

17 Prozent gehen in Pension – Fachkräftelücke wächst

Laut Arbeitsministerium drohen bis 2029 rund 51.000 fehlende Fachkräfte mit mittleren Qualifikationen – auch in Verarbeitung und Produktion.



Fachkräftesicherung im Handwerk: Ein erfahrener Fleischer gibt sein Know-how an einen Lehrling weiter – Ausbildung und Weiterqualifizierung gelten als zentrale Säulen der künftigen Fachkräftestruktur.

Credit:

© Fleisch & Co / KI-generiert

8 Ya c[fUZ]gWX Yf'8 fi W_`k ÅWX gh' '%+ 'DfcnYbh
[Y\Yb ']b 'DYbg]cb

2 ghYffY]WX 'ghY\h{j cf'Y]bYf'ghfi _hi fY``Yb '<YfUi gZcfXYfi b['Ua
5fVY]hga Uf_h"':b 'XYb '_ca a YbXYb 'nY\ b 'J\ fYb 'k YfXYb 'fi bX '%+
DfcnYbh'XYf'6YgWX ÅZh][hYb ']b 'DYbg]cb '[Y\Yb "'6YfY]hg'V]g'&\$&-
Xfc\h`Ui h'5fVY]hga]b]ghYf]i a 'Y]bY': UW_ fÅZhY`ØW_Y 'j cb 'fi bX
) %"\$\$ 'DYfgcbYb 'a]h'a]hh`YfYb 'E i U']Z_Uh]cbYb"

J cf'X]YgYa <]bhYf[fi bX'k]``X]Y'6i bXYgfY[]Yfi b['UV'A Áfn'&\$&*
Y]bY'i a ZUggYbXY': UWX_fÁZhYghfUhY[]Y'Ui gUfVY]hYb" N]Y`]gh'Ygž
E i U`]Z]n]Yfi b[ž@Y\ fY'i bX']bhYfbUh]cbU`Y': UWX_fÁZhY'gmghY a Uh]gWX
ni 'ghÁf_Yb'i bX'[`Y]WXnY]h][i b[Ybi hnhY'DchYbn]U`Y']a 'Þ`UbX
VYggYf'ni 'U_hj] YfYb"

5fVY]hg! 'i bX'Gcn]U'a]b]ghYf]b ?cf]bbU'GWX i a Ubb'VYhcbh' 8Yf
K UbXY`'ua '5fVY]hga Uf_h]gh'Ybcfa ' i bX'k]f'a ØggYb'Yhnh
\UbXY`bžXUa]h'b]Ya UbX'ni fØW_[Y'UggYb'k]fx" E i U`]Z]n]Yfi b['gh
XYf'GW'ØggY'ZØf'g]WX YfY'cVg'i bX'ZU]fY'7\UbWXb"

8 fY] GÀi `Yb 'XYf' bYi Yb ': UWX_fÁZhYghfUhY[]Y

8]Y'GhfUhY[]Y'gc ``Ui Z'XfY]nYbhfU`Yb'GÀi `Yb'VYfi \Yb.

- E i U`]Z]n]Yfi b[gcZZYbg]j Y'a]h: c_i g'Ui Z'a]hh'YfY
E i U`]Z]_Uh]cbYb 'i bX'<Ø\Yfei U`]Z]n]Yfi b['V]g'ni a
@Y\ fUVgWX'i gg
- GhÁf_i b['XYf'@Y\ fY'i bX'6Yfi ZgV]`Xi b[ž]b_`i g]j Y
K Y]hYfYbhk]W_`i b['XYf'ØVYfVYhf]YY`]WX Yb'5i gV]`Xi b[
- Þ`bhYfbUh]cbU`Y': UWX_fÁZhY'U`g'Yf[ÁbnYbXYg'DchYbn]U`ž
i bhYf'UbXYfYa 'Xi fWX'9f'Y]WX hYfi b[Yb'VY']XYf'Fch!K Y»!
Fch!?UfhY

