

Employment Week 2009

Dr. Wolfgang Müller, Director of the European Representation – 24. Juni 2009



Chances for elderly and low
qualified employees in companies



Bundesagentur für Arbeit

WeGebAU (Weiterbildung Geringqualifizierter und beschäftigter älterer Arbeitnehmer in Unternehmen)

No pilot project but fully fledged and mainstreamed

Overall aim

- breaking the typical separation between insiders and outsiders
- prevent further unemployment of risk groups by means of qualification
- support of SME to upgrade their skill portfolio, to better anticipate their skill needs

Target group

- low-skilled and / or old-aged employees
- small and medium-sized companies

WeGebAU (Further training for low qualified and elderly employees in companies)

Content

- qualification for defined target groups sponsored by PES
- qualification needs to develop soft and / or hard skills that are relevant to market demands

Specifics

- wage compensation, including social contributions
- costs for qualification

Facts & figures

- 2008: 107 Mio Euro, 62.000 number of cases, 140 qualification counsellors for employers and employees
- 2009: until May 32.000 number of cases

WeGebAU – Lessons learned

- good reputation as “honest broker” is a precondition
- evaluation essential
- information campaign to raise awareness and sensitize
- cooperation with business associations that they can influence their members
- use of external counsellors showed a mixed picture
- need for a long-term approach due to paradigm shift