students moving to Finland.

**In France**, recruitment difficulties have never been so high since they have been measured by INSEE (French office for statistics). In July 2022, 67% of industrial companies said they were experiencing recruitment difficulties, compared with barely 40% between 2016 and 2019. Other surveys confirm this diagnosis: according to a study done by Pôle emploi (French employment agency) and conducted at the beginning of 2022, 67% of company managers stated that they had succeeded in recruiting for all the positions for which they had taken steps, compared with 77% in 2018 and 2019<sup>5</sup>.

In this context, the number of job vacancies in industry as measured by the Ministry of Labour has doubled in the past of two and a half years: the vacancy rate now stands at 2.2% of total employment.<sup>6</sup>

Though resignations have increased, this is not associated with a massive withdrawal from the labour market: 80% of those who resigned from permanent contracts in the second half of 2021 had returned to work by the first half of 2022, a ratio equivalent to that before the pandemic. Despite labour shortages, the metalworking workforce in France has fallen by more than 40,000 (including temporary workers), mainly due to a decline in the automotive sector, where production volume is still 20% below the level at the end of 2019.

For its part, the French government recent statistics<sup>7</sup> (2021), highlight that the labour market tension continues to raise and is at its highest point since 2011. 12 out of the 30 jobs “in tension” belong to the metal industry, which is the sector (together with construction) encountering more difficulties to recruit people. The job profiles that are missing are in particular: Mechanic, electric and electronic technicians, black-smith, boilermakers, mechanic and metal designers.

**In Spain**, there is an increasing shortage of skilled workforce in the Metal Industry, Services and Trade Sector, that is already limiting the productivity and competitiveness of the Spanish economy. In this context, Confemetal has carried out a study aimed at analysing present and future skills needs within the metal industries in order to design, amongst others, the future training plan for the sector. The study, that was officially presented in September 2022, presents the following conclusions:

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<sup>5</sup> field: the whole economy

<sup>6</sup> figures for the metal industry only are not available

<sup>7</sup> DARES - Les tensions sur le marché du travail en 2021, [link](#)

- To increase productivity, competitiveness and employability, workers' training needs to be aligned with the technological content of jobs.
- Vocational training, higher education and lifelong learning need to be geared towards labour market efficiency.
- Training must contribute to making industrial jobs more attractive, especially for women, whose access to the industrial sector needs to be promoted and accelerated.
- According to Confemetal's forecasts, the Metal Industry will need over 60,000 workers to cover current and future needs, in particular on the traditional Metal professions such as Turning, Milling, Tooling, Machining, Welding, Boilermaking, Foundry, Surface Treatment; but not only.. also, in new activities linked to product design, digitalisation, automation, artificial vision, additive manufacturing, 3D technologies, databases, supply chain management, process control, testing and trials, environmental and energy management, safety, corrective and predictive maintenance, data management, quality, automation, robotics, logistics and stock management. *(These forecasts are based on the current activity and the possibility that, given a large supply of qualified workforce, the sector could generate more employment).*
- In the field of Services and Trade, that are key to the activity of other sectors such as construction, large installations and industrial capital goods, Confemetal forecasts these needs at around 90,000 skilled workers – including metal “professionals” responsible for water installations, electricity, heating, cooling and air conditioning, thermal and acoustic insulation, telecommunications, recycling, energies, especially renewable energies, etc.

**In Sweden**, the number of companies that experienced a lack of skills in some area in the engineering sector was of 85%. Up to 60% of these companies highlighted that due to this lack of skills they were unable to develop products as planned or expand as forecasted.

Further, up to 20% of these companies are considering moving activities abroad and up to 15% of them had to downsized production and have lost sales opportunities.

When asked about the reasons for this lack of skills, 80% of these companies said that the major reason is technology shift (main technology shifts are digital and electrification), while 60% of them stressed that the skills challenge is due to the retirement of the skilled workforce.

Teknikföretagen, (Sweden) proposals for skills and capacity building in the engineering sector

- Plan and design education based on actual needs on the labour market
- Increase the offer of courses specifically designed for professionals
- Introduce financial incentives for universities to collaborate with businesses
- Introduce a European and national strategy for international talent attraction
- Invest in primary school STEM subjects - A broad knowledge base and self-confidence is crucial
- Ensure long-term financing to develop and strengthen industry validation
- Invest in initiatives that support companies with skills at the workplace - mainly for small and medium-sized companies

**If we look at the UK**, Make UK highlights that labour shortages in the UK’s manufacturing sector has increased significantly in 2022. There has been a 21.5% increase in UK manufacturing vacancies in the year to August 2022 as shown in the data below:

- As of August 2021, there were 75,000 vacancies in the sector,

- As of August 2022, there were 91,000.
- This is a slight improvement from a peak in February 2022 at 97,000.
- As of August 2022, this is equivalent to 3.8 vacancies in the industry for every 100 employees in the sector.
- Make UK has estimated the lost value to UK GDP incurred by these vacancies, which we estimate to be a loss of £21m a day.

According to Make UK research, the workforce roles that are most difficult to find in the manufacturing industries are the following: electroplaters, metal making and treating process operatives; metal machining setters and setter-operators; tool makers, tool fitters and markers out; planning, process and production technicians.

### ***The digital skills challenge***

The technological and digital transformation of the industries, and the world of work is today moving faster than ever. Hence the need for digital skills (from basic to specialized) is fundamental. We cannot close the skills gap without closing the digital skills challenge.

However, the most recent data in the uptake of digital skills by both individuals and companies is not very encouraging. According to the European Commission DESI<sup>8</sup> index 2022, during 2020, more than half of the EU enterprises (55%) reported difficulties in filling ICT specialist vacancies.

