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Project outline

FBQ

Fördern – Bilden – Qualifizieren

(Advancement – Training – Qualifications)

in constructing the Fehmarnbelt link



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Background: The Fehmarnbelt link – On 26 March and 18 June 2009, the Danish and German parliaments decided in favour of constructing a link across the Fehmarnbelt. Femern A/S, a company owned by the Danish Ministry of Transport, has been entrusted with the task of designing and planning this link between Germany and Denmark over the Fehmarnbelt. The company is part of the Danish state-owned firm Sund & Bælt Holding A/S, which has experience in the field, having built the fixed links across the Great Belt and the Öresund. On its suggestion, seven of the eight parliamentary groups in the Danish parliament agreed on an immersed tunnel as the preferred technical option. This option will now be used as the basis for further planning and an environmental impact assessment. After planning is complete, a building law will be presented for approval to the Danish parliament, which will then make the final decision on whether to build a tunnel or a bridge. This is due to take place in 2013. The aim is to finish the 19 km link by 2020. The link will strengthen Scandinavia's connection to the rest of Europe and create a direct link between the Scandinavian countries, northern Germany and the eastern countries on the Baltic Sea that have shown such dynamic growth in recent years. The main aim of the combined road and rail link is to environmentally and economically improve transport conditions for goods and passengers.¹

Start of construction: 2014 (expected)

End of construction: 2020 (expected)

Labour market: The six-year construction phase (one year start-up phase, five years of construction) is expected to require between 6,000 and 7,000 workers per year.

Project idea: Cross-border qualification-based apprenticeship during the construction of the Fehmarnbelt link.

Parallel to the construction of the Fehmarnbelt link, I propose training, under Danish and German law, 150 to 200 young apprentices each year. The training period should provide the apprentices with (additional) Danish, German and English language skills. One way of implementing the training would be to found a training and qualification company which would employ the apprentices and would organise, during the construction phase, the three-

¹ Femern A/S: Outline of possible production sites

<http://www.femern.com/Material+folder/Documents/2010+publications/Outline+of+possible+production+sites>

and-a-half-year apprenticeship in all trades and business sectors in the company and the businesses involved in building the link.

Ideally, the apprenticeship should be developed in cooperation with the German and Danish chambers of crafts and chambers of industry and commerce. This is because the project aims to provide the apprentices with bilingual training that will qualify them for the common labour market.

Given the wish for greater cross-border cooperation, the human dimension will play a fundamental role even during the construction of the link. It would also be possible to integrate qualification measures for young people who are only able to complete a shorter period of vocational training. With regard to the economic opportunities that the construction of the Fehmarnbelt link would create, the German Federal Ministry of Transport, Building and Urban Development and the Danish Ministry of Transport and Energy commissioned a report on the regional effects of a fixed link across the Fehmarnbelt. It came to the following conclusion: “The fixed link will offer opportunities for further development within a range of different activities. Of these opportunities the most promising are evaluated to be: Construction, which will be boosted during the construction phase if the proper precautions are taken in due time.(...)”²

Target group: The apprenticeship should provide young people primarily from Denmark and Germany with training in the trades involved in the construction of the link. However, to get more than just two EU Member States involved, the group could be expanded to include young people from the Baltic States.

Numbers: Each training year should take on between 150 and 200 new apprentices. This would mean that around 600 to 800 young people would receive advanced vocational training over the entire construction period.

Objectives: The “FBQ – Fördern – Bilden – Qualifizieren” project is designed to strengthen, during the construction of the fixed link across the Fehmarnbelt, socio-economic relationships in the region by harnessing the growth effects that will result from building the link. The FBQ project is primarily concerned with the future of young people in the Fehmarnbelt region, which is why it aims

² Federal Ministry of Transport, Building and Urban Development: [Regional effects of a fixed Fehmarn Belt link – Final report](http://www.bmvbs.de/cae/servlet/contentblob/34682/publicationFile/930/regional-effects-of-a-fixed-fehmarn-belt-link-february-2006.pdf) <http://www.bmvbs.de/cae/servlet/contentblob/34682/publicationFile/930/regional-effects-of-a-fixed-fehmarn-belt-link-february-2006.pdf> Page 6, February 2006 (accessed for the present translation on 14 February 2011 at 1 p.m.)

to provide young people with transnational training. The exact objectives of the initiative are as follows:

