WORKING ON HIGHER QUALIFICATIONS AND SUFFICIENT NUMBERS OF CONSTRUCTION WORKERS

– The National Skills Roadmap for Germany –

Sept. 2012
PRESENTATION OF THE STATUS QUO FOR GERMANY
EXCHANGE & DISCUSSION WITH EXPERTS
• Initial recommendations
• Identification of further gaps and barriers

Nov. 2012
REALISATION OF THREE WORKSHOPS

First Drafting of German Roadmap

Jan. 2013
DISCUSSION & FURTHER SPECIFICATION
APPROVAL OF ROADMAP BY STEERING BOARD
ENDORSEMENT

Qualitative
High skills level of building workforce in Germany

IVET
Apprentice-ship dual system
The requisite skills are well anchored in the apprenticeship training regulations and master craftsmen examination frameworks of the relevant occupations.

CVET
Master craftsmen qualification

315 CVET programmes on renewables and energy efficiency

Quantitative
Results of the status quo analysis

No shortage of skilled building workers until 2020
2014-2020: Additional demand of 90,000 workers

From a purely mathematical perspective no labour shortages on national level. But shortages may occur even before 2020
• on a regional level
• in certain occupational fields (electrical occupations; metal construction; plant construction, sheet metal construction, installation, fitters)

GAPS & BARRIERS
Apprentices / skilled workers not entering the building sector
Skilled workers leaving the sector
Continually decreasing number of participants in CVET courses
Lack of understanding for the interfaces between the trades / for a house as an integrated system
Missing skills with regard to specific occupational processes and to quality assurance

Preparation of three workshops

Overcoming Quantitative Deficits: Measures for ensuring an adequate supply of skilled blue collar workers
• tapping unused potential – students, women, university dropouts, older
• enhancing the attractiveness and image of the identified occupations
• stopping skilled workers leaving the trade and improving retention rates
• promoting mobility and integration

Overcoming Qualitative Deficits: Measures for upgrading the skills of skilled blue collar workers
• gaining a better understanding for the interfaces between trades and for the building as an integrated system
• overcoming skill deficits related to individual processes
• training for specific groups of people
• certain trades without statutory skill requirements, subcontracting

Barriers
• offering incentives and creating opportunities allowing more people to take part in CVET programmes
• ensuring transparency in the existing range of offers on the CVET market

Priorisation of 40 measures
(++ = high priority; + = medium; 0 = low priority)

Widespread effect!
Sustainability!
Acceptance!

Development of an action plan with 26 bundles of measures

Measures and actions to be applied for under PILLAR II of BUS
• Attracting university dropouts
• Further development of the craft sector’s image campaign
• Including the systems-approach in all apprenticeship frameworks
• Checking the feasibility of a CVET programme for “one-stop-shop” refurbishment services
• Greater weight to the topic “customer orientation” in apprenticeship frameworks

Measures and actions with a high implementation priority (except)
• Checking the feasibility of a CVET programme for training quality assurance officers in the building sector
• Identifying projects involving training immigrants / upgrading their skills and analysing the results
• Developing “hands-on” learning material for schools
• Expanding opportunities for students to do a work placement/summer job in the building company

Measures and actions without any high implementation priority (except)

40 letters of endorsement