

Extending Working Lives and CET

- The Case of Germany -

Conference on TVET for the Elderly

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Agenda

1	Introduction
2	Extending Working Lives in Germany
3	CET and Older Workers

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Introduction

1.1 Who am I?

09/2022 – Today

Junior Research Group Leader: Competence Management of Older Workers in Digitized Learning Environments (BeKomIng Digital) at BIBB

02/2014 – 08/2023

Doctoral and Postdoctoral Researcher: University of Vechta, Institute for Gerontology, Department for Ageing and Work

Research Areas:

Ageing Workforces, Competence Development over the Lifecourse, Ageism in the Labour Market, Working Pensioners, Welfare State Comparison, Reconciliation of Work and Care, Digital Learning Environments

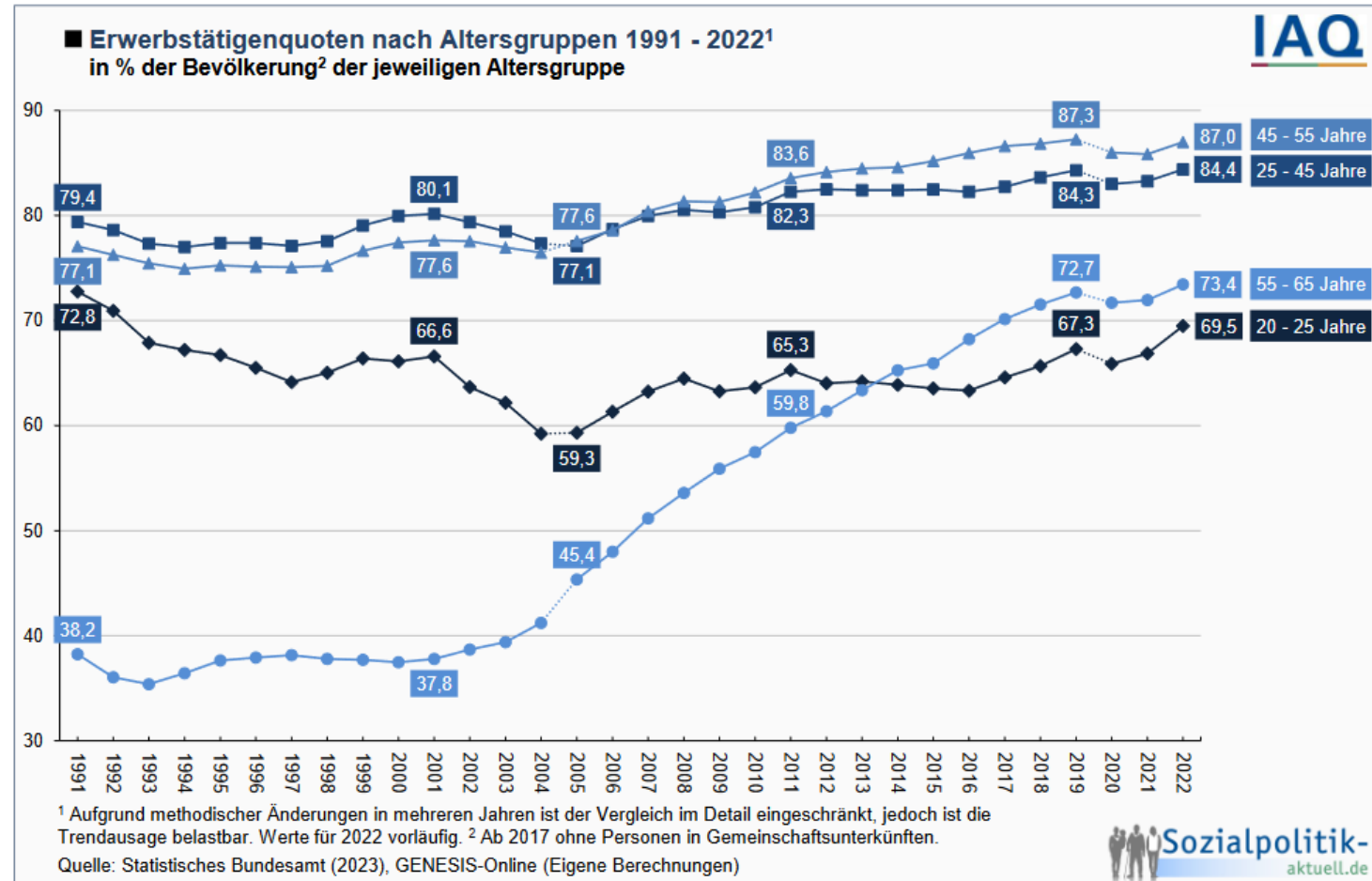


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Extending Working Lives in Germany

2.1 Ageing Labour Forces in Germany

...first, we look at the development of the employment rate by age group and over time.