Despite the fact that 500, 000 ICT specialists have entered the labour market between 2020 and 2021, the EU's 9 million ICT specialists fall far short of the EU target of 20 million specialists by 2030 and are not enough to bridge the skills shortages that businesses are currently facing.

If we focus on “basic skills”, we encounter the same problem, as according to this same index, only 54% of people aged 16-74 have basic digital skills. This percentage is far away from the EU Commissions’ target of 80% of the European population having acquired basic digital skills by 2030, which Ceemet fully supports.

The vast majority of jobs, today and in the near future, will require digital skills from basic to complex in order for companies to bridge the skills gap. However, the current numbers will not allow MET companies to successfully address the digital skills shortages. As the European institute of innovation and technology itself indicates, without a substantial increase in investments and innovations on the supply side, the current trajectory shows that by 2030 only 64% of the population will attain at least basic digital skills and only 13.3 million digital specialists will be employed.

The numbers are not better if we focus on the uptake of digital technologies by companies as according to this same index the adoption of key digital technologies by business, such as AI and big data remains low. While the use of cloud computing reached 34% of EU enterprises in 2021, the uptake of big data analytics and AI technologies remains substantially more limited: only 8% of EU enterprises used AI (in 2021) and 14% big data (in 2020).

The digital revolution is constantly transforming the MET industries. The need for digital skills (from basic to specialised) as well as for ICT experts is thus critical for our companies<sup>9</sup>, in particular in the automotive and aerospace industries, to successfully manage the green and digital transitions.

<sup>8</sup> DESI – Digital, economy and society index

<sup>9</sup> 70% of businesses report a lack of staff with adequate digital skills as an obstacle to investment while almost half of the EU population has no or very low level of digital skills

### The importance of digital and management skills

According to Make UK data, 48% of their members identified leadership and management skills as the priority for investment; followed by IT/software skills (24%), data analysis (22%), programming (18%) as the skills set more in demand.

According to the European Commission, the availability of skilled staff and experienced managers is the most important problem for a quarter of the EU SMEs, representing 99% of all EU business and employing 83 million people

For example, the skills and competences needed in the production or operation of the electrical vehicle are certainly digital but are also part of the equation for the automotive sector to become greener and to contribute to the reduction of CO2 emissions.

Only by investing massively in digital skills and promoting a digital education we will be able to close the digital skills gap.

## II- ADDRESSING LABOUR SHORTAGES

Labour shortages are impacting all European economies and thus represent an issue for all European companies. For this reason, only a well-planned and coordinated strategy with a combination of European and national measures addressing migration, skills, employment and labour market issues will enable the European MET industries to address the problem of labour shortages. The issues linked to the labour market situation, and in particular to the current shortages of labour, are so pressing and challenging that they should be looked at as a priority for all: EU and national policy makers, as well as companies, education and training providers, industry etc.

Ceemet considers that tackling increasing labour shortages in order to bring and keep people in the labour market requires:

### 1- Putting in place well designed legal migration policies

Well-designed legal migration policies are certainly an important tool to address labour shortages.

Against this background, the European Commission issued in April 2022, its so-called “Skills and Talent package” that aims at addressing current demographic and migration challenges. The package which is a mix of legal and operational measures also intends to address labour market shortages in the EU.

Whereas the legislative pillar<sup>10</sup> of the package aims at putting in place an efficient legislative framework, simplified and less bureaucratic in order to improve legal migration to the EU, the operational measures contained in the package intend to address the challenges of international matching of labour market needs and skills.

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<sup>10</sup> The package proposes to amend Directive 2011/98/EU<sup>1</sup> on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State (the Single Permit Directive). The Commission aims to have a streamlined procedure for the single permit for combined work and residence which will make the process quicker and easier for applicants and employers. It also aims at allowing applicants to lodge applications from both non-EU countries and EU Member States and to enhance safeguards for equal treatment and protection from labour exploitation.

The legal migration package also includes the recast of Directive 2003/109/EC on long-term residents. The revised Directive aims to make it easier to acquire the EU long-term residence status by simplifying the admission conditions, for instance by allowing the cumulation of residence periods in different Member States. In addition, the revision aims to enhance the rights of long-term residents and their family members, including improvements to family reunification and facilitated intra-EU mobility.

Within its operational pillar, the Commission has planned for example, to launch an EU talent pool<sup>11</sup> by mid-2023, in order to facilitate the match between third country nationals and job opportunities in EU businesses. The tech and industry employers welcome this type of measures as they aim at attracting the (qualified) workers and talent that EU companies are looking for. This pool will, however, only be a successful initiative if it is easily accessible for SMEs as well as designed in a user-friendly manner in order to facilitate the recruitment of workers.

It is of the utmost importance that the Commission launches targeted communication campaigns to promote this “talent pool” amongst SMEs.

Ceemet also welcomes the Commission proposal to improve EU cooperation with partner countries through the so-called “Talent Partnerships” in order to boost workers’ mobility across borders. These partnerships that will focus on some key economic sectors for the MET industries, including ICT and engineering are certainly an effective tool to attract third country nationals to Europe. However, Ceemet is of the opinion that these partnerships should promote circular migration and avoid brain drain.

As regards the two legislative proposals aiming at revising the “single-permit directive” and the “long term residence” directive, Ceemet calls for their fast adoption. The single permit directive will in particular ease the administrative burden on companies to recruit third countries nationals.

## 2- Investing in active labour market policies

In the UK, around 20% of the labour market is defined as economically inactive, reducing the labour pool for companies. Surprisingly, since comparable records began in 1971 the economic inactivity rate had general been falling. However, it is now increasing since the COVID pandemic started.

The increased inactivity rate is also due to recent increases driven by those aged 50 to 64 moving from economic activity to inactivity. Between April and September 2021, it was 87,000 higher than in the same period.

