



1.1.027 - Applicant withdrawal from the recruitment process as a challenge for filling company training positions - forms, occurrence, and reactions (RüBe)

Research project: Project description

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Securing skilled workers is one of the greatest challenges facing education, economic and social policy in Germany. In this respect, the steadily increasing number of unfilled company training places over recent years is a cause for concern and raises questions about the causes and possible interventions.

The phenomenon of training place applicants withdrawing their application on their own accord has received little attention in this context to date. Such withdrawals can affect companies in various ways throughout the entire recruitment process, i.e., from the receipt of applications to the start of training. Among the various types of withdrawal, only training positions that are not taken up without prior notice have recently received somewhat more attention, albeit mainly in the media and HR literature rather than in research. Other forms of applicant withdrawal, as well as withdrawals in other stages of the recruitment process, have hardly been discussed to date.

However, withdrawals beyond training positions that are not taken up are also likely to affect the ability of companies to fill their training positions. This is because when applicants who have initially been considered or accepted for training positions decide not to pursue the process, the pool of young people from which companies can draw their future trainees is reduced. This reduction can be both qualitative and quantitative. As a result, it can be assumed that applicant withdrawals further exacerbate the challenges companies already face in filling training positions due to the overall decline in demand for in-company training.

Against this background, the aim of the project is to examine applicant withdrawals from a company perspective, in terms of their occurrence and effects on filling offered training positions as well as on measures taken to prevent them. The investigations will, among other things, differentiate between training occupations with varying levels of demand and also examine factors related to the impact of applicant withdrawals on companies.