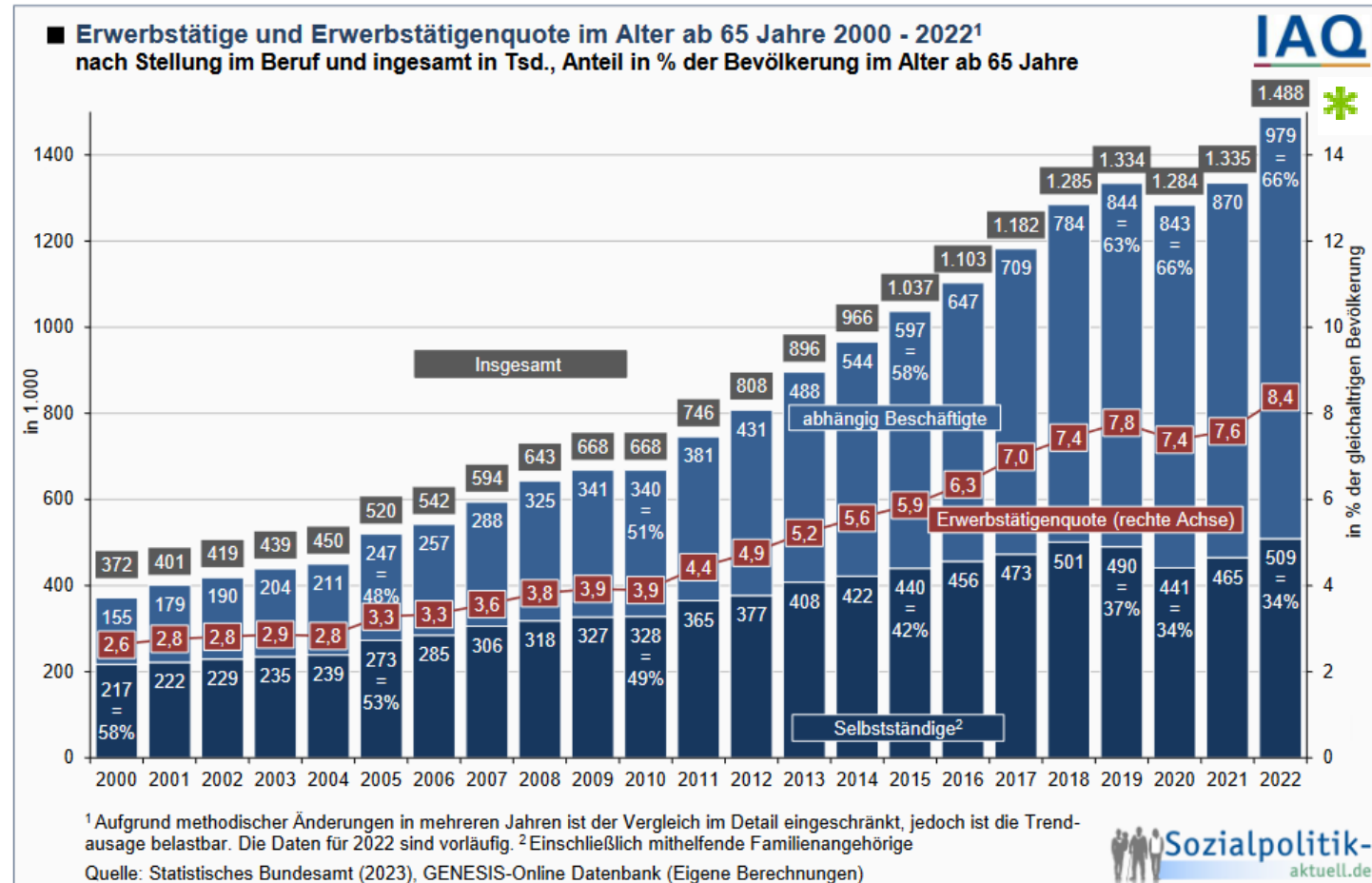


2.2 Working Pensioners (65+ years)

...secondly, lets have a look at the development of the employment rate of persons aged 65 and over (working pensioners).

Definition