Whereas Ceemet agrees with putting in place the adequate migration policies to address demographic and labour market challenges, we should also have a critical look into our own labour market as, the unmet demand for employment exceeded 14% in 2021. As referred to above, in some countries above 30% of the population is inactive: with people available to work and wanting to work but not looking for a job<sup>12</sup>.

This high number of inactive people is yet another factor that is considerably reducing the “pool of available labour”. For this reason, Ceemet calls on the EU and the Member States to put in place the adequate policies to tackle the high percentage of unmet demand for employment. It is urgent to bring those people who are neither in employment nor in training back into the labour market.

### ***Bringing women back to the labour market***

Women are more likely to face an unmet demand for employment than men. In the EU, in 2021, this percentage was of 16% for women and of 12 % for men. Hence, it is urgent that the adequate policies are deployed in order to incentivise women to access the labour market.

Against this background, Ceemet and its member associations have long been calling on EU and national policy makers to put in place the adequate childcare facilitates as a way to foster and increase the participation of women in labour markets. For this reason, we welcome the Commission proposal to revise

<sup>11</sup> This pool will be an EU wide pool of candidates from non-EU countries which will be selected on the basis of specific skills levels, criteria and migration requirements, following a screening of candidate’s credentials.

<sup>12</sup> In Italy this accounts for 48% and in Bulgaria for 36%

the targets on early childhood education and care in order to enhance women's labour market participation – the so called 'Barcelona Targets', set in 2002<sup>13</sup>. Under this Recommendation on early childhood education and care (released on 9 September 2022), the Commission proposes that 50% of children below the age of three and 96% of children between the age of three and the starting age for compulsory primary education are in early childhood education and care.

The tech and industry employers firmly believe that high quality, affordable and accessible childcare facilities are certainly a positive tool to raise women's incentives to work. For this reason, we urge Member States to follow the Commission's recommendations on this matter.

### ***Integrating disabled people in the labour market***

One of the priorities of the Czech Presidency is to support the implementation of effective tools for the integration of persons with disabilities into the labour market, lifelong learning policies and career guidance through quality education and public employment services. The tech and industry employers fully support and welcome this Presidency priority and call on national policy makers to put in place the adequate policies in order to encourage the integration of persons with disabilities into the labour market.

Labour market opportunities are the best way to ensure a person's financial independence, professional development as well as access to social protection provisions and other benefits.

In France, a Duoday's program is organised every year. This program allows a disabled person to spend one day in a company or in the administration, thus enabling disabled people to discover jobs and companies to welcome and get used to disabled people.

### ***Supporting companies at all levels***

Supporting companies in their recruitment procedures could also help to address labour shortages and to tackle the high percentage of labour market slack. Companies could for example benefit from tax or social security exemptions when recruiting long-term unemployed or very low skilled workers.

Well-designed in-work benefits could also increase employment participation without raising the labour costs for employers.

**In France:** aid for the hiring of long-term jobseekers on a dual training contract (called "contrat de professionnalisation") is provided with up to €8,000 (+ specific employment aids of €2,000 and State aid of €2,000 when it comes to a senior).

A Bonus of 1000 € for the long-term jobseeker who trains before returning to a job is also in place.

Moreover, companies can access support for the hiring of apprentices (€5,000 to €8,000).

### ***Putting in place effective job-to-job transition measures***

Ceemet considers that effective job-to-job transition measures should be put in place, in particular within those sectors that undergo a profound structural transformation due to rapid technological change and the need for new skills adapted to a greener economy.

Against this background, national policy makers should urgently design and deploy effective job-to-job transition measures, specially targeted to those workers most affected by the twin transitions. These types of measures should enable those workers to change jobs and even sectors, without falling into unemployment.

<sup>13</sup> The current targets call on Member States to provide childcare to 33% of children under the age of 3 and to 90% of children from age 3 until mandatory school age

The active involvement of public employment services when designing active labour market policies is also key. But not only: cooperation between all stakeholders, public authorities, social partners, companies, education and training providers is also critical to design the adequate labour market policies.

Companies, in particular SMEs, should also receive support and have the possibility to access the adequate measures supporting effective job-to-job transitions.

Well-designed job-to-job transition measures are the best tool to keep workers in the labour market and thus an effective measure to tackle labour shortages.

**Anticipate and accelerate retraining (France).** Mobility leave is a "cold" mobility support system open to any company, without any workforce condition. Its aim is to enable companies to anticipate economic changes and secure professional transitions. On their side, employees can voluntarily join a "mobility approach" - and be ready to move/change jobs.

The objective of this scheme is to promote the return to stable employment through accompanying measures, training measures and periods of work. It is put in place following an employer's proposal and as part of a collective agreement: agreement on collective contractual termination (specific modality of termination of the employment contract under French law, so-called "rupture conventionnelle collective") or collective agreement on the management of jobs and skills.

### 3- Boosting mobility within the EU

Labour shortages are also due to low mobility within the EU. Bureaucracy should be lifted in order to enhance mobility at all levels both for the free movement of workers (moving to another Member State to work) and for the free movement of services (temporary posting of workers). When sending their employees across the entire EU, all of our companies face regulatory burden. EU legislation has brought a number of challenges particularly around the constraints on companies who want to post a worker to another Member State. This exacerbates already existing problems for companies, potentially impeding the free movement of services in our sector where posting of workers has historically been unproblematic and based on the free movement of highly qualified service providers. We therefore advocate for any initiative that would facilitate labour mobility and improve access to information for both workers and companies on the rights and obligations related to working in another EU Member State.

