

FiT Program

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Organisation of AMS



Federal Ministry for Finance

Administrative council
Executive board (2 directors)
Federal administrative office

Regional directorate
Regional director
Regional office

Local advisory council
Local director
Local office

Federal Ministry for Labour

Federal organisation
Staff: 197

9 regional organisations
staff: 1640

100 local organisations
staff: 4068



- ▶ AMS Management by objectives
- ▶ Annual labour market goals
- ▶ Equal Treatment Act
 - Gender, class, ethnicity, origin, religion, sexual orientation
- ▶ Labor market law

- ▶ Top down-managment (executives)
- ▶ Professional qualifications
- ▶ Controlling
 - Participation in professional life
 - Equal opportunities in all professions (horizontal)
 - Equal distribution of leading position (vertical)
 - Reducing gender pay gap





- ▶ Encouragement for reentering professional life (“WE”)
- ▶ Special fundings and special opportunities for raising professional qualification (“FBZ”)
- ▶ Gender budgeting
 - Disproportional financial assistance for women (+4%)
- ▶ Women in handcraft and technique (“FiT”)

FiT in Ihre berufliche Zukunft!

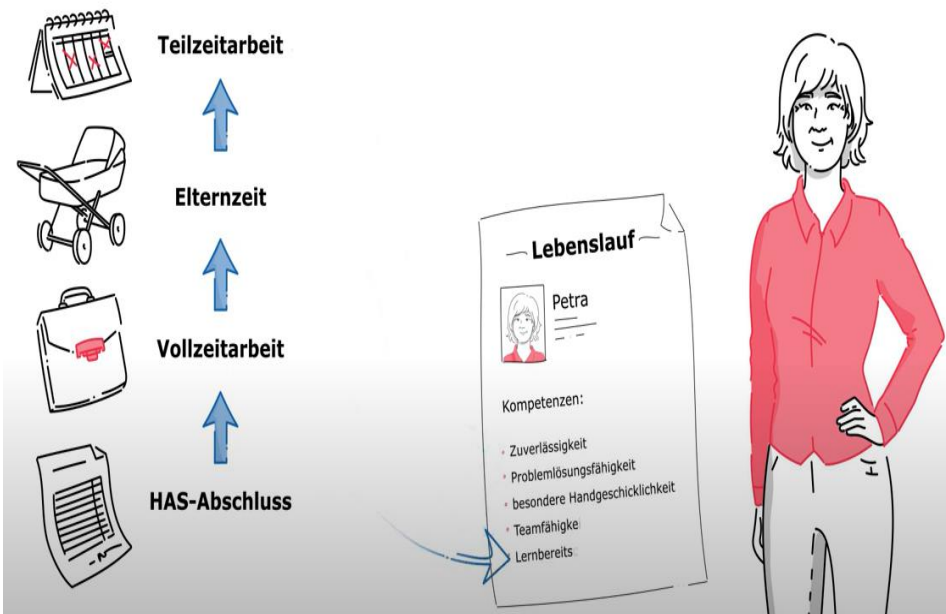
Mit dem FiT-Programm des AMS kommen Frauen #weiter.

www.ams.at/fit



Why is FiT Program needed?

- Legal requirements
- *“Women shall be actively encouraged and supported to enter non-traditional branches to reduce segregation and its negative effects on women (...)” (law)*
- Free access to all professions must be guaranteed regardless of gender (gender equality act)
- Facts
 - Women are severely underrepresented in technical professions
 - Women earn 25% less than men (in average)



- 1 1.362 women complete training (2022) – all over Austria
 - 2 ~9600 women have participated in the program
 - 3 50% migration background
 - 4 50% between 25 and 45 years
 - 5 50 % & compulsory education level (!!)
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- **Cost:** € 40 mio/year (€1.3 bn/year – 214000: double)
 - Labor market success 61,5 % (2022) ~30% in average

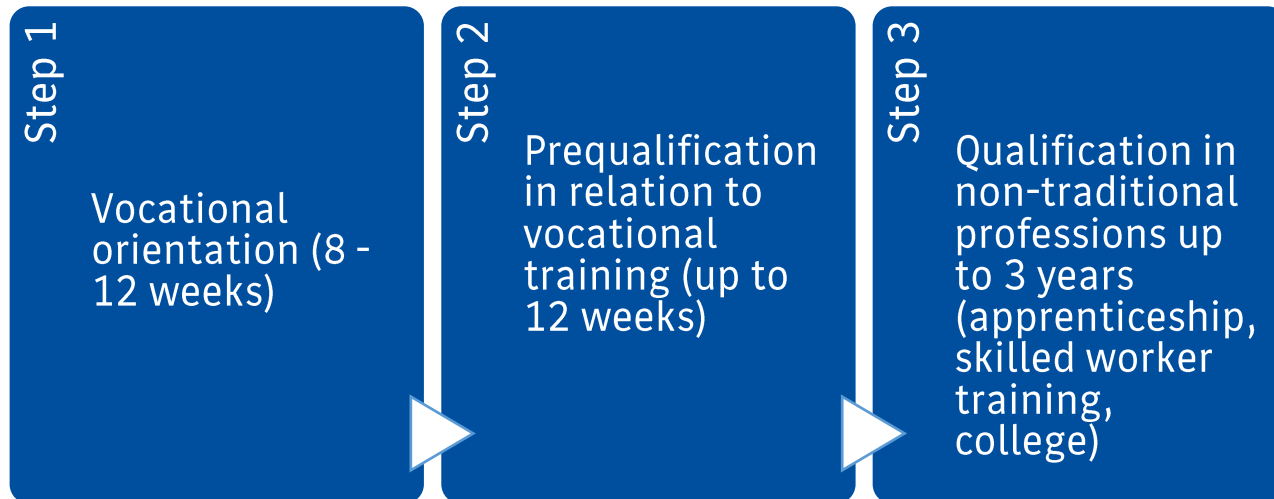
- ▶ Easy access to the program
 - Women
 - compulsory education
 - language level german B1
 - interest in fit job (list)

