

CHAPTER VI

SCOPE FOR FURTHER TRAINING IN FEDERAL REPUBLIC OF GERMANY

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Man is at the heart of all education and all training. In Germany, further training is considered today as important as basic vocational training itself. Basic vocational training could never be sufficient for a man's whole working life; its purpose is to give the apprentice the means of pursuing his work independently. It is upto the employer to take the proper steps towards providing further training. The aim of such further training is to strengthen and broaden the knowledge and skills of the worker, within the frame-work of the activities for which he has previously been trained. It helps to keep persons abreast of recent development and techniques.

Today, the fact is accepted that the entire educational system, both in basic and in further training, forms an indivisible whole. Hence there should be close co-operation among the bodies and authorities responsible for the various types of education and training.

The aim of further vocational training is to develop the individual's personality, vocational skill and civic maturity. Further training and retraining are essential to economic growth. In their own interests, undertakings should allow their skilled craftsmen to profit by further training. Schools providing further training should have dynamic syllabi corresponding to technical and economic development. Special measures should be taken to encourage the further training of young people who are to assume a leadership role in undertakings and organisations.

Now there are various opportunities for further training offered by the Federal Government, the State (Land) and Local Authorities, Chambers of Industry and Commerce, Chambers of Artisan Trades and Agriculture, Workers and Employers' Associations and organisations, trade and professional associations and various economic institutions.

A Years' Financial Assistance by Federal Government

In July 1962, The Federal Ministry for Labour and Social Affairs (Bundesministerium für Arbeit und Sozialordnung) launched a financial assistance programme with a view to encouraging further vocational training. The employment offices were made responsible for implementing the programme. During the first year they received 26136 requests for financial assistance from which 9718 were granted financial help and a sum of DM 15133765/- was allocated, representing the expenditure

of DM 1550/- for each case. These figures show that both workers and employers welcomed the idea of further training.

To obtain this financial assistance, further training must be for the purpose of promotion to an intermediate or higher position within the occupation. For example, further trade training to obtain a master's certificate, courses for technical level or in programming, courses training nurses to become nursing instructors etc. were granted financial assistance.

Obviously, there were few requirements to be met by the trainees. Candidates for this help must have completed their basic vocational training and have worked in these occupations for atleast two years. This means that they should have some more practical experience in their field of occupation after training was completed. In some exceptional cases, assistance was also granted to the candidates without the basic training certificate, but only to those who had atleast seven years' practical experience behind them.

Undoubtedly, the object of this assistance is to free the candidates from any pecuniary anxiety during their further training. It covers, on the whole, the living expenses of the candidates and his or her family, course

fees, travelling and sickness insurance expenses. The sum granted, which varied according to region and also according to the rent paid by the candidates and the size of his family, was calculated separately for each candidate. Half the amount was awarded in the form of a scholarship, the other half was a non-interest bearing loan.

Between July 1962 and December 1965, a total of 50,558 persons were benefitted from these grants, including 2928 (5.8%) women.¹ Out of these 2928 women, 107 followed courses for commercial occupations such as accountancy, middle-level managerial positions, programming etc. 2,102 followed technical courses for industrial supervisors, artisan trades and various technician level posts; 719 took courses leading to higher technician level (e.g. welding technicians), to social and educational work, and to the nursing profession. The low participation of women in this programme is due to the requirements laid down for the grants - previous vocational training confirmed by a certificate, a period of practical experience in the trade, and age limit of 30.

Special Funds

On 25 Sept. 1963, the Federal Government approved a Bill on the establishment and administration of a Special Fund

¹Report of the Federal Government on the Position of Women as regards trade or occupation, the family and society'. (Bericht der Bundesrepublik über die Situation der Frauen in Beruf, Familie und Gesellschaft). Bonn, Deutscher Bundestag, 5. Wahlperiode, Drucksache V/909, 14 Sept. 1966, p.188.

designed to develop the skills of the labour force. This special fund will have a capital approximately DM 560/- million, which will be built in 50/- million DM annual grants from the Federal Budget.¹ It will serve to raise the standard of the skills of the labour force, increasing their occupational mobility and other adaptability to constantly increasing rationalisation and automation of factory work. It is planned to use this special fund for establishing and expanding interplant training and further training and for the individual upgrading of workers, thus incorporating them in the general measures aiming at further vocational training.

