

also interesting from an educational point of view – concerning their applicability in Austria (also see „Models for Redistribution of Work to Increase Employment“).

2.1.3. Better Coordination of Schooling and Further Training

The Advisory Council for Economic and Social Affairs already intensively discussed educational issues in the study „Qualifikation 2000“. Some of those proposals have been implemented by the government e.g. the foundation of „Fachhochschulen“ (non-university higher education institutions providing high-quality professional and academic training for specific occupations).

Education and training at schools must be more intensively interlinked with the requirements of the working world and the access to the individual levels of the Austrian educational system must be facilitated.

Schooling and further training are to be interlinked in such a way that schools can become the reliable base for independent learning by individuals in further vocational training. Those willing to learn must have the opportunity to advance in their career through further training by setting individual training targets. In this connection, the Advisory Council is aware of the great importance of establishing Fachhochschulen for working people. At present there are too few study courses for employed persons.

Leaving compulsory schooling without positive final examination results constitutes a particular disadvantage on the labour market and for further training. There should, therefore, be the possibility of taking this final exam at a later date.

2.1.4. Financing of Further Vocational Training

The system of further vocational training is characterized by a great diversity of the range of training courses, facilities and financing sources. The Advisory Council stresses the necessity of aiming at useful synergy effects to be able to use public means as efficiently as possible and to simultaneously create fair competition amongst the suppliers.

Up to now, financing problems and labour and social legislation problems for the time of further training have restricted a comprehensive expansion of further vocational training. Therefore, a further training initiative presupposes improvements in these two central issues.

Enterprises are principally interested in improving skills that can be directly utilized in the job. For such further enterprise-specific training, the enterprises should provide financial support and working-time.

Measures of further training that are exclusively in the interest of employees represent the other extreme. Employees should use their leisure time and financial means respectively, but be enabled to do so by being offered flexible working hours.

In many cases, however, further vocational training will be of interest to employee and employer by providing both enterprise-specific and general