### 4- Rethinking retirement policies

As tackling labour shortages requires a combination of public policies and company measures, we believe that retirement policies should be adapted to growing life expectancy, ageing of the population, demographic challenges and increasing labour shortages. EU Member States should thus adapt their retirement policies to today's world.

Ceemet firmly believes that Member States should engage in an in-depth debate on "retirement policies", in order to adapt them accordingly to the evolving situation of the labour markets and the financial situation of the retirement systems.

Along the same lines, Ceemet believes that those workers who stay longer at work, either because they retire after "the official retirement age" or above the "average retirement age in the sector" should be entitled to support in the form of an increased pension. These types of incentives have proved successful in order to encourage workers to stay longer in employment and reduce their willingness to retire earlier.

## 5- Investing and ensuring the adequate health and safety conditions in the workplace, in particular for those jobs that are more hazardous and offering good working conditions

MET companies have been investing for many years in ensuring safe working conditions and protecting their employees from harm. In an ageing society, it is imperative for companies, particularly SMEs, to keep their skilled workers at the workplace for as long as possible.

One way in which MET companies are contributing to this is via the digitalisation of industry. A good example of this is the use of exoskeletons at production sites. These external frames are ensuring that the physical burden is as low as possible on workers and will contribute to keeping them both at work and healthier longer. It should not be understated that this also provides an overall societal benefit. Furthermore, we can level the playing field in relation to the necessity to have physical strength, opening the door to a wider variety of employees, allowing industry to access a broader pool of skills.

Finally, within MET companies we are seeing the automation of tasks which were previously performed in arduous conditions. The automation of these tasks has improved occupational safety and health ensuring that workers can extend their working life, and ensuring their skills and talents remain on the workforce for a longer duration.

In this context, offering good working conditions, including a competitive compensation package – but not only – is crucial to recruit and retain the highly skilled workforce that companies are looking for.

Companies should continue to offer career development possibilities as well as the option to access training adapted to the employees' needs and companies' competences.

Further, businesses should also continue to promote a work-life balance environment where employees feel that they can effectively manage their work and personal lives with enough time and energy for both. Helping employees maintain a work-life balance shows that the company values their well-being and is an effective incentive to retain talent.

The move towards more remote work and flexible working conditions is unstoppable. Companies that offer more flexibility and agree on employee's requests on flexible working arrangements, will have a competitive advantage and will be able to recruit and retain the talent that they need. Agreeing on flexible working conditions and the possibility of remote work, where possible, will thus also motivate workers to stay in the company.

Offering good working conditions is also a critical tool to fight brain drain from the EU to non-EU countries (such as Canada or the USA). As a matter of fact, Europe is also suffering from a loss of human capital as many European graduates with science and technology backgrounds opt to live and work in countries outside the EU where they earn higher salaries.

In this vein, Ceemet calls on national and EU policy makers to work together in order to develop a common strategy to prevent and reverse brain drain, including by offering incentives to attract those EU highly skilled workers that are living and working outside the EU back to Europe.

***And last but not least***

## 6- Promoting a greener and more digitalised industry

The MET industries continue to offer good working conditions, stable employment and possibilities for career development. For this reason, a large majority of EU tech and industry employers already heavily invest in providing accurate information on the industries and the professional possibilities offered by MET companies

at schools, vocational schools, training centres, universities etc as a way to attract young people to the industrial sector.

If we focus on young people, the tech industry undoubtedly enjoys a competitive advantage, as youngsters want to work for “highly digitalised” and tech companies that offer plenty of (job) opportunities, as well as the possibility to learn or develop new skills, more flexibility, and better benefits, amongst others. Further, jobs in the tech field allow young workers to be creative and innovative and develop solutions for new challenges.

On the other hand, together with the rapid “digitalisation of the industry and the economy” we are nowadays also facing new trends in the labour market linked to the green transition. Indeed, European labour markets and the MET industries are in the process of shifting from more polluting (CO2 reliant) jobs to more digital and greener jobs that contribute to a more environmentally friendly economy. For instance, as we are all aware, the automotive sector is already putting in place a large number of measures to contribute to a sustainable industry.

#### Attracting people to the MET industries

In France, an orientation app, Onyx.io asked young people to replace the name “boilermaker” into metal former. Making the job name more appealing has contributed to attracting young people to participate in the training and become a “boilermaker”.

On their side, more and more young people say they would prefer to work for a greener industry or as part of the green economy.

Against this background, the tech and industry employers should continue to raise awareness, especially amongst young people, about the efforts and investments that MET companies are deploying in order to contribute to a greener economy. Along these same lines the tech industry should continue to seize the opportunity of “its competitive advantage” to deploy communications campaigns targeted, for example, to young and women – but not only - throughout the adequate social media in order to showcase the benefits of working for a leading industry.

Promoting and marketing greener and digital industry is yet another means to attract young people to work in the industries and thus a way to address labour shortages.

The MET industries are making a significant contribution to the green and digital economy

### III. ADDRESSING THE SKILLS SHORTAGES IN THE MET INDUSTRIES

As said above, skills shortages have been an issue for our industries for many years. Against this background, MET companies have been doing and continue to do their

Our companies are increasingly struggling to recruit and retain the highly skilled workforce and the talent that they need to thrive.

best to close the skills gap and tackle the growing labour shortages that is hindering their competitiveness and their ability to innovate and continue providing quality jobs.

In this respect, the tech & industry firmly believe that attracting the talent that our industries need requires:

#### 1- Investing in effective and well-functioning career guidance: the key to success

Well-designed effective career guidance is an indispensable pillar to attract young people and women to VET and STEM related disciplines and in general to guide and advice young people on employment opportunities and skills needs. However, the tech and industry employers consider that career guidance is not working efficiently in the majority of EU countries. Career guidance for youngsters between 14 and 18 does not even exist in some EU countries. Hence, Ceemet urges national policy makers at national, regional and local levels

to invest in effective career guidance that provides youngsters with accurate labour market information in order to guide them on their decisions on future work and professional experience. Career guidance needs to be close to companies and industry needs.

