



# JOBSTARTER – vocational training for the future

Visit to explore JOBSTARTER - Meeting in Kassel on 22nd September 2009  
Christa Oberth  
JOBSTARTER-Regionalbüro Süd



# Dual system of vocational training



## The German dual system is estimated a success model:

- 60 % of each age cohort are starting training in one of the approximately 350 recognized occupations requiring formal training.
- The dual system covers companies' future need for qualified employees, thus contributing to global competitiveness of the German economy.
- According to a representative survey among 2.000 companies, more than 50 % of the questioned companies are estimating initial training in companies as an important element for ensuring offspring of qualified employees (Study BIBB, 2006)

# Dual system of vocational training



The strength of the dual system – the close linking of initial vocational training to the companies – causes its weakness:

Only 25 % of all companies – above all, the small and medium sized enterprises – are in charge of initial vocational training.



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## „We cannot find suitable applicants“

- Sectors and occupations with „negativ reputation“ among young persons: the hotel and gastronomy sector, the building sector and the logistic sector.
- Suitable youngsters are migrating from economically underdeveloped regions to regions, where enterprises are concentrated.
- Generally small and medium sized enterprises, that are in a competition with the big companies in their region, have difficulties to acquire suitable apprentices. They often attract only the „lower skilled“ youngsters.

**Consequences: They often decide against providing apprenticeship training positions and are acquiring their qualified employees from the labor market.**

## „Initial training means too much effort“



Low resources, lack of know-how on formal aspects necessary for initiating apprenticeship training, lack of experience how to implement training – specially for small and medium sized companies reasons for not taking apprenticeship into consideration.

## „Why should I pay for a young person's school-education?“



Many employers of a migrant background, stemming from countries with school based educational system, are not

- familiar with the dual system of initial vocational training,
- aware of the fact that an apprentice actually is working for the company.

**Consequences: Discouragement in employing apprentices even if there might be a potential for providing initial vocational training**

## „None of the recognized occupations is suitable for our company“



Many young companies, for example those of the innovative growing sectors in research and technology based areas are supposing to need only academics.

None of the existing recognized occupations is estimated suitable for covering their specific needs.

They often don't see the benefits of having tasks conducted by qualified specialists – for example in areas like accountancy or marketing.

# JOBSTARTER supports providing more initial vocational training positions



To motivate and support companies to provide more initial vocational training positions means to consider

- the specific situation within a company
- the characteristics of the sector and the region.

A support program is ideally a construction kit consisting of different elements, which could be combined and implemented according to upcoming demands – JOBSTARTER goes in line with that philosophy.



# Thank you for your attention!



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