



Seminar
Training During The Crisis
29 September 2011
Florence

Lifelong Learning Policies After the Crisis



Baden-Württemberg
The German Southwest.

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Lifelong Learning Policies
Before, During And After
The Crisis/Crises?

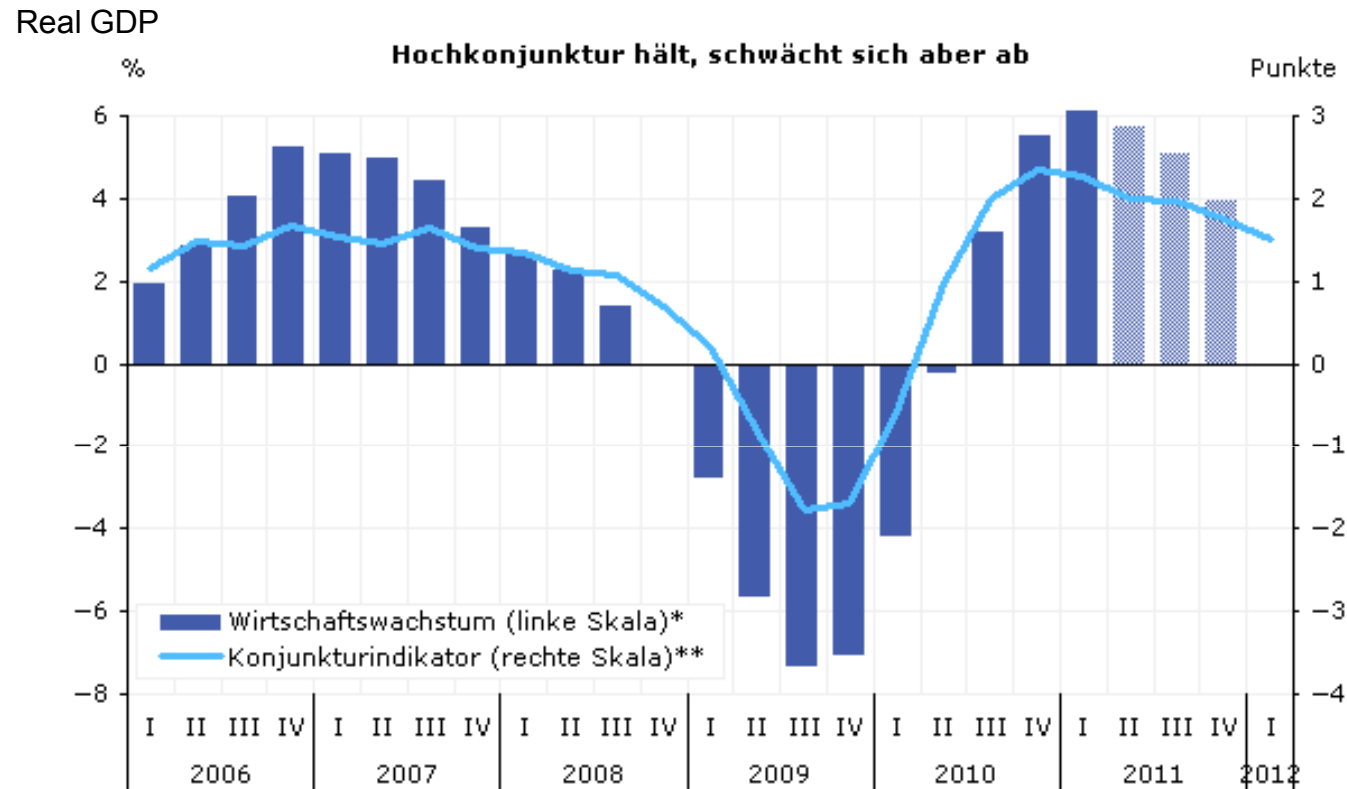
Europe 2020 Strategy

'An Agenda for new skills and jobs'

- To step up labor market reform to improve flexibility and security of labor markets (*flexicurity*);
- To give people and businesses the right incentives to invest in training to continuously upgrade people's skills in line with labor market needs;
- To ensure decent working conditions while improving the quality of employment legislation;
- To ensure the right labor market conditions are in place for job creation such as less administrative burdens or lowering the taxes on labor and mobility.

