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# **THE SKILLS PANORAMA: ACHIEVING NATIONAL AND REGIONAL IMPACT (ARLI)**

Demand-Side Analysis Country Report

Country Report **The Federal State of Hesse, Germany**

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## 1. Introduction

Hesse is a federal state situated in the Southern part of the Federal Republic of Germany. It has an area 21,115 km<sup>2</sup> and a population of 6.07 million. In 2011, the number of employees subject to social security amounted to 2.27 million and the unemployment rate was as low as 5.6%.<sup>1</sup>

Hesse is divided into three administrative regions which in their turn comprise of 21 administrative districts and five independent urban districts.<sup>2</sup> The most important industrial sectors are mechanical and electrical engineering, chemicals and pharmaceuticals and financial services. Most of the economic activity takes place in the Southern part of the federal state – an urban conglomerate called the Rhein-Main area – whilst the Northern part faces serious socio-economic challenges arising from shrinking and ageing population and loss of jobs.

Table 1 lists the most prominent labour market monitoring instruments providing Labour Market Intelligence (LMI) in Hesse.<sup>3</sup> They can be characterised along the following categories:

**Sources for LMI:** LMI in Hesse is made available by a variety of providers. These can be different government institutions, research institutes or associations.

**Data basis for LMI:** Most of the labour market monitoring instruments in the region are based on process data provided the Federal Employment Agency or the Federal Statistical Office. Frequently, these data are supplemented with primary data from own surveys. In some cases, other sources of data are linked to the process data or survey results, such as tax statistics or residents' registration data.

**Current and future developments:** All the monitoring instruments provide information on the current developments in the labour market, in some cases also as time series. So far, only few of these monitoring instruments integrate prognostic elements. In that respect, regio pro and the HPM are an exception by offering prognoses for the time periods of five and 20 years, respectively.

**Included branches:** Most of the listed instruments cover a wide variety of branches with the exception of the *Hessischer Pflegemonitor* (the Hessian Care Monitor, HPM) which focuses on the (health) care market.

**Differentiation by professions/branches** : Some monitoring instruments allow a detailed consideration of the current or future developments in the labour market by professions or sectors: regio pro, for example, offers rather a detailed analysis for professions (three-digit codes of the Federal Employment Agency).

**Geographical focus:** Most of the presented instruments allow the user to access data on the administrative district level (one level below the federal state level).

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<sup>1</sup> HA Hessen Agentur GmbH: Hessen 2012: Facts and Figures, [http://www.invest-in-hessen.de/mm/DaZa\\_2012\\_englisch\\_webansicht\\_300dpi.pdf](http://www.invest-in-hessen.de/mm/DaZa_2012_englisch_webansicht_300dpi.pdf), last downloaded on 26 July 2013.

<sup>2</sup> See the map in Appendix 1.

<sup>3</sup> The labour market monitoring instruments in Hesse listed in Table 1 were selected on the basis of following criteria: a broad data basis combining different sources and regular updates. The web-links to the listed labour market monitoring instruments can be found in Appendix 2.

Table 1: Overview of the sources for LMI in the Federal State of Hesse

	Data provider	Process data	Survey data	Current developments	Future developments	All branches	Certain branches	Differentiation by professions/branches	Geographical focus
<b>Arbeitsmarkt-monitor (Labour Market Monitor)</b>	Federal Employment Service	x		x	very general trends for certain professions	x		By professions and branches	Federal state
<b>IAB-Betriebspanel (IAB Enterprise Survey)</b>	Institute for Employment Research – a department of the Federal Employment Agency		x	x	x (one year)	x		By branches only	Federal state (in some cases differentiation by the three administrative regions possible)
<b>Volkswirtschaftliche Gesamtrechnungen der Länder, VGRdL (Regional Accounts)</b>	Federal Statistical Office and the Statistical Offices of the Federal States	x		x		x		--	Federal state
<b>Integrierte Ausbildungsberichterstattung, iABE (Integrated Reporting on (Vocational) Education and Training)</b>	Statistical Office of Hesse	x		x		x		By groups of professions	Administrative district
<b>regio pro</b>	IWAK	x		x	x (five years)	x		By professions and branches	Administrative district
<b>Hessischer Pflegemonitor (Hessian Care Monitor)</b>	IWAK	x	x	x	x (20 years)		x	By qualification levels of (health) care professions	Administrative district

Source: own presentation.

