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No improvement in sight?

The current situation in the market for training positions

Keine Besserung in Sicht?

Zur aktuellen Lage auf dem Ausbildungsstellenmarkt

Vocational Training in Research and Practice - BWP 33 (2004) 3, p. 11
Berufsbildung in Wissenschaft und Praxis

2003 was not a good year for the training positions market in Germany. Officially there were only about 97 training positions available for every 100 persons seeking such positions. But this statistic is only half the picture, as it merely reflects the end result in a market which has been patched up by stop-gap measures and compensation processes. Without these stop-gap measures the picture would have been much more dire. The authors use empirical data to show that no significant improvement is to be expected in 2004, either.

JOACHIM GERD ULRICH

Who is to blame for the disastrous situation in the training sector?

Discussion on the problem with apprenticeships from the perspective of attribution theory

Wer ist schuld an der Ausbildungsmisere?

Diskussion der Lehrstellenprobleme aus attributionstheoretischer Sicht

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Berufsbildung in Wissenschaft und Praxis

In Germany a fierce debate is currently raging over the causes of problems in the market for apprenticeship positions. The lines of conflict run right across providers and users of training positions or their representatives, the business associations and trade unions. Business is especially criticising the lack of mobility and maturity among young people, while the trade unions are attacking the short-term human resources policies of companies. These arguments are nothing new. At the same time it appears unlikely that the opposing sides will be reconciled in the future. Social-psychological research analysis of the specific views of the parties in the conflict offers a surprising explanation for this.

URSULA BEICHT, GÜNTER WALDEN

Is remuneration for trainees too high? There is no "one-size-fits-all" answer to this question

Sind die Ausbildungsvergütungen zu hoch? – Eine pauschale Antwort ist nicht möglich

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In view of the current shortage of training positions, complaints are increasingly being heard by representatives from business and the political arena about the high remuneration paid to trainees. In addition to demands for a general reduction in remuneration, some are also calling for e.g. performance-pegged remuneration of trainees or only for their actual presence at a company. It is believed that implementation of these demands would have a positive impact on willingness to offer trainee positions. This article aims at putting the discussion on a more objective footing by using empirical data to analyse remuneration for trainees and the most important variables involved.

KATHARINA KANSCHAT, REINHARD SELKA

Networking projects creates additional training positions

"Under One Roof" – an initiative of the Federal Ministry of Education and Research

Vernetzung von Projekten schafft zusätzliche Ausbildungsplätze

„Unter einem Dach“ – eine Initiative des BMBF

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Berufsbildung in Wissenschaft und Praxis

The Federal Government and the social partners have agreed upon new measures and areas of focus to improve the situation with respect to training positions within the framework of the Training Offensive 2003. This includes inter alia the "Training Structure Projects – Under One Roof" initiative. In the initiative, various structural projects which are being funded by the Federal Ministry of Education and Research which pursue the same general objective in different ways and with different tools are being networked to exploit the potential for additional training positions.

WALTER SCHLOTTAU

Self-financed affiliations: training models which are independent of the state of the economy

Results of case studies on successful affiliations of training providers

Selbst finanzierte Verbände als Modelle konjunkturunabhängiger Ausbildung

Ergebnisse aus Fallstudien erfolgreicher Ausbildungsverbände

Vocational Training in Research and Practice - BWP 33 (2004) 3, p. 32
Berufsbildung in Wissenschaft und Praxis

In order to be able to offer all young people a sufficient number of viable training positions, strategies are needed to reduce dependence of training availabilities on the current state of the economy. Affiliations of training providers play a special role in the discussion over vocational training policy. Many of these affiliations continue to receive government funding. For some time now attention has also been directed to affiliations of training providers which are not dependent on public funding. The article presents results from a study of affiliations of training providers which completely finance themselves.

HEINRICH ALTHOFF

Percentages of trainees at companies: how meaningful are such statistics?

Ausbildungsbetriebsquoten: welche Aussagekraft haben sie?

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Berufsbildung in Wissenschaft und Praxis

Determining percentages of trainees at companies is part of the fixed repertoire of quantitative analysis of company training performances. Whether this can be justified in view of different sizes of companies or not is examined using empirical data and individual case examples. The result is that the percentage of trainees at companies only allow limited conclusions to be drawn as to the quantitative training performance and training position reserves from a training-policy perspective. The article illustrates the differences in definitions for percentages of trainees at companies and training quotas.

EDITH BELLAIRE, HARALD BRANDES

No dead-end careers

The designing of two-year training occupations in Switzerland

Kein Abschluss ohne Anschluss

Zur Gestaltung zweijähriger Ausbildungsberufe in der Schweiz

Vocational Training in Research and Practice - BWP 33 (2004) 3, p. 42
Berufsbildung in Wissenschaft und Praxis

BiBB is examining the "acceptance of two-year company training programmes" in order to estimate the potential for additional training positions to be created. The fact that training policy and educational questions are particularly related to these questions is revealed by a look at Switzerland, where answers are sought in pilot projects. Three core elements characterise all projects in Switzerland: free interchange between educational pathways, a legal claim to special support for young people with poor start-up opportunities and occupation-specific solutions.

INGRID LISOP, RICHARD HUISINGA

A new path to placing the dual principle on a secure footing

The new "social insurance" bachelors programme

Ein neuer Weg der Sicherung des dualen Prinzips

Der neue Bachelor-Studiengang „Sozialversicherung“

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The example of the social insurance bachelors programme – a new type of programme combining theory and practice – comes from the area of statutory accident insurance. This programme focuses on questions relating to the educational modernisation of the dual system as well as the ability to move between programmes and areas of training and qualification systems. The new bachelors studies programme contains interesting suggestions for the dual system of vocational training; especially when the issue is designing training programmes which take place exclusively at schools while at the same time preserving the dual system. The article presents the occupation and discusses the dual nature of the curriculum.