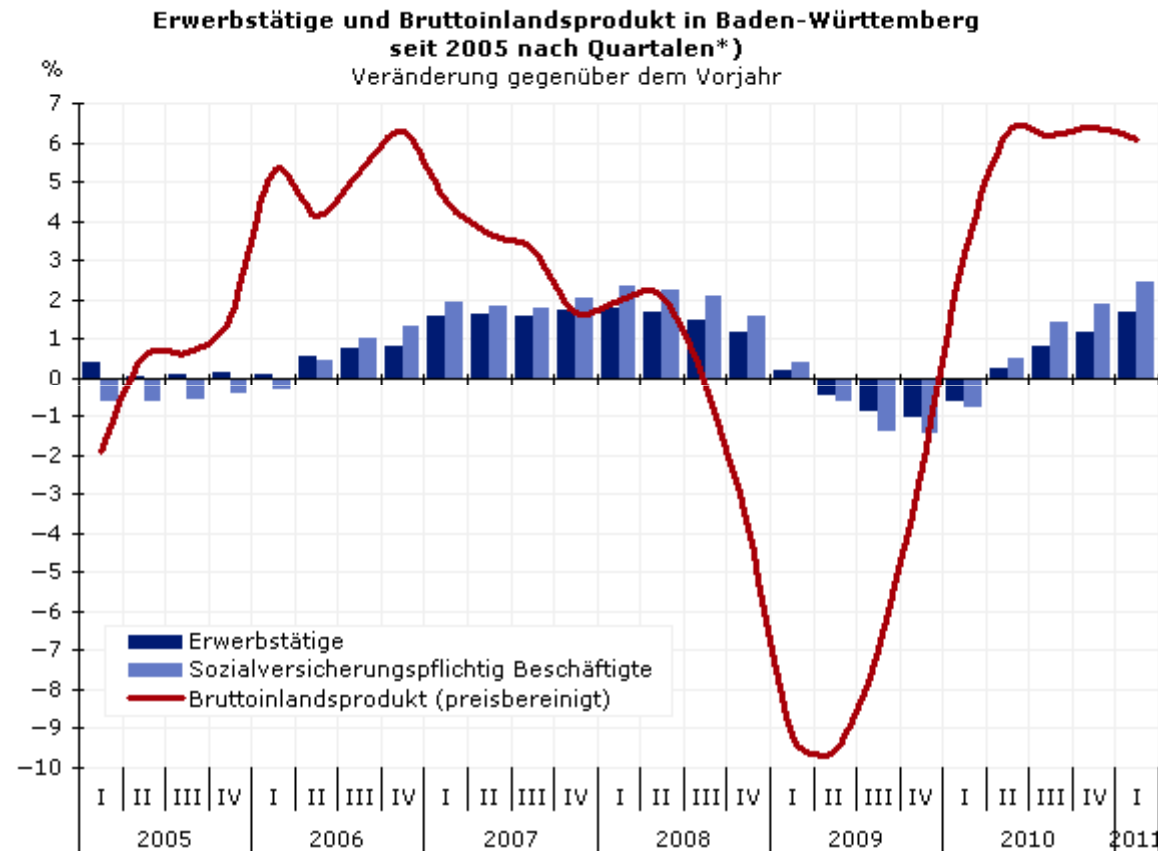
GDP / Business Cycle Trend

Baden-Württemberg



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Employment + GDP Baden-Württemberg



