

Improving the quality of the supply-demand-match in VET by anticipation systems?

A N N E X

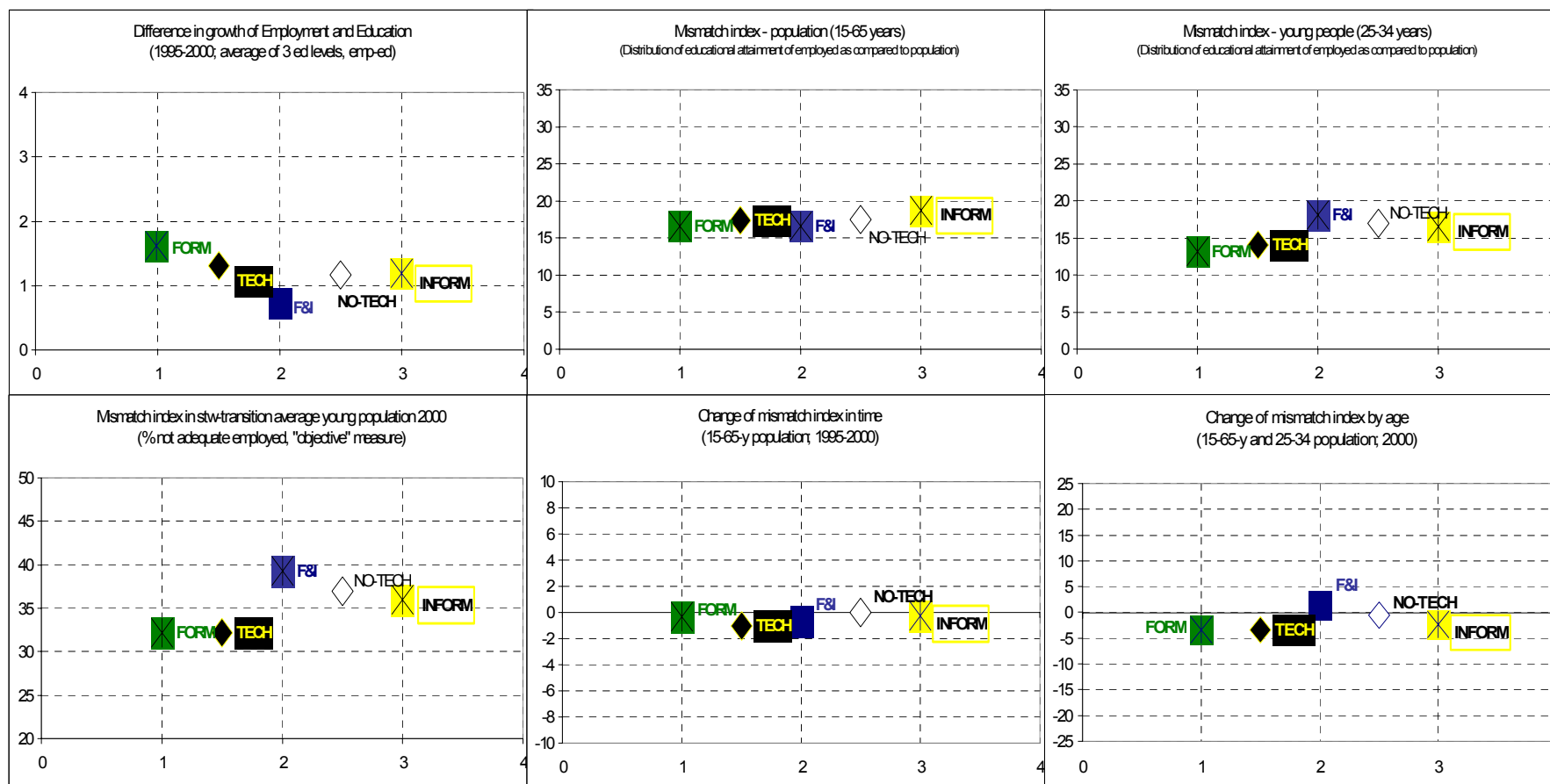
Lorenz Lassnigg (lassnigg@ihs.ac.at; www.equi.at)