"Individuals who continue to participate in the labor market beyond the standard retirement age and generate income from gainful employment in addition to their pension benefits" (Naegle et al. 2020).



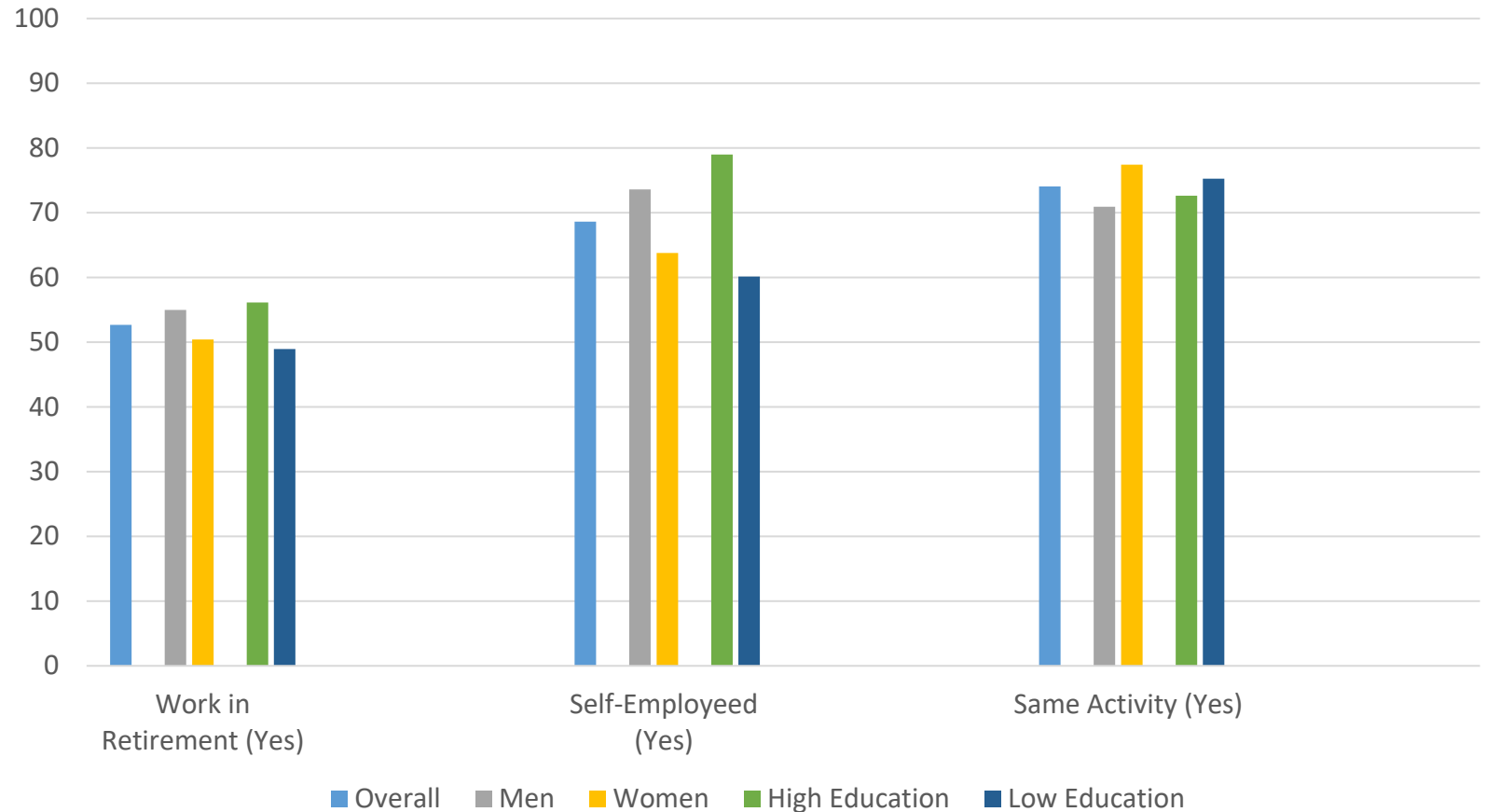
2.3 Who and where?

