zap Zentrum für Arbeit und Politik

Sustained perspectives for employment for (long-term) unemployed and low qualified by workplace related and target group specific qualification.

Main results from the research project on the qualification initiative in the seaport industry

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Background

The parties in the seaport economy (ZDS and ver.di) have arranged a qualification initiative for seaports, that works across different locations, in cooperation with the Transport Ministry and the Jobcenter. It has the following cornerstones:

- 2.800 (long-term) unemployed should be qualified in total.
- The Federation/Jobcenter provides financial means.
- The former (long-term) unemployed are taken on in a employment secured by negotiation.

Subject of our investigation

The framework of the qualification initiative as well as the effect anf funcionality of the measures have been examined. The qualifications of (long-term) unemployed and low qualified employees as a „specialist for Port Logistics“ have been the focus of the investigation.
We have examined the target group specific arrangement of these qualification variations as well as the potential integrationimpediments and their overcoming. A high importance is given to the flanked support offer.
The project „Port Logistics- keep up“ supports the retraining waves for five years.

The research project is promoted by the Hans-Böckler-Stiftung.
Project duration : 27 months, until April 2012

Overview of the empirical basis of the investigation

Mix of quantitative and qualitative research methods i.a.

- Expert conversations with relevant stakeholders,
- Interviews with retrainees,
- Written questionnaires for the retrainees as specialists for Port Logistics
- quantitative and qualitative recording of the consulting processes of the flanked support offer, that have been carried out,
- Document analysis.

Overview of the qualification initiative

Qualifications for seaport companies, that have been carried out with public means in Hamburg, Bremen/Bremerhaven, Wilhelmshaven and Lübeck

	Qualifizierung von (Langzeit-)Arbeitslosen	Weiterqualifizierung von Beschäftigten in Unter-beschäftigung
„Fachkraft Containerumschlag“	1.816*	
„Hafenfacharbeiter“		123 **
„Fachkraft für Hafenlogistik“	260 (308***)	198
diverse Kurzqualifizierungen		264
Weiterführende Qualifizierungen z. B. Fachwirt für Hafenwirtschaft		95
Gesamt	2.076 (2.124***)	680

General results of the qualification initiative
Conducive framework:

- The working relationship in the port industry are influenced by strong trade unions/staff council. This supports the creation of Win-Win-situations by management and the employees‘ interest groups.
- The close communication and exchange relationship in the port industry supports common qualification and employmen strategies.
- The linkage to traditionell ways of recruitment and target group.
- The developed infrastructure of further education.
- The mutual benefit expectations between Jobcenter and port industry
- The constructive cooperation between seaport companies and agencies/JC .

General results of the qualification initiative

Complicating aspects:

- The dependence from the economic development.
- Lack of planning security– especially for the education provider– owing to the economic crisis has impaired the development of training resources.

Retraining from (long-term) unemployed as a specialist for Port

selection/suitability procedure:

- Risks that are related to the qualification of problem groups of the labour market lead to an intensive three-stage selection process.
- Selection rate of 19 % in total is low.
  - In order to minimize the risk, the enterprises make choices very critically.
  - From the perspective of the enterprise preselection in the first two stages not fitting , therefore many candidates that are not suitable in the third stage.

Rates in the selection procedure for the retraining as a specialist for Port Logistics

	Anzahl (gesamt)	davon weiblich	auswärtige Kostenträger	SGB III (gesamt)	SGB II (gesamt)
Vormerkungen	1.410	9.0 %	283	659	750
Psych. Dienst	1.266	-	282	596	669
TM 1	746	7,4 %	223	374	371
TM 2	500	6,6 %	134	258	241
Erfolgreiche Teilnahme	243	7,4 %	77	150	92

Retrainees‘ (as a specialist for Port Logistics) social profiles

Pilotgroup Bremerhaven/Hamburg and wave 1 – 4 Wilhelmshaven (N = 260)