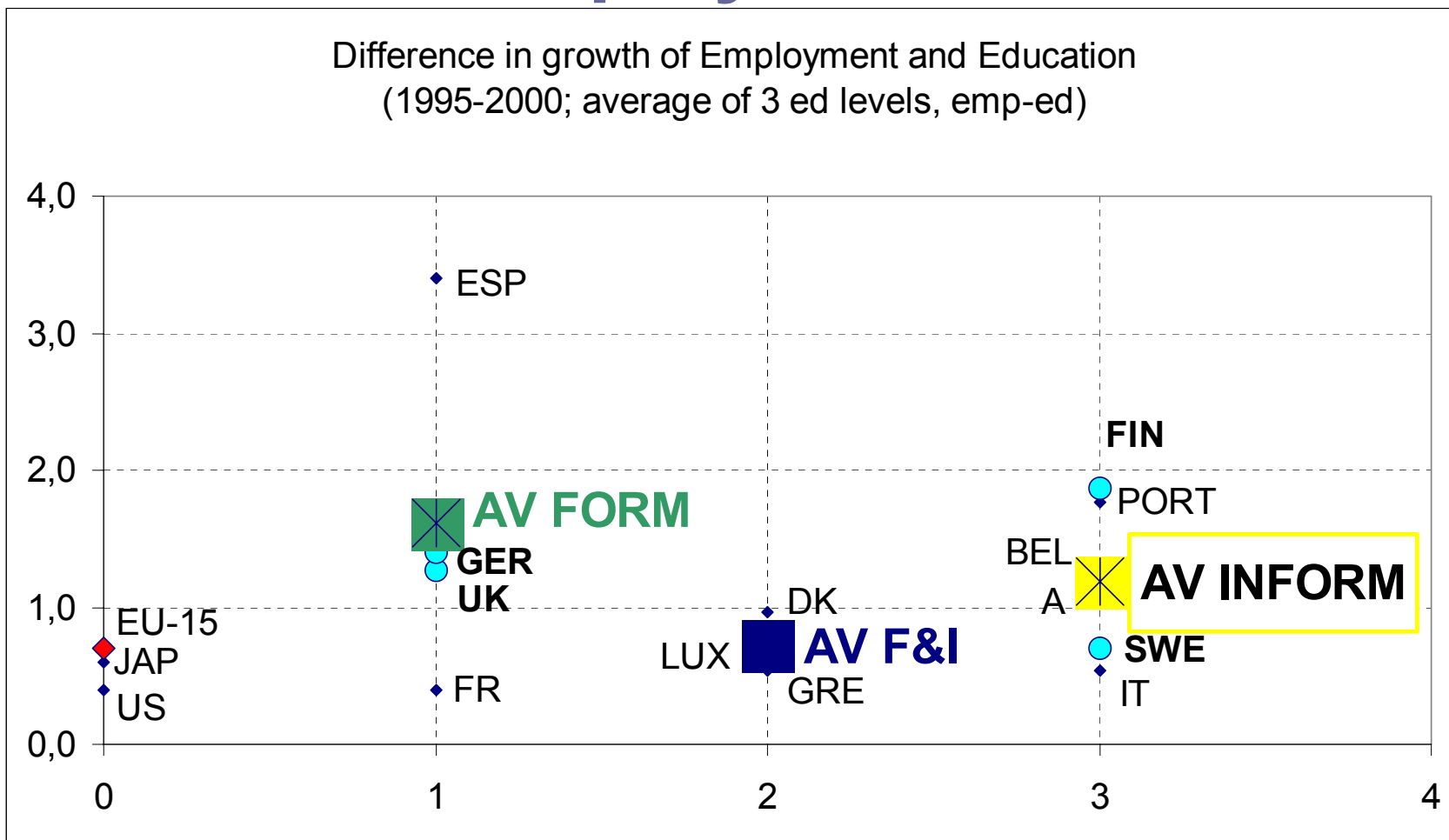
ANNEX

1. Detailed analysis of the indicators

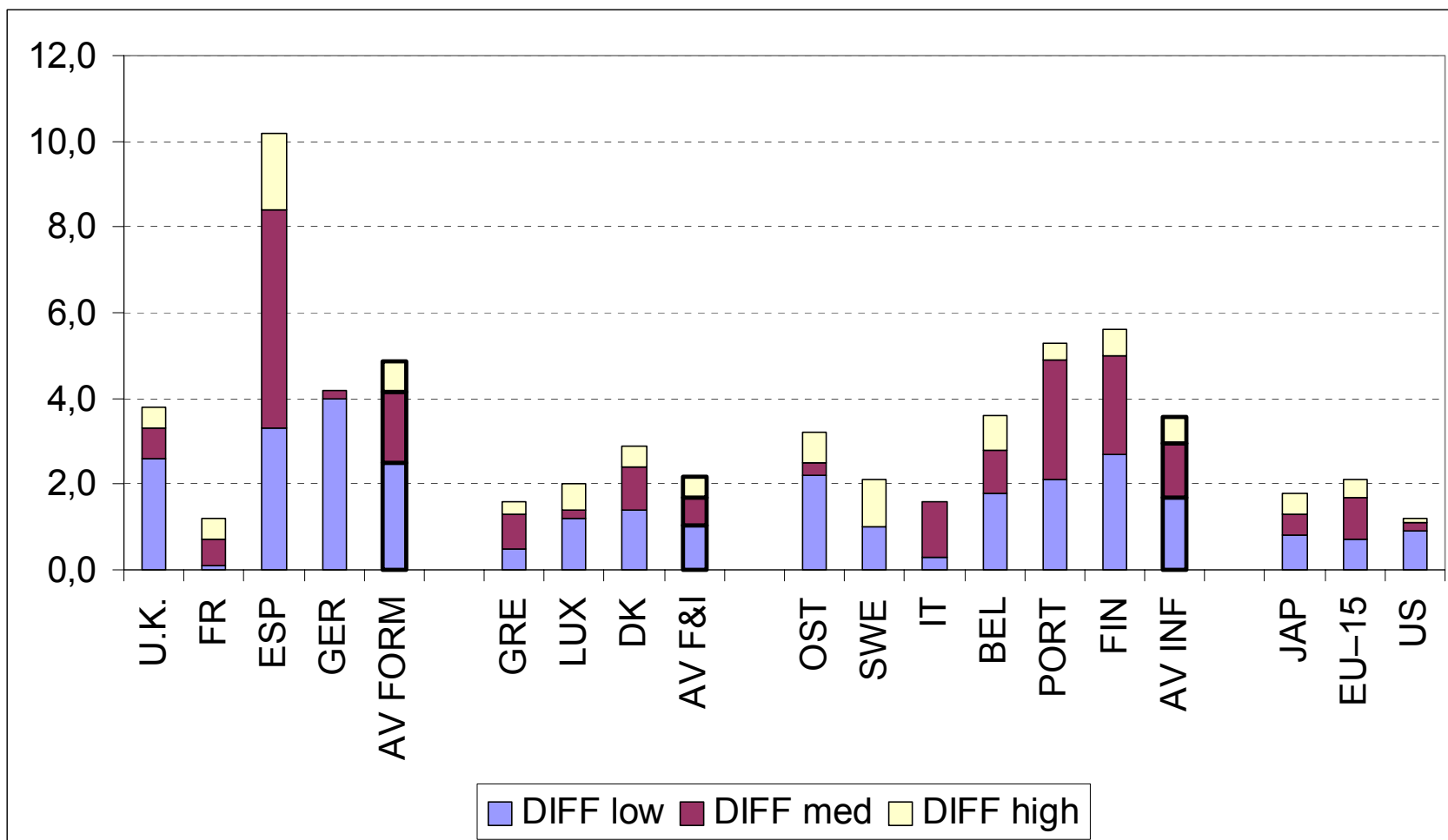
Do formalised systems pay?