Against this background, Ceemet advocates for practice-oriented and easily accessible educational and vocational career guidance – involving both schools and industry. Career advisors, schools’ counsellors and teachers as well as parents need to be aware of the varied career development opportunities in VET as well as with the multiple employment opportunities intrinsically linked to STEM studies in order to motivate young people to choose VET as a starting point for professional career or to follow STEM studies and disciplines. Proper counselling at an early age is essential.

We call on public authorities to invest in effective, practical and flexible career guidance that can constantly be adapted to changing needs of labour markets.

It is important that career guidance is **free from gender stereotypes/ clichés**. We want to attract more girls and women to STEM and VET disciplines as well as to the MET industries.

It is crucial that counsellors/career guiders have a background on industry and are also constantly up-skilled and re-skilled themselves in order to be able to keep up with changing trends in the labour market including new skills needs and employability opportunities.

Career advisors and industry should closely work together to adapt career guidance to changing labour markets. MET companies have certainly a key role to play as they could for example organise company visits in the frame of “career guidance in schools”, or train company and employee representatives so that they are also part of the career guidance programmes.

#### Austria/ WKO- Federal Economic Chamber

One of the major tasks of WKO is focused on “education that takes you to work”. In this context, WKO offers career guidance and educational counselling. Below a short overview of the extensive offer of WKO:

Consultations/contacts per year

- WKO Talent Checks | target group 13-/14-year-olds: 65,000 young people (72% of the age cohort).
- Career Check for young adults: approx. 4000 (new product/education offensive since 2020)
- Education and apprenticeship fairs: approx. 150,000 contacts
- Presentations to school classes/industry days: approx. 10,000
- Virtual company tours 160 VR glasses in use

[www.bic.at](http://www.bic.at) - the online career information platform of WKO, is one of the most used online tools in Austria.

Key data:

- Information on around 2,000 occupations (incl. all apprenticeships)/ over 10,000 pages of information/more than 200 videos.
- Interest profile and some other information in 7 languages (German, English, Serbian, Croatian, Turkish, Farsi, Ukrainian)
- Hits per year: 650,000 visitors/100,000 completed interest profiles/circa 86,000 views of occupational videos/12 million page views/2 million occupational views

## 2- Investing in STEM related disciplines and studies (and ICT professions)

STEM and ICT professionals are needed in many fields, including emerging ones such as the electric-vehicle production. Furthermore, workers with a STEM background are crucial for the MET companies to continue to move forward.

In Finland, a national strategy for STEM skills and competences is underway. It aims to ensure high level of STEM skills in the whole population, with the main focus being on pre-primary, primary and secondary education.

Our companies have a pressing need of Data analysts, Engineers, Cybersecurity specialists, ICT specialists, as well as workers with the adequate analytical skills and system design skills. All these professions and skills sets are indispensable to ensure the success of the green transition and the

digital transformation that industries are undergoing.

However, today's graduates continue to move away from Science, Technology, Engineering and Mathematics (STEM) fields that are most in demand by employers, including our companies. The supply of ICT and STEM graduates from upper-secondary and higher education is insufficient to meet demand. The number of ICT specialists (as pointed out above) is also very insufficient. Too few people are studying STEM related subjects, and the participation of women in STEM continues to remain low.

As a result, the competition between companies across all sectors to recruit STEM graduates and professionals as well as workers with a STEM background and ICT specialists is becoming tougher and tougher.

For example, the German Metal and Electrical Engineering industries are one of the economic sectors with the highest STEM employment in Germany. Around 37% of STEM employees work in the MET industry. These skilled workers at all qualification levels are of crucial importance for the sector's innovative strength and competitiveness.

After a profound drop in demand after the outbreak of the COVID-19 pandemic, the demand for people with an education in STEM has risen sharply again and is even higher than in the corresponding comparable month during the economic boom in 2018. The nationwide labour shortage in STEM education in September 2022 totals 333,900 people and has a very negative effect not only on the German MET industries, but also for the success of the transition towards a green, digital and resilient European economy.

The EU is facing an unparalleled shortage of women in Science, Technology, Engineering and Mathematics (STEM) careers and education. Women make up 52% of the European population and make up the majority of tertiary graduates in the EU, yet only 2 out of 5 scientists and engineers are women and only 18% of specialists in ICT. At the same time, young girls are attracted to the STEM field in school, and in some countries perform better than boys. This phenomenon of lost talent is referred to as the "leaky pipeline". *European Commission – Proposal for a Decision on the European year of Skills 2023*

Although the need for STEM professionals and workers with a STEM background is today more pressing than ever before, Ceemet and its member associations have long been calling on policy makers to boost the investment in STEM related studies and disciplines. The tech and industry employers have also long been calling to put in place the adequate awareness raising campaigns in order to attract women

and young people to STEM and increase their interest in following STEM careers and disciplines.

As a matter of fact, we consider that STEM education should be boosted from an early age. Further, awareness and promotion of STEM career and disciplines should also be targeted, for

Science on Stage Europe is a good example for the involvement of teachers across Europe to promote STEM

example, amongst young women and young people in general.

It remains challenging to attract young women and men to study STEM related subjects – even if labour market demand for STEM remains high and will continue to grow in the coming year. In this regard, it is key to fight mind set barriers and foster the participation of women in STEM related studies and disciplines.

Teachers and parents should also be involved in the promotion of STEM.

