



Support and qualification measures for further vocational training: Overview and results

Christian Wildt, Project Director Hanse-Parlament



Co-funded by the
Erasmus+ Programme
of the European Union

Strong Intensification of Further Training

- Employers and employees alike must recognize the **high and growing importance of further training** to a much greater extent and invest into it heavily. Further training improves the supply of qualified workers and increases productivity.
- **Meeting the major challenges** in the fields of energy, climate and environmental protection requires comprehensive reorientation and forward-looking innovations in the economy and in education.



Co-funded by the
Erasmus+ Programme
of the European Union

Strong Intensification of Further Training

- Further training as well as the skills and competences conveyed therewith must strongly improve. According to EU's objectives, at least 15% of adults should participate in **lifelong learning each year**.
- In this context, new **models of burden sharing** must also be developed matching the needs of employers, employees and the providers of further vocational training. For example, by implementing new learning techniques and concepts.



Co-funded by the
Erasmus+ Programme
of the European Union

Development and in particular revaluation

Further vocational education requires intensive further development and in particular revaluation. This implies different aspects, such as:

- **Systematic development of certified further training modules** which can be combined, and which lead to recognized further training qualifications.
- **Creation of further training occupations** and development of horizontal career paths.
- **Establishing equivalence of educational paths** and degrees in vocational, general and higher education.



Co-funded by the
Erasmus+ Programme
of the European Union

Development and in particular revaluation

- **Complete permeability** and more intensive connections between vocational education and further training as well as general education and in particular higher education. Vocational further training should be counted towards the study course in the relevant field.
- Promotion of **international exchange**, carrying out professional activities and further training abroad while simultaneously ensuring the highest possible level of transparency of the acquired competences.
- **International recognition** or equivalence of further training qualifications within the framework of unbureaucratic systems.



Priority Tasks for Further Training

- ✓ Strong **intensification** of vocational further trainings
- ✓ **Qualification** of managers and entrepreneurs, in particular through training as master craftsmen or technicians
- ✓ **Design training in line with SME needs**, e.g. application of the successful KAIN method (Knowledge According to Individual Needs), which enables professional qualification in the workplace with the implementation of development projects involving employees



Priority Tasks for Further Training

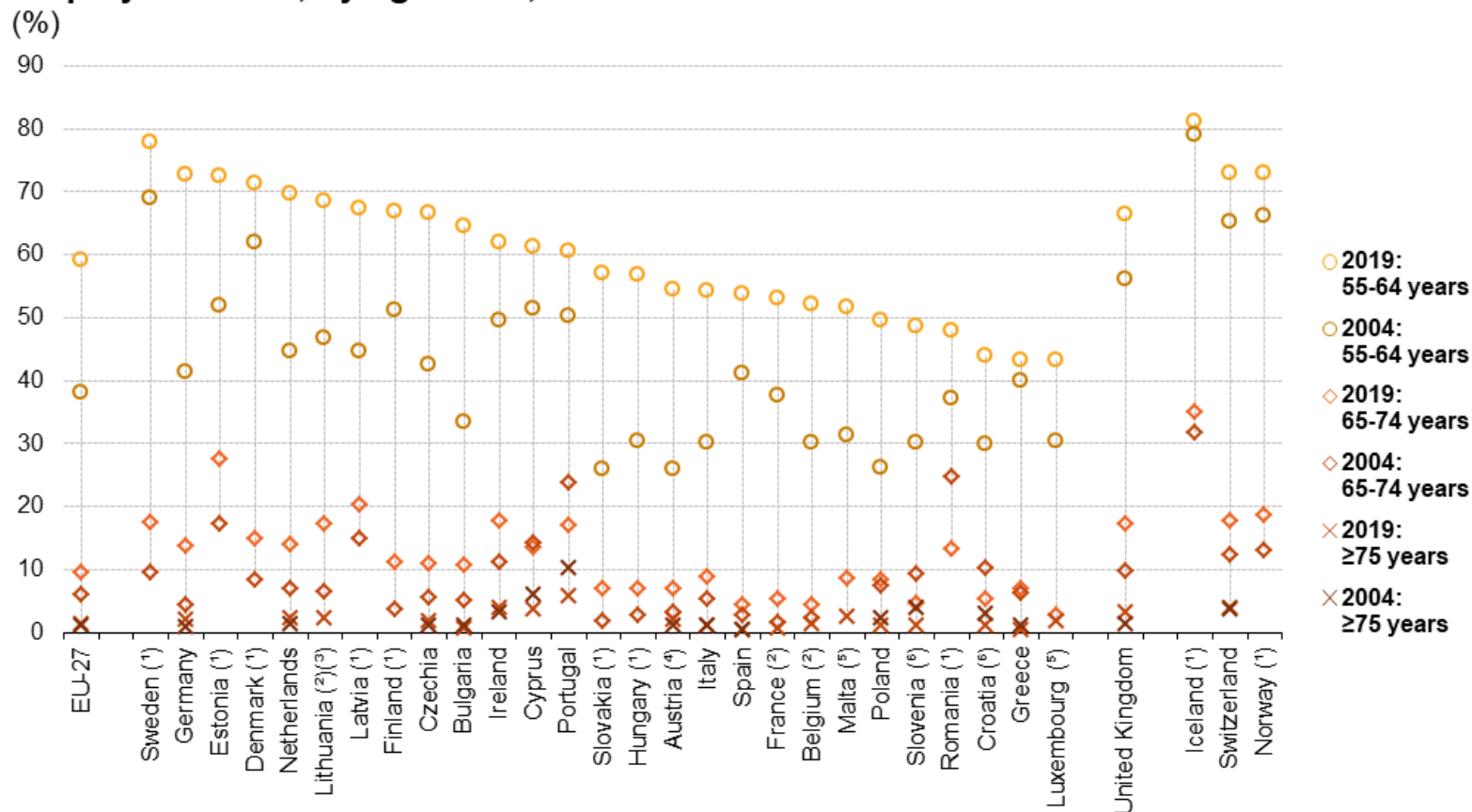
- ✓ **Execution of business start-up courses** and accompanying consultation by business founders up to the establishment or takeover of a business
- ✓ **Strengthening innovation** capacity in SMEs through comprehensive promotion of in-creased employment for women, older people and migrants.