Tabelle 1

	Umschüler	davon weibl.	Altersstruktur					
			20 -25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50
Pilotgruppe	39	10,3 %	9	15	9	3	1	1
1. Welle Whv.	64	12,5 %	3	14	11	21	11	4
2. Welle Whv.	64	7,8 %	3	11	19	13	11	7
3. Welle Whv.	37	0,0 %	3	11	6	7	9	1
4. Welle Whv.	56	7,1 %	6	18	15	6	8	3
Gesamt	260	8,1 %	24	69	60	50	40	16

Source: Jobcenter Wilhelmshaven and own survey.s

Retrainees‘ (as a specialist for Port Logistics) social profiles

Pilotgroup Bremerhaven/Hamburg and wave 1 – 4 Wilhelmshaven (N = 260)

Tabelle 2

	Schulabschluss			Ausbildung			Rechtskreis	
	HS	RS	Abi/FHR	ohne	Berufsausb.	Studium	SGB II	SGB III
Pilotgruppe	12	17	7	13	22	3	15	22
1. Welle Whv.	22	30	12	8	55	1	30	33
2. Welle Whv.	29	29	6	13	50	1	29	35
3. Welle Whv.	22	11	4	5	32	0	13	24
4. Welle Whv.	20	25	11	17	36	3	21	35
Gesamt	105	112	40	56	195	8	108	149

Source: Jobcenter Wilhelmshaven and own survey.s

Selected results for the concept and the course of the retraining as a specialist for Port Logistics

- A close connection between theory and practice ist conducive for the learning process but it cannot always be realized because of the huge number of retrainees.
- The theoretical education by port practitioners facilitates the learning for especially practically-minded retrainees.
- The philosophy „everybody shall be involved“ (by individuak support and organisation of learning groups) works out .
- The learning in heterogene groups proves itself as positive- especially for the learning success of participants with a higher learning threshold (Learning groups, incentive).
- The retraining takes in a different but equally important role in the respective occupational biographies. (catching up qualification, reversal of a dequalification process and career orientation).

Selected results for the concept and the course of the retraining as a specialist for Port Logistics

- The retrainees‘ burden because of long drives and uncertain financing are partly extreme. The retrainees‘ problems are often caused by structural instead of personal reasons..
- Integration into the company: The identification with the company and the future work tasks play an important role for the retrainees („The port fits“)
- The flanked support offer relieves companies and agencies, reduces the risk of dropping out and does translation work in the context of operational integration.

