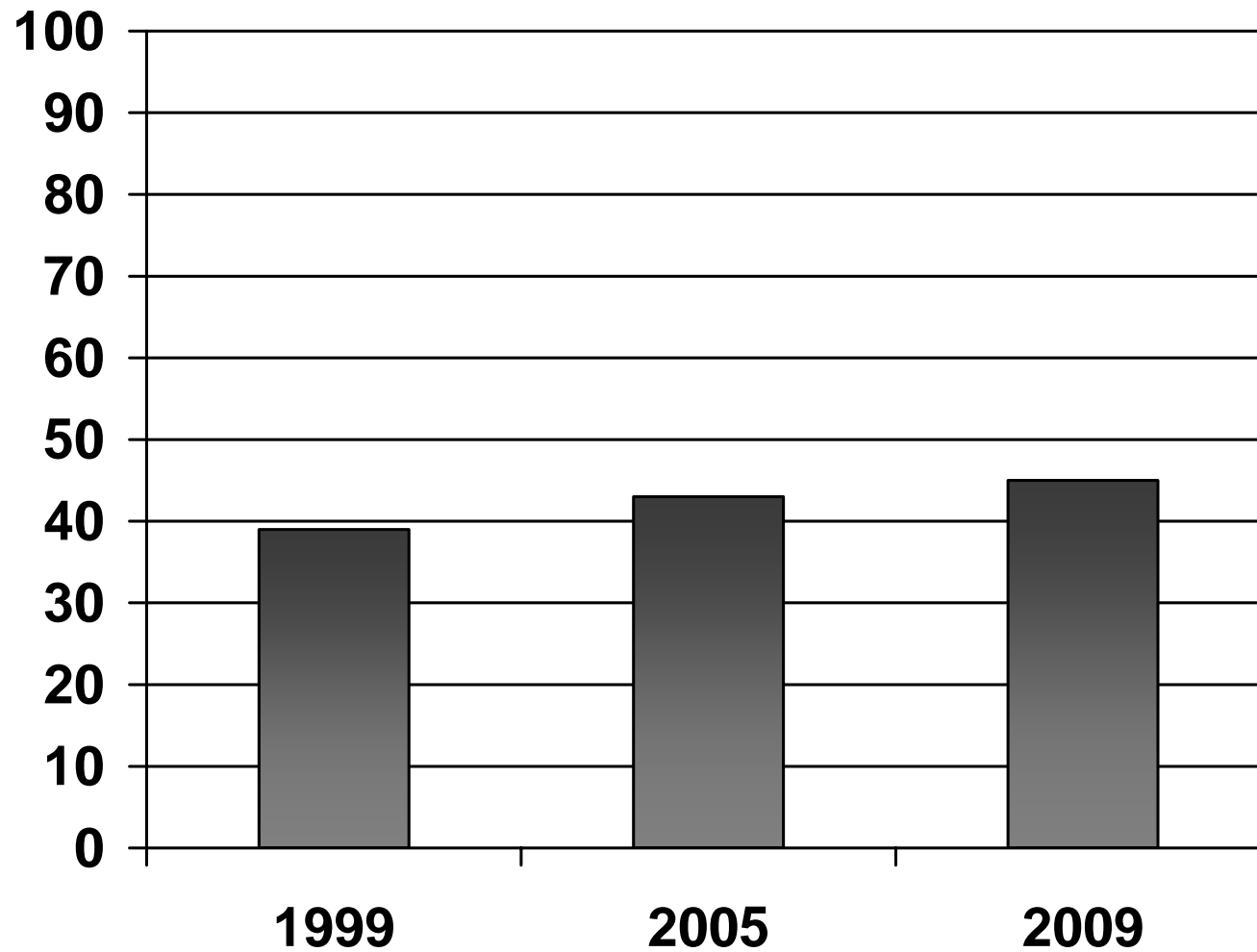
