

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 Fachkräftestrategie.

Credit:

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8 Ya c[fUZ]gWXYf`8 fi W_`k ÅW gh` `%+ `Dfc nYbh
[Y\Yb`]b`DYbg]c b

² ghYffY]W\`ghY\`hj`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`%+
Dfc nYbh`XYf`6YgW`ÅZh[`hYb`]b`DYbg]c b`[`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"

Jcf'X]YgYa '<]bhYf[fi bX'k]''X]Y'6i bXYgfY[]Yfi b['UV'A Åfn'&\$&*
Y]bY'i a ZUggYbXY': UWÅ_fÅZhYghfUhY[]Y'Ui gUfVY]hYb''N]Y''gh'Ygž
E i U']Zn]Yfi b[ž'@Y\fy'i bX'j]bhYfbUh]cbU'Y': UWÅ_fÅZhY'gmghYa Uh]gWÅ
ni 'ghÅf_Yb'i bX'['Y]WÅnY]h]['i b[Ybi hnhY'DchYbn]U'Y'ja 'ǂ'UbX
VYggYf'ni 'U_hj]]YfYb"

5fVY]hg!'i bX'Gcn]U'a]b]ghYf]b'?cf]bbU'GWÅi a Ubb'VYhcbh' 8Yf
K UbXY''Ua '5fVY]hga Uf_h']gh'Ybcfa ' 'i bX'k]f'a ØggYb'Yhnh
\UbXY'bž'XUa]h'b]Ya UbX'ni fØW_[Y'UggYb'k]fX''E i U']Zn]Yfi b[']gh
XYf'GWÅ'ØggY''ZØf'g]WÅYfY'ǂVg'i bX'ZU]fY'7\UbWÅb"

8fY]'GÅi 'Yb'XYf'bYi Yb': UWÅ_fÅZhYghfUhY[]Y

8]Y'GhfUhY[]Y'gc''Ui ZXfY]'nYbhfU'Yb'GÅi 'Yb'VYfi \Yb.

- E i U']Zn]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']Zn]Yfi b['V]g'ni a
@Y\fUVgWÅ'i gg
- GhÅf_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]YV'WÅYb'5i gV]'Xi b[
- ǂbhYfbUh]cbU'Y': UWÅ_fÅZhY'U'g'Yf[ÅbnYbXYg'DchYbn]U'ž
i bhYf'UbXYfYa 'Xi fWÅ'9f'Y]WÅhYfi b[Yb'VY]'XYf'FchlK Y]»!
Fchl?UfhY

A]h'ǂ b]'&\$&*']gh'ni XYa 'Y]bY'bYi Y'K Y]hYfV]'Xi b[gVY]\]'ZY
[Yd'Ubh''8Yf'GWÅi 'i b[gni gWÅ'U['gc''j YfY]bZUWÅh'k YfXYbž'i a
'Åb[YfY': UWÅ_fÅZhYUi gV]'Xi b[Yb'Z]bUbn]Y''VYggYf'UVni g]WÅYfb"
; 'Y]WÅnY]h]['gc''XUg'DchYbn]U'j cb': fUi Yb'ghÅf_Yf'[Ybi hnh
k YfXYb'']bgVYgcbXYfY'Xi fWÅ'VYggYfY'J YfY]bVUf_Y]h'j 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
: UWÅ_fÅZhYg]WÅYfi b[

DUFU''Y''XUni 'k]fX'ja '6]'Xi b[gVYfY]WÅ'ghfi _hi fY''Ub[YgYhnh''5V
XYa 'GWÅi '\U\f'&\$&*#&+'gc''Ub'U''[Ya Y]bV]'XYbXYb

DZ]W\hgW\i`Yb`Y]b`a`]hh`YfYg`A UbU[Ya`Ybh`Y]b[YZØ\fh`k YfXYb`"·>Y
bUW\`GW\i`[fØ»Y`ghY\Yb`ni gÄhn`]W\Y`K`cW\Ybghi`bXYb`ZØf
UXa`]b]ghfUh]j`Y`i`bX`dÄXU[c[]gW\Y`?ccfX]bUh]cbgUi`Z[UVYb`ni`f`
JYfZØ[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`]hÄhga`U»bU\`a`Y`.

