

MARIA ZÖLLER

Qualification pathways in the health professions and current challenges

The health care sector with its approximately 4.8 million employees is the largest and most expansive growth and employment market in Germany. But which (qualification) pathways lead into the health care sector? The article describes the heterogeneous landscape of non-academic training occupations in a systematic way and presents the relevant training courses across (vocational education and training) systems. The article finishes with explanations of continuing training options and current trends and a view of the possible future development of vocational education and training in this sector.

FRANK WEIDNER, THOMAS KRATZ

Future-oriented nursing and care education?

Remarks on the further development of the nursing and care occupations

Current demographic trends call for flexible and suitable qualification pathways adapted to the nursing and care needs of the future. A key issues paper on the further development of the nursing and care occupations, presented at the beginning of 2012, is meant to be the basis for drafting a new nursing and care occupations bill. Within the context of European developments, this process has the goal of raising the access bar for the nursing and care professions. The article presents some crucial points made in the key issues paper and discusses them from the point of view of their future orientation.

ANJA HALL

Nursing and geriatric care – is there any truth to the myth about this being a drop-out and dead-end occupation?

The claim that nursing staff drop out of their profession after only a short employment phase due to the burdensome working conditions seems plausible, but so far there has been little empirical support for it. Is it really true that trained nursing and geriatric care professionals only stay in their job for a few years and that those who stay in the job have only slight opportunities for advancement? The article examines these questions on the basis of the 2012 BIBB/BAuA Employee Survey, which also allows a comparison with other occupations. The conclusion: The nursing and care occupations are better than their reputation.

BARBARA KNIGGE-DEMAL, GERTRUD HUNDENBORN

Qualified for the future – The contribution of a sectoral qualifications framework to the geriatric care employment area

High-quality nursing and care presupposes a personnel development strategy adapted both to the existing skills of the employees and to the diverse needs of the employment area. Sectoral qualifications frameworks can contribute to this. With the „draft qualifications framework for the employment area of care, support and nursing of elderly people“ presented in this article, a model is proposed that structures requirement and qualification profiles for this education and employment area in a compatible and multi-phase way.

AGNES DIETZEN, MOANA MONNIER, TANJA TSCHÖPE

**Measuring the social skills of medical assistants
Development of a method in the CoSMed project**

Social skills have a large influence on the success of professional work in the personal services sector. In the health and care occupations this applies, apart from team collaboration, primarily to dealing with patients whose experience and behaviour is often influenced by fears, worries or pain. „Always remain friendly“ is a requirement frequently cited in interviews with experts. But what does this simple formula entail? The article describes ways to make the social skills of medical assistants measurable.

JULIANE DIETERICH, ANIKA SKIRL

Health promotion in nursing and care

Challenges in the implementation of new training content

The changing needs of service users and the increased importance of health promotion have led to, among other things, the introduction of the new occupation designation „health care and nursing“ and to a different set of training goals and content. But how can these innovations be successfully translated into training practice? The article discusses the results of an exhaustive survey in Mecklenburg-Western Pomerania showing the relevance that trainers assign to the health promotion topic in training. The survey results make it clear that there has been only moderate success in introducing health-promoting fields of activity and the corresponding qualification.

URSULA BEICHT

Career choices and chances of success for apprenticeship-place applicants with migrant backgrounds

Chances of transition into company-based initial vocational training in Germany are significantly poorer for young migrants in comparison to young people without a migrant background. No previous studies have been done to determine how greatly the original career interests of apprenticeship applicants from migrant and non-migrant backgrounds diverge, and whether this might explain the disparity in opportunities. This is the question addressed in the article.

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