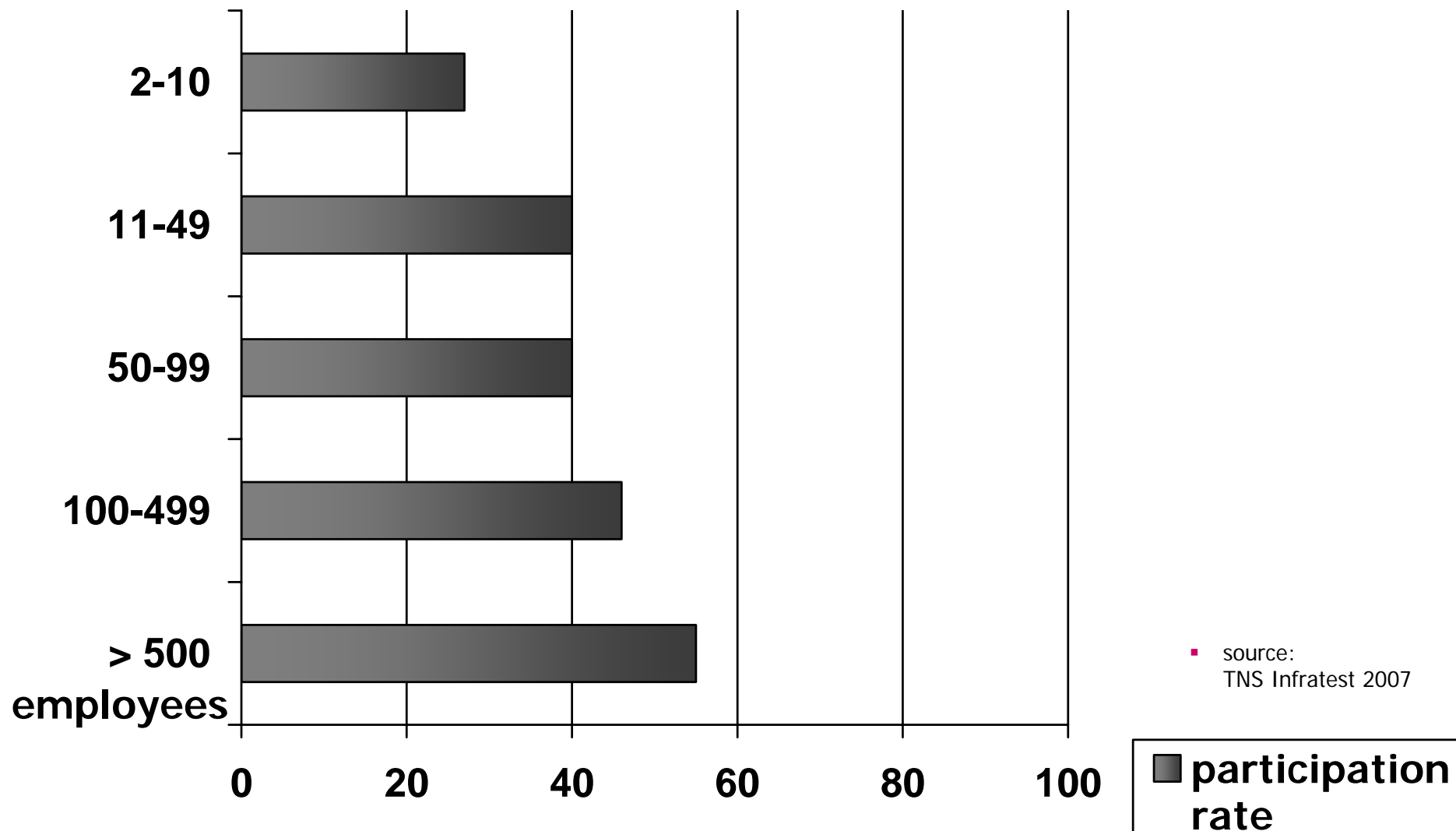


