

**WALTER BROSI; ELISABETH M. KREKEL; JOACHIM GERD ULRICH**  
**Sicherung der beruflichen Zukunft: Anforderungen an Forschung und Entwicklung – Ergebnisse einer Delphi-Studie**  
**Securing the vocational future: requirements applying to research and development – results of a Delphi study**

Berufsbildung in Wissenschaft und Praxis  
 Vocational Training in Research and Practice – BWP 31 (2002) 1, p. 5

Securing qualifications which will be viable in the future by means of initial and continuing vocational training is a central task of research on education. In a Delphi study conducted at the national level, the Federal Institute for Vocational Training (Bundesinstitut für Berufsbildung – BIBB) asked experts about their views on the most important tasks of research and development. The objective in the Delphi survey is to identify gaps in research on vocational training and to put research planning on a broader basis on the whole. The initial results of the survey are presented in this article.

**HELLA BAUMEISTER, GISELA WESTHOFF**  
**Betriebliche Ausbildung als Strategie gegen Fachkräftemangel in neuen Dienstleistungsbereichen**  
**In-company training: a strategy for confronting shortages of skilled workers in new service areas**  
**National results and results for the Land Bremen**

Berufsbildung in Wissenschaft und Praxis  
 Vocational Training in Research and Practice – BWP 31 (2002) 1, p. 12

Service areas closely attuned to the needs of enterprises embodying the latest in information and communications technology are considered to be growth sectors which will employ increasing numbers of employees in the future – especially for university graduates, students and other “outsiders”. In-company training is also gaining increasing importance. At present about one-third of these innovative new enterprises are training staff. Training potential has not been taken advantage of to the fullest extent yet. This is indicated by the results of a national study and an example presented from a call-centre survey conducted in Bremen.

**AGNES DIETZEN**  
**Das Expertenwissen von Beratern als Beitrag zur Früherkennung der Qualifikationsentwicklung**  
**Zur sozialen Konstitution von Qualifikationen im Betrieb**  
**Expert knowledge of consultants: a contribution to early recognition of qualification levels**  
**Defining social qualifications at companies**

Berufsbildung in Wissenschaft und Praxis  
 Vocational Training in Research and Practice – BWP 31 (2002) 1, p. 17

Altered work and organisational concepts in companies are also leading to new requirements and expectations being applied to continuing training. The reasons behind the increasing importance of qualifications consulting and innovative support in enterprises are discussed along with the tasks of consultants. On the basis of this discussion a plea is made for the development of new qualifications to be viewed as a process of social interaction and negotiation. This article shows how the experience of consultants is put to use and what kind of contribution is made to the early recognition of qualification needs.

**BEATE ZELLER**  
**Einfache Tätigkeiten im Wandel – Chancen für Benachteiligte**  
**Früherkennung von Qualifikationserfordernissen für benachteiligte Personengruppen**  
**Uncomplicated jobs caught up in the process of change – opportunities for disadvantaged persons**  
**Early recognition of qualifications requirements for disadvantaged groups of persons**

Berufsbildung in Wissenschaft und Praxis  
 Vocational Training in Research and Practice – BWP 31 (2002) 1, p. 25

This article shows how problem groups in the labour market (which here means unskilled employees with low qualification levels) can be trained for the current and future labour market by means of job-oriented measures oriented towards company qualification needs. Possible qualification strategies are derived based on a description of the current trend in requirements applying to the area of “simple jobs”.

**FRANZ SCHAFFEL-KAISER**  
**Good practice – neue Innovationsstrategie in der Berufsbildung**  
**Das Good Practice Center zur Förderung von Benachteiligten in der beruflichen Bildung (GPC) im BIBB**  
**Good practice – a new innovative strategy in vocational training**  
**The Good Practice Centre for the Promotion of Disadvantaged Persons in Vocational Training at BIBB**

Berufsbildung in Wissenschaft und Praxis  
 Vocational Training in Research and Practice – BWP 31 (2002) 1, p. 40

The Good Practice Center (GPC) was established at BIBB in 2000. The goal it set was to encourage the promotion of disadvantaged persons in vocational training by disseminating good practice and providing an Internet-supported information base. The GPC’s contribution to the further development of promotional programmes for disadvantaged persons is discussed in the article and the overall service on offer at the GPC is presented.

**HERMANN HERGET, ROLF SCHRÖDER, GÜNTER WALDEN**  
**Attraktiver Berufsstart durch Zusatzqualifikationen**  
**Praxisbeispiele**  
**Obtaining attractive start-up opportunities in a vocation by means of additional qualifications**  
**Examples from the field of practice**

Berufsbildung in Wissenschaft und Praxis  
 Vocational Training in Research and Practice – BWP 31 (2002) 1, p. 44

This article presents different forms of additional qualifications relating to vocational degrees in the crafts sector as well as industry and commerce, looking at some typical models. In particular, these are the training programmes “crafts business assistant” and “European economic management with foreign languages”, which are particularly oriented to the target group of Abitur graduates. The article is based on prompted interviews with persons involved in these programmes.

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