



Deutscher Bundestag

**The Study Commission
on Vocational Training in the
Digital Work Environment**





“The Study Commission on Vocational Training in the Digital Work Environment investigates how vocational education and training in Germany can be modernised to meet the requirements of a digitalised work environment and make it more attractive for young people. Together, through policy recommendations, we want to show how ongoing and relevant lifelong learning can be shaped within vocational education and training in a way that continues to meet the demand for skilled labour in the future and enables humane working conditions in the face of ever-changing career paths.”



Dr Stefan Kaufmann
CDU/CSU
Chairman of the Study Commission
on Vocational Training in the Digital
Work Environment

Recommendations for future action

Study commissions are set up by the German Bundestag to prepare decisions on wide-ranging and significant issues. The commission members discuss on a cross-party basis urgent future-relevant technical, societal, economic and environmental questions that cannot be easily responded to in day-to-day politics. They collect and evaluate information and draft a report once their work is concluded. Yet the reports from the study commissions contain more than a simple analysis of the situation. Above all, their mandate and objective is to formulate recommendations for action to be taken by Parliament. In this way, study commissions provide very specific advice to Parliament for future political decisions that could lead to legislative amendments or to new laws. A motion by a quarter of the Members of the Bundestag is sufficient to establish a study commission. While study

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commissions can be demanded by a parliamentary minority, in general these are implemented on the basis of broad support. They operate for the duration of the electoral term, with some study commissions being re-established in the subsequent legislature. Unlike the permanent committees, study commissions are not involved in the general course of the legislative process.

Nexus of politics, academia and practice

Another particular feature of study commissions is their composition – unlike other bodies at the Bundestag, they are comprised in equal part of Members of the Bundestag and external experts on an equal footing. The latter are nominated by the parliamentary groups. The experts are often academics, or specialists with practical experience, who are able to feed in a wide range of different perspectives. This concentrated expertise makes study commissions akin to internal advisory bodies for Parliament, able to

examine larger topics in detail and without any time pressure. The results of the study commissions are increasingly being listened to by the broader public and make an important contribution to debates within society.

Vocational Training in the Digital Work Environment

The mandate of this Study Commission is based on a topic that affects many people very specifically in their daily lives: the impact of the spread of digital technology on vocational training and skills development. The digital transformation promises a great many options on the one hand for uncovering economic, environmental and social potential. On the other hand, however, it brings certain challenges: entire professions are disappearing, new ones are emerging, job profiles are changing. The Study Commission is therefore tasked with investigating the prospects of development for ini-



tial and continuing vocational training in the future world of work and examining the economic and social potential offered by modernisation. It aims to find out how and where vocational education and training needs to be adapted to the digital world, how the training system can be further expanded, where potential hurdles to access exist and how these can be overcome. In particular, the Commission is to take into consideration how future requirements for skilled labour can be met and how low-threshold, non-discriminatory access to training and qualifications can be ensured. The focus is also on work in the care-giving and educational sectors.

The members of the Commission are to formulate a clear strategy for the further development of vocational education and training. This should also take into account how equality of vocational and academic training can be fostered to a greater extent. The decision appointing the Commission stipulates the following focal points:

- How are structures, job profiles, requirements and the future needs in various sectors changing as a result of digital technology – and what does this mean for vocational education and training on the one hand and for school pupils on the other?
- What opportunities does the digital transformation of vocational training offer for disadvantaged young people or those with learning difficulties?
- What impact can innovative learning modules have?
- How can vocational schools and other educational establishments be appropriately



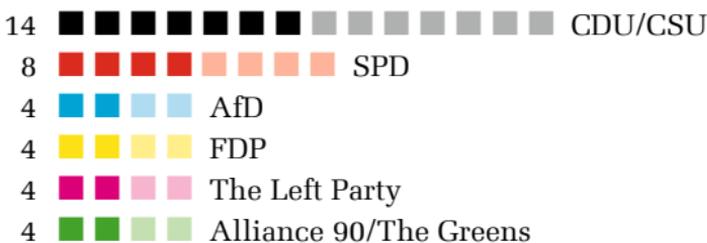
equipped and what changes need to be made in the training of vocational school teachers, trainers and examiners?

