

2 Abstracts

Not only since the corona pandemic from 2020 has there been an increased demand for construction services and, as a result, there is also a great demand for skilled workers in the construction industry and related professions. Even the labor market service says that the demand cannot be met with the personnel currently available on the labor market.

The question arises as to whether this shortage of skilled workers actually exists and whether it is a short-term event or a long-term structural problem. Although the number of apprentices is steadily increasing, there are fewer and fewer skilled workers. It is therefore questioned why skilled workers who have completed their training are turning their backs on the construction industry and changing careers. The aim of the work is to find out what motivated the apprentices to learn a construction trade and what the reasons are that they left the construction industry again. To answer the questions asked, a comprehensive literature search on this topic is carried out. Apprentices at the vocational school and the building academy are also questioned on this topic.

The result of this work shows that an apprenticeship in the construction industry is still popular and steadily increasing. However, in the last 20-30 years, the number of young people who have started an apprenticeship has decreased, new incentives must be created to get young people excited about an apprenticeship again in order to meet the demand for skilled workers.

Since skilled workers will also be needed in the future years in the construction trade, since automation cannot be used everywhere, an employer has to adapt to the new needs of apprentices and new skilled workers in order to be able to access appropriately trained personnel in the future.

It remains to be seen whether the shortage of skilled workers described in this work will continue in the future or whether more young people will be able to get enthusiastic about an apprenticeship.