A]h'þ b]'&\$&*']gh'ni XYa 'Y]bY'bYi Y'K Y]hYfV]`Xi b[gVY]\`ZY
[Yd`Ubh'8Yf'GWX i 'i b[gni gWX`U['gc ``j YfY]bZUWX h'k YfXYbž'i a
'Ab[YfY': UWX_fÁZhYUi gV]`Xi b[Yb'Z]bUb]n]Y```VYggYf'UVni g]WX Yfb"
; `Y]WXnY]h]['gc ``'XUg'DchYbn]U`j cb': fUi Yb'ghÁf_Yf'[Ybi hnh
k YfXYb'']bgVYgcbXYfY'Xi fWX'VYggYfY'J YfY]bVUF_Y]hj cb'6Yfi Z
i bX': Ua]]Y''8Yf'5i gVUi 'XYf'?]bXYfVYhfYi i b['k]fx'U`g'nYbhfU`Yf
<YVY``[YgY\Yb"

6]`Xi b['U`g'; fi bX`U[Y'XYf
: UWX_fÁZhYg]WX Yfi b[

DUFU``Y``XUni 'k]fx']a '6]`Xi b[gVYfY]WX'ghfi _hi fY``Ub[YgYhnh'5V
XYa 'GWX i 'U`f'&\$&*#&+ 'gc ``'Ub'U``[Ya Y]bV]XYbXYb

DZ]WX hgWX i `Yb `Y]b `a]hh`YfYg`A UbU[Ya Ybh`Y]b[YZØ\ fh`k YfXYb"``Y
bUWX `GWX i ` [fØ» Y`ghY\ Yb `ni gÀhn`]WX Y`K cWX Ybghi bXYb `ZØf
UXa]b]ghfUh]j Y`i bX`dÀXU[c[]gWX Y`?ccfX]bUh]cbgUi Z[UVYb `ni f
J YfZØ[i b["
6]`Xi b[ga]b]ghYf`7\f]ghcd\ `K]YXYf_Y\ f`g]Y\ h`XUf]b `Y]bY
E i U`]hÀhga U» bU\ a Y.

Gck c\ ``@Y\ f_fÀZhY`U`g`Ui WX`8]fY_hcf]bbYb`i bX`8]fY_hcfYb
_ØbbYb`g]WX`a]h`9]bZØ\ fi b[`X]YgYf`gY\ f`k]WX h][Yb
DYfgcbYb[fi ddY`k]YXYf`j Yfa Y\ fh`\fYb`?YfbUi Z[UVYb`k]Xa Ybz
k Ug`ni `Y]bYf`k Y]hYfYb`GhY][Yfi b[`XYf`I bhYff]WX hgei U`]hÀh`ZØ\ fYb
k]fX"

:]bUb nghUUhggy_fYhÀf]b`6UfVUfU`9]V]b[Yf!A]YX`Yf[Àbnh` 6]`Xi b[
]gh`Y]bY`nYbhfU`Y`Ni _i bZhg]bj Ygh]h]cb"``YXYf`9i fcž`XYb`k]f`Yi hY`]b
i bgYf`6]`Xi b[ggmghY`a`]bj Ygh]YfYbž`ghÀf_h`X]Y`; YgY`gWX UZhž
i bgYfYb`K]fhgWX UZhggUbxcfh`i bX`X]Y`#bcj Uh]cbg_fUZh`i bgYfYg
@UbXYg"
: Øf`5< G`6A < G`i bX`6Yfi ZggWX i `Yb`k YfXYb`UXa]b]ghfUh]j Y
I bhYfghØhni b[gghfi _hi fYb`YVYbZU`g`ZYI]V`]g]Yfhž`i a
@Y]hi b[ghYUa g`ni `ghÀf`Yb"