- ▶ FiT information events



- ▶ > 200 professions (out of ~260)
- ▶ FiT-professions -list is drawn up annually <40% proportion of women

- ▶ **Support from start to job** (individual coaching, support with: Learning, childcare, bureaucracy, illness, money problems, crises of any kind)

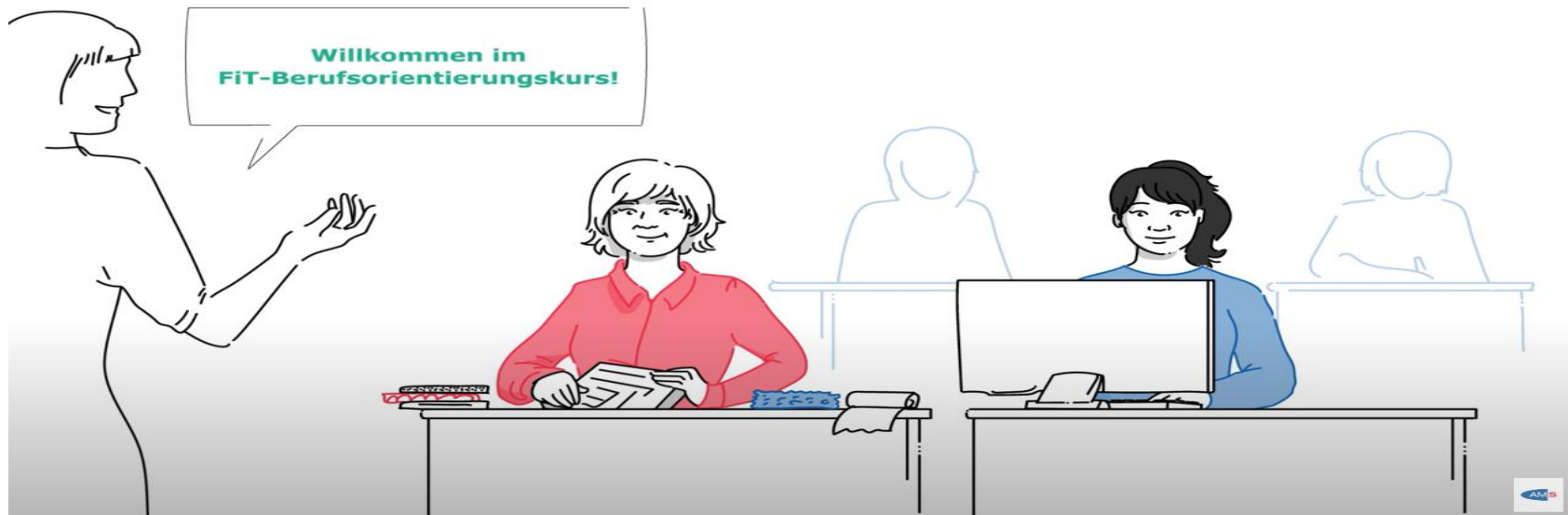


- ▶ Cooperation with companies & follow up counselling

- ① 1000 graduates between 2015 and 2020
- ② Long-term labor market success given
 - 65% after 2 years still employment shares
- ③ 82 % of female FiT graduates were or are employed in a craft, technical occupation:
 - 63% in FiT occupation
 - 19% in another technical job
- ④ Positive effect at the financial level:
 - after 2 years on the fit-job average increase of **€ 507**
- ⑤ Add positive effects
 - 37% were long-term unemployes
 - 42% had compulsory school level

Excluding criteria on women who are ..

- ▶ Older
- ▶ have an apprenticeship diploma (job placement)
- ▶ have previously held a qualified job (job placement)
- ▶ have not met requirements or deadlines with the AMS counsellor
- ▶ show little willingness to learn
- ▶ tell of family burdens



FiT Program - Lessons learned

- Gender bias
- Strategy & goals
- Accompany by women's counseling centers
- Timeline & structure of the program
- Learning settings for women
 - location, women only, remote offers,...
- Digital competences
- Information & promotion
 - partners & staff

FiT in Ihre
berufliche
Zukunft!

Mit dem FiT-Programm des
AMS kommen Frauen #weiter.



Outlook & development

- ▶ Green Jobs – new jobs
- ▶ Digitalisation - software and development

Sustainable energies



Greenkeeping



Plastics engineering

