

ÖSB Consulting GmbH

Meeting the continually changing demands of the national and European labour market is becoming more and more challenging for both people and organisations. We have been offering permanent solutions on how to successfully overcome these challenges since 1981.

The reason why we are doing so well in developing up-to-date and modern methods, projects and programmes for parties involved with labour market policies and diverse target groups is because we are able to rely on:

- About 200 employees
- at eight different locations in Austria and branches in Germany and Romania
- a broad, international network of organisations, experts and cooperative partners.

The connection to current international developments is therefore ensured, and we are optimally prepared for new challenges.

When developing new labour market policy strategies and instruments, which are based on gendersensitive norms, adapted to work challenges, and bound to the diversity approach, we support

- the Public Employment Service in Austria,
- Federal Ministries (e.g. Federal Ministry of Economy, Family and Youth, Federal Ministry of Labour Social Affairs and Consumer Protection as well as the Federal Ministry for Education, Arts and Culture),
- Governments in Austria and Europe
- The European Commission and
- Public contractors throughout Europe.

A network of European expertise

Our offers, experiences and knowledge of national and European labour market policies as well as our cooperation with parties involved with labour market policies in neighbouring countries facilitate the coalescence of labour markets. We create new perspectives and possibilities for development – this is obviously notable in our business:

- Labour Market

We do not solely implement the long-standing know-how of our experts in developing new programmes in the scope of the European Structural Funds (such as the ESF) or operational labour market policies, but we also realize that this is crucially important when it comes to consulting policy makers regarding labour market policies. The conversion of partially transnational EQUAL partnerships with consulting, support and networking completes our service portfolio and offers individual target groups a base for the (re-) entry into the labour market.

A comprehensive pool of knowledge is necessary to successfully handle the development of publicly financed labour market policy programmes. This is why we support project initiators and public facilities from the time of application to the disbursement of the aid money. National and international conference management as well as professional public work, the editorials and production of scientific journals and project-specific websites belong to the realisation of all programmes. We support non-profit organisations through consulting and training of staff in the areas of corporate management and finance management.

- International

We operate across the border and transnationally. We cooperate with partners throughout Europe and act in an international network consisting of social inclusion experts, labour market experts and regional policy experts. In the scope of our broad service spectrum, we develop and implement labour market policy programmes and projects as well as create international studies and produce cross-border programmes.

We also implement the Mutual Learning Programme of the EES, which examines the transferability of successful models of the European labour market policies, and run the Assessment on Social Inclusion, which is engaged in international exchange of experience. We utilise research and good practice procedures in the European employment policy for our clients.

- Entrepreneurship

The step into economic independence and the founding of one's own company is becoming more of a serious perspective for a number of people. Since 1995, we have been working with founders, helping them convert their ideas and training them via a multitude of consulting offers and seminars, which provided them the basic knowledge on how to successfully start up a company.

Our help gives the founders a sense of security, for we support them in all entrepreneurial issues and coach them according to their individual needs. We consult them on topics such as costs and inform them on micro-credits. We link founders with successful entrepreneurs and thus provide for efficient exchanges of knowledge. We administer concept development and strategic development regarding founding policies and develop plans and detailed concepts for carrying out specified measures. We cater to the fact that men and women have different needs and concerns regarding the process of founding a company, and therefore we provide customised solutions.

- Human Resources Development

The person is the most valuable factor of the organisation. Only qualified employees in functional structures can manage the current and future challenges of the working world, and thus help the organisation become flexible and competitive. We consult organisations and their employees on numerous issues regarding human resources, identify fields of activity that offer the potential for flexibility for the organisation and the employees, illustrate the possibilities for optimisation and help implement new structures.

We locate the training needs of employees, compile instruments for personnel development, training plans, offer qualifications and support personnel planning and recruitment planning as well as outplacement. In doing so, we connect operational with labour market policy rationale and develop customised solutions in seven fields of activity in the area of human resources: organisation, working hours, qualifications, mobility, flexible staff, socially acceptable staff reduction, and diversity management.

- Productive Ageing

The average age of an employee will increase dramatically in Europe in the coming years. This development indicates an important challenge for the society, organisations and employees. We have been active for many years in workplace health promotion and in age management, and have gained a lot of experience in the areas of research and development as well as consulting and accompanying organisations.

We work on solutions to help overcome the demographic transformation and general conditions, such as how operations with older employees can stay productive, innovative and competitive so that the employees can age healthily. Leadership and values, health promotion, qualifications and work conditions belong to the crucially important fields of activity, where we think and design together with our clients and contractors.