
KLAUS BERGER

**What is the training crisis costing the state?
Was kostet den Staat die Ausbildungskrise?**

Berufsbildung in Wissenschaft und Praxis
Vocational Training in Research and Practice – BWP 32 (2003) 2, p. 5

The Federal government, the Länder and the Federal Employment Agency (Bundesanstalt für Arbeit) and not least the European Union have made a significant contribution to the promotion of in-company training in Europe's regions with their sagging training market over the last few years. Expenditures on promotion suffer from a lack of transparency due to the large number of funding agencies and promotional programs. Critics argue that state promotion contributes to the subsidization of in-company training positions. The results of analyses of the scope and structure of public expenditures on promotion over the period 1997 to 2001 are presented in this article. Finally, the question as to the degree to which the government relieves enterprises from their responsibility of financing training themselves is examined.

URSULA RETTKE, IRIS STOLZ

**Gender Mainstreaming – a strategy for training in actual practice?
"Gender Mainstreaming" – Eine Strategie für die Ausbildungspraxis?**

Berufsbildung in Wissenschaft und Praxis
Vocational Training in Research and Practice – BWP 32 (2003) 2, p. 10

It has been taken for granted that gender mainstream is supposed to become a pivotal policy in enterprises and all other areas including practical training to ensure equality of the sexes. In the view of the authors, this can only be successful if trainers and trainees along with skilled workers who are also providing training are included in the process and gender competence is promoted in training. The authors demonstrate ways this can be done using the example of multimedia learning media to prepare trainers and trainees for aptitude tests and the example of a network for IT trainers.

SASKIA KEUNE

**Paradigm change in vocational rehabilitation – "Get on board is an invitation to all"
Paradigmenwechsel in der beruflichen Rehabilitation – „Nichts über uns ohne uns“**

Berufsbildung in Wissenschaft und Praxis
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The new paradigm which has now received a solid legal footing in the form of various laws regulating policy towards people with disabilities has been dubbed "participation and self-determination instead of care". Social Code IX – "Rehabilitation and Participation of People with Disabilities" marks the beginning of a new phase in the area of policy towards people with disabilities. Of particular importance are the strengthening of self-determination through rights to state a preference and choose from different options, a right to rehabilitation which is readily understandable and the counseling and support of people with disabilities by joint service agencies and offices. The prohibition against discrimination set out in the German Constitution is also taken into account in the area of research and development, however. The goal has been aptly stated in the slogan adopted throughout Europe for the European Year of People with Disabilities: "Get on board is an invitation to all"!

MARGIT STEIN, BÉATRICE GÜNTHER, HANS-LUDWIG SCHMIDT

**Recognizing and promoting talented trainees
Leistungsstarke Auszubildende erkennen und fördern**

Berufsbildung in Wissenschaft und Praxis
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Specific target-group promotion of trainees rightly concentrates to a high degree on slow learners. At the same time, however, it is also necessary to promote talented youth in a reasonable manner. A pilot project entitled "Sustained Promotion of Talented Trainees" posits the question as to which criteria can be used to recognize talented youth, examines their profile and designs a flexible promotional concept for this group of persons. The article presents the most significant results produced by the pilot project and furnishes a summary of major programs promoting talented youth in the area of vocational training.

PETRA GARNJOST, HANNELORE PAULINI-SCHLOTTAU,

**Promotion of training of businesspersons in vocational training
Förderung von Unternehmerqualifikationen in der Berufsbildung**

Berufsbildung in Wissenschaft und Praxis
Vocational Training in Research and Practice – BWP 32 (2003) 2, p. 31

A culture of businesspersons' autonomy is being propagated yet again. In order to be successful in business over the long term, the monetary promotion of start-ups and take-overs need to be supplemented by the promotion of "start-up skills". The courses for people starting up businesses which are on offer at present fall short of the mark in many respects, as they primarily convey knowledge on how to start up businesses but less on qualifications needed in actual practice when running an enterprise. The whole discussion of "my own inc." (Ich-AG's) at present has made this a current topic once again. The Federal Institute for Vocational Training (BIBB) examines in this context what contribution vocational training can make to successfully achieving business autonomy. The results of this study are presented in the article.

DOROTHEA SCHEMME

**Multi-generational learning for all age groups
Altersgerechtes und generationenübergreifendes Lernen**

Berufsbildung in Wissenschaft und Praxis
Vocational Training in Research and Practice – BWP 32 (2003) 2, p. 36

Enterprises and organizations increasingly face the need to confront structural change and innovations with a graying workforce. Given the convergence of economic and demographic change, research and action programs have been carried out involving actual practice in the area of vocational training, research on vocational training and vocational training policy to develop an impetus here. Thus the Federal Ministry of Education and Research (BMBF) has initiated a demographics initiative in the area of "Vocational strategies for a multi-generational labour and staff policy conforming to the needs of different age groups". The Federal Institute for Vocational Training (BIBB) has at the same time been promoting integrated action strategies within the framework of the pilot project focus "Fit for the job: not a question of age!" These strategies are presented in the article.

RYSZARD GERLACH

**The reformed vocational training system in Poland
Das reformierte System der beruflichen Bildung in Polen**

Berufsbildung in Wissenschaft und Praxis
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A host of political, social and economic changes have taken place in Poland since 1989 which also require changes in the education system and in particular the vocational training system. The lack of conformity between requirements applying to the new labour market and the opportunities offered by vocational schools has become especially evident. The article presents the new, reformed system of vocational training in Poland.

HEIKE KRÄMER

**Media designers, quo vadis?
Mediengestalter/-in, quo vadis?**

Berufsbildung in Wissenschaft und Praxis
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With the new training profession of media designer for digital and printed media, existing training capacities have been successfully expanded and numerous new enterprises persuaded to engage in training. In the wake of the first final examinations, it appears, however, that not all graduates have actually been able to find an appropriate job. In spite of this, interest in continuing training is very strong in this vocational group. This is indicated by a survey conducted by BIBB of people taking the final examination in the summer of 2002 asking about their plans for future professional development. The article presents the results of the survey and then takes these as a basis to derive recommendations on how to structure and design training.