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Actions Against the Lack of Highly Skilled Workers in the Regions of Upper Austria

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17 May 2018, FHOÖ Research and Development

Agenda

Research Goal

Literature Review

Research Project

Methodology

Findings

Limitations & Outlook

Research Goal



Attracting & keeping high-skilled staff
→ safeguarding the industrial location of Upper Austria

Defining high-skilled immigrants

STEM occupations
(science, technic, engineering and
management)

- Requirements:
- formal schooling
 - high technical training
 - decision-making talent

Positive effects on economy

Boost of the
productivity level

Enhancement of
international
competitiveness

Attraction of
foreign investors

Literature Review

- Change of skill requirements through globalisation and rapid technological changes
- Shortage of skilled workers defined through:
 - Qualifaction profile (in-house & external) does not meet requirement profiles
 - Can be formal qualifications and soft skills
- 47.000 fewer skilled workers by 2030 than in 2017
 - Average age in 2017: 39.6 years
 - Average age in 2020: 40.2 years
 - Average age in 2030: 42.8 years

Literature Review

- Skilled workers are 5th time in a row most difficult occupations to find employees for
- Shoartage occupation as soon as 1.5 job seekers are being registered for one position
- Different migration policies in place in order to increase number of potential work force
 - Red White Red Card
 - Makes labor market easier to access for people outside the European Economic Area

Research Project

1. Qualitative study

2. Development of questionnaire – Welcome-Check

3. Data collection (Face-to-face interviews)

4. Analysis and report

5. Development of tailor made solutions

Methodology

1. Qualitative Research

- > Goal: Identification of key drivers
- > 2 Focus group discussions with 10 participants each
- > Transcription
- > Coding with MaxQDA
- > Analysis
- > Interpretation

Methodology

2. Quantitative Research

- > Questionnaire
- > Closed-ended and multiple choice questions
- > Open questions: included to identify measures to keep high-skilled people












Methodology

3. Face-to-face interviews 2016/17

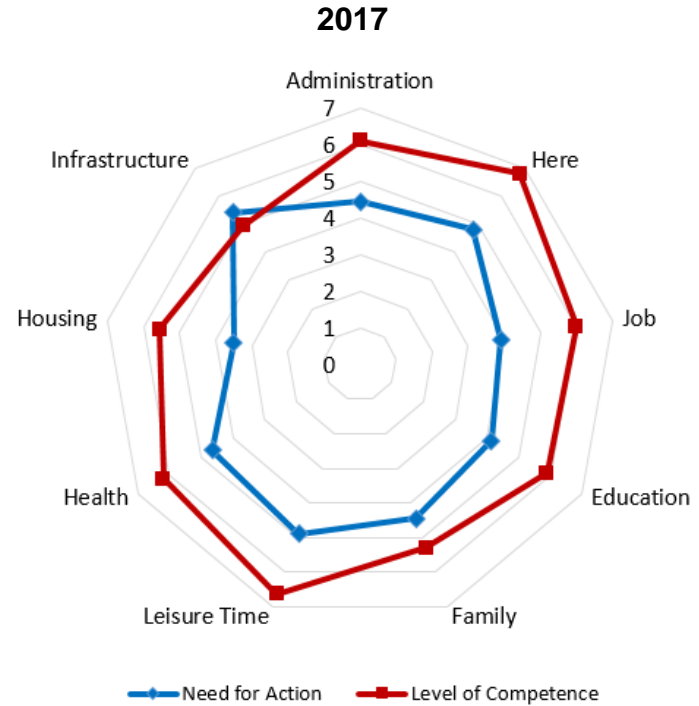
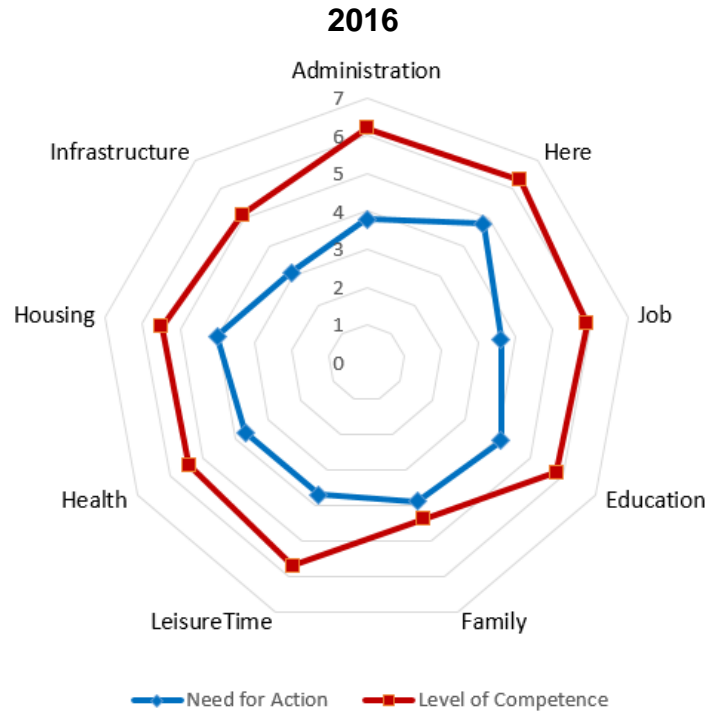
- > 41 companies
- > 39 municipalities
- Rework and adapt the questionnaire

Findings

Important Key Drivers in order to attract and keep high-skilled employees in Upper Austria

Here 	Adminis- tration 	Job 	Housing 	Family 	Educa- tion 	Leisure Time 	Health 	Infra- structure 
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Findings



Findings

Prevailing needs of highly-skilled workers from abroad:

- > Integration (workplace, place of residence)
- > Establishment of a sustainable, social network
- > Assistance in administrative steps (e.g. applications/formalities)
- > Supporting key workers partner with the job search
- > Support in the search for housing

Findings

Biggest challenges for companies searching for highly skilled workers:

- > High degree of bureaucracy (e.g. Red-White-Red Card)
- > Intercultural differences and xenophobia (inside and outside the company)
- > Regional reputation and attractiveness
- > Language development and cultural barriers
- > Supporting key workers partner with the job search
- > Find suitable housing options
- > Eligibility and comparability of education systems
- > Keeping keyworkers fit at the workplace
- > Accessibility of the workplace with public transport

Findings

What do companies offer:

- > Guided tours and welcome folder
- > Personal assistance in filling in forms
- > Buddy system
- > Provision of temporary homes
- > Information about training possibilities

Findings

- > Leisure time and health are still perceived to lie outside of companies' responsibilities and competences
- > No distinction between national employees and key workers from abroad
- > Regional sourcing
- > German as a MUST (e.g. computer programs)
- > Bureaucracy is seen as the biggest challenge
- > Focus on apprenticeship

Limitations & Outlook

Limitations

- > Results are not representative for Upper Austria
- > Differences in questionnaire outcomes might be caused by different circumstances of companies (e.g. size, location)

Outlook

Face-to-Face interviews 2018 (only on demand)

- > Companies
- > Municipalities

- > Testing of the new reworked questionnaire

Thank you for your attention!

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