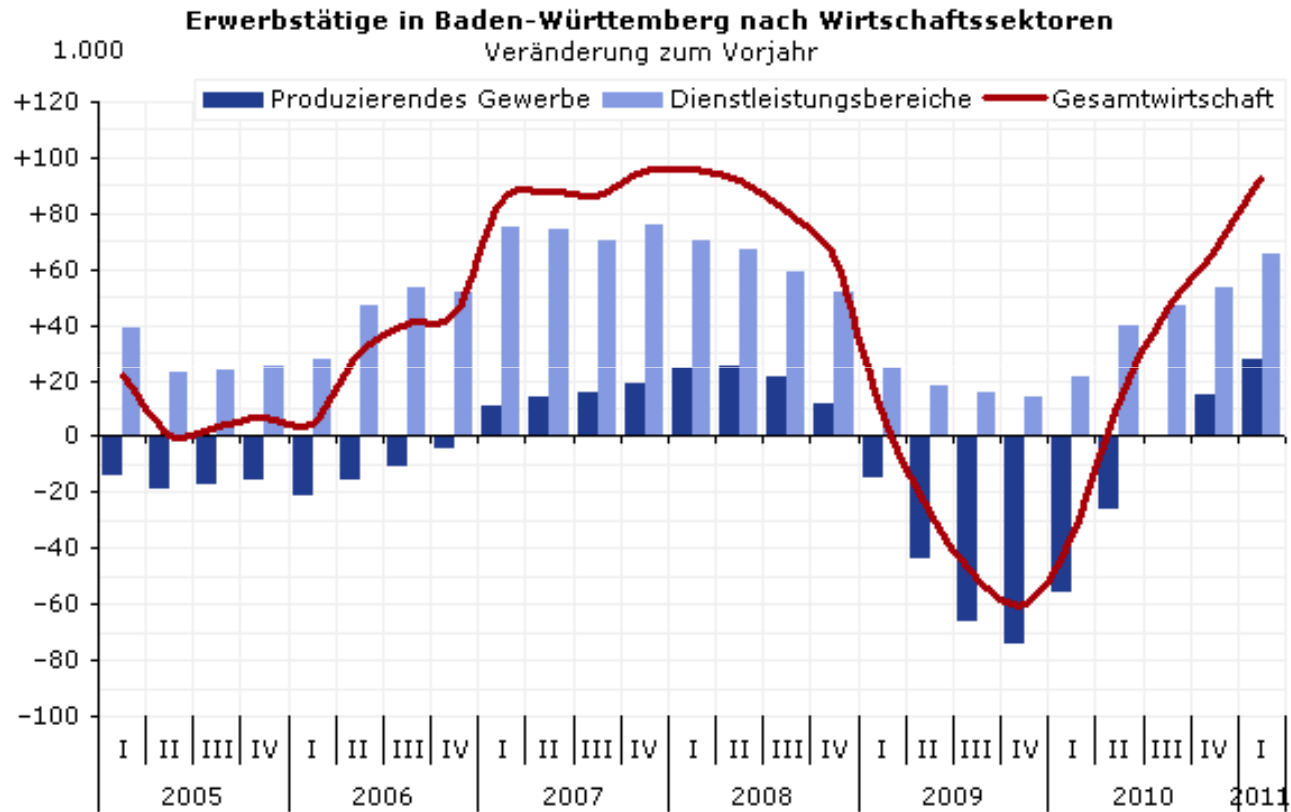
- Highly volatile GDP (+6% / -10%)
- Relatively stable employment (+2% / -2%)

*) Quartalsdurchschnitte

Quellen: Arbeitskreis »Erwerbstätigenrechnung des Bundes und der Länder«; Bundesagentur für Arbeit; eigene Berechnungen.

Employment by Sector

[production / service]



