

Pact for vocational training

POLICY DEVELOPMENT**STRATEGY/ACTION PLAN** GERMANY

Timeline

2017 Implementation**2018 Implementation****2019 Implementation****2020 Implementation****2021 Completed****ID number 28113**

Background

In October 2017, the Federal Ministry of Education and Research (BMBF) started implementing the Pact for VET, i.e. the VET agenda of the governmental coalition agreement for the 19th legislative period (October 2017 to September 2021).

Objectives

With the Pact for VET, BMBF is bringing together its diverse activities and initiatives for the development of a modern, attractive and dynamic VET to form an overall strategy, which increases visibility and esteem of VET pathways in public opinion.

Description

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

- (a) modernising the framework conditions of VET, particularly in view of digitalisation;
- (b) improving permeability and transparency through provision of vocational guidance, designating equivalent qualifications and improved progression opportunities;
- (c) modernising infrastructure in VET schools and training centres, particularly in view of digitalisation;
- (d) continuing professional development of VET teachers and trainers to enable them to face the challenges of digitalisation and diversity of apprentices;
- (e) supporting small and medium-sized enterprises in providing training;
- (f) supporting disadvantaged learners to complete a VET qualification;
- (g) strengthening the international perspective of VET with increased mobility of apprentices and acquisition of intercultural, social and linguistic competences.

The Alliance for initial and further training is one of the main implementation instruments of the Pact for VET.

2017 Implementation

2018 Implementation

2019 Implementation

In the context of the 2019 Year of VET, the Alliance for initial and further training, which ran from 2015 to 2018, was relaunched for 2019 to 2021 with continued as well as new common initiatives across all stakeholders.

2020 Implementation

Selection of 2020 activities in the context of the Pact for VET:

- (a) in 2020, the BMBF continued its multiple activities to strengthen VET according to the Pact for VET;
- (b) the main event was the coming into force of the amended Vocational Training Act (BBiG) on 1st of January 2020. In addition to its information portal on VET, the BMBF started a new portal to explain the new features of BBiG (such as the new titles for advanced VET: bachelor and master professional) and to promote dual training;
- (c) due to the COVID 19 pandemic, the Federal Government decided on key measures to support apprenticeship and to secure skilled labour in June 2020, with the funding programme Securing apprenticeship placements;
- (d) the BMBF guide *Ausbildung & Beruf* (Education & Profession) (08/2020) provides information on the rights and obligations of apprentices in all areas of training based on the new BBiG: training period, tasks, leave, remuneration, examinations, and termination;
- (e) another major step to promote the attractiveness of VET was the Amendment of the Upgrading Training Assistance Act (AFBG), which came into force on 1 August 2020. The new AFBG expanded its support measures for advanced VET learners. The new *BMBF portal AufstiegsBAföG – Karriere inklusiv* presents the amended Upgrading Training Assistance Act (AFBG), also called AufstiegsBAföG – BaföG for vocational advancement, and all its facets. It explains who can apply for funding; how to get funding; gives examples of beneficiaries; and features an information blog on advanced VET;
- (f) in April 2020, the Federal Government, the Federal States and the social partners jointly decided to adopt four modernised standard occupational profile items. They will find their way into all newly regulated dual training occupations, with which apprentices will acquire cross-occupational competences. Digitalisation and sustainability will become compulsory for apprentices;
- (g) the BMBF published its VET report 2020 (on the previous year 2019) in April 2020;
- (h) two competitions on innovative VET were initiated by BMBF: InnoVET and INVITE. The special programme on digitalisation in ÜBS supported a new round of projects

2021 Completed

In March 2021, the BMBF published the brochure Vocational training part-time (*Berufsausbildung in Teilzeit*). In addition to information on the new framework conditions for part-time vocational training under the Vocational Training Act, the brochure also provides an overview of existing State support services and their contact persons for apprentices – from vocational training allowances to childcare.

On 17 March 2021, the Federal Cabinet decided to extend the Federal Securing apprenticeship placements programme to the training year 2021/22 and to further develop the funding opportunities. The second amendment to the first funding guideline was published on 26 March 2021. It includes the subsidies: training premium; training premium plus; avoidance of short-time work; takeover premium and lockdown II special grant.

The BMBF published its VET report for 2021 in June 2021.

In October 2021, the Berufenavi website was launched. It provides school leavers with

support on their career choice process, tips on training and occupations that match their interests, as well as an overview of training opportunities.

The Pact for VET ended with the 19th legislative period in September 2021. However, the Alliance for initial and further training, one of the main implementation instruments of the Pact, continued its activities

Bodies responsible

- Federal Ministry of Education and Research (BMBF) (until 2025)

Target group

Learners

Learners in upper secondary, including apprentices

Young people (15-29 years old)

Young people not in employment, education or training (NEETs)

Learners with migrant background, including refugees

Learners with disabilities

Adult learners

Low-skilled/qualified persons

Learners from other groups at risk of exclusion (minorities, people with fewer opportunities due to geographical location or social-economic disadvantaged position)

Education professionals

Teachers

Trainers

Adult educators

Entities providing VET

Small and medium-sized enterprises (SMEs)

VET providers (all kinds)

