



Hanse Parlament

Strategies of Vocational Training

Tenth Hanseatic Conference



Lifelong
Learning
Programme

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Conclusion: Need for professionals + qualifications

1. Declining labor force by demographics
2. Growing competition between economic sectors and countries / regions
3. High replacement needs due to aging of professionals and entrepreneurs
4. High additional demand by rapidly growing markets
5. Growing mismatch between the existing and required qualification structures

Main conveying task: Highest priority for education!
Growth and innovation in SMEs are most limited by lack of young talents and skills shortages, education efforts in all fields must be strongly intensified!



Entrepreneurs Gap

- The average SMEs' size decreases: more entrepreneurs needed
- Strengthening start-ups: more entrepreneurs needed

BUT

- Ageing of entrepreneurs: in 20 years halving
- Hardly young entrepreneurs from universities
- **Number of entrepreneurs must annually increase by 5%!**
- **Entrepreneurs gap is the biggest challenge!**
- **The country needs much more entrepreneurs!**



Hanse Parlament

Comprehensive education policy program for the Baltic Sea Region

- **Agenda 2020: Bildungspolitische Ziele und Strategien für den Ostseeraum**
 - **Agenda 2020: Educational Policy Strategies and Objectives for the Baltic Sea Region**
 - **Agenda 2020: Cele i strategie polityki edukacyjnej dla regionu Morza Bałtyckiego**
 - **Повестка 2020: Цели и стратегии в сфере образовательной политики для балтийского региона**
- H-P and BSA: Strategy program and Realization!**





1. Strategy: improved general education

- Quality improvement in the general education
- Professional orientation as a compulsory subject in schools
- Repeated internships in companies
- Inclusion of economy and its administration level
- Creation of binding competency profiles for all professions and individual competencies' specification and potential analyzes in schools – mandatory!
- Integration of all young people: today 15-20% without vocational training

= **Section I:**
Work-based Learning

Per Navigator zum Traumberuf



EDUCATION



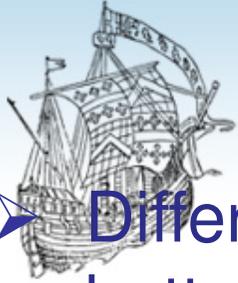


2. Strategy: Dual Vocational Education



- Continuing introduction of dual vocational training
75% in enterprises + 25% in vocational school
- High usability of practice and theory through coordinated curricula and cooperation
- Training of trainers in enterprises (1 employee with instructor-aptitude test) and training of teachers in schools
- Strengthening the position of the chambers: Full responsibility of vocational training in the economic self-government
- Countries with dual vocational education have the lowest youth unemployment: DE, DK, NO
- It is not about to copy the dual system but to adapt to country specific needs

= Section I: Work-based Learning



3. Strategy: Differentiation

- Differentiation in the vocational education:
 - bottom level: youth being weak in theoretical classes but with good practical skills
 - middle level: standard education
 - upper level: strong learners
- Creation of complete transparency
- Permission for study courses: skilled workers / journeyman
- Enhancement and improvement of the quality of master education (Meister-Ausbildung) in dual system
- Open up various ways: detours broaden one's knowledge of a place

= Section II: Differentiation in Vocational Training



4. Strategy: Further Vocational Education

- Higher qualification: More further education and training
Employed persons in further education:

Poland 5,5% women and 4,9% men

Denmark 39,0% women and 26,0% men

- Further education ensures the demand of skilled workers increases productivity
- Keeping employees in enterprises as long and healthy as possible

= Section III: Adult Education, Study, and Promotion of Innovation



5. Strategy: Dual Study

Realisation of dual bachelor's degree courses

- a) Studies and vocational education
- b) Studies and professional activity

Already completely developed and implemented with great success in North Germany in 7 different dual degree programs

Gain the best ones, bind intensively and attract entrepreneurs and managers for energy relevant tasks!