- How can companies' willingness to take on apprentices be increased?
- How can regional needs be met in terms of training and placement, and how can the international aspect and exchange within the European Union be improved?
- How can different learning sites be networked in an accessible way and what opportunities does this open up?
- How is the relationship between initial and continuing training changing and what effects does this have?
- And how are requirements changing for job seekers and those in employment?

Public hearings and consultations

These and other questions set out in the Commission's mandate have been examined by

the 19 Members of the Bundestag and the 19 experts under the chairmanship of Dr Stefan Kaufmann (CDU/CSU) since the Study Commission first met on 27 September 2018. In addition to the experts sitting on the committee, the expertise of additional experts from research and practical fields is also regularly called upon at public hearings. At one hearing, for example, the focus was on the attitudes of Generations Y and Z – individuals born around the turn of the millennium – towards the world of work. Alongside academics, two young former apprentices were invited to participate and provide their own perspectives, drawing on their own expertise through personal experience. The Study Commission is to present its final report, including recommended action, by the end of the 19th electoral term in summer 2021. This report is also to be made available to the broader public.



Number of Members of the Bundestag: 19

Number of experts: 19

Chairman: Dr Stefan Kaufmann, CDU/CSU

Deputy Chairwoman: Marja-Liisa Völlers, SPD

■ Members of the Bundestag ■ Experts

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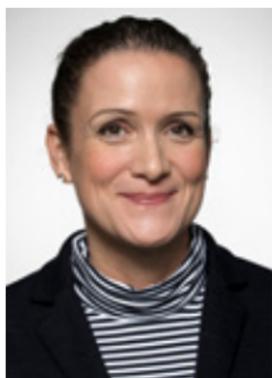
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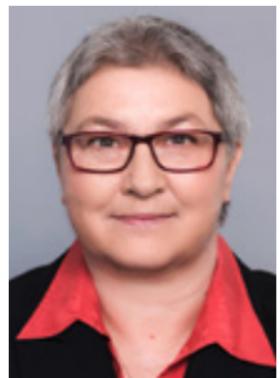
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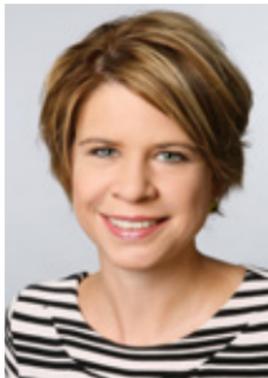
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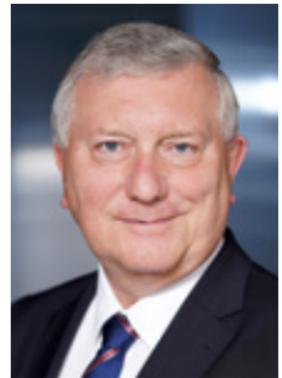
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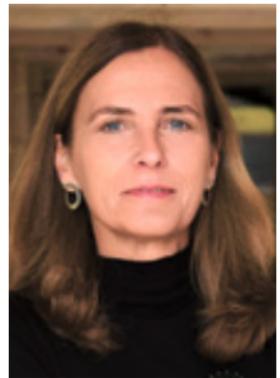
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Information online

www.bundestag.de/en/committees/bodies/study/vocational_training



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Published by: German Bundestag, Public Relations Division

Coordination: Robert Schönbrodt

Text: Katharina Frier-Obad

Translated by: Language Service of the German Bundestag

Design: Marc Mendelson

Bundestag eagle: Created by Professor Ludwig Gies,

revised in 2008 by büro uebele

Photos: p. 2 Deutscher Bundestag (DBT)/Linus Lintner Fotografie;
p. 5, 6 DBT/Thomas Trutschel/photothek.net; p. 19 DBT/studio kohlmeier
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Graphic: p. 7 Marc Mendelson

Printed by: Druckhaus Waiblingen Remstal-Bote GmbH

As at: July 2019

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The German Bundestag takes decisions on what are at times highly complex and controversial bills and parliamentary initiatives relating to the entire spectrum of policy fields. Study commissions play an important role in the parliamentary decision-making process. They provide forums where Members and experts – both academics and practitioners – deliberate on significant issues before presenting the results of their work and recommendations to the Bundestag in a final report.

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