Gck`c\`@Y\`f`_fÄZhY`_U`g`_Ui`W\`8]fY`_hc`f]bbYb`i`bX`8]fY`_hc`fYb`
_ØbbYb`g]W\`a`]h`9]bZØ\`fi`b[`X]YgYf`gY\`f`k`]W\h[Yb`
DYfgcbYb[fi`ddY`k`]YXYf`j`Yfa`Y\`fh`]YfYb`?YfbUi`Z[UVYb`k`]Xa`Ybž`
k`Ug`ni`Y]bYf`k`Y]hYfYb`GhY[Yfi`b[`XYf`l`bhYff]W\hgei`U`]hÄh`ZØ\`fYb`
k`]fX"

:`]bUb`nghUUhgY`_fYhÄf]b`6UfVUfU`9]V]b[Yf!A`]YX`Yf[Äb`nh`6]`Xi`b[
]gh`Y]bY`nYbhfU`Y`Ni`_i`bZh]bj`Ygh]h]cb`"·>XXYf`9i`fcž`XYb`k`]f`\Yi`hY`]b`
i`bgYf`6]`Xi`b[ggmghYa`_]bj`Ygh]YfYbž`ghÄf`_h`X]Y`·YgY`gW\UZhž`
i`bgYfYb`K`]fhgW\UZhghU`bXcf`hi`bX`X]Y`·b`bcj`Uh]cbg`_fUZh`i`bgYfYg`
@UbXYg"

:`Øf`5<Gž`6A`<G`i`bX`6Yfi`ZggW\i`Yb`k`YfXYb`UXa`]b]ghfUh]j`Y`
l`bhYfghØhni`b[gghfi`_hi`fYb`YVYbZU`g`ZYl`jV`]g]Yfhž`i`a`
@Y]hi`b[ghYUa`g`ni`ghÄf`_Yb"

K`]fhgW\UZh`ZcfXYfh`HYa`dc`VY`]l`a`gYhni`b[

8]Y`K`]fhgW\UZh`_Ua`a`Yf`²`ghYffY]W\`VY[fØ»h`X]Y`·b]h]Uh]j`Y`
[fi`bXgÄhn`]W\ž`a`U\`bh`YXcW\`fUgW\Y`i`bX`dfUl`]gbU\Y`l`a`gYhni`b[
Y]b"

K`?²`!`YbYfU`gY`_fYhÄf`·x`W\Yb`8Ubb]b[Yf`Yf`_Äf`h`9g`]gh`
YfžFYi`_]W\ž`XUgg`X]Y`6i`bXYgfy[]Yfi`b[`X]YgYg`DfcV`Ya`Yf`_Ubbh`\Uh`
i`bX`Ub`Y]bYf`i`a`ZUggYbXYb`·UW\`_fÄZhYghfUhY[]Y`UfVY]hYb`k`]`"
K`]W\h[`]gh`UVYfž`XUgg`X]Y`l`a`gYhni`b[`fUgW\`YfZc`[h`i`bX`X]Y`
8YhU`]g`gh]a`a`Yb"

·bgVYgcbXYfY`VY`]XYf`F`chl`K`Y]»!F`chl`?UfhY`ZcfXYfh`X]Y`K`?²`
gW\bY`YfY`i`bX`X][]hU`]g]YfhY`J`YfZU\`fYb`"5i`W\`X]Y`VYhf]YV`]W\Y`
@Y\`fghY`YbZØfXYfi`b[`a`ØggY`Ui`gfY]W\YbX`Z]bUb`n]Yfh`i`bX`
j`U`cf]g]Yfh`k`YfXYb"

