

Adult education in Germany can efficiently address the skilled labour shortage by simplifying the attainment of a vocational qualification.

Objective

- **Addressing the skilled labour shortage through enhanced adult education**

Implementation in Switzerland

- "Weiterbildungsgesetz" enacted in 2016 as political basis
- **Recognition of educational achievements in vocational training** for adults to ease professional qualification attainment
- Targeted **communication campaign** for adults and businesses to raise awareness and disseminate information
- From 2017 to 2020, 21/26 cantons in Switzerland improved support structures for basic competencies, **investing nearly 14 million euros**

Outcome of Switzerland's measures

- Adult vocational education completion rates **up 40% since 2014**, accounting for **15% of total certifications in 2020**
- Federal government, cantons, and municipalities **collaborate extensively**, leading to expanded adult training positions, enhanced transparency, and standardized adult education

Germany's status

- Initiated a **national continuing education** strategy in 2019
- Insufficient **collaboration among governmental levels** hampers nationwide standardization and transparency
- 10,217,036 unemployed individuals **without vocational qualifications**

Policy recommendations for Germany

- Implementing and communicating **simplified recognition** and **access to professional qualifications** for adults through a system for crediting educational achievements in vocational training
- Providing **financial incentives** for individuals without education to complete vocational training.

Possible Scenario

- **Objective:** Achieve a 10% enrolment rate of unemployed individuals without education in vocational training
- **Impact:** Result in an increase of 1,021,703 individuals with a professional qualification
- **Costs:** Estimated in the low eight-figure range for Germany, offset by anticipated higher tax revenue from the better-educated

490,000 workers can be integrated into the labour market through a more inclusive work culture if Germany reaches the Swiss level.

Objective

- Achieving a more inclusive work culture through enhanced education for people with disabilities and a more targeted compensation levy

Implementation in Switzerland

- BehiG effective since 2004, undergoing revisions by end of 2023
- Revisions ensure **explicit protection against disability discrimination** and employers required to implement measures for equal work
- **83%** of individuals aged 25 to 64 with disabilities hold a **vocational qualification** or a **high school diploma**
- Public employers have an exemplary role in creating an inclusive work environment

Outcome of Switzerland's measures

- **67% of individuals with disabilities are employed**; disparity with the proportion holding qualifications. Relatively high on a global scale
- Comprehensive approach to inclusivity for people with disabilities, with a particular **focus on proper education** and **promoting an inclusive work culture** rather than specific quotas

Germany's status

- **57%** of individuals with disabilities are **employed**
- New Law 2023, penalty for non-compliance with the **5% employment quota** for people with disabilities is increased
- The main reason for companies not reaching the quota is the **missing of qualified applications** (77% of companies)

Policy recommendations for Germany

- **Enhance education opportunities** for people with disabilities
- **Revise the compensation levy** to more effectively promote inclusive employment without overly restricting companies in their actions
- Reduce workplace discrimination

Possible Scenario

- **Objective:** Increase employment by 10%, mirroring the Swiss model
- **Impact:** 490,000 more individuals with disabilities employed
- **Costs:** Primarily allocated for education and training, with a potential decrease in compensation levy revenue. The costs are estimated to be in the high seven-figure range