K]fhgWX UZh`ZcfXYfh`HYa dc`VY]`I a gYhni b[
8]Y`K]fhgWX UZhg_Ua a Yf`2 ghYffY]WX`VY[fØ» h`X]Y`#]h]Uh]j Y
[fi bXgÀhn`]WX ž`a U\bh`YXcWX`fUgWX Y`i bX`dfUI]gbU\Y`I a gYhni b[
Y]b"
K ?^2 !; YbYfU`gY_fYhÀf`xWX Yb`8Ub]b[Yf`Yf`_Àfh` 9g`]gh
YfZfYi`]WX ž`XUgg`X]Y`6i bXYgfY[]Yfi b[`X]YgYg`DfcV`Ya`Yf_Ubbh`U
i bX`Ub`Y]bYf`i a ZUggYbXYb`UWX_fÀZhYghfUhY[]Y`UfVY]hYb`k]`"
K]WX h][`]gh`UVYfž`XUgg`X]Y`I a gYhni b[`fUgWX`YfZc`[hi`bX`X]Y
8YhU]`g`gh]a a Yb"
#gVYgcbXYfY`VY]`XYf`Fch`K Y]» !Fch`?UfhY`ZcfXYfh`X]Y`K ?^2
gWX bY`YfY`i bX`X][]hU`]g]YfhY`J YfZU\ fYb`5i WX`X]Y`VYhf]YV`]WX Y
@Y\ fghY`YbZØfXYfi b[`a ØggY`Ui gfy]WX YbX`Z]bUbñ]Yfh`i bX
j U`cf]g]Yfh`k YfXYb"

; Yk Yf_gWX UZh`ZcfXYfh`j YfV]bX`]WX Y

:]bUb[n]Yfi b[

8 Yf² ghYffY]W]gW Y'; Yk Yf_gW UZhVi bX i bhYfghOhhX]Y
ghfUhY[]gW Y'Ghc» f]W hi b[zj Yf`Ub[h`YXcW j YfV]bX`]W Y
6i X[Yha]hhY"
2 ; 6!6i bXYg[YgW AZhZØ\ fYf]b < Y`YbY`GWi VYfh\ k Ufbh` K Yf
\Yi hY`VY]K Y]hYfV]Xi b[`gdUfhžnU\`h'a cf[Yb`XcddY`h`a]h
DfcXi _hjj]hÀhgj Yf'i ghYbža Ugg]j Ya : UW_ fAZhYVYXufZi bX`gcn]U`Yf
GdU`hi b["
8 Yf² ; 6 ZcfXYfh`ni XYa `ghÀf_YfY`J YfdZ]W hi b[Yb`ZØf`6Yhf]YVY`]b
XYf`@Y`f`]b[gUi gV]Xi b[`gck]Y`ZU]fY`5fVY]hgVYX]b[i b[Yb`ZØf
]b hYfbUh]cbU`Y` : UW_ fAZhY"

? f]h]_`j cb` : D² `i bX`GYb]cfYbVi bX

8]Y` : D² `_f]h]g]Yfh`X]Y`[Yd`UbhYb`A U` bU\ a Yb`gW UfZi bX`k Ufbh
j cf`@c\ bXi a d]b[`Xi fW`Yf`Y]W hYfhY`Ni k UbXYfi b["
GYb]cfYbVi bXdfÀg]XYb]b`b[f]X`?cfgYw]Yfk Y]ghk]YXYfi a `Ui Z
X]Y`ghY][YbXY`5fVY]hg`cg][_Y]hÀ`hYfYf`5fVY]hbY\ a Yf]bbYb`i bX
5fVY]hbY\ a Yf. : UW_ fAZhY a Ub[Y`ni`VY`_U[Ybž`[`Y]W nY]h][`UVYf
Y`hYfY`ni`_ØbX][Yb`cXYf`b]W h`Ubni ghY`Ybž]gh`dUfUXcl`
=a`ÀbbYf`k UfYb`ØVYf`%`* "\$\$`DYfgcbYb`ØVYf` \$`UfVY]hg`cg
[Ya Y`XYhž` \$`DfcnYbh`XYf`I b hYfbY\ a Yb`a]h'a Y\ f`U`g`&\$
6YgW AZh][hYb`UVYb`b]Ya UbXYb`ØVYf`* \$`Ub[YghY`h"

