



COVID-19 and the impact on vocational education and training

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Vocational Education and Training (VET) in Germany

- The strength of a dual-corporatist apprenticeship system is seen in an occupation specific training close to company needs.
 - **Advantage:** Youth unemployment is low, because apprentices are (mainly) trained for occupations, in which the economy sees the need for skilled labour
 - **Disadvantage:** The close linking of VET to the needs of the economy can lead to fewer young people undergoing dual training in the event of an economic crisis







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How did the COVID-19 crisis affect the apprenticeship market?

What can we learn from it?

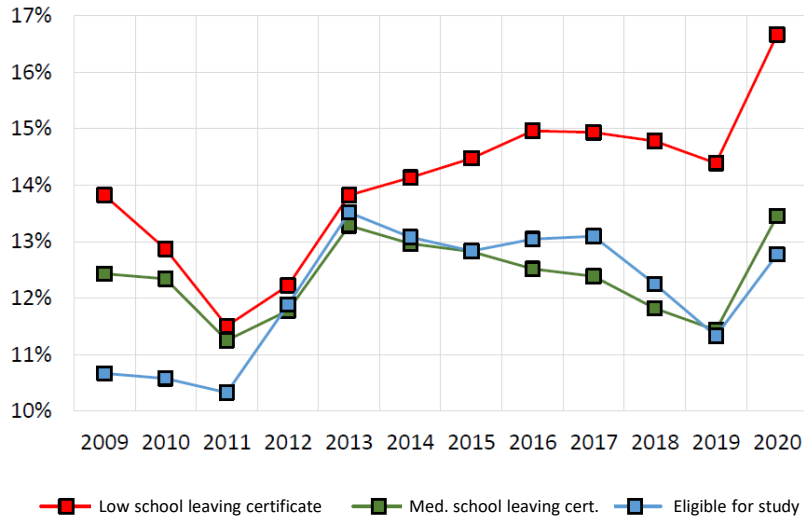
The apprenticeship market as of 30.09.2020

	Actual value 30.09.2019	Actual value 30.09.2020	Change comp. with 2019	
			Absolut	In %
Supply of apprenticeship places	578.2	527.4	-50.8 	-8.8%
Unfilled apprenticeship places	53.1	59.9	+6.8 	+12.8%
Demand for apprenticeship places (extended definition)	598.8	545.7	-53.1 	-8.9%
Unplaced applicants (with and without alternative as of 30.09.)	73.7	78.2	+4.5 	+6.1%
Supply-demand-relation (extended definition)	96.6	96.6	+0.0 	+0.0%
Newly concluded apprenticeship contracts	525.1	467.5	-57.6 	-11.0%

Losers of the COVID-19 crisis

The low increase in unplaced applicants speaks for a good integration of the "system".

Estimated rates of unsuccessful demand depending on school leaving certificate, 2009 to 2020:



Losers: Event, gastronomy, hotel business, industry and commerce

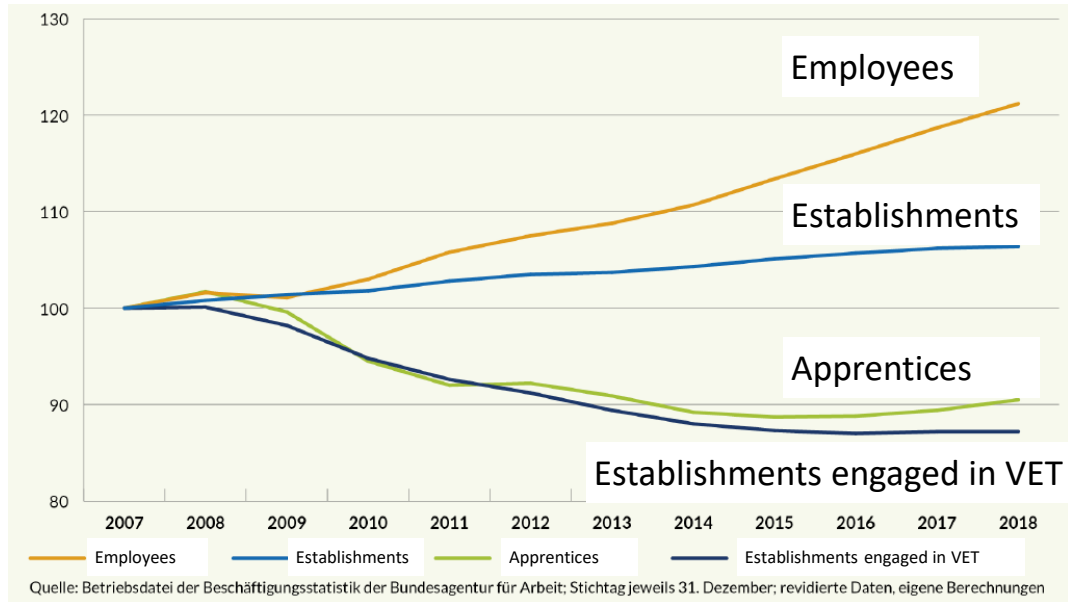
(e.g. tourism clerk, clerk for logistics services, restaurant clerk, skilled worker in the hospitality industry, hotel clerk, cutting machine operator)

