

# Amendment of Vocational Training Act

POLICY DEVELOPMENT

REGULATION/LEGISLATION

 GERMANY

## Timeline

2018 Legislative process

2019 Approved/Agreed

2020 Implementation

2021 Completed

ID number 28125

## Objectives

The amendment of the Vocational Training Act aims to modernise and strengthen vocational education and training (VET) by making it more attractive, permeable, flexible, transparent and equivalent to academic education. Another aim is to introduce minimum remuneration for apprentices and more opportunities for part-time vocational training.

## Description

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.

Apprentices starting their training in 2020 will receive a minimum wage of EUR 515 per month. This will increase by 18% in the second year of training and by 35% (based on the first year) in the third year. For apprenticeships starting in 2021, the minimum wage will be EUR 550 in the first year of training, for apprenticeships starting in 2022 it will be EUR 585, and for apprenticeships beginning in 2023 the minimum wage will be EUR 620. In subsequent years, the minimum training remuneration will be adjusted annually to the average development of all training allowances. This regulation does not apply to apprentices in companies with collective bargaining agreements, where the wages are part of the social partner agreements.

Underlining equivalence of VET to academic qualifications.

New English terms for advanced vocational qualifications for the three levels of tertiary VET are introduced to underline the equivalence to academic qualifications and to improve international visibility and recognition. The new terms are: 'certified advisor' (EQF level 5); 'bachelor professional' (EQF level 6); and 'master professional' (EQF level 7). Existing and recognised professional terms such as master craftsperson (*Meister*) will not be replaced but supplemented.

Expanding part-time vocational training to new target groups.

In future, it will be possible to extend the duration of part-time apprenticeship in consultation with the training company. This possibility will also support disadvantaged

groups, such as people with learning disabilities, handicaps or people who need to work to earn money alongside the training.

Facilitating recognition of prior VET learning and improved permeability.

The new law makes it easier for VET graduates of 2-year programmes to get their prior learning recognised and the duration of the subsequent (3.5 years) apprenticeship programme reduced. Recognition of prior assessments and examinations will be improved. The objective is to avoid duplication of learning and administrative work.

Further reduction of administrative burden: there are further revisions concerning examinations and simplifying international mobility, which means that a learning phase abroad requires an agreed plan only when its duration exceeds eight weeks (previously four weeks).

Improved framework conditions for legally binding and high-quality examinations as well as for an attractive honorary office for examiners.

### 2018 Legislative process

### 2019 Approved/Agreed

The amendment of the Vocational Training Act was adopted in May 2019. Different VET actors congratulate BBiG on its 50th birthday in 2019.

### 2020 Implementation

The amendment of the Vocational Training Act came into force on 1 January 2020.

The following information was published in 2020:

- (a) the BMBF initiated a new portal on the dual training system in Germany with the entry into force of the amended Vocational Training Act on 1 January 2020. The portal promotes the German apprenticeship system and explains the new aspects of BBiG;
- (b) the full text of the new BBiG act was published as a brochure in German and English in August 2020;
- (c) five short videos produced by the BMBF explain the modernised Vocational Training Act (BBiG);
- (d) the Association of German Chambers of Industry and Commerce (DIHK) also produced two videos, explaining different facets of the new BBiG.

### 2021 Completed

In 2021, the action was completed.

## Bodies responsible

- Federal Ministry of Education and Research (BMBF) (until 2025)
- Federal Institute for Vocational Education and Training (BIBB)
- Federal States (Länder)

## Target group

### Learners

Learners in upper secondary, including apprentices  
Young people (15-29 years old)  
Adult learners

# Thematic categories

## Modernising VET offer and delivery

Reinforcing work-based learning, including apprenticeships

## Supporting lifelong learning culture and increasing participation

Promotion strategies and campaigns for VET and lifelong learning

Permeability between IVET and CVET and general and vocational pathways, academic and professional higher education

Providing for individuals' re- and upskilling needs

Ensuring equal opportunities and inclusiveness in education and training

## European and international dimensions of VET

Mobility of learners and staff

# Subsystem

IVET CVET

# Further reading

[BMBF portal on new BBiG and promoting dual VET \(2020\)](#)

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[The new Vocational Training Act \(BBiG\), in German](#)

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[ReferNet News: Modernisation of German VET law](#)

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[Most important changes of the new Vocational Training Act BMBF website](#)

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[Information of the Association of German Chambers of Industry and Commerce \(DIHK\)](#)

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[BMBF: Five videos explaining the modernised Vocational Training Act \(BBiG\), which came into force on 1 January 2020](#)

# Related policy developments

**2025 Implementation**

## Expansion and promotion of part-time VET

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.

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### Type of development

Practical  
measure/Initiative

### Subsystem

IVET

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2025 Implementation

## National Skills Strategy

In November 2018, the Federal Ministry of Labour and Social Affairs (BMAS) and the Federal Ministry of Education and Research (BMBF) launched a committee to develop a National continuing education strategy (*Nationale Weiterbildungsstrategie*).

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### Type of development

Strategy/Action  
plan

### Subsystem

CVET

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2025 Implementation

## Expanding financial support for CVET and advanced vocational qualifications

In 2016, the legislation promoting further training (AWStG) was amended.

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### Type of development

Regulation/Legislation

### Subsystem

CVET

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2021 Completed

## Pact for vocational training

The Pact for VET (*Der Berufsbildungspakt*) includes the following measures, partly addressing work-based learning:

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### Type of development

Strategy/Action  
plan

### Subsystem

IVET CVET

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2025 Implementation

## Modernising VET qualifications

The regulated qualifications of apprenticeships and advanced training occupations are based on examinations with nationwide uniform examination regulations.

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**Type of development**

Regulation/Legislation

**Subsystem**

IVET CVET

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“ ... ” **Cite as**

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28125>