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Qualifikationspotenziale von Migrantinnen und Migranten erkennen und nutzen!

Recognising and making use of immigrants' qualification potential

Berufsbildung in Wissenschaft und Praxis

Vocational Training in Research and Practice – BWP 31 (2002) 2, p. 8

In the discussion over an immigration law and regulations to apply to immigration into Germany in the future, it needs to be taken more into account that immigrants already living here can also develop qualifications and qualification potential. This article examines this focusing on three aspects: first of all foreign companies' training potential, secondly continuing vocational training for adults and, thirdly, training of youth.

MONA GRANATO, FRANZ SCHAPFEL-KAISER

Den Stein ins Rollen bringen ... „Initiativstelle Berufliche Qualifizierung von Migrantinnen und Migranten“ im BIBB

Getting the ball rolling ... „Initiative Office for Vocational Qualification for Immigrants“ at BIBB

Berufsbildung in Wissenschaft und Praxis

Vocational Training in Research and Practice – BWP 31 (2002) 2, p. 14

In spite of the wide-ranging competencies of immigrants, their access to vocational qualification programmes on offer in Germany is much more restricted than that of non-immigrants. The “Initiativstelle Berufliche Qualifizierung von Migrantinnen und Migranten im BIBB” (IBQM) at the Federal Institute for Vocational Training initiates and supports new consulting networks, research and development projects for the vocation qualification of immigrants and networks them with already existing networks and initiatives.

MONIKA BETHSCHEIDER, ANKE SETTELMAYER

Migrantinnen und Migranten in der beruflichen Weiterbildung – das Beispiel Ausbilderqualifizierung

Migrants in continuing vocational training – the example of providing trainers with qualifications

Berufsbildung in Wissenschaft und Praxis

Vocational Training in Research and Practice – BWP 31 (2002) 2, p. 23

The successful completion of a training programme in accordance with the Ordinance on Trainer Aptitude (Ausbildereignungsverordnung) poses problems for immigrants – at the same time these training programmes are a prerequisite in order to receive permission to provide training. This applies to foreign-owned companies. One research project being carried out by BIBB is examining what difficulties this group of people may have. Its objective is to issue recommendations on how to conduct these training programmes. The article focuses on trainers and examinations in particular.

HILDEGARD ZIMMERMANN

Verzahnung außerbetrieblicher mit betrieblicher Ausbildung

**Ein aktueller Reformansatz in der Benachteiligtenförderung
Interlinkages between external and in-company training programmes
Current reform in the promotion of disadvantaged persons**

Berufsbildung in Wissenschaft und Praxis

Vocational Training in Research and Practice – BWP 31 (2002) 2, p. 30

Opportunities for integrating disadvantaged youth into the labour market are increased by close interlinkages between in-company training programmes and external training. This article examines the most important features of structures, the impact these have on the quality of training and the factors determining success in corresponding models. The advantages and disadvantages of organisational types are analysed.

GÜNTER WALDEN, URSULA BEICHT, HERMANN HERGERT

Warum Betriebe (nicht) ausbilden

Why companies (do not) train

Berufsbildung in Wissenschaft und Praxis

Vocational Training in Research and Practice – BWP 31 (2002) 2, p. 35

Only about one-fourth of all companies in Germany provide training. What leads these companies to perform their own training? And why do most companies choose not to do so? There is plenty of evidence to suggest that different estimates of the expenses or difficulties involved in training and the benefits of training play a crucial role here. To examine this, the Federal Institute for Vocational Training has carried out a survey of companies which provide training and companies which do not. This article presents particular results and important conclusions in the area of vocational policy.

KLAUS SCHÖNGEN

Hohe Auszubildungsbeteiligung in jungen Dienstleistungsunternehmen

High levels of participation in training programmes at new service enterprises

Berufsbildung in Wissenschaft und Praxis

Vocational Training in Research and Practice – BWP 31 (2002) 2, p. 40

The dual vocational training system developed rather slowly at first at companies operating in new service sectors. Here employees are primarily trained on the job. Companies also view this to be insufficient. The BIBB research project entitled „Training possibilities in growing service sectors“ is aimed at contributing to a strengthening of dual vocational training wherever it can be expected that viable jobs for the future will be created. At the same time it must also be determined in what manner new companies are involved in vocational training. The results are encouraging, as the article indicates.

MARTIN ELSNER

Büroberufe auf dem Weg zur Neuordnung

Office professions on the road to a new system

Berufsbildung in Wissenschaft und Praxis

Vocational Training in Research and Practice – BWP 31 (2002) 2, p. 45

The Federal Institute for Vocational Training has carried out a research project to evaluate office professions', the results of which together with thoughts regarding a new system are now available. The evaluation of training systems shows whether and how the original intentions with the new system were actually implemented in company and educational training and examinations ten years ago. At the same time the article also examines how qualifications are put to use and to what extent training systems are structured so as to meet needs. The article provides a summary of the research results, on this basis then drawing conclusions regarding a new system for office professions.

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