Co-funded by the
Erasmus+ Programme
of the European Union

Priority Tasks for Further Training

Employment rate, by age class, 2004 and 2019



Note: the indicator is defined as the number of people of a certain age who are in employment divided by the total population of the same age group.

(1) ≥75 years: not available.

(2) ≥75 years for 2004: not available.

(3) 65-74 years for 2004: low reliability.

(4) ≥75 years for 2004: low reliability.

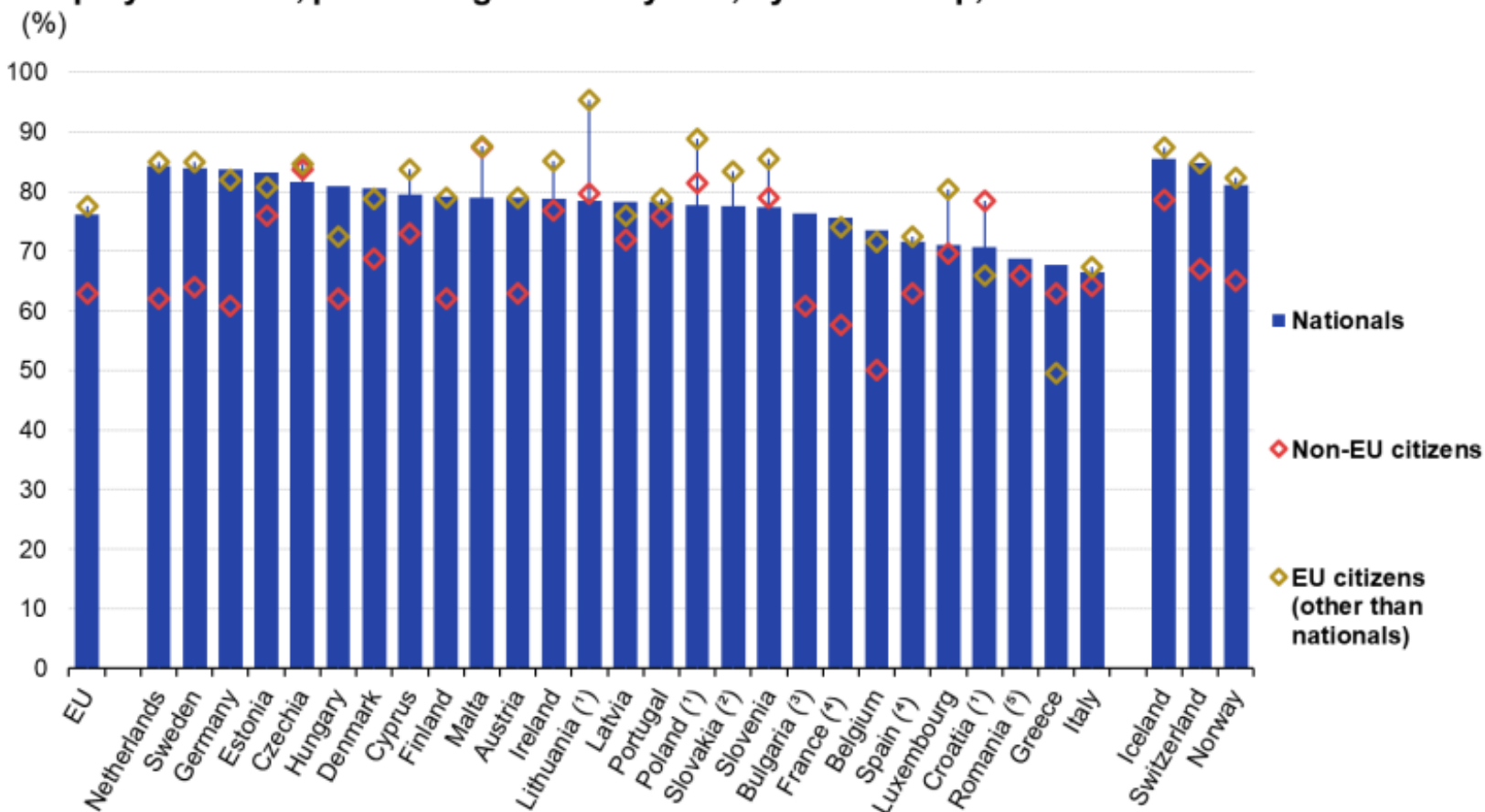
(5) 65-74 years and ≥75 years for 2004: not available. ≥75 years for 2019: low reliability.

(6) ≥75 years: low reliability.

Source: Eurostat (online data code: lfsa_ergan)

Priority Tasks for Further Training

Employment rate, persons aged 20–64 years, by citizenship, 2023



(¹) EU citizens: low reliability.

(²) EU citizens: low reliability. Non-EU citizens: not available.

(³) EU citizens: not available. Non-EU citizens: low reliability.

(⁴) Definition differs.

(⁵) EU citizens: not available.

Source: Eurostat (online data code: ifsa_ergan)

