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

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

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.
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.

<table>
<thead>
<tr>
<th>CDU/CSU</th>
<th>SPD</th>
<th>AfD</th>
<th>FDP</th>
<th>The Left Party</th>
<th>Alliance 90/The Greens</th>
</tr>
</thead>
<tbody>
<tr>
<td>14</td>
<td>8</td>
<td>4</td>
<td>4</td>
<td>4</td>
<td>4</td>
</tr>
</tbody>
</table>

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
Members of the Study Commission

The 19 Members of the Bundestag and 19 experts

Dr Stefan Kaufmann,
CDU/CSU
Chairman
Lawyer,
b. 21 Aug. 1969
in Stuttgart;
civil partnership.
Bundestag Member
since 2009

Marja-Liisa Völlers,
SPD
Deputy Chairwoman
Secondary school
teacher,
b. 28 Sept. 1984
in Bückeburg.
Bundestag Member
since 2017
Antje Lezius,
CDU/CSU
Self-employed management consultant,
b. 30 June 1960 in Kusel; divorced; two children. Bundestag Member since 2013

Katrin Staffler,
CDU/CSU
CDU/CSU spokeswoman on the Commission
Biochemist,
b. 4 Nov. 1981 in Dachau; married.
Bundestag Member since 2017

Dr Dietlind Tiemann,
CDU/CSU
Former mayor, economist,
b. 30 Aug 1955 in Genthin; married; one child.
Bundestag Member since 2017

Stephan Albani,
CDU/CSU
Physicist,
b. 3 June 1968 in Göttingen; married; three children. Bundestag Member since 2013

Sybille Benning,
CDU/CSU
Landscape manager,
b. 8 Jan. 1961 in Münster; married; four children.
Bundestag Member since 2013

Axel Knoerig,
CDU/CSU
Specialist in political science and local government studies,
b. 1 Mar. 1967 in Bassum; married; one child.
Bundestag Member since 2009
Yasmin Fahimi,
SPD
SPD spokesman on the Commission
Chemist, former State Secretary, b. 25 Dec. 1967 in Hannover. Bundestag Member since 2017

Michael Gerdes,
SPD
Mining electrician, b. 23 May 1960 in Bottrop; married; three children. Bundestag Member since 2009

Gabriele Katzmarek,
SPD
Trade union secretary, b. 8 July 1960 in Marl; married; two children. Bundestag Member since 2013

Nicole Höchst,
AfD
AfD spokesman on the Commission
Former civil servant in the field of education, b. 10 Feb. 1970 in Homburg, Saarland; four children. Bundestag Member since 2017

Uwe Schulz,
AfD
Senior manager, b. 12 Dec. 1961 in Gießen; married. Bundestag Member since 2017

Dr Jens Brandenburg,
FDP
FDP spokesman on the Commission
Business consultant, b. 8 Mar. 1986 in Simmerath; civil partnership. Bundestag Member since 2017
Beate Müller-Gemmeke,
Alliance 90/The Greens
Youth and community worker,
b. 7 Oct. 1960
in Frankfurt am Main;
marrried, two children.
Bundestag Member since 2009

Beate Walter-Rosenheimer,
Alliance 90/The Greens
Green spokeswoman on the Commission
Psychologist,
b. 20 Nov. 1964
in Weißenfels; five children.
Bundestag Member since 2012

Dr. h. c.
Thomas Sattelberger,
FDP
Business administrator, retired management board member,
b. 5 June 1949
in Munderkingen.
Bundestag Member since 2017

Birke Bull-Bischoff,
The Left Party
The Left Party spokeswoman on the Commission
Education specialist, sociologist,
b. 9 Nov. 1963
in Weißenfels; married, one child.
Bundestag Member since 2017

Jutta Krellmann,
The Left Party
Trade union secretary,
b. 7 Jan. 1956
in Johannisberg, Rheingau.
Bundestag Member since 2009

Beate Müller-Gemmeke,
Alliance 90/The Greens
Youth and community worker,
b. 7 Oct. 1960
in Frankfurt am Main; married, two children.
Bundestag Member since 2009

Beate Walter-Rosenheimer,
Alliance 90/The Greens
Green spokeswoman on the Commission
Psychologist,
b. 20 Nov. 1964
in Weißenfels, Bavaria; five children.
Bundestag Member since 2012
Dr Volker Born, Head of the Vocational Education and Training department at the German Confederation of Skilled Crafts (ZDH), Berlin

Professor Detlef Buschfeld, Professor for Vocational and Business Education at the University of Cologne

Professor Ursula Bylinski, Professor at Münster University of Applied Sciences, School of Vocational Education (IBL)

Dr Achim Dercks, Deputy Chief Executive of the Association of German Chambers of Commerce and Industry (DIHK)

CarloDirschedl, Head Teacher at the Altötting Vocational Schools (BSAOE), Bavaria

Dr Barbara Dorn, Director of the Education and Vocational Training Department at the Confederation of German Employers’ Associations (BDA), Berlin
Elke Hannack,
Deputy Chairwoman of the German Trade Union Association (DGB), Berlin

Dr Sandra Garbade,
Managing Director of the Hamburg Institute for Vocational Education and Training (HIBB)

Francesco Grioli,
Member of the managing Executive Committee of the Mining, Chemical and Energy Industrial Union (IGBCE), Hannover

Annette Greilich,
Head Teacher at the Wirtschaftsschule am Oswaldsgarten commercial school in Gießen: Chairwoman of the Working Group of Vocational School Head Teachers and Directors of Teacher Training Institutes in Hesse

Professor Bernd Giezek,
Professor for Business Administration focusing on quantitative methods at the FOM University of Applied Sciences in Frankfurt and Managing Director of SpeedRepeat GmbH & Co. KG in Gießen

Elke Hannack,
Deputy Chairwoman of the German Trade Union Association (DGB), Berlin
Dr Hans-Peter Klös, Managing Director and Head of the Research Division at the German Economic Institute

Professor Bettina Kohlrausch, Professor for Educational Research at Paderborn University

Ute Kittel, Member of the ver.di United Services Union executive committee, Head of the Education, Academia and Research and Special Services departments; responsible for education policy

Helmut Seifen, Member of the North Rhine-Westphalian Land Parliament in Düsseldorf, education and research policy spokesman for the AfD parliamentary group and chairman of the Science and Technology Committee

Angela Kennecke, Skills manager and IG-Metall trade union representative on the works council at Airbus Operations GmbH in Bremen
Martin Seiler,
Member of the Management Board for Human Resources and Legal Affairs, Deutsche Bahn AG, Berlin

Professor
Peter F. E. Sloane,
Professor for Business Education at Paderborn University, Research Fellow at the Department of Education at the University of Oxford

Professor Heike Solga,
Director of the Skill Formation and Labor Markets Research Unit at the Berlin Social Science Center (WZB), Professor for Sociology at the Freie Universität Berlin (FU)
Information online

www.bundestag.de/en/committees/bodies/study/vocational_training
Contact details for the Study Commission

Deutscher Bundestag
Enquete-Kommission “Berufliche Bildung in der digitalen Arbeitswelt”
Sekretariat
Platz der Republik 1
11011 Berlin
Tel.: + 49 30 227-33480
Fax: + 49 30 227-36278
Email: enquete.bb@bundestag.de
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.

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