Growth employment - education



Growth employm-educ per level

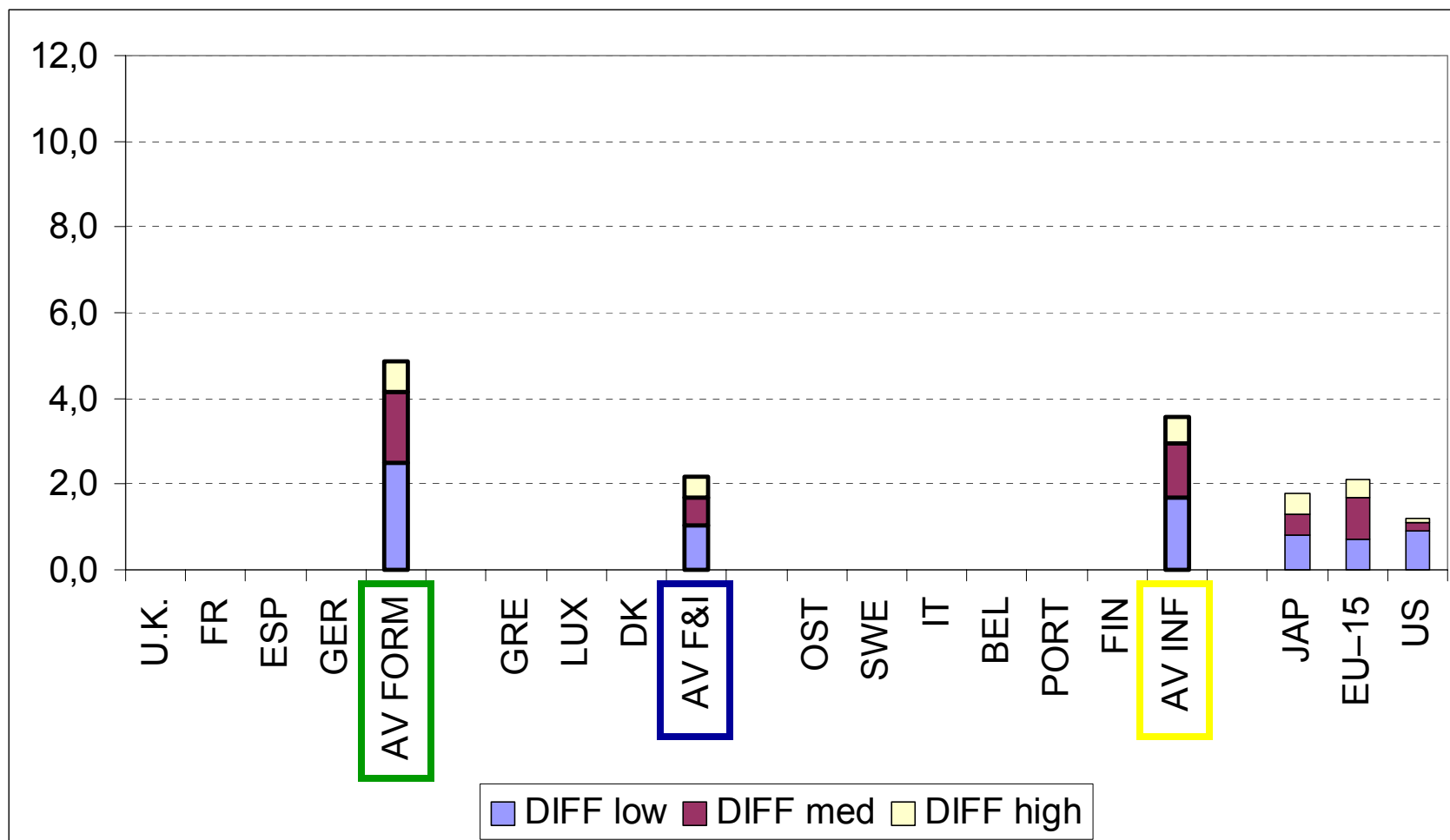


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Source: EU Commission, Enterprise (2002) Competitiveness report 2002, Tab. II.2, p.29
http://europa.eu.int/comm/enterprise/enterprise_policy/competitiveness/doc/competitiveness_report_2002/cr_2002.pdf