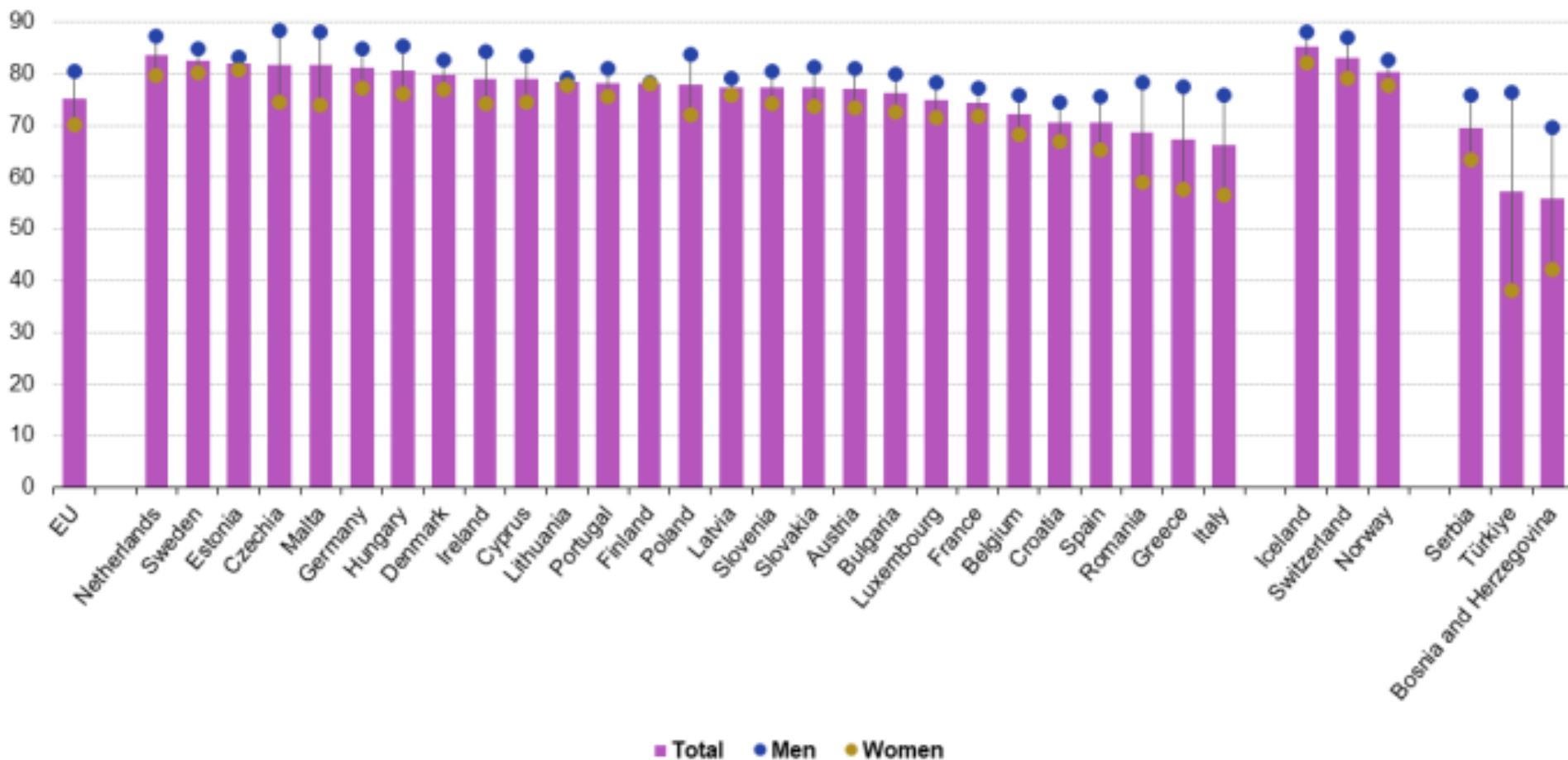


Co-funded by the
Erasmus+ Programme
of the European Union

Priority Tasks for Further Training

Greater innovation, more professionals, managers and entrepreneurs through higher labour market participation of migrants, women and older people

Employment rate by sex, 2023
(%, aged 20 to 64)



Source: Eurostat (dataset code lfsi_emp_a)

Objectives of Further Training

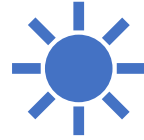
The objectives in the COVEs of the further training programs at EQF Level 4 - 6

- To strongly promote the economic development of SMEs in the Green Economy.
- To significantly improve qualifications of SME entrepreneurs, managers and specialists.
- To increase the number of qualified entrepreneurs and competent specialists for tasks in the Green Economy.
- To provide the centers of vocational excellence with curricula, teaching materials and instruments and to train their staff so that they can prepare and support SMEs for performing tasks in the Green Economy in the best possible way.



Co-funded by the
Erasmus+ Programme
of the European Union

Second stage EQF 4 – 6: Further Vocational Training



Implementation of the KAIN method

Train-the-Trainer for teachers to conduct further training

Concept "SME-fair digitalization"

2 Train-the-Trainer on digital skills

Regulations for new further education occupational profiles

Integration program for unemployed people

Trainings

6 Trainings on energy saving and renewable energies

7 Trainings on Green Economy topics

Trainings on green economy

Management of SMEs for work in the Green Economy, Waste reduction & recycling management, Wastewater treatment, Water supply & saving, Cradle to Cradle, Energy generation

Longer further trainings

Energy service manager, environmental consultant, electric & carpenter master, construction & service technician



Co-funded by the Erasmus+ Programme of the European Union

Up next

In the following program we would now like to

1. present as an example of further vocational training a developed and very successful training program “Service Technician” at COVE Austria:

Service Technician, Nikolaus Schrümpf, Project Manager, Wirtschafts-Förderungsinstitut der Wirtschaftskammer Steiermark, Austria

2. Discussion of the results of the new further vocational training measures.



Co-funded by the
Erasmus+ Programme
of the European Union