We consider that it is essential to use the adequate social media (TikTok, others) to promote STEM amongst young people and women. Our industries have been pioneer in spotting the need for workers with a STEM background as well as on evidencing the low participation of women in STEM related studies. For this reason, Ceemet members in the Nordic countries have launched successful communication campaigns aimed at attracting women and young to STEM careers and disciplines that have increased considerable women interest in STEM. These kinds of examples could be used as best practices and be shared amongst industry and policy makers in the different Member States. Ceemet stands ready to contribute to the debate on promoting STEM and ICT careers and studies.

### 3. Continuously anticipate skills needs

A critical step to close the skills gap, is to invest in anticipating the skills needs of the future including emerging skills in order to design education and training programmes that are adapted to labour market and employability opportunities. It is certainly true that identifying skills needs in line with labour market immediate needs and future skills needs has always been very challenging.

Cooperation between education & training providers, and industry has to be reinforced at all levels in order for education and training systems to deliver the set of skills that labour markets need.

This issue has even become more challenging today because of the rapid transformation of our industries due to technological and green change.

However, in order to reach these objectives, we need to bring closer together the worlds of work and education & training.

If we focus on our industries, it is critical that research bodies and education & training providers, work constantly and adequately with businesses, industry and MET employers in order to bring the learning experience closer to the reality of the working environment and very importantly to identify industrial skills needs of the future.

In this regard, we need continuous, systematic and updated skills intelligence, including on latest trends and changing skills needs in a particular area, as well as intelligence gathering on potential future jobs in the industries.

Effective guidance to training bodies, VET providers, schools etc, leading to continuous skills needs updates, information on new profiles and jobs in the MET industries, is the follow-up step to the phase on skills intelligence gathering.

Only in this way we will ensure the continuous update of education and training programmes offered across Europe on the skills needs of the MET industries. Moreover, close cooperation between all stakeholders, will give access to VET providers and training schools to the background information they need to update the curricula following the latest trends.

On their side, national policy makers should also consult and increase their cooperation with industry to guarantee the labour market relevance of education programmes.

## 4- Investing in well-functioning Vocational Education and Training

The tech and industry employers continue to call on national policy makers to invest in well-functioning Vocational Education and Training. Ceemet is of the firm believe that excellent VET systems are an indispensable tool to deliver the right set skills that our companies need to cope with the major technological changes as well as to facilitate the transition to the green economy.

Certainly, VET with a strong component of work-based learning is key to helping overcome the current skills shortages that are occurring within the MET industries.

VET programmes across all sectors need to be labour market-relevant, flexible and regularly updated to meet the skills needs of the green and digital transitions

To this end, vocational schools should partner continuously and cooperate with industry and business, in order to adapt to VET curricula to changing skills needs and employability opportunities.

Although the image of vocational training has improved substantially in recent years, Ceemet continues to call on policy makers and industry to increase the visibility and attractiveness of VET as a first-class training choice that leads to quality employment in the MET industries. As a matter of fact, the “bad image or stigma” over VET studies remains the standard in some countries and also amongst certain groups of youngsters and parents in all EU countries. We need thus to continue fighting VET stigma in order to attract young to follow this education and training path.

As employers, we believe that VET and higher education should each be valued as a first-class training choice and not be played off against each other. VET can be attractive for everyone, provided that the permeability between different educational pathways is fostered. Ideally, it should be possible to more freely combine studies from different (VET) programmes and courses from different educational levels. Fostering permeability between VET, general and higher education will make it easier for students to move between systems and will increase the attractiveness of VET.

### *Investing in quality and effective Apprenticeships schemes*

Promoting work-based learning including through quality apprenticeships and dual learning models is key to help the transition from learning to work

Along these same lines, apprenticeships schemes with a strong training component are crucial to our industries as it is a way to train the industrial employees of the future.

Furthermore, although they may not solve a MET company immediate skills shortage, they can be part of the solution to address labour shortages in a company. Apprenticeships allow thus a company to train the person on the needs of the company and are also an enabler for young people to start acquiring work experience.

However, today our companies are encountering difficulties to fill in apprenticeships positions, to the point that in many occasions they remain vacant.

Today, the reduced number of apprentices is a major issue for companies in the MET industries.

Tech and industry employers are currently the process of tackling these difficulties, including inadequate communication – not reaching the target groups; challenges with image of the industry; stigma on apprenticeships schemes and changing mind-sets towards the labour market etc.

In Austria an initiative called "Technikland Vorarlberg - Zukunft leicht gemacht (Future made easy) provides information on training paths, apprenticeships and companies on the homepage. In addition, you can get an overview of job profiles, career opportunities and projects in an online magazine. <https://technikland.at/>

Again here, we would like to call once more on public authorities for support to deploy information and awareness raising campaigns on the importance and added value of apprenticeship schemes that normally lead to quality employment within the industries.

These campaigns should aim at addressing also the bad image that apprenticeships have in many countries. Industry should have a key role in the development and deployment of such campaigns.

MET industries have also their part to play when it comes to fostering the uptake of quality apprenticeships. The vast majority of our companies are SMEs which are, in some occasions, reluctant to take on apprentices because of limited resources or lack of time. We therefore call on support for SMEs - to be able to continue to provide quality apprenticeships. Financial incentives, such as apprenticeship bonuses, financial assistance or other innovative measures could be an added value tool to encourage companies to take on young apprentices.

## 5. Continuously invest in upskilling and reskilling of the workforce

Ensuring that education and training systems deliver the right skills for employment, is not enough to close the skills gap if we do not increase workers participation in continuous training<sup>14</sup>. It is crucial that workers are constantly trained all along their career in order to remain employable (changing jobs and or even sectors) and in order to acquire the right set of skills adapted to present and future labour market needs, in particular in the midst of the green and digital transitions. This is the case for the MET industries and in particular for the automotive and aerospace industries that are undergoing a profound technological transformation.