Study 1:

How many older worker
want to work in
retirement and if they do
where do they want to
work?

On average:

18h on two days a week



N (Total sample= 1863; Subsample for those intending to work= 997)

2.4 Motives to work in retirement

Study 2:

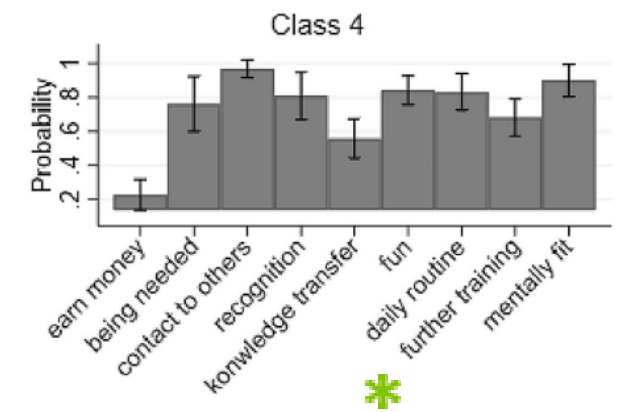
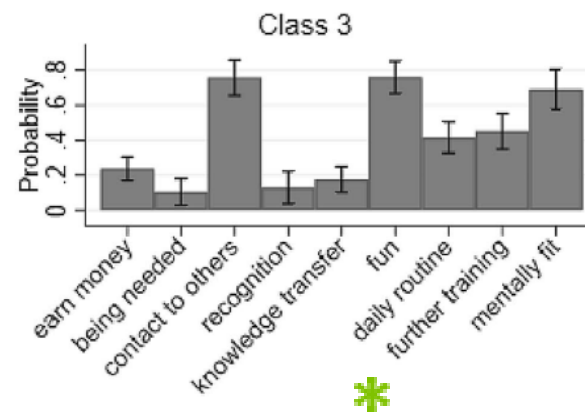
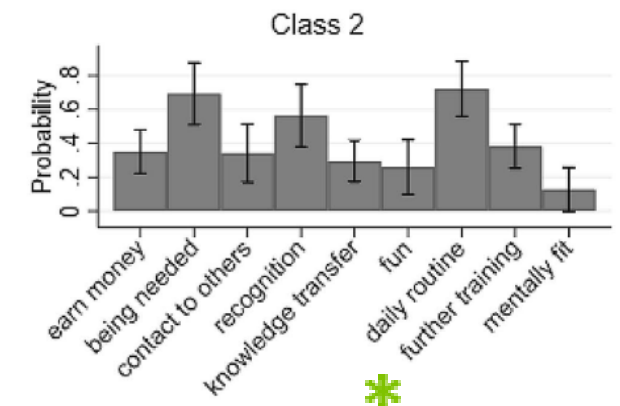
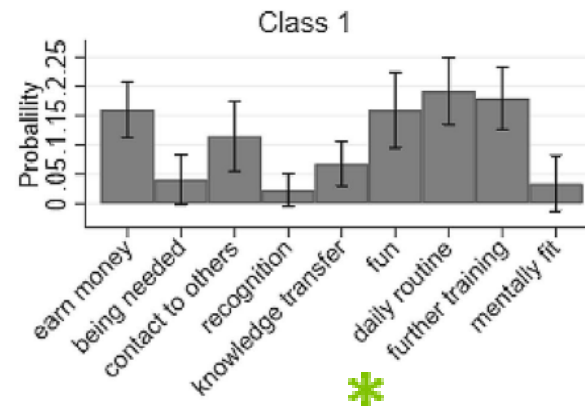
Four different **Motives Classes**

