

Updating VET Training Contents

Aktualisierungen der Ausbildungsordnung

POLICY INSTRUMENT

 Germany

Description

Country

 **Germany**

Focus area

KEY TRAINING POLICY MEASURE

The initiative reviews the training contents of VET education and produces information brochures and regulations, which provide information on a unique procedure for the development of training regulations. The arrangements form the basis for initial training in the dual system, in which many young people in Germany begin their vocational qualification.

Link

<https://www.bibb.de/veroeffentlichungen/de/publication/show/8269>

Implementation level

NATIONAL

Legal base

An agreement between the federal government and the federal states regulates the procedure for coordinating training regulations and framework curricula. The process in general is described in the Vocational Training Act.

Starting period

1972

Perspective

BiBB creates the prerequisites for the training regulations to be redesigned, revised and adapted in accordance with economic, technical and social changes. This redesign is informed by all kinds of LMI, including skills forecasts and foresight activities.

Policy area

EDUCATION

TRAINING

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

OVERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE ABOVE THEIR JOB'S NEEDS)

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

OTHER

By modernizing training regulations according to skills needs.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

depends on the occupation/training regulation

BASIC DIGITAL SKILLS

depends on the occupation/training regulation

MORE ADVANCED DIGITAL SKILLS

depends on the occupation/training regulation

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

depends on the occupation/training regulation

GREEN SKILLS

depends on the occupation/training regulation

Methods

Methods

EXPERT PANELS

Experts from training practice, the Federal Institute for Vocational Education and Training (BIBB), experts from vocational training schools, employers, trade unions, and Federal Government

Use of skills intelligence

Please select the most important options and explain how the labour market information (LMI) has been used (maximum 50 words)

DESIGNING STANDARDS AND ACCREDITATION

In the process LMI is used to design and update training regulations.

Stakeholders

Main responsible body

NATIONAL AGENCY

Bundesinstitut für Berufsbildung (BiBB)

Other involved organisations

NATIONAL MINISTRY

The federal government provides the legal framework for vocational training through laws and ordinances. These are issued by the responsible federal ministries in agreement with the Federal Ministry of Education and Research (BMBF) through statutory ordinances.

SOCIAL PARTNER: EMPLOYER ORGANISATION

part of the advisory process

SOCIAL PARTNER: TRADE UNION

part of the advisory process

NATIONAL PES

part of the advisory process

CHAMBERS OF COMMERCE

part of the advisory process

TRAINING PROVIDERS

part of the advisory process

RESEARCH CENTRES, UNIVERSITIES

part of the advisory process

OTHER

All kinds of (relevant) stakeholders are involved in the process (depending

on the VET qualification)

Beneficiaries

OTHER

Employers and persons in VET training, as this process is aimed at designing training regulations that are up to date.

Sustainability

Success factors

A wide range of different institutions (employers, unions, ministries, associations etc.) are involved in the process. This ensures that training regulations also meet the demand of the labour market. Also, the system is deeply rooted in the German vocational training system.

Barriers

Updating training regulations often takes a long time due to the involvement of a wide range of stakeholders. In some occupations where skills needs change very rapidly (e.g. ICT occupations) it can therefore be a challenge to keep training regulations up to date.

Monitoring and evaluation

Progress could be measured/evaluated by vocational training job matching. However, an evaluation of the process is not publicly available.

Updates

YES

New training regulations are implemented and updated very regularly (see https://www.bibb.de/dienst/berufesuche/de/index_berufesuche.php/new_mod...)

Effectiveness

No information is publicly available, but the Vocational Training Act as a whole was evaluated in 2016 by the Federal Ministry of Education (https://www.bmbf.de/files/2016-03-23_Evaluationsbericht_BBIG.pdf). According to this, the process has proven itself extensively in over 40 years of professional training practice as it ensures that all regulations relating to dual vocational training are mutually agreed in the federal-state coordination without interfering with the sole competencies of the federal and state governments.

Sustainability

There is no indication that the BIBB will discontinue this instrument.

Other instruments in Germany

- [Immigration monitoring instrument](#)
Zuwanderungsmonitor
- [Occupation Information Net](#)
BERUFENET
- [PROSIMA apprenticeship market model](#)
PROSIMA
- [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