"Winners": crafts and agriculture

(e.g. plant mechanic for sanitary, heating and air-conditioning technology, painter and varnisher, bricklayer, carpenter, road builder, gardener)

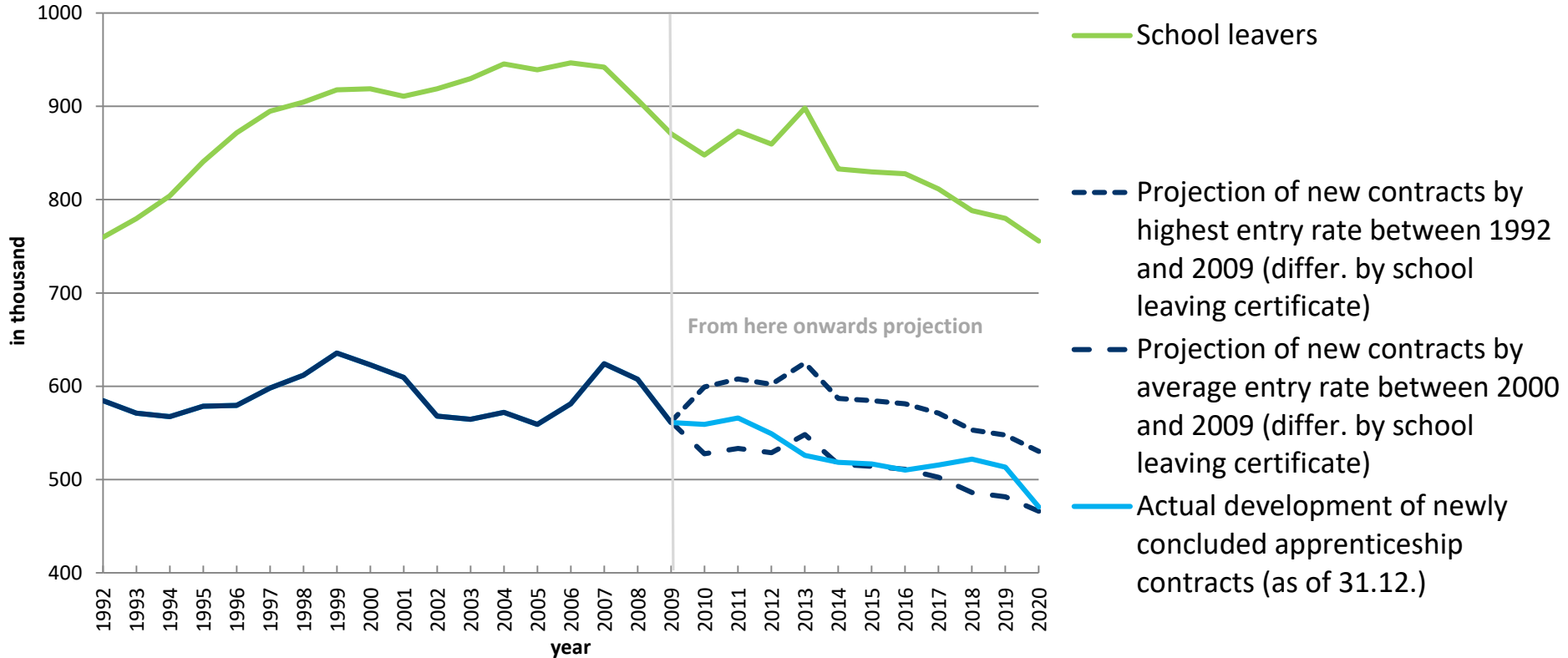
Employment and apprentices before the COVID-19 crisis

Development of establishment, employment and apprenticeship figures, 2007-2018 (2007 =100%)