Class 1: Financial & Routine

Class 2: Status & Recognition

Class 3: Contact and Fun

Class 4: Generativity & Knowledge Transfer



Further Training

Important motivational factor for working in retirement, **but also a precondition...?**

Data basis: TOP Study, Wave 1, Survey of older employees and pensioners

Hess et al. 2021

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CET and Older Workers

3.1 Continuous Educational Training (CET)

Some facts and numbers:

- Germany has a **complex and highly differentiated landscape** of professional, vocational and general continuing education and training (CET)
- **54% of adults ages 18-64** have participated in CET
 - 59% of employed persons and 49% of unemployed persons
- **53% companies** actively pursued CET
- **18,000** public and private providers offer **CET programmes**
 - 13% the state, 22% commercial and at 45% in-company providers
- **total expenditure** for CET was €16.6 billion (2017) from € 11,7 billion (2007)
- **Germany** (52%) lies **significantly above the EU average** (just under 45%).

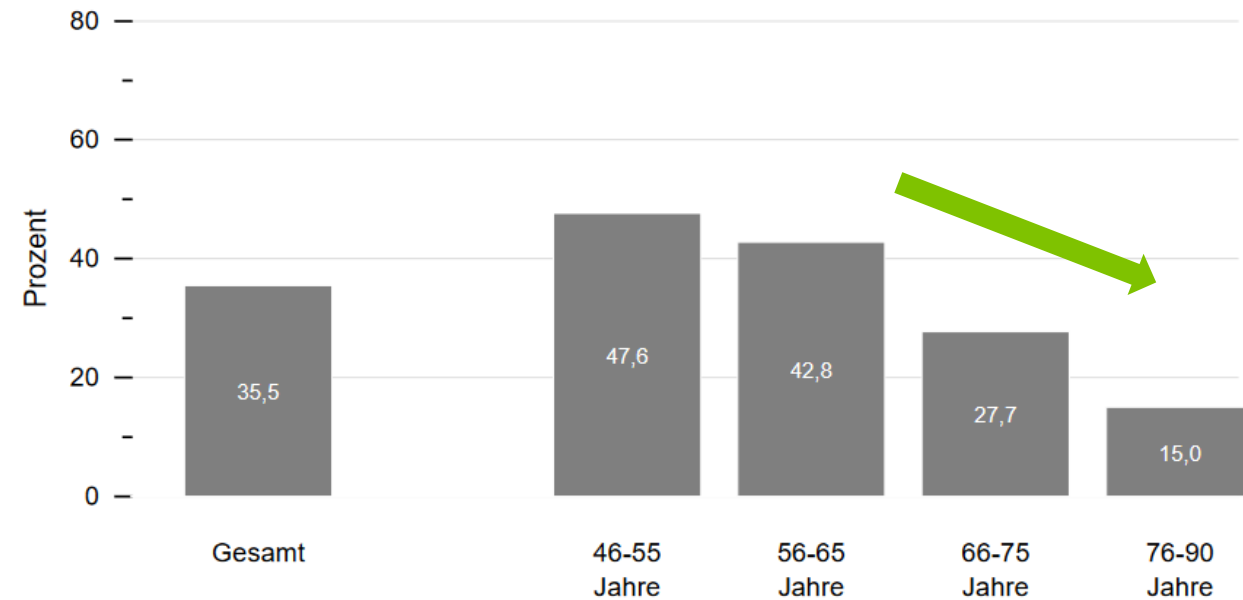
**What is the status
of continuing
education and
training in
Germany?**

BMAS 2021

3.2 Participation of older workers in CET

Now let's have a look at the participation rate in CET among older workers in Germany.