Section III: Adult Education, Study and Promotion of Innovation



BRIDGING WORLDS



BALTIC SEA ACADEMY

Network of universities and polytechnics boosting

- Education & Qualification
- Innovation & Entrepreneurship
- Technology Transfer
- Realisation of tangible R&D solutions

for SME's in the Baltic Sea Region



www.baltic-sea-academy.eu

HANSE-PARLAMENT



Bringing people and opportunities together by

- developing a strong, innovative economic region of world standing
- promoting small and medium-sized businesses
- initiating outstanding qualifications
- strengthening sub-regions and their diversity
- establishing a Hanseatic identity beyond national borders

Network of more than
45 Business Chambers
from 12 countries



www.hanse-parlament.eu



6. Strategy: More Women and Elderly

➤ Employment rate

Poland 52% women and 67% men

Sweden 71% women and 78% men

➤ Employment rate of older persons

Poland 29,0% women and 50,0% men

Norway 66% women and 73% men

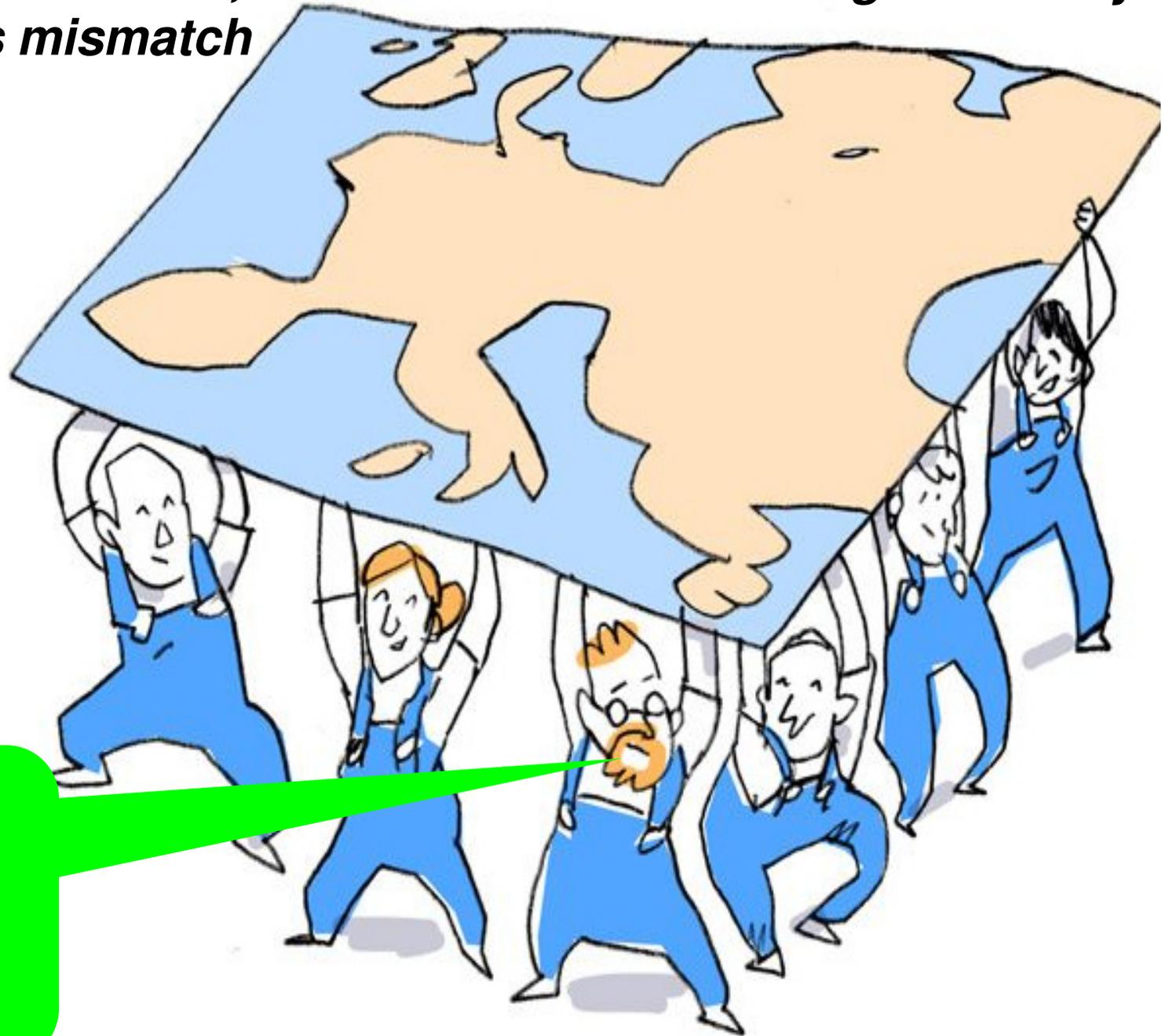
➤ Part-time employment

Poland 10% women and 5% men

Germany 45% women and 8% men

✓ **With more women and men – increasing productivity, more job opportunities and qualified employees in energy sector**

Cooperation with SMEs, more work-based learning - best way to address skills mismatch in Europe



**Thank you
for your
attention!**