Individual Further Education Programme

Within its individual further education programme (individuelle Förderungsprogramm), the Federal Republic of Germany provides opportunities for further vocational training to any worker requesting it. Upto November 1964, some 35000 persons had benefitted under this programme and some 61 million DM have been spent on it. This programme supplements the programme for the further vocational training of the salaried middle classes (Programme zur Förderung der beruflichen Fortbildung der unselbstständigen Mittelschichten), in connections with which 14,500,000 DM have been spent between 1959 to 1965.²

¹An Article on a Bill of 'Special Fund for Developing the Skills of the Labour Force' (Sondervermögen für Leistungsförderung) in Wirtschaft und Berufs-Erziehung, Bonn, Vol.15, No.11, November 1963, p.19

²Claussen, Wilhelm; The Social Consequences of Technical Change in the Federal Republic, (Die Sozialen Auswirkungen des Technischen Fortschritts in der Bundesrepublik) in Bundesarbeitsblatt, Stuttgart and Köln, No.6, March 1965, p.220.

The Problem of Retraining and Refresher Courses

It is the characteristic of a highly developed economy that numerous workers will, to a greater or lesser extent, have to learn a new trade or adapt their original training to new requirements. This explains the need for retraining. According to statistics 30 percent of Germans today work in trades they have not learnt and it is estimated that till 1972, one worker out of every six (i.e. 4 million in all) will have to change his job or even his occupation. Hence the problem of retraining is also attracting attention and the industrial organisations and public and private authorities try to help in this sphere also.

It is also advocated that institutions providing further vocational training and education should provide not only upgrading courses but also refresher training to enable workers to keep upto date with new developments in their particular occupation.

Further Training of the Personnel of the Federal Railways (One Concrete Example)

Accepting the importance of further training, the German State Railways (Deutsche Bundesbahn-DB) have paid keen attention to the further training programme of railway personnel and have taken a number of measures to this end.

Regular further Training Courses

These courses are organised, in principle, all the year round. Their chief aim is to help the personnel maintaining their understanding of the work by refresher training and updating courses, to remind them of the safety measures taken by the management, to promote interest in new activities, and to facilitate exchanges of views between workers in various sectors. These courses are compulsory for all German Railway employees and for certain workers from ancillary and repair and maintenance services (Aussendienst and Ausbesserungswerk). As far as possible, these courses are arranged during the working hours. Further training is all the more important as the work is related to many fields and the employers must be constantly kept abreast of new developments. The programme comprises of 9 to 18 hours every year, distributed according to the possibilities and the needs of the service. The Railways have 1,042 classrooms located in the main stations and in the maintenance workshops; all the rooms are equipped with modern audio-visual aids. The courses are given either by full time instructors or, as the case may be, by heads of services, inspectors, etc.

Service Talks and Local Meetings

This programme is led by the heads of the services, to inform employers of measures, often provisional and urgent,

which affect their sector. Similar meetings take place at management personnel level. Again this programme offers a good opportunities to the employers to express their views on vital problems. Generally they are held once a month or as the needs may be.

Special Measures

These courses are intended to ensure that the current work runs smoothly. When employers must be informed of important changes, other measures are necessary and special courses are arranged. These courses take the form of lectures and discussions, supplemented by practical exercises. For technical and supervisory personnel and management staff, the railways organise courses in psychology dealing with the principles of the behaviour of the chief towards collaborators and subordinates and the practical tasks connected with personnel management as how to instruct, supervise, to pass the information, use of disciplinary measures etc.

Individual Work and Study

Obviously, real improvement in job performance demands individual work and study. The German Railways encourages this by publishing instruction sheets and a collection of manuals which summarise, for instructional purposes, the essentials of the information to be found scattered through the German Railway rules and regulations.

Outside the service, the railways support schools providing further education and training to anyone interested in acquiring further technical training and general education. These schools give their courses outside working hours and are organised on purely voluntary basis.