Thematic categories

Governance of VET and lifelong learning

Engaging VET stakeholders and strengthening partnerships in VET

Modernising VET offer and delivery

Modernising VET standards, curricula, programmes and training courses

Acquiring key competences

Reinforcing work-based learning, including apprenticeships

Teachers, trainers and school leaders competences

Systematic approaches to and opportunities for initial and continuous professional development of school leaders, teachers and trainers

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

Financial and non-financial incentives to learners, providers and companies

Lifelong guidance

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 homepage on VET](#)

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

[BMBF guide Ausbildung & Beruf \(09/2022\) on rights and obligations of apprentices](#)

[VET Report 2021 - Berufsbildungsbericht 2021](#)

[VET Report 2020 - Berufsbildungsbericht 2020 \(04/2020\)](#)

[VET Report 2019 - Berufsbildungsbericht 2019 \(p 101, Section 3.3: Berufsbildungspakt\)](#)

[Alliance for initial and further training](#)

[Bafög for vocational advancement - career inclusive](#)

[Digitalisation and sustainability - what do apprentices have to learn??](#)

Related policy developments

2025 Implementation

The Excellence Initiative for VET

With the Excellence Initiative for VET policy projects are combined into an overarching agenda. Individual activities will be launched successively during 2022 to 2026. Over EUR 750 million have been earmarked for this purpose.



GERMANY

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2025 Implementation

Promoting international mobility of VET learners

Outgoing mobility:

 GERMANY

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2023 Discontinued

Securing apprenticeship placements during the COVID-19 crisis

Due to the COVID-19 pandemic, the Federal Government (BMBF, BMAS, BMWi) decided on key measures to support apprenticeship and to secure skilled labour in June 2020 with a total funding budget of up to EUR 500 million.

 GERMANY

Type of development

Practical
measure/Initiative

Subsystem

IVET

2025 Implementation

Developing digital CVET area - innovation programme INVITE

Starting point was the innovation competition INVITE, initiated by BMBF within the National skills strategy and is implemented by the Federal Institute for Vocational Education and Training (BIBB) with the support of an IT consulting company (VDI/VDE Innovation + Technik GmbH).

 GERMANY

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Perfect match programme for SMEs

The *Perfect match* programme (2015-20; funding volume per year: EUR 6 million including ESF funding) is designed to counteract matching problems on the training market.

Type of development

Practical
measure/Initiative

Subsystem

IVET

2025 Implementation

Supporting excellent inter-company training (ÜBA) and CoVE centres (ÜBS)

The Federal Ministry of Education and Research (BMBF) initiated the programme of promoting digitalisation in competence centres and inter-company training centres in 2016.

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Intercultural competences for trainers

Following the enormous influx of refugees in 2015-16, BIBB expanded its support offer to trainers on developing intercultural competences and training refugees.

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Qualifying trainers for the future world of VET

Since 2015, BIBB has funded eighteen 'VET for sustainable development' projects (BBNE). They experimented and evaluated relevant curriculum concepts, digital teaching, learning materials and examination questions on green skills for initial and continuing VET, e.g.

Type of development

Practical
measure/Initiative

Subsystem

CVET

2025 Implementation

Digital education and upskilling of VET teachers

Under its *Digital pact for schools* programme (2019-24), the Federal Government aims to fund the digital infrastructure in all German schools, including vocational schools, to promote the uptake of digital skills.

 GERMANY

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Alliance for initial and further training

The 2015-18 Alliance for initial and further training was agreed between the Federal Government, Federal States, business and industry, the unions and the Federal Employment Agency at the end of 2014.

 GERMANY

Type of development

Strategy/Action
plan

Subsystem

IVET CVET

2025 Implementation

Lifelong vocational guidance for young people and adults

Building upon the results of its pilot project Continuing education and training guidance, the Federal employment agency launched in 2017 a more comprehensive Lifelong vocational guidance project. The project targets both young people and adults. In 2018, it was piloted at four locations.

 GERMANY

Type of development

Practical

measure/Initiative

Subsystem

IVET CVET

2025 Implementation

Promoting innovations for excellent VET - InnoVET programmes

In January 2019, the Federal Ministry of Education and Research (BMBF) launched the project Shaping the future – innovations for excellent vocational training (InnoVET) and ran the first call.

 GERMANY

Type of development

Practical
measure/Initiative

Subsystem

IVET CVET

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

2025 Implementation

Expanding vocational guidance and support from school until completion of training

Nationwide standard support measures anchored in the Social Code (e.g. SGB III) cover the transition from school to work, for example with various forms of vocational preparation and continuous support during training.

 GERMANY

Type of development

Practical
measure/Initiative

Subsystem

IVET

2025 Implementation

Promoting dual VET

Given the increasing trend towards academic education, the Federal Ministry of Education and Research (BMBF) and the Federal Ministry for Economic Affairs (BMWi) have set up a joint campaign to present dual VET (apprenticeship) as an attractive option.



Type of development

Practical
measure/Initiative

Subsystem

IVET

2025 Implementation

Modernising VET qualifications

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



Type of development

Regulation/Legislation

Subsystem

IVET CVET

“ ... ” Cite as

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<https://www.cedefop.europa.eu/en/tools/timeline-vet-policies-europe/search/28113>