AVT – Participation of companies (D)



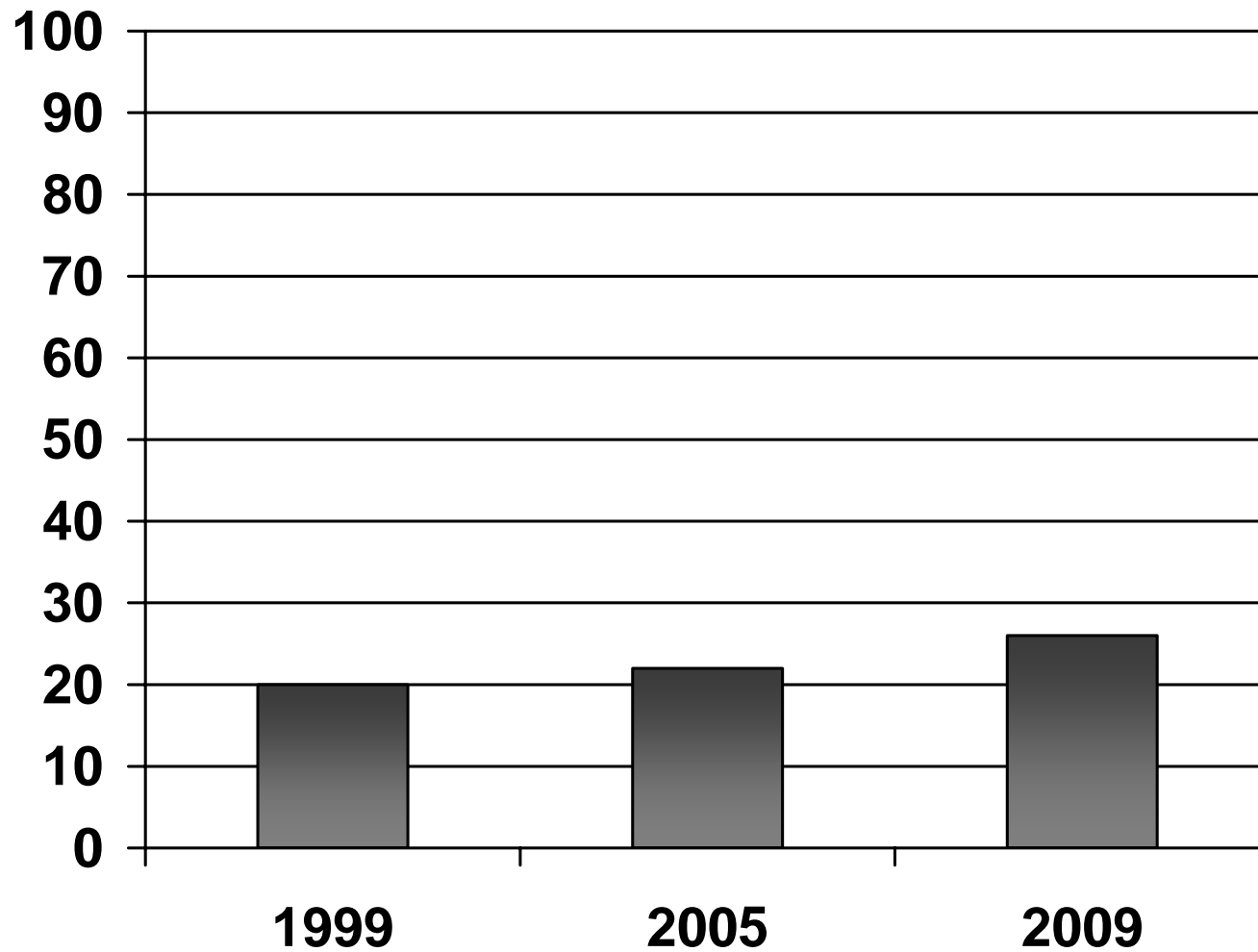
■ source:
IAB Betriebspanel 2010

AVT – Participation of