Apart from the labour market monitoring instruments listed in Table 1, there are other surveys placing a stronger focus on regional units cross-cutting the borders of administrative units. An example for this approach is the survey *Beschäftigungsprognose Rhein-Main* (Employment Prognosis Rhein-Main)<sup>4</sup>. It is conducted on a regular basis and focuses at the development of employment in the urban conglomerate of Rhein-Main.

Administrative bodies collect additional data in their area of responsibility at various geographical levels. In some instances, it is actively fed into the official statistics of the Statistical Office of Hesse and finds its way into the monitoring systems (e.g. the data on participation in (vocational) education and training collected by regional administrative authorities in Darmstadt and Gießen being used in iABE). However, most of the data is analysed internally and is in some cases made available to the general public in the form of reports<sup>5</sup>. In other cases, the collected information serves internal information purposes or planning activities and is not shared with the general public.

Some of the labour market monitors – such as regio pro, for example – also have a qualitative component such as interviews with an expert panel. These expert interviews offer an opportunity to explore the future trends in the field of labour market monitoring and to collect varying interpretations of data. By choosing this approach, a considerable variety of different angles can be systematically integrated into the analysis.

In addition, some of important LMI is not presented in the form of a labour market monitoring instrument, but rather as regular series of reports. In Hesse, there are several examples for such an approach: most notably, the *Informationssystem berufliche Weiterbildung in Hessen*<sup>6</sup> (Information System Continuous Training in Hesse) based on regular surveys or also *Ausbildung in Hessen* (Vocational Training in Hesse)<sup>7</sup>, an annual reporting.

The main reasons for providing LMI are:

- Supporting the political governance process
- Performing administrative tasks
- Establishing transparency for the general public
- Enhancing scientific knowledge about the functioning of national and regional labor markets

Frequently, these aims blend into each other and can only be analysed in their complex interaction with each other as well as in their relationship with the political framework.

The following report will give an overview of the regional stakeholders' LMI needs on the subject of the Hessian (health) care labour markets.

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<sup>4</sup> <http://www.arbeitsagentur.de/Dienststellen/RD-H/RD-H/A11-Arbeitsmarkt-Berufsforschg/Publikation/pdf-2012/Beschaeftigungsprognose.pdf>

<sup>5</sup> For the Administrative District of Groß-Gerau see: <http://www.kreisgg.de/index/soziale-hilfen/sozialplanung-sozialberichterstattung/uebersicht-weitere-texte/>.

<sup>6</sup> <http://www.infosystem-weiterbildung-hessen.de>

<sup>7</sup> [http://www.hessen-agentur.de/mm/831\\_BAB\\_2012\\_komplett.pdf](http://www.hessen-agentur.de/mm/831_BAB_2012_komplett.pdf)

## 2. Demand and supply of (health) care-related LMI in the Federal State of Hesse

### 2.1 The Hessian Care Monitor (HPM)

The Hessian Social Ministry realised at a relatively early stage that Hesse would be facing a shortage of skilled labour in the (health) care labour market<sup>8</sup>. Therefore, in 2002 it decided to enhance the transparency in the (health) care labour market with the aim to establish a reliable data basis for the stakeholders' (health) care market-related planning activities (e.g. in the field of administration or interest representation). The first survey wave took place in 2007 and a new wave is carried out every other year. For 2013, new data are expected in autumn.

