



Sept. 2012

PRESENTATION OF THE STATUS QUO FOR GERMANY

EXCHANGE & DISCUSSION WITH EXPERTS

- initial recommendations
- identification of further gaps and barriers

SURVEY OF STEERING BOARD MEMBERS

Nov. 2012

REALISATION OF THREE WORKSHOPS

FIRST DRAFTING OF GERMAN ROADMAP

Jan. 2013

DISCUSSION & FURTHER SPECIFICATION
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APPROVAL OF ROADMAP BY STEERING BOARD

ENDORSEMENT

Results of the status quo analysis

QUALITATIVE

QUANTITATIVE

High skills level of building workforce in Germany

IVET

Apprenticeship „dual system“

CVET

Master craftsmen qualification

315 CVET programmes on renewables and energy efficiency

The requisite skills are well anchored in the apprenticeship training regulations and master craftsmen examination frameworks of the relevant occupations.

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; 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

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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

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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)

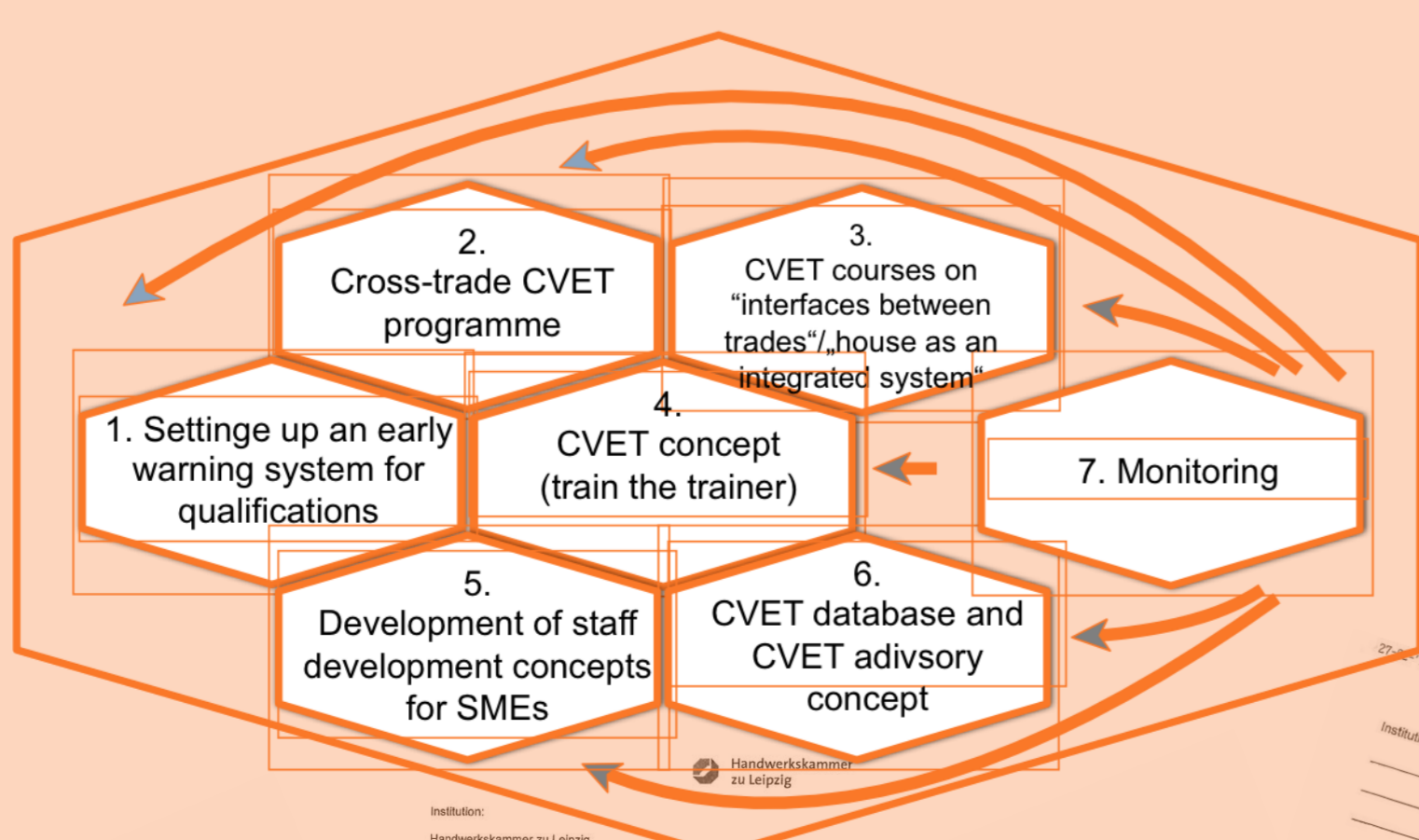
Widespread effect!

Sustainability!

Acceptance!

Development of an action plan with 26 bundels of measures

Measures and actions to be applied for under PILLAR II of BUS



Measures and actions with a high implementation priority (excerpt)

- Attracting university dropouts
- Further development of the craft sector's image campaign
- Information sessions for job center staff
- 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 without any high implementation priority (excerpt)

- 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

40 letters of endorsement