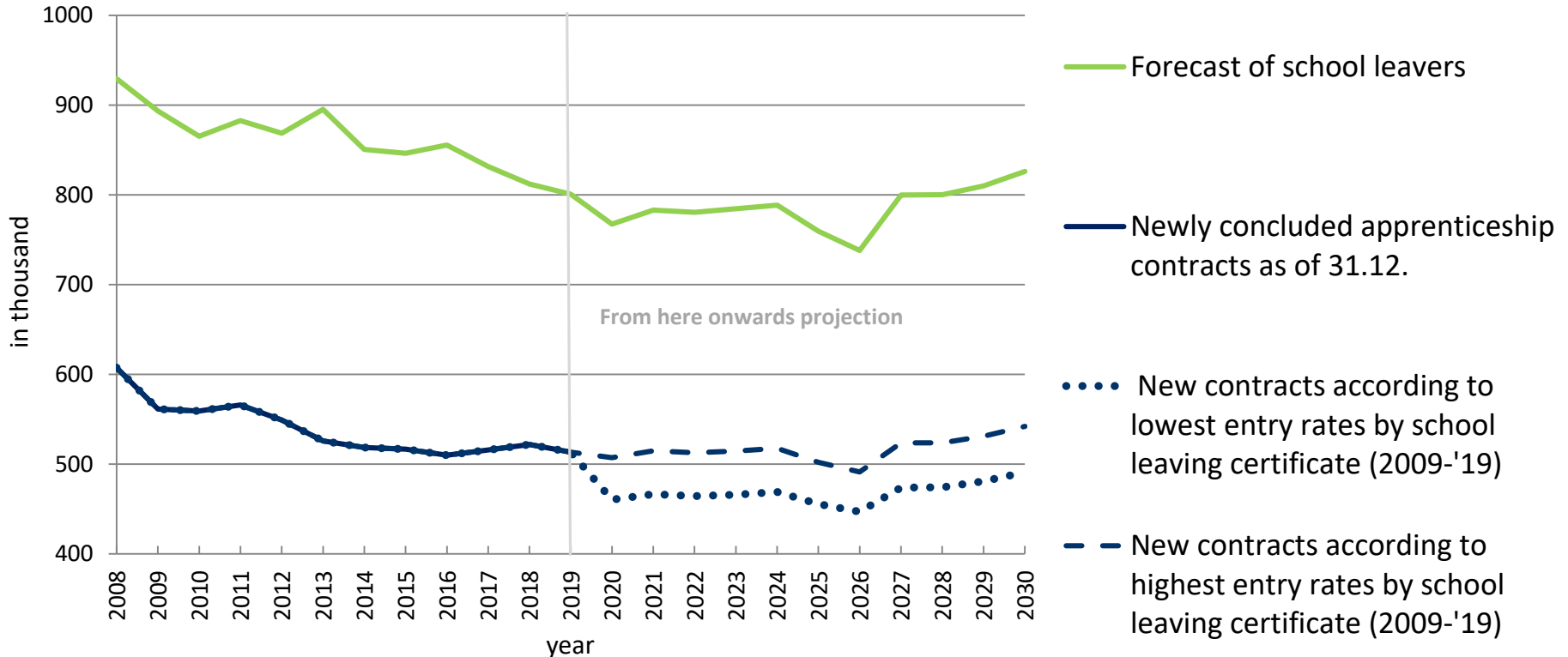


- **Decline in training activity is highest among small establishments**
- **Establishments justify the decline in training primarily with recruitment difficulties, small establishments also with rising costs for training**

School leavers and newly concluded apprenticeship contracts 1992 to 2020



What can be expected in the future due to demographics?



Source: Kultusministerkonferenz (2020): Vorausberechnung der Schüler- und Absolventenzahlen 2019 bis 2030 (Dokumentation Nr. 224 vom November 2020). DAZUBI – „Datenbank Auszubildende“ des BIBB auf Basis der Daten der Berufsbildungsstatistik der statistischen Ämter des Bundes und der Länder (Erhebung zum 31. Dezember); Eigene Berechnungen: Annahme Schülerinnen mit Schulabschluss aus dem Ausland oder ohne Angabe in Höhe von 10.000 pro Jahr

Conclusion / Outlook

- The supply and demand for apprenticeship places are interdependent
 - In times of economic crisis (COVID-19, financial crisis) potential demanders for apprenticeship places also withdraw from the apprenticeship market (Maier 2020).
 - The demographic trend has contributed to the declining participation of establishments in VET in recent years.
- The number of newly concluded apprenticeship contracts can increase in the long term **if ...**
 - ... **all** school leavers can be increasingly integrated into in-company training again,
 - ... **if the companies' participation in training is maintained!**
(Matching problems or unfilled apprenticeship places must be accepted)

Thank you!

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Literature

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