Against this background, the tech and industry employers call on decision makers across all Europe to support the re-skilling and up-skilling of the workforce in the MET industries in order to ensure that critical sectors for the European economy, such as the automotive industry, succeed in their digital transformation and thus in their green transformation.

But not only, skills are a shared responsibility of all, policy makers, business, employers, workers etc.

### Supporting workers

If we focus on workers, participation of adults in training, in particular of low-skilled workers remains low. As a first step to put in place the adequate skills policies at company and industry level, we need to understand the reasons why individuals do not undertake enough training.

Initiatives such as the Pact for Skills for the automotive sector - now called Automotive Skills Alliance - are a good example on how to identify skills needs in the sector and support the elaboration of specific plans for re-skilling, up-skilling and training of workers in the EU automotive sector. These initiatives should be disseminated and used as best practices across all regions of the EU.

The lack of motivation to participate in training, in particular of low skilled workers, has been identified as one of the major obstacles to participate in training.

Making employees aware of the added value of training in order to enhance their skills development is thus crucial. Ceemet is of the opinion that counselling, advice and "career guidance" of workers, in particular low

<sup>14</sup> Only around 37% of adults undertake training. (source – European Commission /European Year of Skills 2023). These figures are far away from the 2030 EU target of at least 60% of adults participating in training every year.

skilled workers, is a key tool to encourage them to participate in training. Workers should be mentored and receive advice, according to national practices, on the type of training they should undertake. This training should be adapted to the workers competences as well as connected to the company's needs.

Part of the solution to motivate workers to up-skill and re-skill is to make training more attractive. New online tools can facilitate customised learning (e.g. online training) adapted to the employee's needs and empower workers to up/reskill. The amount of online training offers is, however, massive, and sometimes it might be challenging to choose the right quality one. Employers, mentors, social partners can play a key role to play in advising on the type of online training that is needed.

### Supporting companies

Companies also face their own issues when it comes to investing in employee training. As a matter of fact, the vast majority of MET companies are SMEs.

For this reason, we call at this point also for support for SMEs. We are fully convinced that SMEs should receive adequate support to successfully manage the green transition. Competitive companies can create quality employment which is the best way to back those people most affected by the green transition.

SMEs should, thus, receive the adequate support in order to identify their immediate and future skills needs. This support should be extended to the development of right-skilling schemes adapted to companies and labour market needs of a highly digitalised and greening economy. The adequate skills development of the industry workforce is crucial to ensure a successful green and digital transition.

### Investing in Life-long learning

On their side national policy makers should invest in awareness raising campaigns about the importance of Life-long learning (LLL) and Continuing Education and Training (CET) that are today the key instrument for maintaining one's individual employability in a rapidly changing (digitalised) world of work. We need to promote at all levels (schools, companies, sectors) a culture of LLL and change of mindset and as part of the pathway to tackle the low participation of workers in training.

In France, there is an ongoing discussion on the creation of a tax incentive system (such as a "training tax credit") replacing the pooling of training funds, which could benefit companies bearing expenses (excluding compulsory training) to develop the skills of their employees.

There is also an also ongoing discussion on the Personal Training Account (so-called "Compte personnel de formation – CPF") in order to make the training, within this account, labour market relevant and adapted to the needs of companies

## IV - CONCLUSIONS

The quickly tightening labour market across Europe is today the number one problem for companies that put the lack of human resources on the top of their agendas. Certainly, the issues linked to the "*shortages of labour and the skills gap*" should be looked as a priority for all: EU and national policy makers, as well as companies, education and training providers, industry etc.

Against this background and in order to address the increasing double challenge of labour and skills shortages in the MET industries, Ceemet calls on European and national policy makers to develop and implement a well-planned and coordinated strategy that includes a combination of measures that address migration, skills, employment and labour market issues.

## V – RECOMMENDATIONS

The tech and industry employers call for the following measures to be put in place:

### Addressing labour shortages

- **Putting in place well designed legal migration policies** – in order to attract third country nationals to Europe in an unbureaucratic and easy manner. Brain drainage should be avoided. Member States and the EU should work together to coordinate legal migration policies
- **Investing in active labour market policies in order to bring those people that are not in employment not in training back to the labour market:**
  - o Incentives for companies to recruit for example long term job seekers have proved successful and should thus be fostered at national level
  - o High quality, affordable, and accessible childcare facilities will raise women’s incentives to work. These facilities have to be put in place at national level.
  - o Adequate policies to ensure the integration of persons with disabilities into the labour market should be devised at national level
  - o Well-designed job-to job transition measures will help keeping workers in the labour market. National policy makers should urgently put in place these type of measures
- **Re-thinking retirement policies:**
  - o Member States should adapt retirement policies to the evolving situation of the labour market, growing life expectancy and the financial situation of the retirement systems
  - o Workers who stay longer in employment (over the official retirement age or average retirement age in the sector) should be entitled to support in the form of an increased pension at the national level
- **Boosting mobility within the EU**
  - o Bureaucracy should be lifted in order to enhance mobility at all levels within the EU. EU legislation in this area should aim at facilitating the free movement of workers and persons within the EU and should thus reduce red tape and bureaucracy
- **Investing and ensuring the adequate health and safety conditions in the workplace and offering good working conditions**
  - o MET companies should continue to ensure healthy and safety working conditions in the workplace and protect employees from harm
  - o MET companies should continue to offer good working conditions, including a competitive compensation package, but not only, as a way to recruit and retain workers
  - o Good working conditions and competitive salaries are also a crucial tool to fight brain drainage, of highly skilled workers, from the EU to non-EU countries
- **Promoting a greener and more digitalised industry**
  - o MET industries should continue to invest in providing accurate information on the industries and the professional possibilities offered by our companies
  - o MET industries should continue to promote a greener and digitalised industry in order to attract young people to work in our companies