;`Yk`Yf`_gW\UZh`ZcfXYfh`j`YfV]bX`]W\Y`

:]bUb n]Yfi b[

8Yf² ghYffY]W\]gW\Y'; Yk Yf_gW\UZhVi bX'i bhYfghØhnh'X]Y
ghfUhY[]gW\Y'Ghc»f]W\hi b[žj Yf`Ub[h'YXcW\j YfV]bX`]W\Y
6i X[Yha]hhY`"
2 ; 6!6i bXYg[YgW\ÄZhgz0\fyf]b`<Y`YbY'GW\i VYfh\`k Ufbh` K Yf
\Yi hY`VY]'K Y]hYfV]'Xi b[`gdUfhž'nU\`ha cf[Yb`XcddY`h`'a]h
DfcXi _hj] hÄhgj Yf'i ghYbž'a Uggj Ya `: UW_fÄZhYVYXUfZ'i bX'gc n]U`Yf
GdU`hi b["
8Yf² ; 6`ZcfXYfh'ni XYa `ghÄf_YfY`J YfdZ]W\hi b[Yb`Z0f`6Yhf]YVY`]b
XYf`@Y\`f`]b[gUi gV]'Xi b[`gck]Y`ZU]fY`5fVY]hgVYX]b[i b[Yb`Z0f
]bhYfbUh]cbU`Y': UW_fÄZhY"

?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\UfZ'i bX`k Ufbh
j cf`@c\`bXi a d]b[`Xi fW\`Yf`Y]W\hYfhY`Ni k UbXYfi b["
GYb]cfYbVi bXdfÄg]XYbh]b`b[f]X`?cfcgYWj Yfk Y]gh`k]YXYfi a `Ui Z
X]Y`ghY][YbXY`5fVY]hg`cg][_Y]hÄ`hYfYf`5fVY]hbY\`a Yf]bbYb`i bX
5fVY]hbY\`a Yf.`: UW_fÄZhYa Ub[Y`ni `VY`_U[Ybž[`Y]W\ nY]h][`UVYf
Y`hYfY`ni `_0bX][Yb`cXYf`b]W\h`Ubni ghY`Ybž]gh`dUfUXcl "
=a `ÄbbYf`k UfYb`0VYf`%%*"\$\$\$`DYfgcbYb`0VYf`) \$`UfVY]hg`cg
[Ya Y`XYhž` \$`Dfc nYbh`XYf`i bhYfbY\`a Yb`a]h`a Y\`f`U`g`&\$
6YgW\ÄZh][hYb`\UVYb`b]Ya UbXYb`0VYf`* \$`Ub[YghY`h"

6YXYi hi b[`Z0f`: `Y]gW\k]fhgW\UZh'i bX
@YVYbga]hhY`\UbXk Yf_

: 0f`X]Y`0ghYffY]W\]gW\Y': `Y]gW\k]fhgW\UZh'i bX`XUg
@YVYbga]hhY`\UbXk Yf_]gh`X]Y': UW_fÄZhYghfUhY[]Y`j cb`nYbhfU`Yf
6YXYi hi b[``A Yhm[YfY]Ybž`J YfUfVY]hi b[gVYhf]YVY`i bX
`YVYbga]hhY`dfcXi n]YfYbXY`i bhYfbY\`a Yb`_Äa dZYb`gY]h`Ä\`fYb
a]h`BUW\k i W\gd fcv`Ya Yb`i bX`ghY][YbXYb
E i U`]Z[_Uh]cbgUbZcfXYfi b[Yb"
; YfUXY`a]hhYfY`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`GhÄf_i b[`XYf`@Y\`fY`gck]Y

[Yn]Y`hY`<Ò\Yfei U`]Z]n]Yfi b[` _ÒbbhYb`\\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_hdc`]h]_ž`gcbXYfb`GhUbXcfhdc`]h]_""E i U`]Z]n]YfhY
A]hUfVY]hYbXY`YbHgW\Y]XYb`ØVYf`K YhhVYk YfVgZÀ\\[_Y]hž
DfcXi _h]cbgg]W\Yf\Y]h`i bX`⌘bcj Uh]cbgZÀ\\[_Y]h"

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

C V`X]Y`[Yd`UbhY`GhfUhY[]Y`K]f_`i b[`YbhZU`hYhž`k]fX`XUj cb
UV\Àb[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]cb""I bX`c\`bY`DfcXi _h]cb
_Y]bY`J Yfgcf[i b[gg]W\Yf\Y]h"

\hhdg.##cb"cfZ"Uh#]XYc#%(' %&\$\$- #dfYggYZcmYf!bUW\!XYa !
a]b]ghYffUh

6Ygi W\Yb`G]Y`i bg`Ui Z.`Z`Y]gW\i bXW`"Uh