

# PROSIMA apprenticeship market model

## PROSIMA

POLICY INSTRUMENT

 Germany

## Description

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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. POSIMA 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

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### 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

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### 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.*

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## Stakeholders

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### 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.*

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## Sustainability

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### 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**

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- [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](#)  
Fachkräftenadar
- [Updating VET Training Contents](#)  
Aktualisierungen der Ausbildungsordnung