With the HPM, a reliable data basis was created, which gave a picture of the current situation, but also offered an anticipatory view on the developments in that particular segment of the labour market in Hesse. In addition, the establishment of the HPM provided a common ground for discursive processes in the region. Over the years, the HPM has grown into a widely accepted information tool, which has a wide-ranging pool of users. Most of the key stakeholders representing the trade union of the service sector, the (political) administration, professional associations, education providers and public employment services have been included in the development of this monitoring and forecasting instrument through their participation in the advisory board of the HPM. The instrument is well known also among other stakeholder groups who are not represented in the advisory board, such as politicians or representatives of administrative districts involved in health and social planning.

There were two reasons for interviewing the key users of the HPM on the topic of their LMI usage and needs (general as well as specific to the (health) care labour market):

- It covers a segment of the labour market, which is going to face serious shortages of skilled labour in the future, so the relevant stakeholders should be motivated to look for LMI on the current and future developments in the (health) care labour market and use it in their line of work.
- It features a stable pool of users and involved stakeholders. The advantage of interviewing a well-defined group of users of one particular labour market monitoring instrument was that the differences in their information needs and the ways they use the provided information would be placed at the forefront of the analysis.

### 2.2 Relevance of the HPM to the Stakeholders in the Federal State of Hesse

For the ARLI project, 18 semi-structured expert interviews (with 19 interview partners) were conducted (15 as face-to-face interviews and three over the phone). Five of the stakeholders had followed the establishment of the HPM over the past years and even influenced its development through their participation in the advisory board; four were relatively new to the advisory board. Six stakeholders had used the instrument for their work for longer than five years and only two interview partners were not familiar with this (health) care labour market monitoring tool before the interview (the representatives of the career guidance for the youths and the labour recruitment service).

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<sup>8</sup> In Germany, there is a differentiation between health care (hospitals) and (geriatric) care (hospitals, retirement homes, mobile care services). The HPM delivers data, analyses and forecasts for both these labour market segments.

For the categories “employers’ associations”, “trade unions” and “association of (health) care professions”, representatives of regional branches of associations were interviewed (e.g. in the case of the Hessian Hospital Society). Some stakeholders were responsible just for the Federal State of Hesse, in other instances they covered several other federal states bordering to Hesse (e.g. Rhineland-Palatinate or Saarland). Also the three representatives of the political parties – Members of the Hessian Parliament – belonged to the federal state branches of three large political parties on the federal level. Moreover, organisation patterns along the borders of federal states could also be found in other instances (e.g. in the case of the education and training provider). Most of the interview partners subject to the division of competences and responsibilities in the federal and federal state structure of their organisation mentioned the importance of the central headquarters on the federal level for information flows. Of course, the central representation would also set the framework for strategic acting.

### 2.2.1 Sources of (health) care-related LMI in the Federal State of Hesse

Only in five cases, collecting and analysing data and LMI was the main task of the interview partners. Of the 19 interviewees, further five demonstrated an extremely solid knowledge of statistical methods and sometimes even stated how much they enjoyed working with data. For all of them, collecting and analysing LMI from different sources constituted an important part of their work, even if it was not the primary focus of their tasks. Six interview partners told that there were other persons in their organisation who could give them professional feedback on their dealing with data and LMI – for the majority of this group of stakeholders, collecting and analysing data as well as hunting for LMI was the primary focus of their work. The others stated that the use of data and LMI was seldom addressed in their organisation. Only in two organisations, the dealing with LMI was subject to systematic reflections.

Of the regional labour market monitors for the (health) care sector, the HPM was declared to be the main source of information. Other sources of data and LMI the interview partners referred to were the Federal Office of Statistics and the Federal Statistical Office of Hesse as well as the Federal Employment Agency and its local representation, the Regional Directorate of Hesse. Several stakeholders had access to statistics collected by administrative bodies and used these in their work. Also scientific articles or project reports were mentioned as helpful sources of information.

When asked whether they also used qualitative LMI, expert opinions and assessments were often seen as a valuable source of information for societal or political trends in the labour market. Almost all interview partners are concerned with the quality of data, i.e. with its reliability and validity. As many of them use it in their PR activities or in debates, it is essential that it came from a widely accepted and reliable source. In the case of qualitative LMI, some interview partners doubted the political neutrality of such analyses as in their perception expert opinions on labour market trends tended to be openly interest-driven and biased.

