

***Application of Conventional Interactive Tools  
on the Process Sequences:***

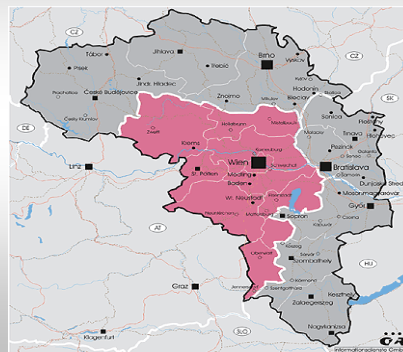
**Workshops and Consulting**

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Since 2003/04: High Demand for a valid information basis  
and for a monitoring of the migration potential in the border zone of  
Austria with Hungary, the Czech Republic and Slovakia in the course of  
EU-enlargement (with restrictions on the labour market until 2011):

**Projects LAMO I&II**



## Monitoring of Skilled Workers

# FAMO

„European Network of Regional  
Labour Market Monitoring“

PLIG

### Current Project of the PLG:

#### **“FAMO – Monitoring of Skilled Workers in the Border Region of Austria with Slovakia“**

This project is financed by EFRE-means of the European Territorial Co-operation within the Cross-Border Programme Slovakia-Austria 2007-2013 and cofinanced by the Austrian Ministry for Economic Affairs and Labour.



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### FAMO-Region I




The FAMO-Region II



The FAMO-Region III:

- Very dynamic region, especially on the Slovak side (Bratislava: GDP above EU-average)
- Region of Vienna is the centre of economic activities in Austria: „Twin-Cities“: Vienna – Bratislava (1-hour distance!)
- High potential for a „mobile region“ (exchange of skilled workers), but: 2004 - 2011: Restrictions on the cross-border labour market on the Austrian side
- For certain professional categories hardly any /no restrictions since 2008

<h2>Monitoring of Skilled Workers</h2> 	
<p>„European Network of Regional Labour Market Monitoring“</p>	<p style="text-align: center;"><u>Aim of FAMO:</u></p> <p>Analysis of the economic development in the region (objective data)</p> <p>Analysis of potential mobility of workers and their qualifications (subjective data; representative surveys)</p> <p>Analysis of qualified labour demand among companies (subjective data; representative surveys)</p> <p>Development of politico-economic measures and of qualification measures on company level</p>
<p>P   L   G</p>	

<h2>Monitoring of Skilled Workers</h2> 	
<p>„European Network of Regional Labour Market Monitoring“</p>	<p style="text-align: center;"><u>Informations - Users</u></p> <p><u>What Information?</u></p> <p><i>data and results of surveys concerning labour migration potentials and labour requirements in combination with objective labour market data</i></p> <p><u>Who are the users?</u></p> <ul style="list-style-type: none"> <li>• <i>Politicians, labour market experts, regional managers, scientific community</i></li> <li>• <i>The companies</i></li> </ul>
<p>P   L   G</p>	

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### How to bring information to the users:

#### Interactive Tools:

- *Workshops*
- *Instant Delphi*
- *Consulting*

#### Tools with limited or no interaction:

- *Public Conferences/Presentations*
- *Project-Website*

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### Before collecting informations for the users: „the scientists are users of information of the users, too!“

- Important to match the interests of the users with the project;  
not enough to elaborate a concept theoretically alone
- Workshops with all relevant stakeholders (donators  
[public funding,...], labour market experts, regional experts,  
project partners) to clarify the expectations and adapt the  
project if necessary
- It opens all out into: „Kick-off-meetings“:
  - external (for all relevant stakeholders; limited interaction)
  - internal (with the project partners; a lot of interaction)

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### Workshops:

- *Regular partner workshops to reflect the ongoing work and interim results*
- *Workshops with the relevant stakeholders to present interim results (bring info to the user!) and to define special analysis needs (on both sides of the border region)*
- *Final workshops (on both sides of the border region) including political advice/consulting*

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### Instant delphi as a special tool within workshops:

- *Surveying the participants of an expert workshop about a certain topic*
- *Instant analysis and confronting the experts with the empiric data & theoretical input*
- *Discussion*
- *Re-Surveying: Measuring the changes/revision of attitudes and presenting results again immediately: range of answers decrease, better forecasting*

**Conferences/Presentations:**

- *Big public conference with a presentation of the main results in the lead partner country (Austria)*
- *Smaller public conference with a presentation of the main results in the partner country (Slovak Republic)*
- *Users: mainly the media*

**Project-Website:**

- *Necessary to have a project website with results*
- *In our case: not interactive (data too complex to make the data bank user-friendly) but offering fixed tables (structured data/results with „reading examples“)*

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### Consulting: „Personnel dialogues“

• **By analysing the company surveys certain industries (branches: „reconstruction/environment engineering“ & „business services/information technology“) with a high demand of skilled workers were detected**

• **Within these industries personal appr. 70 (35 AT, 35 SK) dialogues (qualitative interviews) have been carried out to learn more about the qualification needs of the companies and the desired abilities of demanded workers**

• **Development and formulation of qualification options for these industries in a dialogue with the companies (as users!) themselves**

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### Besides the direct consulting of companies:

• **1 Workshop with the relevant stakeholders before starting the personnel dialogues to determine the branches**

• **1 Workshop with the relevant stakeholders after the personnel dialogues to reflect the process and the results**

**Thank you for your attention!**

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