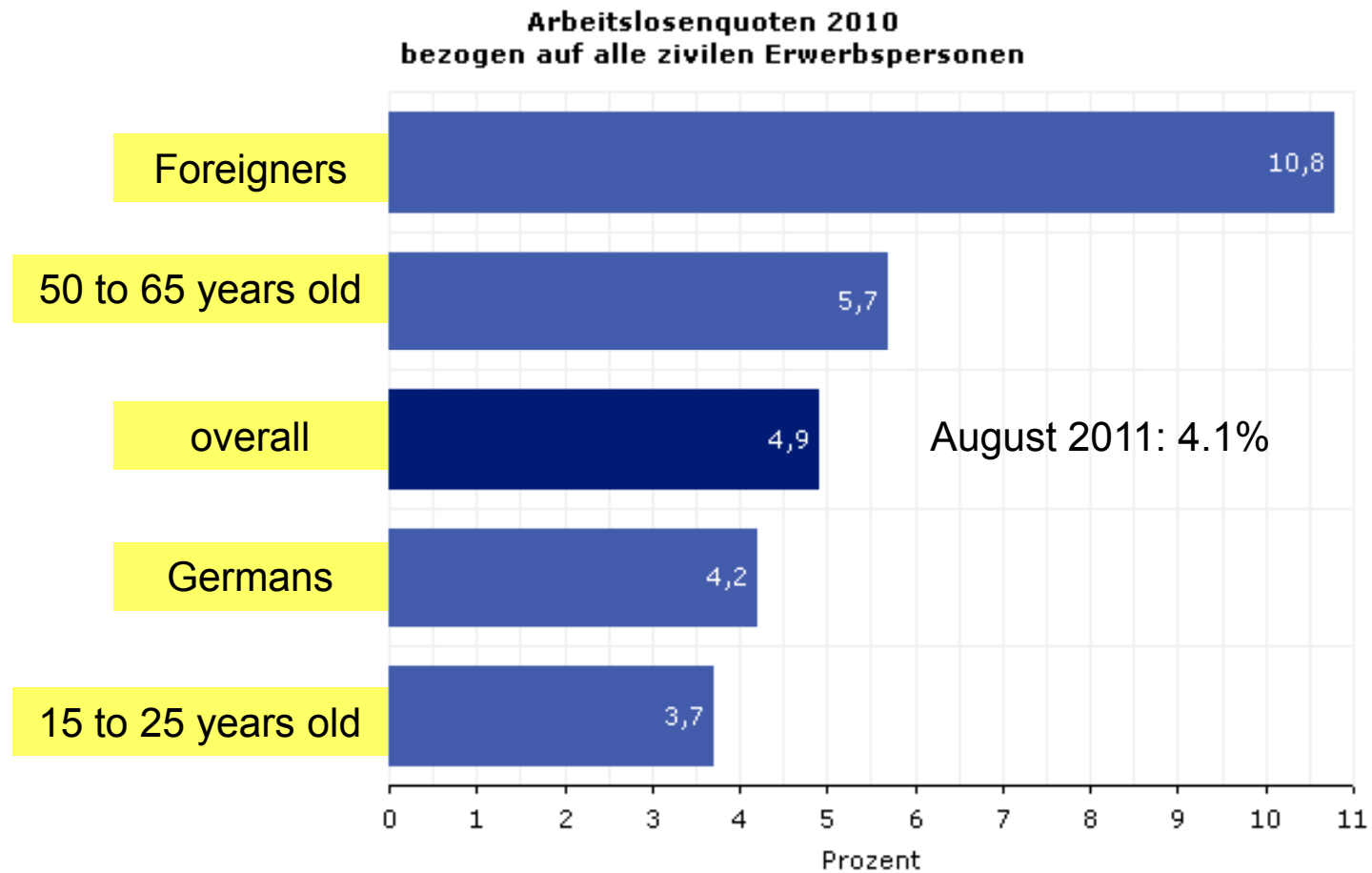
Production
+80K / -75K

Service
+75K / +15K

Quelle: Arbeitskreis »Erwerbstätigenrechnung des Bundes und der Länder«.