In the organisations of the interview partners, labour market related surveys are conducted very seldom, since there is no budget for such activities.

### 2.2.2 Geographical focus of (health) care-related LMI

The geographical focus of the LMI needed and used by the regional and local stakeholders is on the Federal State of Hesse, although most stakeholders also have contacts to bordering federal states such as Saarland, Rhineland-Palatinate and Baden Wuerttemberg. In the case of federal state-level representations of federal organisations, most of the LMI concerning the federal or European level comes from the central headquarters usually based in Berlin.

The geographical focus of the LMI needed varied depending on the tasks of the interviewees in the sample. Most of them stated that they were interested in administrative district level data in order to compare it with other administrative districts or the federal state level. Communal data was needed only by administrative district actors responsible for preparing analyses for the municipalities within their district. In one instance, the use of communal data was characterised as conflict-laden, since it would make direct comparisons between municipalities possible and trigger controversies. Therefore, this interview partner tried to explicitly avoid the communal level in his use of labour market data. Some of the interview partners admitted that the municipal level was interesting, but did not have a concrete application for the data and LMI with this geographical micro-focus.

The interviews showed that almost all stakeholders needed LMI, which followed the administrative logic of the federal governance system. A notable exception was the recruitment agency, which went into considerable trouble for acquiring data for different geographical units (customised business areas covering around 30 post code areas) in order to explore the profitability of new branches or calculate business targets.

### 2.2.3 Different ways how to use (health) care-related LMI on the regional and local level

The activities for which LMI is needed vary greatly. The ways they are combined are very individual and depend on the area of activity and internal resources of the stakeholder organisation:

- **Transparency aid** – political administration
- **Basis for planning activities** – political administration, regional and district administration
- **Legitimation of political choices and decisions** – political administration supported by regional and district administration
- **Argumentation aid for political negotiations** (e.g. between ministries) – political administration supported by regional and district administration
- **Information basis for administrative and political briefing** – political decision-makers in the administrative district (used in commissions, expert forums, advisory boards)
- **Information basis for the general public about the activities and aims of one's organisation** – regional and district administration, employers' associations, trade union, association of (health) care professionals
- **Argumentation aid in public debates** – political parties
- **Starting point and argumentation aid in interest representation** – employers' associations, trade union, association of (health) care professionals
- **Starting point and argumentation aid in career counselling** – career guidance
- **Supplementation of one's own data** – Public Employment Agency
- **Basis for strategy development for one's own organisation** – all stakeholders

- **Basis for establishing and exploiting competitive advantage** – provider of education and training, recruitment agency
- **Internal performance governance element** – recruitment agency

The stakeholders mainly use the data in the form already made available by provider (e.g. downloadable tables, graphs, screenshots of a webpage containing interesting information). Only very few interview partners said that they used the data from the HPM to draw up their own graphs or tables.

#### 2.2.4 LMI in the short, medium and long term

Most of the users of the HPM are interested in the current developments in the (health) care labour market – numbers of currently employed (health) care professionals in Hesse or vacant jobs that cannot be filled are used as a starting point for PR work or open debates. However, they are almost always set in relation to the expected developments leading to veritable shortages of skilled labour by 2030 all things being equal. Therefore, to carry out most of the activities listed in the previous section, they need above all prognostic LMI: the stakeholders in the administration stressed their planning responsibilities; the representatives of the political parties in opposition referred to their limited access to decision-making structures and saw their main responsibility in detecting new trends and needs in the society in general and labour markets in particular; the interview partners in employers' associations or representation of (health) care professions saw their task in strategic development of their umbrella organisations. The two interview partners subject to market competition forces stressed the importance of prognostic LMI for gaining a competitive advantage in their area of activity.