The flanked support offer by „Port Logistics- keep up“

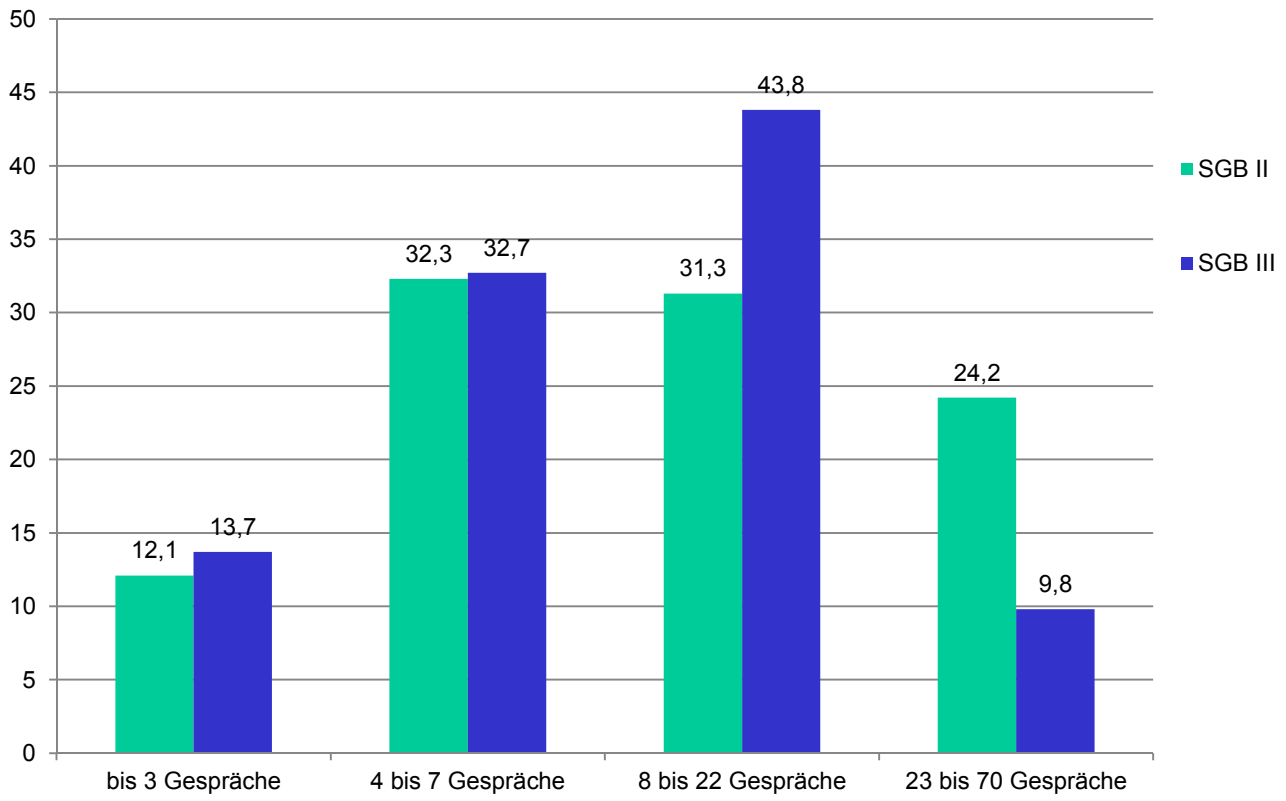
Organisation consultation

- participation in the development and selection procedure
- creation of communication structures
- continous process optimization
- moderation in case of conflicts
- coaching of the trainers