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Unemployment Rates



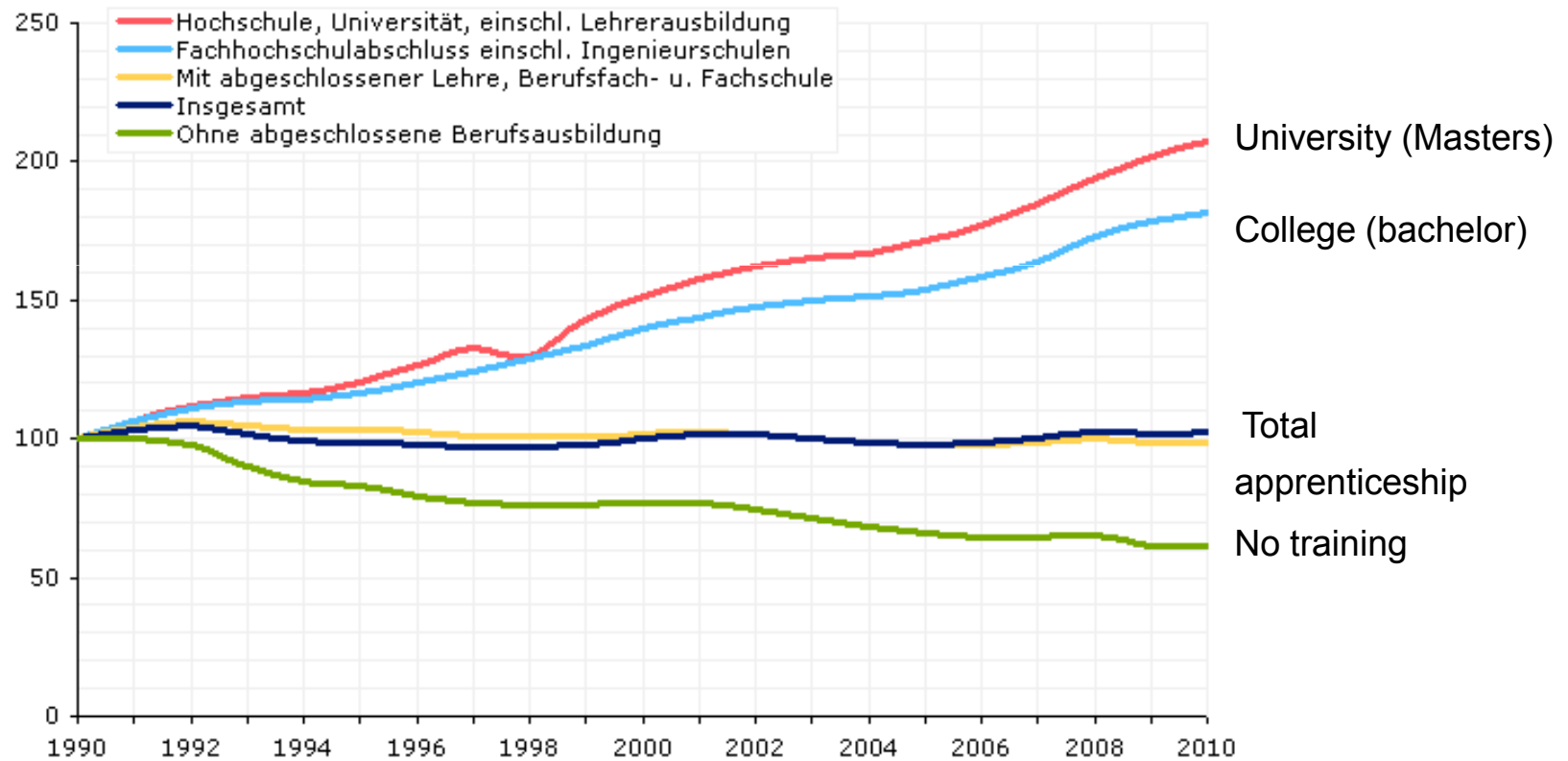
Quelle: Bundesagentur für Arbeit

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Employment

(subject to social insurance contribution)

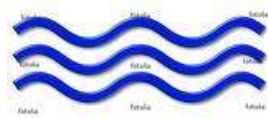
1990 = 100 **Sozialversicherungspflichtig Beschäftigte in Baden-Württemberg seit 1990 nach Berufsausbildung**




Stichtag jeweils 30. Juni.
Quelle: Bundesagentur für Arbeit

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Developing the Human and Social Capital/Assets in Baden-Württemberg while Ensuring High Productivity



- Create framework where government, social partners and other stakeholders can develop effective and efficient training strategies and processes: e.g. collective labor agreements on qualification (2001/2001) 



- Create a „Paid Educational Leave Law“ for Baden-Württemberg; e.g. 5 paid days p.a.



- Utilize training opportunities through „short work concept“



- Special Parliamentary Commission of Inquiry
Fit for life in the knowledge society – vocational schools, training and adult education



- *Alliance for Lifelong Learning*



- *Alliance for Skilled Employees*

Alliance for Lifelong Learning

- Design a state wide program to increase adult education participation of those sections of society where educational achievement is low
- Implement an ‚innovation fund‘ for the exploration of new methods and models in adult education, e.g. for inclusion and guidance
- Further development and expansion of the adult education platform www.fortbildung-bw.de
- Optimize funding in adult education based on a market expertise/study
- Increase basic funding in general adult education (benchmark: national level)
- Budget: 2 Mio€ each 2011 + 2012