Even though the forecasts were extremely useful for their work, several stakeholders appreciated the uncertainties inherent to prognostic models. Only two interview partners – both of them representatives of the public employment services – expressed their general reservations towards forecasts.

#### 2.2.5 Missing LMI – what is needed?

The expectations towards LMI vary significantly between the stakeholders and depend to a great extent on their line of activity. Whilst the (political) administration needs prognostic LMI at a quicker pace, the representation of (health) care professions wishes for exact figures about the (health) care professionals by their level of qualification and line of work. Several interview partners were interested in up-to-date and more precise information about the retention of (health) care workers in their jobs (average years worked in the (health) care sector; movements between the different parts of the sector – e.g. stationary care homes, ambulant care services and hospitals; reasons for changing jobs). Some stakeholders addressed the issue of acquiring more general qualitative LMI on changes in the motivation and attitudes of (health) care professionals as a reaction to more general societal trends influencing the (health) care labour markets. The representative of the recruitment agency described how difficult it was to obtain LMI, which does not conform to the borders of administrative units. In addition, it was described how the usefulness of data can be affected by the way it is



processes – e.g. in the case of the Federal Employment Agency’s out-dated classification system for data on sectors and professions, which did not correspond to the real situation in the labour market.<sup>9</sup>

### 2.2.6 General framework for LMI usage

As much as the interview partners stressed the importance of LMI for their work, they also mentioned other factors that directly influenced their activities, such as:

- **Legal regulations** – employers’ associations, trade union
- **Limited powers** to initiate changes political realities – political parties in opposition
- The **reactive role** they need to take in some cases – administration
- **Limited competences** in relation to the central headquarters – employers’ associations

## 3. Current and potential use of the EU Skills Panorama in the Federal State of Hesse

### 3.1. The European dimension

The majority of the 19 interviewed stakeholders had already been involved in European projects or expressed vivid personal interest in European matters. However, the representatives of the administration both on the regional district and administrative district level as well as the representatives of the employers’ associations and association of the (health) care professions in particular stressed the differences between the organisation of the (health) care system and the associated professions in German and other European countries.

Most of the interview partners stated that whilst they had familiarised themselves with the different practices and developments in the European (health) care sector, the European dimension was something they could not grasp in form of legal regulations or organisational structures. Therefore, it was seen as a governance level with no practical relevance to their line of work. On the contrary, in their perception the federal level directly influenced their activities as a source of either legal regulations, financing or practical implementation of trends influencing the (health) care sector. In most cases, also the European labour market was not considered relevant to Hessian (health) care workers, whereas many references were made to the recruiting campaigns trying to attract (health) care workers from Southern Europe, Central and Eastern Europe and South-Eastern Europe to the Federal State of Hesse.

Under these circumstances it is understandable that of the 19 persons interviewed, only one had heard about the EU Skills Panorama.<sup>10</sup> Consequently, several stakeholders representing the regional branches of their headquarters suggested contacting their central office in Berlin. Some stakeholders had been sharing the information on the EU Skills Panorama with their headquarters (in the case of the recruitment agency it was in the Netherlands) or were going to draw the attention of their

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<sup>9</sup> As a matter of fact, these classification systems are currently being revised and will be released in the near future.

<sup>10</sup> That was the representative of the organisation providing education and training, who had been informed about the new development by the LMI-unit of her headquarters in Berlin.

colleagues to the website (career guidance for the youths). Public employment services was frequently named as the obvious user group of information presented on the EU Skills Panorama website, but also more unusual groups were suggested, such as English teachers in vocational schools.

### 3.2 Positive reactions to the EU Skills Panorama website

Most of the positive reactions to the EU Skills Panorama were related to the website: it was characterised as nice, clear and easy to navigate. The interview partners had the impression that they could compile their own data sets and appreciated the comparative ranking of different European countries. However, they sometimes had a vague feeling that wherever the starting point was, they ended up with the same data set.