companies (D) ref. company-size



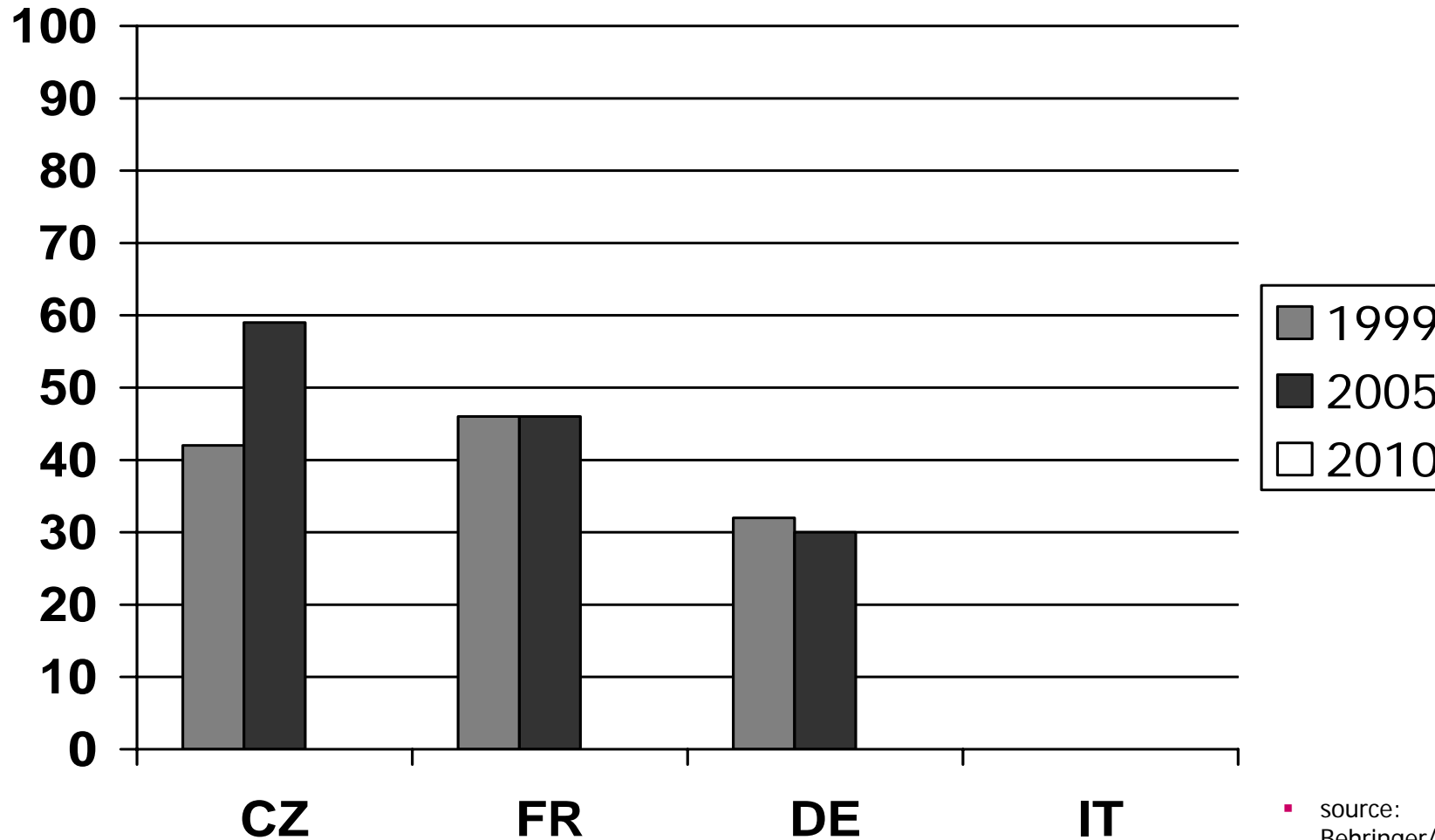
source:
TNS Infratest 2007

AVT – Participation of workforce (D)