Special Parliamentary Commission of Inquiry

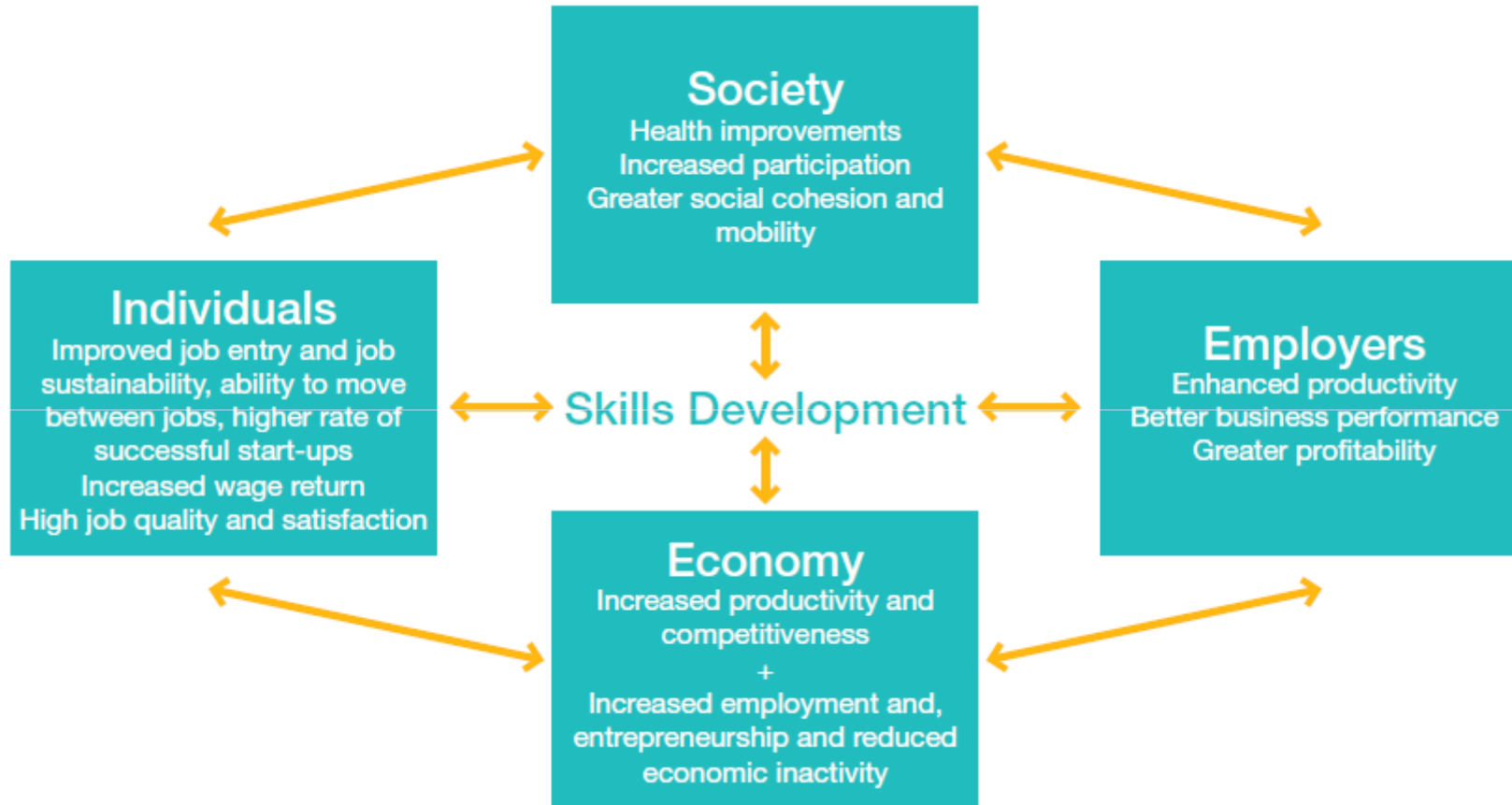
Fit for life in the knowledge society

- vocational schools, training and adult education

(2009-2010)

- **General Trends and Challenges**
- **Vocational Schools**
e.g.:
Individual support systems for students in vocational schools
- **Dual Education (Apprenticeship+)**
- **General and vocational further education (adult education)**
- **Budget: 8 Mio € each 2011+2012**

Alliance for Skilled Employees



New Skills for New Jobs: Action Now, European Commission, 02/2010

Alliance for Skilled Labor (Facharbeiter)

- Partners

industrial regulatory bodies/chambers, unions, local government central association, regional labor office and BaWü ministries

- Objectives

- VET needs to be strengthened

- More women, older people and people with migration background need to participate in working life.

- Unemployed, especially long-term unemployed, need to be integrated into the labor market.

- The number of persons employed in technical vocations, especially engineering, needs to be increased.

- Regional alliances for skilled employees should be founded.

- As a complementary measure the immigration of skilled employees should be optimized.

Conclusion

- **Key Success Factors**
 - involve all stakeholders, e.g. federal & Land authorities, communities, social partners, citizens
 - programs in place for (increased) training during a crisis
 - incentives for companies and citizens
 - long-term view on education (education policy \equiv social policy)
- **Effects on low skilled people**
 - “first“ labor market retention
 - “second“ labor market utilization, e.g work programs
- **Lessons learned for adapting training**
 - increase effective training, but don't just spend money



Thank you !

Grazie !

Danke !



Baden-Württemberg

MINISTERIUM FÜR KULTUS, JUGEND UND SPORT