### 3.3 Shortcomings of the EU Skills Panorama

The following points were brought up as the main shortcomings of the EU Skills Panorama:

- **No translation into German** –in some cases it was considered a major drawback. About a half of the stakeholders stated that it was not a problem to navigate the website in English. Nevertheless, even they wished for the translation of the website in the long run, since they were not sure in how far the categories of occupations or sectors were comparable across countries.
- **Structure of the presented information** – the interview partners expected the available information to be organised around the issue of skills. Instead, they found that “skills” was only one of the four buttons and its relation to the categories “occupation”, “sector” and “country” was not clear. Consequently, most of the data was perceived to be classical LMI rather than a fresh and new look at the skills dimension, which was perceived to become increasingly relevant in the world of work.
- **Assuming a comparative view on the (health) care sector** – in this context, the exceptional position of the German education and training system in regard to (health) care professions as well as the structure of the (health) care system were addressed. In the opinion of some interview partners, it was impossible to compare the German system with other European countries and the attempts on the EU Skills Panorama were not considered serious.
- **Missing context information** – in order to interpret the presented labour market trends in a meaningful way, the interview partners stated that they needed further information to place them in the right context. For example, even if we know that there has been a strong increase in the employment in one particular sector, we still do not know anything about the drivers of the increase or the sustainability of these processes. Similarly, we cannot judge the effects on the labour market: does that mean that there is plenty of labour supply to cover possible further increases or is the country going to face a labour market mismatch in that sector?
- **Missing regional dimension** – following the previous example, it is not possible to acquire information on the regional differences in regard to the developments in the sectoral labour markets.

### 3.4. Expected information

The interviewed stakeholders pointed out several aspects the EU Skills Panorama could provide LMI on:

- **Regionally differentiated LMI**
- **More differentiated information on occupations**
- **More LMI with a forecasting focus**
- **Systematic comparative overviews** of different outlines of professions for different EU Member States

#### 4. Concluding remarks

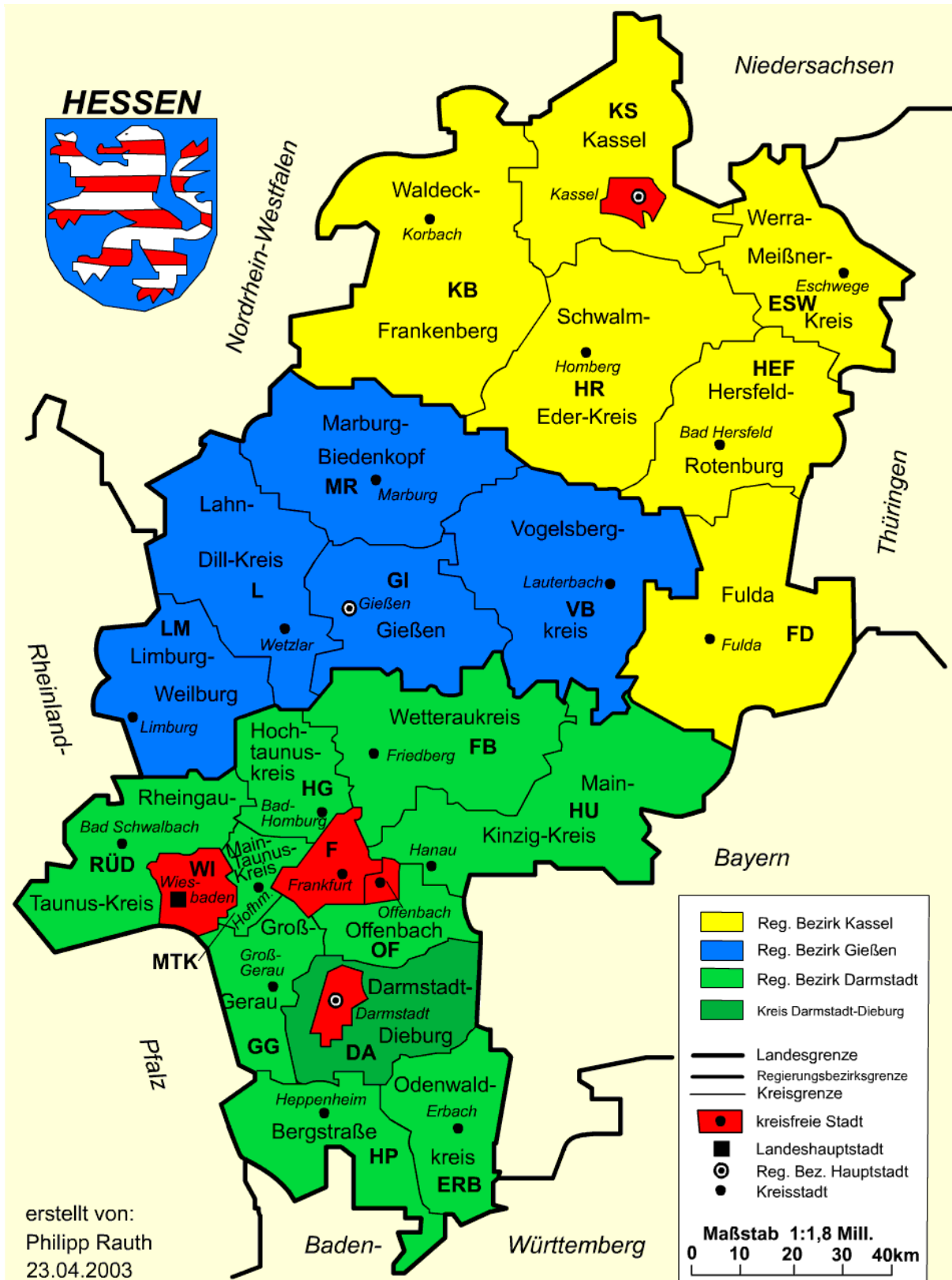
Following preliminary conclusions can be drawn from the interviews with the regional and local stakeholders in the Federal State of Hesse:

