

A perfect match – forecasting and steering the future and present teaching workforce in Austria

Brief overview of the TSI project for Austria (2023-2025)



image: Freepik.com

Background

The COVID-19 pandemic has highlighted a growing need for teachers and general school staff both in Austria and other EU Member States, which is expected to further increase with growing numbers of pupils and the retirement of older teachers.

Within Austria, demand varies depending on the region, type of school and subject matter. In addition to the general shortage of skilled workers on the labour markets, there are sector-specific factors that contribute to schools' needs. This includes the duration of initial teacher education, the comparatively high proportion of part-time employment in educational professions, a lack of appreciation for the teaching profession in society, and a perceived high workload.

Meeting these challenges and being able to cover the demand for teachers and teaching hours quantitatively requires the ability to produce high quality and accurate forecasts of the demand for teachers. At the same time, ensuring high quality education requires an increased focus on personnel management at and by schools. In this area, school administrations need structured support.

Against this backdrop, the project, which the EU supports at the request of the Federal Ministry of Education, Science and

Research through the Technical Support Instrument (TSI), pursues two immediate core objectives that fit in with the national measures in the framework of the 'Klasse Job' project aiming to enhance the attractiveness of the teaching profession in Austria: to develop an effective forecasting of demand for teachers by region, type of schools and subject, and to support schools in the implementation of professional processes of personnel management.

This will improve the staffing situation at Austrian schools and enhance the quality of school life in Austria. In the medium term, the project results are intended to support the recruitment and development of teachers, sustainably secure the supply of teachers, and provide evidence to support a strategic education policy. In the long term, the results thus contribute to the quality and equity of education in Austria.

Impact and Outcomes

The specific objectives of this TSI project are to be achieved through the following outcomes:



Outcome 1: The Austrian authorities have at their disposal a forecasting tool for effective short- and mid-term planning of the teaching workforce.



Outcome 2: The Austrian authorities at federal and province levels have jointly developed an HR framework for the Austrian school system.

Important Milestones of the Project

- Analytical report on the parameters of supply and demand for teacher planning in Austria and good practice from other European countries for demand forecasting and personnel planning
- Projecting an IT-based forecasting tool and recommendations for its use
- Analytical report on teacher-related personnel management processes in Austria and good practice from other European countries
- Concept for an HR framework for the Austrian school system for use at school, province and federal levels
- Manuals for HR management at province and school levels as well as a concept for an e-learning tool for HR management at school level
- Consolidated project results, insights, recommendations and next steps