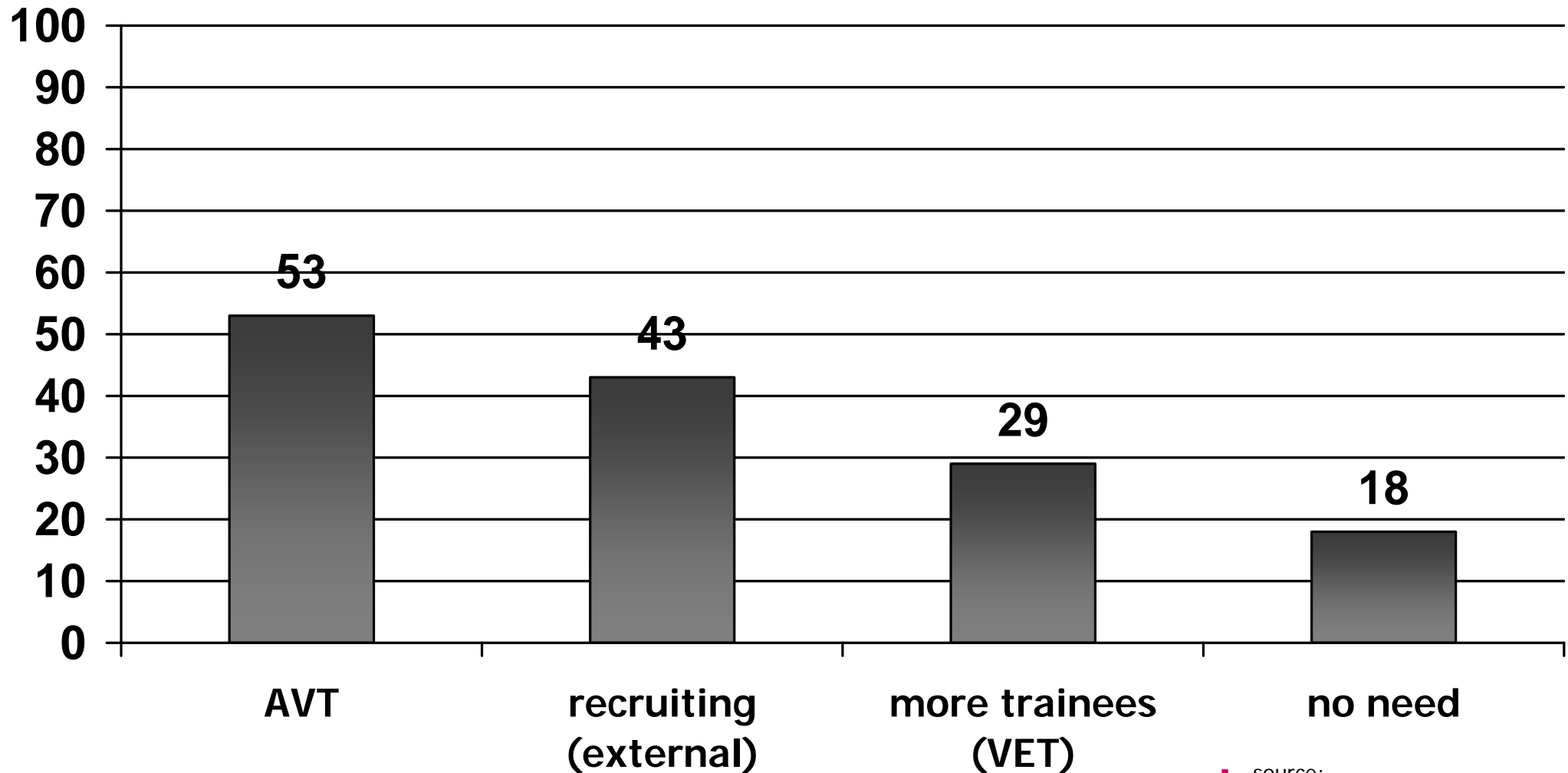
■ source:
IAB Betriebspanel 2010

AVT International participation rates



■ source:
Behringer/Moraal/Schönfelder 2008
CVTS3 survey
BiBB 2008

Management strategies to get qualified workforces (D 2010)



■ source:
DIHK 2010;
n = 15,333 companies

Some features and issues of small and micro enterprises



- work intensification in daily business
- temporary or permanent overload
- indispensability of staff in the workplace (*re* exemption)
- discontinuity of success in acquisition/ insufficient marketing
- slight financial scope
- patching with temporary solutions
- high value: personal skills and competencies