- LMI constitutes an important part in the activities of many stakeholders and they have relatively high expectations as to its validity and reliability.
- There is a considerable interest in LMI providing information on trends and developments in the regional labour markets.
- Even though the stakeholders know of and use several different sources for acquiring the LMI relevant to them, there is still information on labour markets which they are missing. Often it has to do with complex questions in the field of strategic planning they are trying to find answers to.
- The European dimension is present in the personal reference framework of the stakeholders, but it is not firmly rooted in the organisational structures and realities of the organisations they represent.

## Appendix 1: List of interviewed stakeholders (in alphabetical order)

Stakeholder organisation	English translation	Stakeholder category
<b>Agentur für Arbeit Marburg</b>	Public Employment Agency Marburg	Career guidance for the youths – Public Employment Agency
<b>Deutscher Berufsverband für Pflegeberufe, DBfK Südwest e.V.</b>	German Association for (Health) Care Professions Southwest	Association for (health) care professions
<b>Diakonisches Werk Kurhessen-Waldeck</b>	Diaconal Organisation Kurhessen-Waldeck	Employers' association
<b>Die Grünen/90 Hessen</b>	The Green Party of Hesse	Political party
<b>FDP Hessen</b>	The Free Democratic Party (Liberals)	Political party
<b>Hessische Krankenhausgesellschaft e.V.</b>	Hessian Hospital Society	Employers' association
<b>Hessische Schulleiterkonferenz</b>	Hessian Conference of School Directors	Association of education and training providers
<b>Hessisches Sozialministerium</b>	Hessian Social Ministry	Political administration
<b>IAB, Die Forschungseinrichtung der Bundesagentur für Arbeit</b>	Institute for Employment Research, The Research Institute of the Federal Employment Agency	Research Institute – Public Employment Service
<b>Landratsamt Groß-Gerau</b>	The Administrative District Office of Groß-Gerau	Administrative district-level administration and development agency
<b>Kreisverwaltung Main Kinzig Kreis</b>	The Administrative District Office of Main Kinzig	Administrative district-level administration and development agency
<b>maxQ Süd-West</b>	maxQ South-West	Education and training provider
<b>Randstad</b>	Randstad	Recruitment agency
<b>Regierungspräsidium Darmstadt</b>	Regional Administrative District Office Darmstadt	Regional district administration
<b>Regierungspräsidium Gießen</b>	Regional Administrative District Office Gießen	Regional district administration
<b>Regionaldirektion Hessen der Agentur für Arbeit</b>	Regional Directorate of Hesse of the Public Employment Service	Public Employment Service
<b>SPD Hessen</b>	Social Democratic Party of Hesse	Political party
<b>Vereinte Dienstleistungsgewerkschaft ver.di, Landesbezirk Hessen</b>	ver.di, Regional District of Hesse	Trade union

