

(9) 500,000 apprentices go through 50,000 training places per year in interfirm training centres used by small and medium sized enterprise.

(10) Fifteen per cent of all craft employees are apprentices; 5% of employees in larger companies of industry are apprentices.

(11) Employers find it is less costly to train their own workers than to search for workers on the labour market.

(12) Germany responded to the swell in the labour force in 1975 (due to the baby boom) by increasing training places (from 500,000 to 700,000 person/years increase in total numbers from 1.2 to 1.8 million).

(13) In the sixties, there were more jobs for untrained people; by the seventies this had changed and by the nineties very few untrained people are supposed to find work in the labour market.

(14) Qualified, well-trained workers are necessary to maintain competitiveness on the world market. Human investment promises more revenue than capital investment.

(15) In 1976, the government discussed the introduction of a levy on industry to finance an increase in the number of training places. The construction trade had agreed to a levy system to increase training and the supply of workers by three times in six years.

(16) Unions were favorable; industry saw the law as unnecessary government intervention.

(17) Employers agreed to produce the necessary number of training places voluntarily.

(18) Most of the increase came in the crafts sector where apprentices can be trained at low cost, on the job, and receive school training and training in interfirm training centres.

(19) All big companies take part in training young people; but their share of the total number of training places is only 15%. Their overhead cost for training places are significantly higher than those of the crafts. But the participation of big prestigious companies encouraged others to become involved.

(20) The aging population and shrinking workforce threaten small enterprises which risk losing qualified, skilled labour to more attractive companies.

(21) New technological demands created many highly skilled jobs in large industries over the past ten years while unskilled personnel became unemployed. These industries are close to changes in the labour market and can adapt quickly.

(22) Studies have shown that it is difficult to re-train untrained (unskilled) workers. Problems are not motivational but rather spring from the inability to respond to new methods.

(23) Because of the massive entry of young people into the labour market in the seventies, many older workers lose their jobs to better-trained younger workers.

(24) The federal government and the Federal Employment Office in Nuremberg spent \$3 billion in 1986 to re-train unemployed people; 51% of the unemployed are unskilled and 31% older than 45 and 32% have been unemployed over a year (1986).

(25) While initial training must obey federal regulations and guidelines, re-training need not; a final exam at the end of the training determines success; re-training usually takes place informally on the worksite, but with high tech coming up much more systematic re-training is carried out in companies and outside.

(26) The dual system in its present form dates from 1969 and covers only initial training. It has been recommended that a "dual" form of re-training should be practised between small enterprises and colleges, training centers etc.

(27) Exposure to the workplace, especially for women re-entering the workforce, is crucial in finding a job. Employer contact is vital.

(28) Until 1986, the amounts of money received by an unemployed person in training and one not pursuing training were almost the same. In the meantime, an increase in training allowances, to encourage participation, is granted by the Federal Employment Office.

(29) It is easy to calculate that it is wiser to invest more money in re-training over a short period of time than to pay social welfare over a longer period.

(30) There is a move toward reducing the work week to 35 hours. This will initiate re-organization of in-company-training.