Growth employm-educ per level

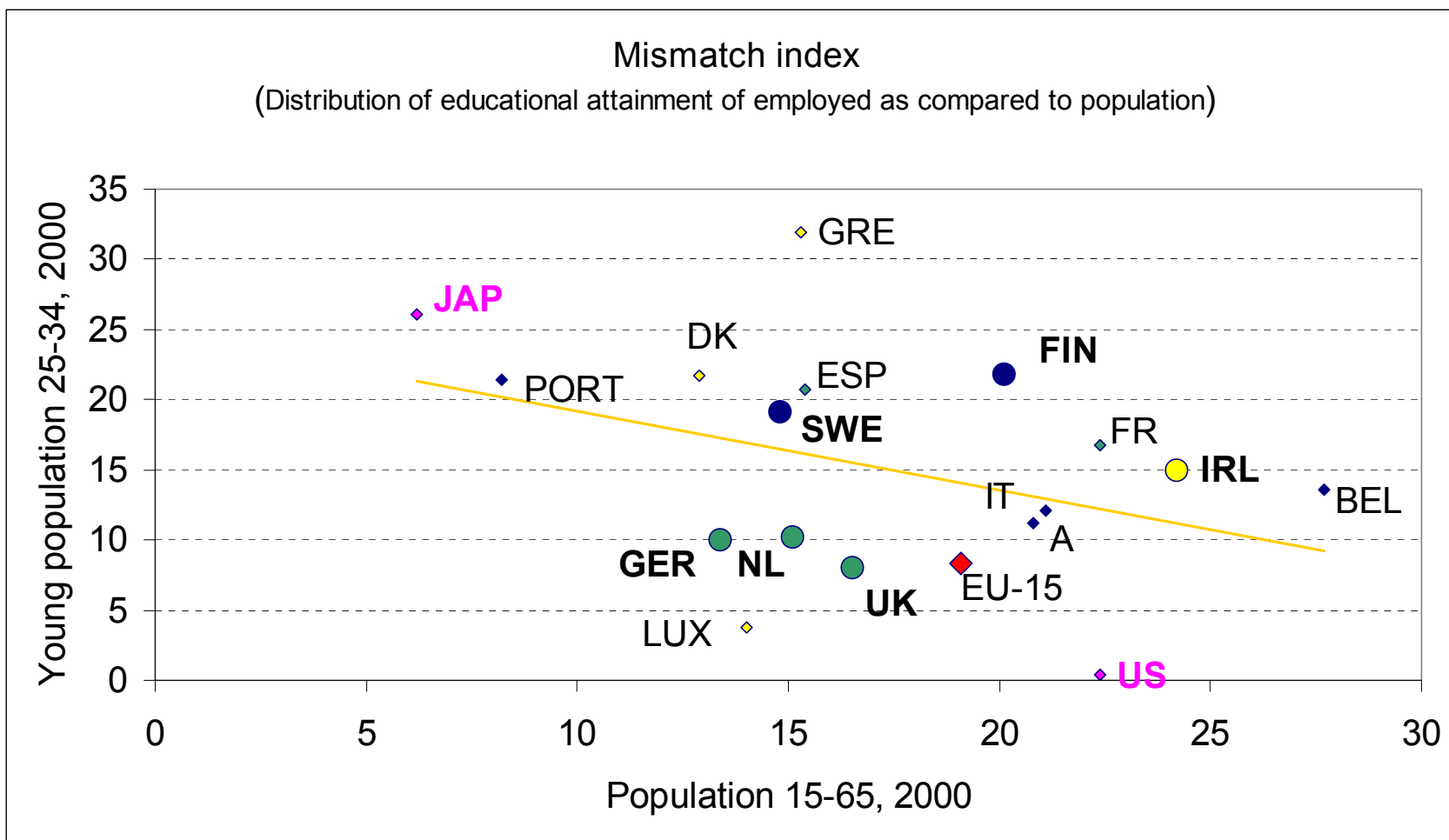


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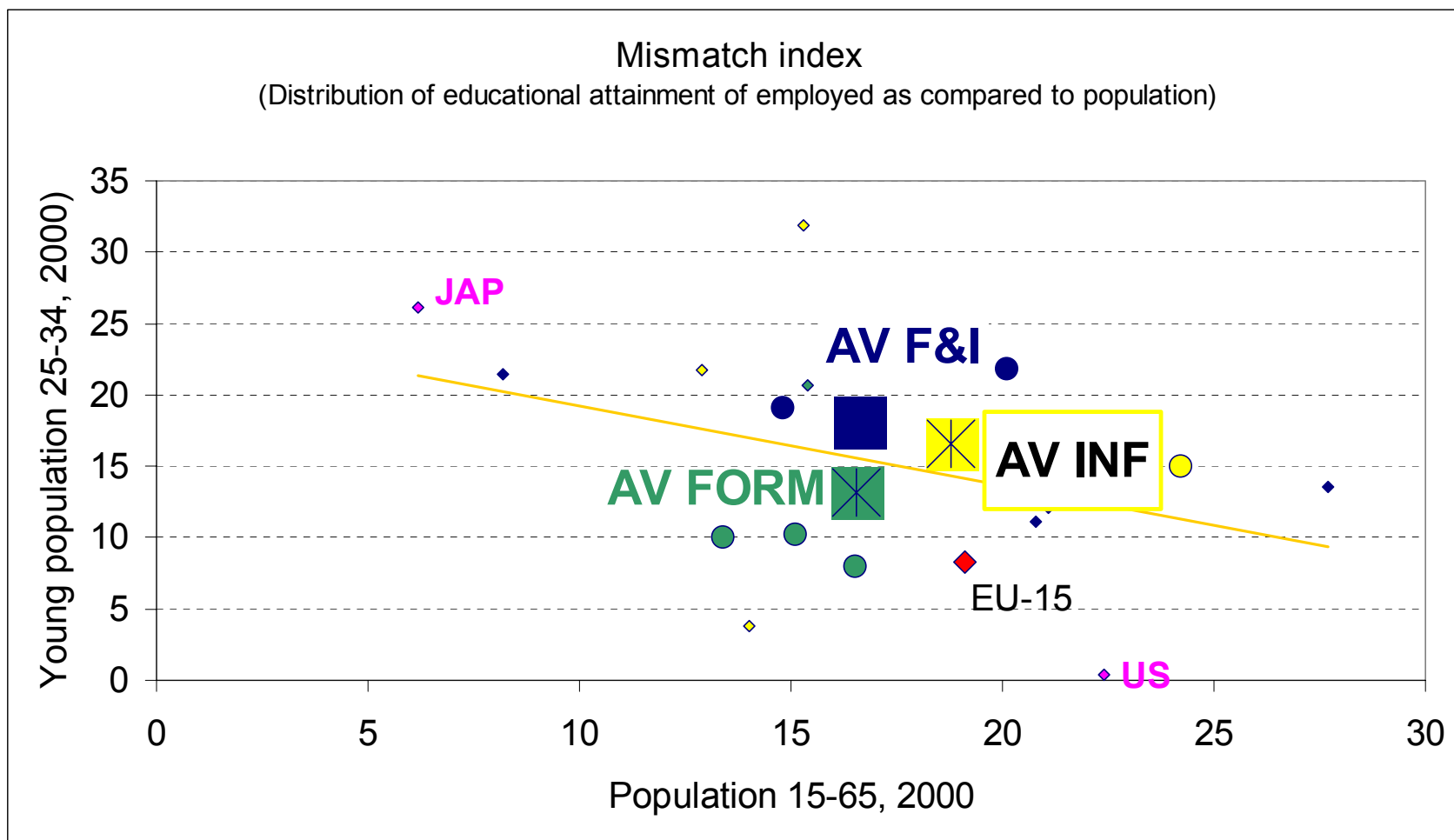


Source: EU Commission, Enterprise (2002) Competitiveness report 2002, Tab. II.2, p.29
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Mismatch index (distribution educ. attainment)

