

PROSIMA apprenticeship market model

PROSIMA

POLICY INSTRUMENT

 Germany

Description

Country

 **Germany**

Focus area

MAIN SKILLS ASSESSMENT/ANTICIPATION INITIATIVE

PROSIMA helps to understand and predict developments in the apprenticeship market and the impact of policy measures that affect the apprenticeship market. It produces a simulation model of the national apprenticeship market (supply and demand). Politicians have to react to developments in the apprenticeship market, e.g. to prevent skills shortages in specific sectors or to promote specific occupations. PROSIMA helps to understand these interventions and measure their effects.

Link

<https://www.bibb.de/de/1637.php>

Implementation level

NATIONAL

Legal base

Econometric model developed on behalf of the Federal Ministry for Education and Research (BMBF).

Starting period

1999

Perspective

Yes, through a simulation model of the national apprenticeship market (supply and demand).

Policy area

EDUCATION

TRAINING

EMPLOYMENT

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

OTHER

Several types of Skills mismatch

Skills matching focus

MATCH YOUNG GRADUATES' SKILLS TO LABOUR MARKET

It helps young graduates to choose apprenticeships that match the current demand of skills by employers

Skills delivered

CAREER MANAGEMENT SKILLS

Methods

Methods

SKILLS FORECASTING

Econometric model simulating the national apprenticeship market (supply and demand).

Use of skills intelligence

INFORMING THE DESIGN OF NATIONAL QUALIFICATION FRAMEWORKS (NQFS)

Results are published in the Berufsbildungsbericht (Vocational training report), and so information is disseminated to a wider audience.

INFORMING CAREER-MAKING DECISIONS OF STUDENTS

As students interested in vocational training can access the Berufsbildungsbericht (Vocational training report) which includes results from PROSIMA they can also consider those LMI to inform their career-making choices.

ENABLING STRATEGIC BUSINESS DECISIONS AT SECTOR/ENTERPRISE LEVEL

As enterprises and sector organisations can access the Berufsbildungsbericht (Vocational training report) which includes results from PROSIMA they can use those LMI in order to take informed strategic business decisions.

Stakeholders

Main responsible body

NATIONAL MINISTRY

Federal Ministry for Education and Research (BMBF)

Other involved organisations

RESEARCH CENTRES, UNIVERSITIES

Federal Institute for Vocational Education and Training (Bibb), in charge of the predictions. Developed in cooperation with the University Bochum.

OTHER

Employers provide inputs to the model

Beneficiaries

YOUNG PEOPLE MAKING THE TRANSITION FROM EDUCATION INTO WORK

The beneficiaries are mainly young people transitioning from school to the labour market through apprenticeships. Anyone who wants/needs to take-up and apprenticeship is a potential beneficiary of the study.

Sustainability

Success factors

The model allows a very detailed modelling of the apprenticeship market in Germany (use of 210 determinants). It is innovative in the regard that it is specifically models the German training system, which is very complex and regulated.

Barriers

A lot of data is necessary for the analysis

Monitoring and evaluation

Anually, the Bibb evaluates and develops the instrument further (in so-called "Up-Date-rounds").

Updates

Please describe whether there have been any major updates of the initiative since it was first implemented and what were these and why were they introduced (max. 50 words)

YES

The model is updated and developed regularly.

Effectiveness

According to BiBB, predictions of the model were accurate. Results of

PROSIMA are published annually in the Vocational Training Report. Therefore, a wider audience might be aware of this instrument to predict supply and demand on the apprenticeship market.

Sustainability

The instrument will continue for the coming years, as it is a continuous task of the BiBB.

Other instruments in Germany

- [Immigration monitoring instrument](#)
Zuwanderungsmonitor
- [Occupation Information Net](#)
BERUFENET
- [Qualification and Occupational Fields Projections](#)
Qualifikations und Berufsfeldprojektionen, QuBe
- [Qualification Opportunities Act](#)
Qualifizierungschancengesetz (Gesetz zur Stärkung der Chancen für Qualifizierung und für mehr Schutz in der Arbeitslosenversicherung)
- [Skilled Worker Shortage Analysis](#)
Fachkräfteengpassanalyse
- [Skilled workforce bottleneck monitor](#)
Fachkräfteradar
- [Updating VET Training Contents](#)
Aktualisierungen der Ausbildungsordnung