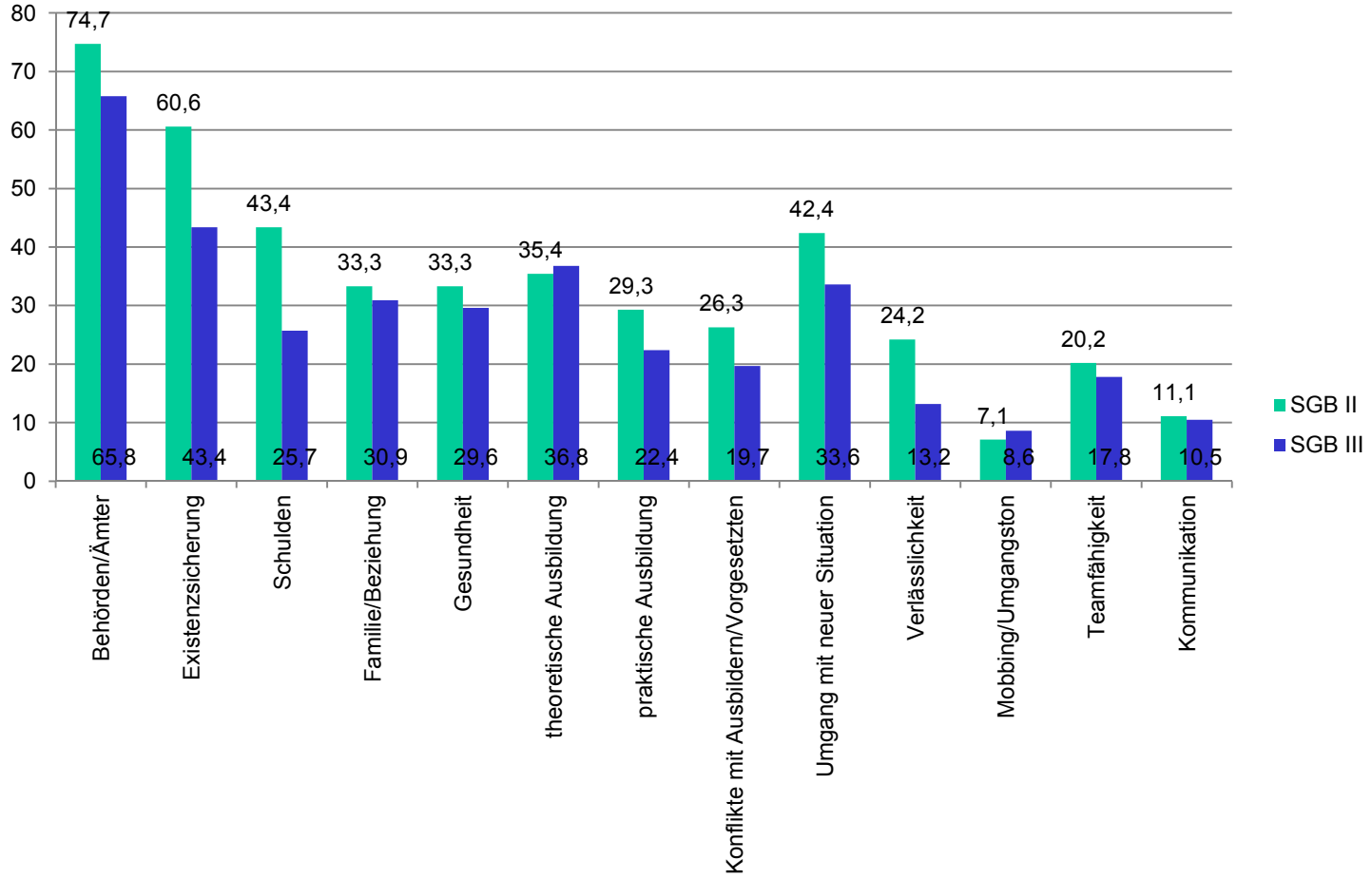
accompaniment of the retraining

- determination of the suitability: competence and potential identification
- support-diagnostics: support plan
- individual integral accompaniment
- learning and education accompaniment as well as competence development
- sustained operational integration

Relative frequency of consultations classified by jurisdiction in % (N = 260)



Relative frequency of the need for consultations classified by topic and jurisdiction in % (N = 260)



Results of retrainings (N = 260)

	Anzahl der Umschulung zu Beginn der Maßnahme	Qualifizierung abgebrochen	Anzahl der bestandenen Prüfungen	Erfolgsquote der betrieblichen Integration
Pilotgruppe Bremerhaven/ Hamburg	39	4	35	35 (90%)
1. Welle Wilhelmshaven	64	3	60	58 (91%)
2. Welle Wilhelmshaven	64	2	61	61 (95%)
3. Welle Wilhelmshaven	37	2	35	35 (95%)
4. Welle Wilhelmshaven	56	2	53	50 (89%)
Gesamt	260	13	244	239 (92%)

Conclusion

The qualification initiative…

.. from the perspective of the labour market policy:

- Successful integration into employment in connection with qualification ans operational cooperation partners.
- Sustainability of the employment.
- The stakeholders have reacted flexibly to changed economic frameworks because of their qualifications.
- But the costly selection process and the selection rate show limitations.
- The ambitious aim of 75 % long-term unemployed could not be reached but the retrainees‘ occupational biographies show a consideration in line with the practice.

… from the perspective of the operational policy

- Companies share primary economic interests.
  - Qualified personnel as a competitive advantage.
  - Relief of qualification costs.

- Economic interests can be connected with sociopolitical interests..
  - Imagewin

- The selection procedure and the consultation/accompaniment by „Keep up“ in connection with the qualification of supposed problem groups of the labour market helps to reduce suspected risks.

… from the perspectiv of integration policy:

- From the point of view from the stakeholders, the consultation and the accompaniment by „Keep up“ played an important role for the successful course of the qualification.
- The concept of the project goes far beyond a socio-educational support for the retrainees and contains other than a integral accompaniment of the retrainees a consultation for the companies as well as a process optimization and interface management.
- An approriate consultation and accompaniment offer secures not only the qualification success but can also increase the willingness of companies to cooperate in the context of employment-effective company-related qualification measures for (long-term) unemployed.

Thank you for your attention