Vocational training opportunities are unevenly spread across regions, and many placements cannot be filled. The Chance Ausbildung initiative develops proposals to help improve this situation for both young adults and companies.

In recent years, the vocational training market has fallen victim to a paradoxical situation. On the one hand, it is becoming increasingly difficult for companies to find fitting trainees. This has meant that in 2016 alone, some 40,000 apprenticeship placements could not be filled. On the other hand, the number of companies actually offering placements has declined. This has caused delayed starts, and even eradicated placements entirely. It remains that some 250,000 young adults take part in one of many transitory educational programs on offer. The program is designed to prepare young
adults for a vocational training placement. The challenge remains that these transitory programs seldom offer the accredited qualifications needed to actually make the jump to vocational training.

Together with its partners, the Chance Ausbildung initiative is committed to offering every young adult a vocational training opportunity, and it is developing targeted solutions in line with this intention. Approaches need to consider both the interests of young adults and the companies alike.

The initial goal is to find ways to exhaust training offers, and to reduce the number of vacant vocational training placements. An improved supply and demand matching process on regional vocational training markets could contribute to a possible solution. The same applies for the promotion of combined vocational training schemes at the interface between transitory educational programs and a full-time vocational training program.

In addition to that, the choice of company vocational training offers needs to be expanded. This might create better joint vocational training opportunities, in turn attracting smaller companies, currently shying away from placements, to reconsider their offering vocational training placements.

As a last step, publicly subsidized vocational training placements may be the key to closing the supply and demand gap between company and potential trainee. Publicly subsidized vocational training must, on the one hand, be accredited and compatible with ensuing company vocational training and must, on the other hand, not replace company vocational training programs.

The differences between regional vocational training offers and the involvement of small and mid-sized companies in vocational training programs are covered in the State Report in Vocational Training. Find the results of the first edition of the State Report in Vocational Training here: