

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

Background information about: Addressing the skilled labour shortage through enhanced adult education

Object	Additional information
Implementation in Switzerland	<ul style="list-style-type: none"> Establish a framework aligning the qualification structure with economic demands and promoting high labour market participation and productivity. With key action area on enhancement of qualifications according to labour market needs National continuing education act: Reflects the current state of continuing education, defining responsibilities and integrating it into the education system. Emphasizes individual responsibility Individual responsibility criticized for lacking concrete legal provisions. Calls for more tangible outcomes through potentially clearer legal frameworks Recognition of Educational Achievements: Utilized as tools for cantons, collaborating with industry organizations to streamline processes. Aims to guide adults efficiently toward obtaining Federal VET Certificates (EBA) or Federal Diplomas of Vocational Education and Training (EFZ) Communication Campaign: Primarily used flyers and online advertising. Free career guidance counselling for individuals over 40
Outcome	<ul style="list-style-type: none"> Measures to enhance offerings and increase adult qualifications have been successful, with a steady rise in certifications since 2014 "Vocational Education 2030" strategy process: Ongoing initiatives to define additional projects for further improving conditions for adults obtaining professional qualifications Collaboration across governmental levels: Crucial for increasing standardization and transparency in adult education Emphasis on continued efforts to align strategies and actions with the overarching goal of improving vocational education for adults

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Object	Additional information
Germany's status	<ul style="list-style-type: none"> National Continuing Education Strategy: Collaborative effort among federal and state entities, social partners, chambers, and the Federal Employment Agency to improve the skilled labour situation Introduction of modular post-qualification program: Incorporates dual training content to shape vocational paths and facilitate mid-career reorientation Federal support for standardized design of partial qualifications: Aims to integrate competence validation nationwide, particularly for individuals without a usable vocational degree. Government commitment to qualify more unskilled workers as skilled professionals, addressing high unemployment rates
Policy recommendations for Germany	<ul style="list-style-type: none"> Suggested integration of the Swiss model (interstate collaboration) to streamline qualification processes Shortening and simplifying qualifications: Emphasized as an appealing aspect that should be communicated through advertising campaigns Financial incentives for unskilled unemployed individuals: Suggested use of scholarships or tax benefits to encourage pursuit of vocational qualifications
Possible scenario	<ul style="list-style-type: none"> Targeting a realistic share of unskilled unemployed individuals at 10% Calculated impact based on the total of 11,546,000 unskilled unemployed individuals minus 1,328,964 currently in education Realistic cost estimation in the lower eight-figure range, considering Switzerland's example. Highlighting the potential economic benefits: Enhanced education for the less-educated can increase employment chances, leading to higher tax revenues and counteracting macroeconomic costs associated with skilled labour shortages