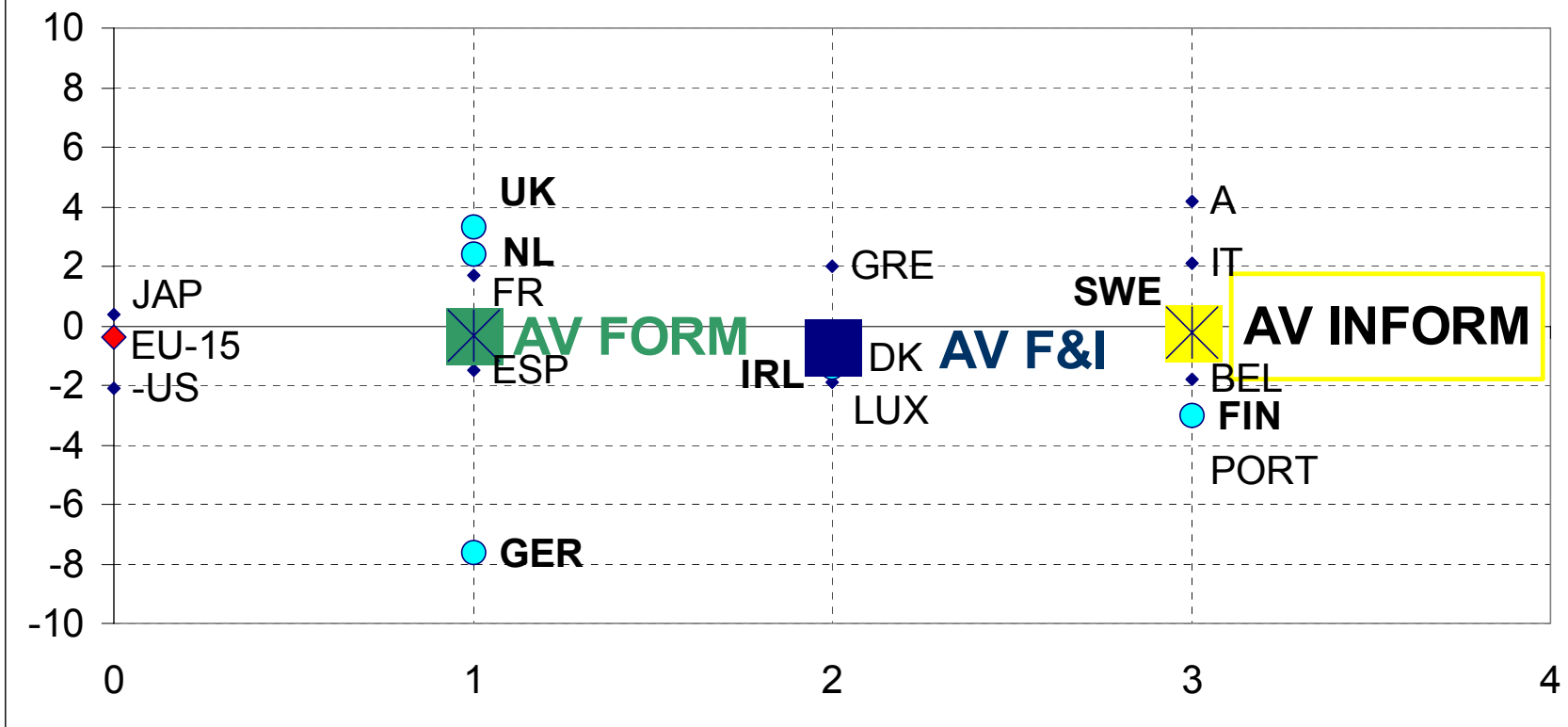


Mismatch index (distribution educ. attainment)