6YXYi hi b[`ZØf` : `Y]gW k]fhgW UZh`i bX
@YVYbga]hhY`\ UbXk Yf_`]gh`X]Y` : UW_ fAZhYghfUhY[]Y`j cb`nYbhfU`Yf
6YXYi hi b[``A Yhn[YfY]Ybž`J YfUfVY]hi b[gVYhf]YVY`i bX
`VYVYbga]hhY`dfcXi n]YfYbXY`I b hYfbY\ a Yb`_Àa dZYb`gY]h`J\ fYb
a]h`B UWk i W gdfcV`Ya Yb`i bX`ghY][YbXYb
E i U`Z]_Uh]cbgUbZcfXYfi b[Yb"
; YfUXY`a]hh`YfY`E i U`Z]_Uh]cbYb` `Yhk U`]a`DfcXi _h]cbgVYfY]W ž`]b
XYf`J YfUfVY]hi b[`cXYf`b`hYW b]gW Yb` : i b_h]cbYb` `g]bX`Ui h
A]b]ghYf]i a `VYgcbXYfg`VYhfcZZYb``9]bY`GhÀf_i b[`XYf`@Y`fY`gck]Y

[Yn]Y`hY <Ø\Yfe i U`]Z]n]Yfi b['_ØbbhYb '\]Yf`X]fY_h`k]f_gUa
k YfXYb"

; `Y]W\ nY]h]['nY][h`g]W\ . ': UW\ _fÀZhYg]W\ Yfi b[']gh`b]W\ h`bi f
5fVY]hga_Uf_hd c`]h]_ž`gc bXYfb`GhUbXcfhd c`]h]_''E i U`]Z]n]Yf hY
A]hUfVY]hYbXY`Ybh gW\ Y]XYb`ØVYf`K YhhVYk YfVgZÀ\][_Y]hž
DfcXi _h]c bgg]W\ Yf\Y]h`i bX`b bcj Uh]c b gZÀ\][_Y]h"

8]Y`6i bXYgfY[]Yfi b['fYU[]Yfh`Ui Z`Y]bY`_`Uf`UVgY\ VUfY
XYa c[fUZ]gW\ Y`9bhk]W\`i b["8]Y`NU\`Yb`g]bX`XYi h]W\ . '%+`DfcnYbh
DYbg]cb]Yfi b[Yb`]b`nY\ b`ž\`fYbž) %"\$\$`ZY\`YbXY`: UW\ _fÀZhY`V]g
&\$&- "

CV`X]Y[Yd`UbhY`GhfUhY[]Y`K]f_i b['YbhZU`hYhž`k]fX`XUj cb
UV\`Ab[Ybž`k]Y`fUgW\`i bX`dfUI]gbU\`g]Y`i a [YgYhnh`k]fX`_`i bX`cV
E i U`]Z]n]Yfi b[ž@Y\`fY`i bX`F U\`a YbVYX]b[i b[Yb`hUhgÀW\`]W\`
[YghÀf_h`k YfXYb"
: Øf`X]Y`\Y]a]gW\ Y`@YVYbga]hhY`!`i bX`:_`Y]gW\ k]fhgW\ UZh`]gh`_`Uf.
C\`bY`: UW\ _fÀZhY`[]Vh`Yg`_Y]bY`DfcXi _h]c b`_`l bX`c\`bY`DfcXi _h]c b
_Y]bY`J Yfgcf[i b[gg]W\ Yf\Y]h"

\ hhg.##cb"cfZ"Uh#]XYc#%(' %&%\$ - #dfYggY ZcmYf! b UW\ !XYa !
a]b]ghYffUh

6Ygi W\ Yb`G]Y`i bg`Ui Z`ZY]gW\ i bX`W\`Uh