Situation in small & micro enterprises



- management board = human resources development

- no high professional HR-strategy

instead of that:

open-door-policy and internal common sense

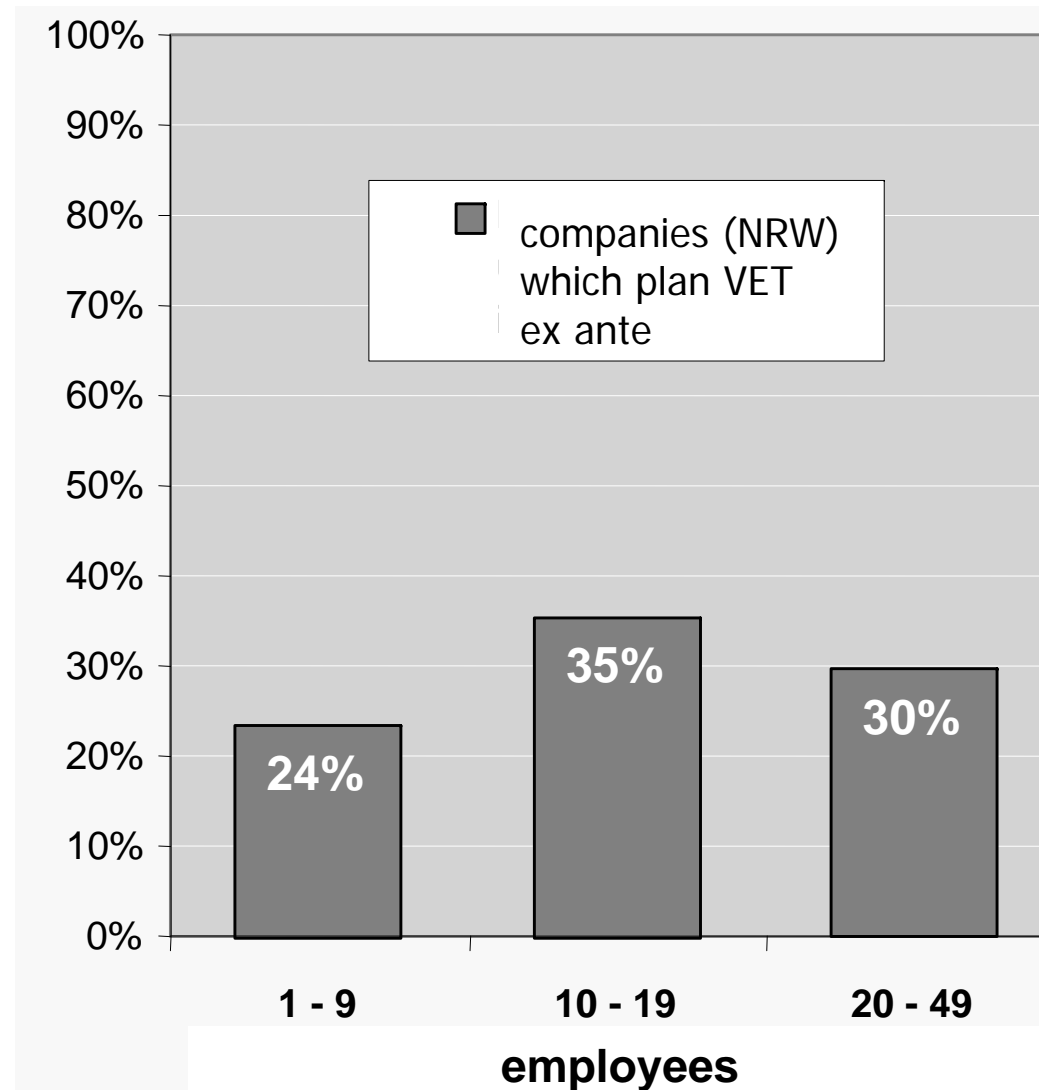
maybe: staff appraisal and agreements on objectives

but f.e. unknown: how to identify skills needs (assessment)

→ only \emptyset 30% of SMEs in business-related services
providing further education

plan continuing vocational trainings in advance (IAB Germany)

SMEs with training activity



■ source:
G.I.B. NRW
Trend.Report 2006

The 8 opportunities of systematical training often SMEs don't recognize



- 1) one strategy for their success in business
- 2) the processual character inside
- 3) appropriate methods and tools
- 4) the identification of needs specific to company/staff
- 5) employees have different experiences and competencies
- 6) skill-based consulting related to the organisation
- 7) transferring lessons learned into practice/operational sequences
- 8) evaluation of the outcome/success

Requirements to VET from SMEs point of view



- flexible and specific
- largely customisable to the current need of employees
- last-minute booking should be possible
- most suitable on site
- realisable impulses and tools - immediately benefit
- multifaceted eligible vocational modules
- low costs