Appendix 2: Map of Hesse including the regional administrative districts, the administrative districts and the independent administrative units



### Appendix 3: Internet addresses for labour market monitors in Table 1

Arbeitsmarktmonitor (Labour Market Monitor) –

[http://www.arbeitsagentur.de/Navigation/zentral/Servicebereich/Ueber-  
Uns/Aufgaben/Arbeitsmarktmonitor/Arbeitsmarktmonitor-Nav.html](http://www.arbeitsagentur.de/Navigation/zentral/Servicebereich/Ueber-<br/>Uns/Aufgaben/Arbeitsmarktmonitor/Arbeitsmarktmonitor-Nav.html)

IAB-Betriebspanel (IAB Enterprise Survey) –

[http://verwaltung.hessen.de/iri/HMWVL\\_Internet?cid=edb215eaf172ba18d91739c48c7ca1c5](http://verwaltung.hessen.de/iri/HMWVL_Internet?cid=edb215eaf172ba18d91739c48c7ca1c5)

Volkswirtschaftliche Gesamtrechnungen der Länder, VGRdL (Regional Accounts) –

[http://www.vgrdl.de/Arbeitskreis\\_VGR/](http://www.vgrdl.de/Arbeitskreis_VGR/)

Integrierte Ausbildungsberichterstattung, iABE (Integrated Reporting on (Vocational Education and Training) –

[http://www.statistik-hessen.de/themenauswahl/bildung-kultur-  
rechtspflege/landesdaten/bildung/iab/integrierte-ausbildungberichterstattung/](http://www.statistik-hessen.de/themenauswahl/bildung-kultur-<br/>rechtspflege/landesdaten/bildung/iab/integrierte-ausbildungberichterstattung/)

regio pro – <http://www.regio-pro.eu>

Hessischer Pflegemonitor (Hessian Care Monitor) – [www.hessischer-pflegemonitor.de](http://www.hessischer-pflegemonitor.de)

### Appendix 4: Project information

The Institute for Economics, Labour and Culture (IWAK) was founded in 1993 and is a scientific centre of Goethe University Frankfurt am Main. It applies scientific approaches and methods in its search for answers to practical questions and feeds the results of its research into scientific discourses. IWAK delivers information and analyses that help public bodies to devise policies for economic and labour market development on local, regional and national level. In addition, it follows and supports the implementation of new policy tools and evaluates public policies. Among political decision makers and other key actors in the fields of labour, education, youth, health and social policies, IWAK is well-known for its scientific approach, user-orientation and innovativeness.

Currently, IWAK employs 18 researchers with broad professional qualifications. That enables the institute to follow an interdisciplinary approach in its work that is often carried out in the form of projects. IWAK is involved in different subject-specific and regional networks and its researchers hold expert positions on different committees.

IWAK is home to the coordination office of the European Network on Regional Labour Market Monitoring (EN RLMM), which has currently about 440 members from different countries across Europe: <http://www.regionallabourmarketmonitoring.net>. In addition, the Secretary for the Initiative for Networking Regional Labour Market Observatories Across Europe is located at IWAK. This means that IWAK has necessary contacts for collecting good practice examples from different European countries. The network has already been successfully involved in collecting good practice examples on a number of topics.