



# ZDH

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on Inclusive Labour Markets, 9 April 2014

## Initiative of German Social Partners on Initial Training for Young Adults

Jan Dannenbring

# Facts & Figures about the German labour market

- German labour market has about **30 million** employees, of which approx. **10 million** are aged **25 to 35 years**.
- Of these 10 million, **15%** have **no formal education**.
- Currently, overall **unemployment** in Germany is around **3 million**, of which **300.000** have **no formal education**.
- Every year, **50.000 school drop-outs** without any degree.
  - Need for **integration of low qualified young people into the labour market** also in order to fight the growing **shortage of skilled workers** on the German labour market.
  - “There is only one thing which is more expensive than education: Having no education” (J.F. Kennedy).

- **ILM / EUSP:** „To achieve an inclusive labour market obstacles regarding training, skills and capabilities need to be removed.“
- **ILM / SP actions:** „Cooperate with providers of vocational training systems in order to better match the needs of the individual and those of the labour market, including promoting of vocational education and measures to ease the transition between education and the labour market“
  - ➔ In **2011** German social partners (**BDA, ZDH, DGB**) together with the **Bundesagentur für Arbeit** (Federal Employment Agency) decided to launch the initiative „**Initial training of young adults**“ („Erstausbildung junger Erwachsener“).
  - ➔ **Objective:** To motivate and support up to **100.000** young low qualified unemployed **aged 25 to 34** to take up and complete a vocational training course or at least a certified partial vocational qualification.

# Content of the initiative on initial training for young adults

- **Identification** of young low qualified unemployed willing to participate in recognized vocational training courses by the local employment agencies.
- **Motivate** and **support** of the unemployed young adults and provide **financial aids** (e. g. training fees, mobility costs, child care).
- **Close involvement of social partners** in selecting the right vocational training courses and to provide the training facilities of the social partners (e.g. training centers of chambers of crafts).
  - ➔ **Problem:** The initiative should aim at supporting only **complete** vocational training courses (on average 3 years). However, also partial vocational qualifications (certificates on certain parts of vocational training courses) can be supported.  
ZDH position: Skilled workers need and enterprises ask for **complete vocational skills**.

# Results and perspectives

- Significant **higher employment chances** of participants of the initiative in comparison to comparable not supported unemployed.
- **Problems:**
  - Difficult selection process of **identifying** the right young unemployed.
  - Many young unemployed prefer staying in **low qualified jobs** than taking up a longterm and rather low paid vocational training course.
  - This problem could be exacerbated by the introduction of a **general minimum wage of 8,50 Euro** which would make low paid vocational training courses more unattractive in comparison to minimum wage jobs.
- **Outlook:** German social partners and the federal employment agency see the need for a **better promotion** of the initiative highlighting the longterm **positive employment effects**.

# Thank you!

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