- Providing transnational vocational training and qualification that leads to a multifunctional qualification and international employment perspectives with training certificates recognised in Germany and Denmark; ensuring a high level of transnational mobility through multilingualism and multicultural competence.
- Providing young people with training in skilled occupations for the new transnational joint economic region
- Disseminating Danish and German training standards in the Baltic Sea region
- Strengthening cooperation between trainers of different nationalities
- Transferring knowledge and competences, boosting collaboration
- Mutually recognising vocational qualifications
- Completing a unique, joint apprenticeship project – the Fehmarnbelt link
- Creating high-quality apprenticeships and jobs
- Developing a well-trained, flexible and mobile workforce, and a high degree of inclusion
- Making the region more competitive and attractive by achieving a high level of employment

A study commissioned by the Danish Ministry of Transport and by the German Federal Ministry of Transport on the macroeconomic benefits of a fixed link across the Fehmarnbelt came to the following conclusion: “The largest growth effects in relative terms are found close to the fixed link. The regions of Lübeck and Kiel in Germany get a share of the dynamic effects from the Fehmarn Belt that is about 4 times as high as their regional shares of German GDP. And the region of Lolland-Falster in Denmark gets a share of the Fehmarn Belt effects that exceeds its share of Danish GDP by more than a factor of 4. These regions are in relative terms the most affected regions in Europe from the fixed link across the Fehmarn Belt.”³

³ Federal Ministry of Transport, Building and Housing: Economy-wide Benefits. [Dynamic and Strategic Effects of a Fehmarn Belt Fixed Link](http://www.bmvbs.de/cae/servlet/contentblob/34670/publicationFile/935/economy-wide-benefits-dynamic-and-strategic-effects-of-a-fehmarn-belt-fixed-link-june-2004.pdf) (accessed for the present translation on 14 February 2011 at 1:45 p.m.) <http://www.bmvbs.de/cae/servlet/contentblob/34670/publicationFile/935/economy-wide-benefits-dynamic-and-strategic-effects-of-a-fehmarn-belt-fixed-link-june-2004.pdf>, Page 6, June 2004 (accessed for the present translation on 14 February 2011 at 1:45 p.m.)

Given the growth effect that will result from constructing the link, the “FBQ – Fördern – Bilden – Qualifizieren” project can provide young people in the region with a solid foundation for their professional future while also boosting potential for domestic growth.

Content: Time and again, Denmark’s and Germany’s failure to recognise vocational qualifications gained in the other country is singled out as an obstacle to mobility and therefore to regional growth. Lack of language skills in the other language also often creates mobility problems for job seekers. A three-year or three-and-a-half-year vocational training course that conforms to Danish and German law and develops Danish, German and English language skills would help to combat these problems. It would generate a variety of positive socio-economic effects. The project could also offer qualification measures for disadvantaged young people and continuing education schemes for trainers and other employees.

Professions: A report compiled by Femern A/S on the description of possible production sites shows a list with the percentage distribution of types of labour for constructing the Fehmarnbelt link. It is based on the distribution of the workforce in the construction of the Öresund Bridge.⁴

Percentage distribution by type of labour on the Fehmarnbelt link		
Type of labour	Tunnel	Bridge
Marine staff (dredging)	7	
Earth and concrete work	43	27
Supervisors	5	8
Engineers	6	8
Electricians	6	8
Mechanics	5	8
Service functions (security, canteen, cleaning, craftsmen)	4	7
Welders		5
Seamen, shipmasters, etc.	7	5
Smiths		5
Drivers and engine drivers	4	4
Administrative staff	4	4
Plumbers		4
Crane operators	2	4
Cable assemblers		2
Surveyors	2	2
Rail staff	4	

⁴ Femern A/S: Outline of possible production sites

<http://www.femern.com/Material+folder/Documents/2010+publications/Outline+of+possible+production+sites>, Page 10, February 2010 (accessed for the present translation on 14 February 2010 at 2:30 p.m.)

Framework: There are two possible organisational forms for implementing the project.

Participating companies commit to providing vocational training on their own initiative

As part of the call for tenders for the different trades, companies could be obliged to make a certain number of apprenticeships available and then to organise the training themselves.

Alternative in order to reduce the organisational burden

By submitting a bid, all companies agree to the condition in the call for tenders that requires them to participate in the training and qualification company that will be founded. This company will be the contract partner for the young people, will employ the full-time trainers, will organise the vocational training within its own infrastructure and will plan placements and training at the companies involved in the construction of the Fehmarnbelt link.

Financing:

The companies involved in the construction of the link will finance the apprenticeships created by the project. A variety of programmes at the European and national level could provide opportunities for co-financing and promoting apprenticeships.