### Addressing skills shortages:

- **Investing in effective and well-functioning career guidance**

- National policy makers should invest in well-designed effective career that is an indispensable pillar to attract young people and women to VET and STEM as well as to advise young people on employment opportunities and skills needs.
  - Career advisors and industry should closely work together to adapt career guidance to changing labour markets
  - Counsellors/career advisors should continuously undertake training in order to keep up with changing trends in the labour market including new skills needs and employability opportunities.
- **Investing in STEM related disciplines and studies**
    - National policy makers should boost the investment in STEM related studies and disciplines.
    - National policy makers and industry should put in place the adequate awareness raising campaigns in order to attract women and young people to STEM and increase their interest in following STEM careers and disciplines
- **Continuously anticipate skills needs**
    - National policy makers should invest in anticipating the skills needs of the future in order to design education and training programmes that are adapted to labour market and employability opportunities
    - National policy makers should invest in continuous, systematic and updated skills intelligence, as well as in intelligence gathering on potential future jobs in the industries.
    - Research bodies and education & training providers should work constantly and adequately with businesses, industry and MET employers in order to bring the learning experience closer to the reality of the working environment and very importantly to identify industrial skills needs of the future
- **Investing in well-functioning Vocational Education and Training and effective and quality apprenticeships**
    - National policy makers should invest in excellent VET systems. VET systems are an essential tool to deliver the right set skills that MET companies need to cope with the major technological changes as well as to facilitate the transition to the green economy.
    - National policy makers should invest in VET with a strong component of work-based learning
    - National policy makers and industry should increase the visibility and attractiveness of VET as a first-class training choice that leads to quality employment in the MET industries
    - National policy makers and industry should promote apprenticeships schemes with a strong training component
    - National policy makers should support SMEs in order for them to continue to provide quality apprenticeships
- **Continuously invest in up-skilling and re-skilling of the workforce**
    - Decision makers across all Europe must support the up-skilling and re-skilling of the workforce in the MET industries
    - Workers should undertake training all along their career in order to remain employable and in order to acquire the right set of skills adapted to present and future labour market needs
    - SMEs should receive support to develop right-skilling schemes adapted to companies and labour market needs
    - EU and national policy makers should invest in awareness raising campaigns about the importance of Life-long learning (LLL) and Continuing Education and Training (CET)

## ANNEX I

### **AMS- Public Employment Service Austria**

The Public Employment Service Austria (**AMS**) is the leading service provider on the labour market in Austria. They place workers in vacancies and support the initiative of job seekers and companies through counselling, information, qualification and financial support.

As a service enterprise under public law, the AMS contributes to the prevention and elimination of unemployment in Austria within the framework of the federal government's full employment policy, on behalf of the Federal Ministry of Labour and with the significant participation of the social partners.

[Here is an overview for AMS counselling centres on vocational training](#)

Choosing the right training is an important decision in life. Here is a range of offers and advice centres, which support young people in all questions on the subjects of training and career choice.

### **Career Information Centres**

- Advice on the subjects of career choice, education and training and job prospects
- Access to brochures, information packs and career information films
- Personal advice, events and workshops

TIP Visit these centres with the school, on your own or with your parents: » AMS Career Information Centres (BIZ) » Education and career advice facilities of Institutes for Economic Promotion (WIFI) and Austrian Economic Chambers (WKO)

### **Educational psychological advice centres**

- Advice for school students, parents and teachers
- Individual educational advice for school students
- Support for educational and career decisions

TIP Further information at: [www.schulpsychologie.at](http://www.schulpsychologie.at)

### **NEBA (Network Career Advice) youth coaching**

- Coaching in the choice of careers and training for young people starting from the 9th school year and for young people up to the age of 19
- 3 levels of support: 1. Initial discussion; 2. Counselling; 3. Support
- Promoting the development of personal potential TIP Further information at: [www.neba.at/jugendcoaching](http://www.neba.at/jugendcoaching)

### **Career guidance at school**

- Information, advice and guidance for education and career (ibobb)
- Career guidance classes
- Insights into practice during the course of projects

### **Work Experience Days (“trial apprenticeship”)**

- “Trying out” a company on one or more days
- Learning about everyday work in your preferred occupation
- Organised through the school or privately

### **Company visits and Open Days**

- Opportunity to visit a company on one specific day in the year
- Visiting the company and information about various jobs
- Answering questions on apprenticeship training and trial apprenticeships at the company Ausbildungswege 86 School fact-finding and Open Days

- Opportunity to visit a school on one specific day in the year
- Information on admission, type of school and range of offers at the school
- Getting to know the atmosphere at the school

TIP You can find dates on each school's website

### **Career information fairs**

- Various companies and training facilities in one place
- Information on careers and training
- Opportunities for discussion with people from companies and schools

### **Internet searches on career guidance**

Online offers with information on careers, training and the subject of applications, e.g.:

- AMS-Berufslexikon: [www.ams.at/berufslexikon](http://www.ams.at/berufslexikon)
- AMS-Ausbildungskompass: [www.ams.at/ausbildungskompass](http://www.ams.at/ausbildungskompass)
- AMS application tips: [www.ams.at/bewerbung](http://www.ams.at/bewerbung)
- Europass: [www.europass.eu](http://www.europass.eu)
- BerufsInformationsComputer der WKO: [www.bic.at](http://www.bic.at)

### **Tests as a decision-making aid**

- Realising your own strengths and weaknesses
- Recommendations for suitable jobs
- AMS Career Information Centres (BIZ): test of interests with subsequent discussion

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