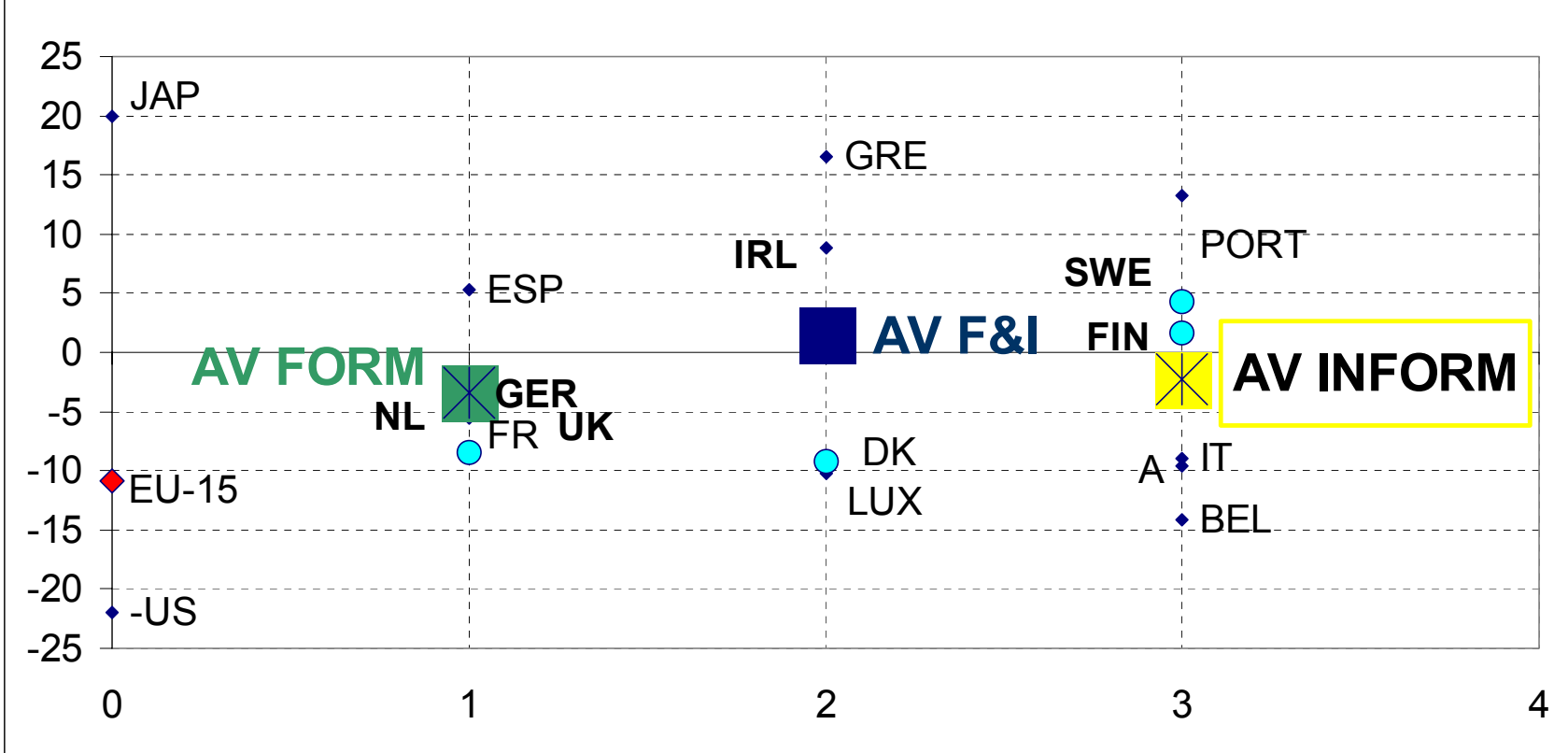
Change of MMI in time

Change of mismatch index in time
(15-65-y population; 1995-2000)

