



FiT – Women in crafts and technology

GETTING MORE WOMEN
IN MALE-DOMINATED
PROFESSIONS

Publication date: October 2015
Updated: December 2019

AUSTRIA

The 'FiT – Women in crafts and technology' programme is a reaction to the weak numerical representation of women in crafts and technology. The practice promoted the participation of women in non-traditional training and male-dominated professions. Two of the most effective measures developed were long-duration training activities and in-company training.

Name of the PES

AMS Österreich Bundesgeschäftsstelle

When was the practice implemented?

2006–2019.

Which organisation was involved in its implementation?

The programme was implemented and coordinated by the Austrian Public employment services. About 25 non-governmental subcontractors were responsible for putting the programme into practice.

Which groups were targeted by the practice?

Female jobseekers and unemployed women, from compulsory educational level and higher, who are interested in entering manual and technical professions.

What were the practice's main objectives?

- ▶ To support stronger female participation in initial training.
- ▶ To provide support for women to enter 'male' professions such as dental technicians, carpenters, car mechanics, IT technicians, etc.
- ▶ To improve the labour shortage, in particular with regard to qualified workers in crafts and mechanical professions.

What activities were carried out?

- The programme activities are structured in three stages:
- ▶ Orientation phase (10 weeks): Participants receive information on selected artisan and mechanical occupations. This phase includes practical training and concludes with an individual training and career plan.
 - ▶ Vocational preparation phase (12 weeks): Participants receive special technical preparation in the form of a course and basic qualifications for both the vocational training and the occupation of their choice.
 - ▶ Vocational training (3 years at maximum): Participants are given the opportunity to complete vocational training in the chosen occupation (apprenticeships as well as vocational schools) with financial support from the public employment service (AMS) leading to a certified vocational qualification and/or school graduation.

What resources and other relevant organisational aspects were involved?

The programme was implemented and coordinated by the Austrian PES with the involvement of around 25 subcontractors (non-governmental organisations). Information on the number of staff participating in developing and implementing the practice is not available.

What were the source(s) of funding?

National budget (tax revenue).

What were the outputs of the practice: people reached and products?

People reached:

- ▶ From 2010 to 2018, 41 912 women participated in the programme. 35 % of the women were under 25, 54 % between 25 and 45, and 11 % over 45.
- ▶ In 2018, 3 857 women participated in the orientation phase (target: 3 300 women), 2 619 women took part in the vocational preparation phase (target 3 088 women), and 1 247 women enrolled in Vocational training (target: 1 342 women). The slight deviation from the targets can be explained by raising the targets on one side and the good labour market situation on the other side.

Products:

- ▶ Brochure, Folder, Poster.

What outcomes have been identified?

Almost two-thirds of the participants who successfully completed training in the framework of FIT found a job in the field of technology and trades.

Furthermore, their workplace satisfaction is significantly higher than that of women in traditional professions (according to the evaluation).

Targets were set with regard to the numbers of women participating in the programme, but not with regard to the number of women finding a job in this field (after completed training).

What are the lessons learnt and success factors?

According to the evaluation of the practice, the programme was successful in reaching the objective of motivating women to participate in non-traditional training and to enter male-dominated professions. The evaluation showed that the most effective measures were long-duration training and in particular in-company training.



Contact details for further information

Telephone: + 43 1 331 78 622

Website: www.ams.at/fit (German) / www.ams.at/english.html