- **EU Strategy for the Baltic Sea Region⁵**

This strategy aims to coordinate action by Member States, regions, pan-Baltic organisations, financing organisations and NGOs to promote balanced development in the region. The four cornerstones of the strategy have the following objectives:

- Ensuring sustainable environmental development
- Promoting small and medium-sized enterprises
- Boosting the attractiveness and accessibility of the region
- Improving security

- The EU Strategy for the Baltic Sea Region offers the following sources for promoting small and medium-sized enterprises and for developing regional projects:

⁵ European Commission – Regional Policy: [EU Strategy for the Baltic Sea Region](http://ec.europa.eu/regional_policy/cooperation/baltic/projects_en.htm)
http://ec.europa.eu/regional_policy/cooperation/baltic/projects_en.htm (accessed on 4 March 2010 at 2:15 p.m.)

- JEREMIE – Joint European Resources for Micro to Medium Enterprises
- JASPERS – Joint Assistance to Support Projects in European Regions
- **Leonardo da Vinci Programme⁶**

The Leonardo da Vinci Programme is the European Union's programme for vocational education and training. It supports transnational cooperation between stakeholders involved in this field by funding stays abroad for vocational training and by developing innovative additional qualifications and teaching and learning materials in European partnerships. The new Leonardo da Vinci programme is committed to achieving the objectives of the Lisbon and Copenhagen Processes. It supports reform plans such as developing the European Credit system for Vocational Education and Training (ECVET) and the European Qualifications Framework (EQF). It is also the biggest programme that funds stays abroad for vocational training.
- **INTERREG IV A: Fehmarnbelt⁷**

On 21 December 2007 the European Commission approved the programme INTERREG IV A Fehmarnbeltregion 2007-2013, which covers the Danish region of Sjælland and the German districts of Plön and Ostholstein and the Hanseatic City of Lübeck. Individual projects can receive INTERREG funding for up to 60 percent of the eligible costs, with a maximum limit of €400,000.
- **The European Social Fund (ESF)⁸**

One focus of the new ESF funding period will be transnational measures. In particular this will involve promoting mutual learning between participants from EU Member States and using model projects to test transnational instruments. The idea is to find out how gaining practical work experience in other EU countries can

⁶ National Agency Education for Europe at the Federal Institute for Vocational Education and Training: [Leonado da Vinci](http://www.nabibb.de/ueber_leonardo_da_vinci_179.html#393) http://www.nabibb.de/ueber_leonardo_da_vinci_179.html#393 (accessed on 4 March 2010 at 2:30 p.m.)

⁷ Fehmarnbelt Region: [Fördermöglichkeiten \(funding opportunities\)](http://www.fehmarnbeltregion.net/de/supportpossibilities/requirements/) <http://www.fehmarnbeltregion.net/de/supportpossibilities/requirements/> (accessed on 4 March 2010 at 2:50 p.m.)

⁸ Europäischer Sozialfonds für Deutschland (European Social Fund for Germany): [Programme der neuen Förderperiode 2007-2013 \(programmes in the new funding period 2007-2013\)](http://www.esf.de/portal/generator/656/programme_2007-2013.html) http://www.esf.de/portal/generator/656/programme_2007-2013.html (accessed on 4 March 2010 at 3:00 p.m.)

help to integrate people into working life. Furthermore, the funding period will aim to strengthen European thinking at the project level. In line with the European Commission's initial considerations, the ESF should also be able to fund worker mobility in the future. The ESF is currently funding the Zukunftsprogramm Arbeit (future strategy for work) of the Land Government of Schleswig-Holstein.

- **Eures Cross Border Denmark-Germany⁹**

A cross-border partnership has existed between the regions of Sønderjylland in Denmark and Schleswig in Germany since 1995. The partnership is involved in a series of activities that aim to remove obstacles to mobility in the border region and to increase the number of commuters and job vacancies on both sides of the border. It would be possible to build a similar partnership in the Fehmarnbelt region between the regions of Ostholstein/Lübeck and Lolland-Fallster.

- **Further contacts**

- Agentur für Arbeit Lübeck (Lübeck employment office)
- STRING (Southwestern Baltic Sea Transregional Area – Inventing New Geography)
- Fehmarnbelt Business Council
- Femern Bælt Development
- HanseBelt
- Fehmarnbelt Development Joint Venture

⁹ Europäischer Sozialfonds für Deutschland (European Social Fund for Germany) Programme der neuen Förderperiode 2007-2013 (programmes in the new funding period 2007-2013)
http://www.esf.de/portal/generator/656/programme_2007-2013.html (accessed on 4 March 2010 at 3:00 p.m.)