

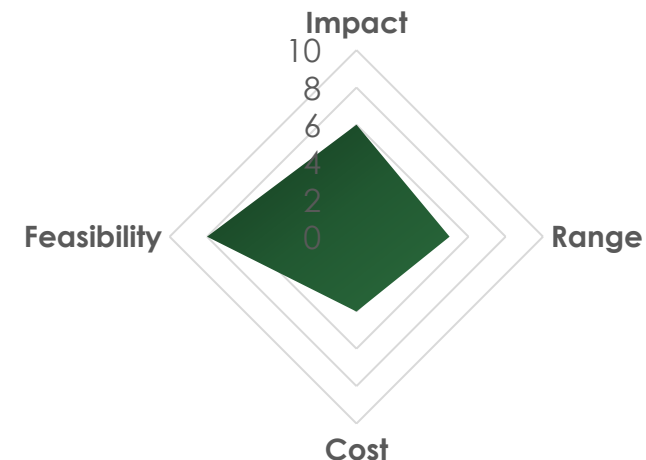
# Strengthening apprenticeships through promoting gender equality, corporate commitment, social recognition, incentives and enhanced quality

Measure dimension	
Potential improvement	
Rating	
Strengthening apprenticeships enables <b>earlier entry into the workforce</b> ; impacting various sectors, especially <b>skilled trades</b>	
<b>Impact</b>	Young people start working earlier with an apprenticeship than after completing a university degree (e.g., starting at 16 instead of 25 years old).
<b>Range</b>	All sectors in which apprenticeships are offered are affected - the focus is on skilled trades.
<b>Cost</b>	Depending on the level of strengthening of apprenticeships, more needs to be invested. Social recognition of the professions in particular can bring about social change rather than purely monetary approaches.
<b>Feasibility</b>	By supporting the “Allianz für Aus- und Weiterbildung”, existing measures can be built upon.

## Implementation to date in Germany

### Germany recognizes the problem and takes initial measures:

- Skilled workers with a completed **apprenticeship** are most frequently lacking
- Germany has founded “**Allianz für Aus- und Weiterbildung**” → Central political platform to strengthen the attractiveness, quality, performance and integrative power of dual training
- Program “**Passgenaue Besetzung**” also initialized



**Score** 6.2

**Rank** 9

**Time horizon**

**Medium/Long term**

## Apprenticeships in craft professions that are particularly affected by the labour shortage must be promoted

### Situation of the apprenticeships

- Trend towards more **university degrees**
- Especially **craft professions** are understaffed in apprenticeships
- 200,000 vacancies in the craft professions in 2021, of which approx. 44% cannot be filled as there are no qualified unemployed people available

### Reasons for this situation

- BIBB study: Young people's view of apprenticeships in the crafts sector
- Above all, **lack of social prestige** and **little creativity** at work
- Factors that affect affinity towards the skilled trades: **social background** and **educational expectations of the social environment**

### Specific recommendations for action

- **Career-related internships** and more **career guidance** at schools
- Promote **women** in these professions -> companies must be committed to this
- Promote **social recognition** -> put trainees on an **equal level with students** (for example, through student residences for all or apprentice rail tickets)
- Provide **monetary incentives** such as deductions for apprenticeship and further training costs
- The **quality of apprenticeships** in the craft sector must be improved so that more young people decide to do them