Abbildung 4: Teilnahme an Kursen oder Vorträgen zur Fort- und Weiterbildung, gesamt sowie nach Alter (in Prozent)



Quelle: DEAS 2020/21, gewichtet, eigene Berechnungen (DZA). Basis: Personen zwischen 46 und 90 Jahren (n = 1.576). Statistisch signifikante Unterschiede zwischen Altersgruppen ($p < 0,001$), mit Ausnahme des Unterschieds zwischen den beiden jüngsten Altersgruppen.

3.3 Barriers for older workers into CET

Institutional Level

- **Various regulatory levels** (Bund, Länder) and several **legal bases** (German Vocational Training Act, Crafts Code, Social Code Books etc.)
- **Access to CET** often restricted to workers **who have not retired yet**
 - **Programme logic:** often geared towards labour market integration into regular employment, as a result working pensioners are not the key target group

Company Level

- **High proportion of CET activities takes place within companies**
 - Leads to **social and business partner** playing an important role in the structure of CET
 - **Hindrances:** sectoral differences, company size, ageist stereotypes, return of investment

Individual Level

- **Individual Factors influence participation**
 - health, career opportunities, motivation, educational level
 - **Educational settings often not age-sensible or age-appropriate**
- Increasing Digital Learning Environments – **Chance or additional Barrier?**

„Older employees do not learn worse but differently than younger employees“



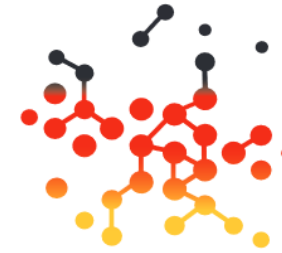
3.4 Recent Initiatives

First adopted in 2019

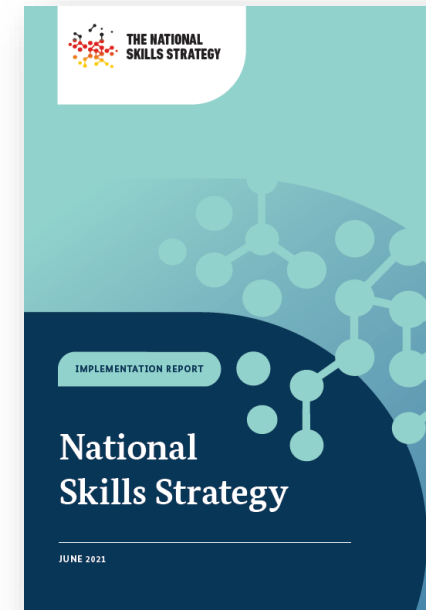
- The strategy **initiates and bundles measures** focusing on professional continuing education. Coordinated effort with partners from politics, business associations and trade unions
- Ten fields of action were defined, amongst them: **increasing transparency of training offers, improving training offer quality, strategic forecasts** and **training statistics**.
- More Info see: Implementation Report 2021

2023 Outlook

- **1st National CET-Conference**, 14th-15th November 2023, Berlin (organized by BIBB)
- **Focus**
 - reaching and supporting **low-skilled individuals** with **low participation** in continuing education more
 - Increasing **coherence among existing support offerings**
 - further raising **overall investments in CET** (counselling services, validation of informally and non-formally acquired vocational skills, supplementary training programs)



THE NATIONAL SKILLS STRATEGY



Thank you!

Contact

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Literature

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