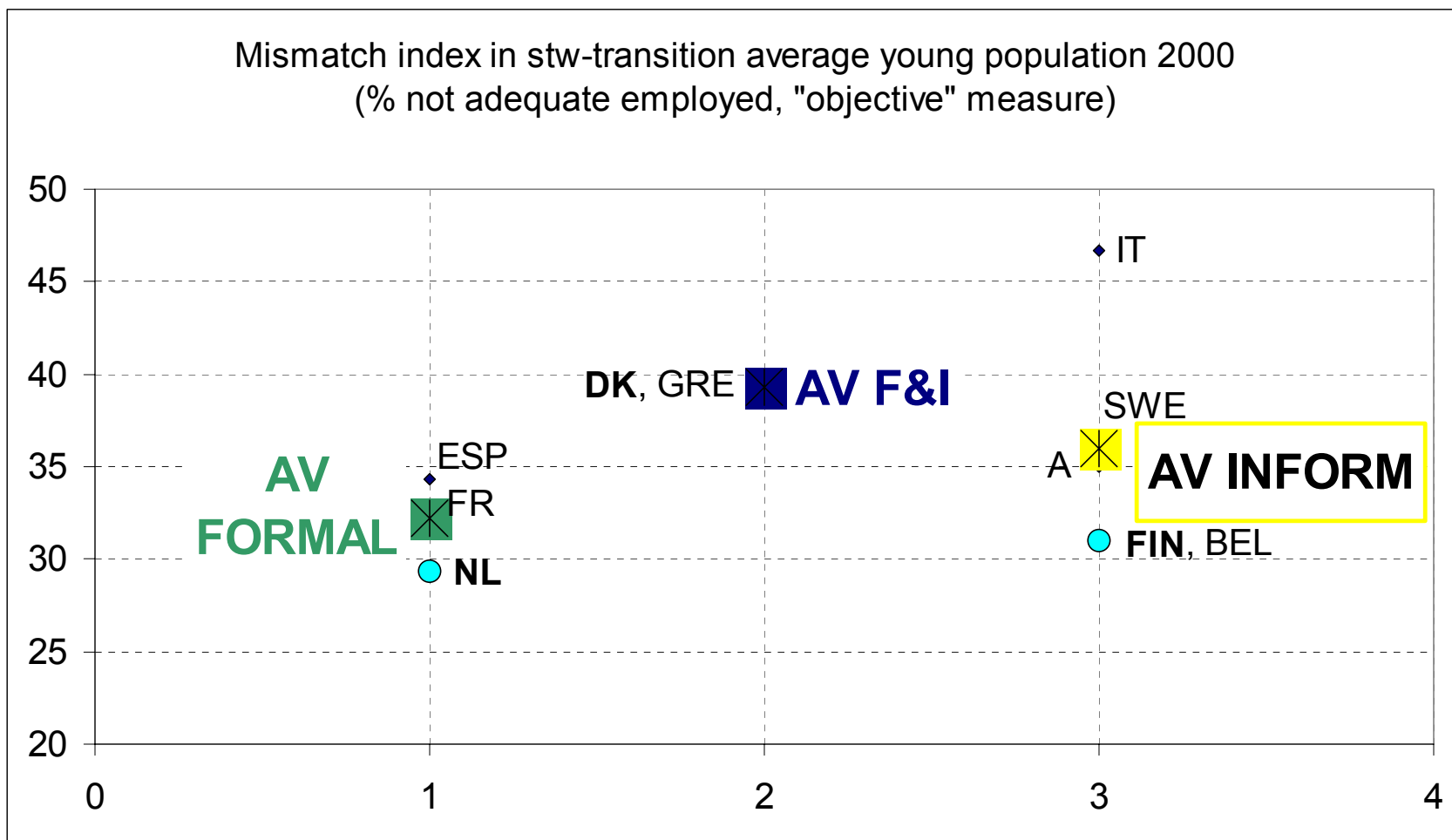


Change of MMI by age

Change of mismatch index by age
(15-65-y and 25-34 population; 2000)



School-to-work-transition



ANNEX

2. Formulation of goals and objectives in EU and national sources



ANNEX

3. Formulation of a broader set of indicators

Indicators: Context (1), Input (5)

Context

- *Measures for mismatch in the labour market, to be applied to VET categories*

Input

EUROPEAN, INTERNATIONAL SOURCES

- Participation in VET programmes providing a full set of skills for a given occupation
 - Observation by enterprises of qualifications and CET demand of employees
 - Observations by enterprises of future demand for qualifications
 - Individuals reporting that they have the skills to do a more demanding job
- (Quality of) existing mechanisms for transmission of information to VET providers about recognised demands on the labour market

Indicators: Process (6)

EUROPEAN, INTERNATIONAL SOURCES

- Involvement of regional/local bodies in determination of objectives, funding for VET
 - Enterprises having a CET plan and/or a CET budget
 - Percentage of yearly new and revised VET courses in response to the recognised demands on the labour market

NATIONAL SOURCES

- Integrated system of vocational information and guidance (number of users)
- VET institutions register the destination of the participants after they have completed the course

PROPOSALS

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- Formalised credit transfer system

Indicators: Output (6)

EUROPEAN, INTERNATIONAL SOURCES

- Spending on public labour market programmes
- Spending by enterprises for training (breakdown by sectors, etc.)
- Provision of VET by enterprises, participation of employees in CVET (breakdown by sectors, etc.)
 - Evaluation of CET by enterprises

NATIONAL SOURCES

- Design of courses as a response to the needs of the regional employment market
 - The VET institutions take action in the event of problems linking up with the employment market and further education

Indicators: Outcome (4)

EUROPEAN, INTERNATIONAL SOURCES

- Employed reporting that their formal skills are needed for present type of job; contribute to their present work
 - Individuals, unemployed with VET to improve skills and job prospects who find it useful
- Impact of enterprise based training, public labour market training
 - *Utilisation of acquired skills at the workplace, from the perspective both of the employer and the employee*

References

Matching-concepts and measurement

(Reference: Ch 5 about indicators in Lassnigg L / Markowitsch J (eds.), Qualität durch Vorausschau. Antizipationsmechanismen und Qualitätssicherung in der österreichischen Berufsbildung, Studienverlag, Innsbruck 2004)

Objectives, performance measures and quality

indicators (Reference: Lassnigg L, Indicators for Quality in Vocational Education and Training. European Experience. A study commissioned by CEDEFOP), IHS Sociology Series No.63, Vienna 2004; download:<http://www.ihs.ac.at/publications/soc/rs63.pdf>)

Anticipation methods and **country practices** (Reference: Feijen T/ Reubsæet T (eds.) Instruments, tools and policies to anticipate the effects of industrial change on employment and vocational qualifications. Study for the European Commission, ITS-Nijmegen 1996)

Austrian case study (Reference: Lassnigg L, Projections of qualifications and occupations in Austria: Short-term approaches, macro perspective and emphasis on the supply side. In: Neugart M / Schömann K (eds.) Forecasting labour markets in OECD countries. Measuring and tackling mismatches, Elgar, Cheltenham 2002; and Lassnigg L / Markowitsch J 2004)