

# Expansion and promotion of part-time VET

**POLICY DEVELOPMENT****PRACTICAL MEASURE/INITIATIVE****GERMANY**

## Timeline

**2020 Legislative process****2021 Implementation****2022 Implementation****2023 Implementation****2024 Implementation****ID number 41614**

## Background

Personal circumstances do not always allow people to complete full-time vocational training. Part-time vocational training can then be a pathway to a profession.

## Objectives

Whereas part-time training used to be aimed almost exclusively at people with family responsibilities, the new model is developing from an exceptional solution for a small group of addressees into a design option for all apprentices. This flexible offer is an important building block to cope with the existing shortage of skilled workers.

## Description

The amendment to the Vocational Training Act in 2020 (Section 7a BBiG), makes it possible to organise part-time vocational training individually in terms of time. In addition to single parents or individuals caring for family members, the option of part-time training is further opened up to additional groups. People with disabilities or refugees, for example, who want to or have to pursue gainful employment next to their training, can now also benefit from the option of part-time vocational training. In consultation with the training company, the daily or weekly training time can be reduced by a maximum of 50% (Section 7a, paragraph 1, sentence 3 BBiG). In addition to a part-time agreement for the entire duration of the training, a proportional reduction of the full-time training is also conceivable, for example a reduction of the daily training time to 70% for a period of 12 months.

### **2020 Legislative process**

The amendment to the Vocational Training Act in 2020 (Section 7a BBiG), increases the flexibility for part-time training.

### **2021 Implementation**

In 2021, the BIBB board published a recommendation on the design of part-time

vocational education and training (VET). In June, a symposium was held at which experts discussed the new possibilities offered by the expansion of part-time VET and the concrete challenges in practice. Further, contact points have been set up in almost all Federal States. For example, the Federal State of North Rhine-Westphalia has developed the *Part-time vocational training -accompanying entry - opening perspectives (TEP)* programme, which will fund projects that support part-time VET from 2022 to 2024.

### 2022 Implementation

The recommendation on the design of part-time VET was amended on 29 June 2022. The BIBB Board decided to include a passage on remuneration. This must be based on the legally determined level of the minimum remuneration, even if it is not covered by a collective agreement. An updated brochure was published by the Ministry of Education in September 2022 and informs about the new framework conditions for part-time VET.

### 2023 Implementation

In 2023 the Federal Employment Agency (Bundesagentur für Arbeit, BA) published a new information sheet on the options of part-time VET.

### 2024 Implementation

In 2024, the BMBF has published an updated brochure on the framework conditions for part-time vocational training and provides an overview of existing state support services.

Data from the 2024 BIBB Data Report (p. 107) shows that overall, the proportion of part-time apprenticeships did not increase in 2022. The changes made to the Vocational Training Act (BBiG) in 2020 also have not affected the groups of people (apprentices) taking up part-time training, nor the agreed duration of the apprenticeship so far. Since then, no legitimate interest is required, meaning part-time vocational training is generally available to all apprentices (if both parties to the contract agree), and the agreed calendar duration of the apprenticeship is automatically extended in the case of part-time vocational training. The vast majority of part-time apprentices are still women (proportion of women among all new part-time apprenticeship contracts: 86.3%). In terms of school qualifications, there are also hardly any differences compared to previous analyses.

## Bodies responsible

- Federal Institute for Vocational Education and Training (BIBB)
- Federal Ministry of Education and Research (BMBF)
- Federal States (Länder)

## Target group

### Learners

Young people (15-29 years old)  
Young people not in employment, education or training (NEETs)  
Learners with migrant background, including refugees  
Learners with disabilities

### Entities providing VET

Companies  
Small and medium-sized enterprises (SMEs)

## Thematic categories

### Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

### Supporting lifelong learning culture and increasing participation

Ensuring equal opportunities and inclusiveness in education and training

## Subsystem

IVET

## Further reading

[BMBF-brochure on the conditions for part-time VET \(2024\)](#)

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[BIBB data report 2024](#)

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[Vocational Training Act, section 7a](#)

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[Recommendation of the BIBB board](#)

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[Amendments to the Recommendation of the BIBB board \(29.06.2022\)](#)

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[TEP-programme](#)

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[BA information sheet \(2023\)](#)

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[Background information and list of regional contact points](#)

## Related policy developments

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**2024 Implementation**

### Providing gender cliché-free vocational guidance

Since December 2016, a dedicated website informs and supports young people in their career choice free from gender clichés; it also serves all actors involved in career guidance processes (schools, parents, companies).

 GERMANY

#### Type of development

Practical  
measure/Initiative

#### Subsystem

IVET

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**2021 Completed**

### Amendment of Vocational Training Act

The legislative process for amending the Vocational Training Act started in November 2018. Several key changes to be introduced:

Introducing a minimum training wage for apprentices.

 GERMANY

**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

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**2024 Implementation**

## **Integrating migrants and refugees in VET and work**

Since 2015, in line with the federal ESF integration guideline, the IvAF integration programme (Integration of asylum seekers and refugees) has contributed to the sustainable integration of asylum seekers, asylum applicants and refugees in training and employment through comprehensive counselling

 GERMANY

**Type of development**

Practical  
measure/Initiative

**Subsystem**

IVET CVET

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