

## Financing adult learning database

<b>Name of the instrument - Local language</b>	Weiterbildung Geringqualifizierter und beschäftigter älterer Arbeitnehmer in Unternehmen (WeGebAU)
<b>Name of the instrument - English translation</b>	Further training for low skilled and older employees in companies (WeGebAU)
<b>Scheme ID</b>	231
<b>Country</b>	 Germany
<b>Reporting year</b>	2015
<b>Type of instrument</b>	Grant for companies
	Grant for individuals
<b>Type of entry</b>	Single instrument

<b>Short description</b>	Low-skilled employees who have not successfully completed a vocational qualification according to the Vocational Training Act, who have not completed university studies or who carry out an unskilled activity can apply for the funding. Employees who are at least 45 years old and employed in a company that holds fewer than 250 may also apply. From 1 April 2012, qualified employees under 45 years can also be funded - but only if the employer covers at least in half of training costs. The eligible education and training activities/ qualifications acquired must apply to AZAV (Accreditation and Licensing Regulation for the Promotion of Employment). Costs for acquiring certified partial qualifications are also eligible.
<b>Short description of the related instruments</b>	nap

<b>Level of operation</b>	National
<b>Name of a part of the country</b>	nap
<b>Name of the region (for regional instruments)</b>	nap
<b>Name of the sector (for sectoral instruments)</b>	nap
<b>Relevance</b>	Key scheme

<b>Legal basis</b>	National law
<b>Objective(s) and target(s)</b>	To counteract the impending need for skilled workers by funding the training of skills in favour of the employment of workers. The employee should be given the opportunity to acquire or catch up missing vocational qualifications and partial qualifications during part-time work. In the long term workers should be given safer working conditions because unskilled or low-skilled workers are at greater risk of being dismissed.
<b>Year of implementation</b>	2006
<b>Operation/management</b>	The Federal Employment Agency publishes educational vouchers and employees can choose their training from several offers.
<b>Eligible group(s)</b>	<p>Low-skilled employees who have not successfully completed a vocational qualification according to the Vocational Training Act, who have not completed university studies or who carry out an unskilled activity that typically does not require professional training for at least four years.</p> <p>Employees in accordance with § 82 SGB III, who are at least 45 years old and employed in a company that holds fewer than 250 (SMEs).</p> <p>From 1 April 2012, qualified employees under 45 years can be funded - but only if the course costs are at least half paid by the employer, and only when the training begins before 31 December 2019 (§ 131a SGB III).</p> <p>Part-time employees are included pro rata to their hours volume. Here, available qualification does not matter.</p>
<b>Group(s) with preferential treatment</b>	None
<b>Education and training eligible</b>	The qualifications must apply to AZAV (Accreditation and Licensing Regulation for the Promotion of Employment).
<b>Source of financing and collection mechanism</b>	Federal budget for the Public Employment Agency
<b>Financing formula and allocation mechanisms</b>	<p>For employees who have reached the age of 45 up to 75% of the course cost are funded. The remaining costs are borne by the employer and / or the employee / the workers.</p> <p>From 1 April 2012, qualified employees under 45 years can be funded - but only if the course costs are at least half paid by the employer, and only when the training begins before 31 December 2019 (§ 131a SGB III).</p> <p>In case of low-skilled employees who have not successfully completed a vocational qualification according to the Vocational Training Act, who have not completed university studies or who carry out an unskilled activity, in addition to the training costs, a portion of the labor costs for the employer may be reimbursed (so-called wage subsidy in accordance with § 81 paragraph 5 SGB III).</p> <p>Allocation: the money is transferred to training provider.</p>

<b>Eligible costs</b>	Fees and other costs related to education and training; wage subsidy in case of low-skilled.
<b>Volumes of funding</b>	na
<b>Beneficiaries/take up</b>	Around 12 000 individuals were funded by this scheme in 2012.
<b>Organisation responsible for monitoring/evaluation</b>	Public Employment Agency (Bundesagentur für Arbeit).
<b>Monitoring/evaluation reports available</b>	na
<b>Most relevant webpage - in English</b>	na
<b>Most relevant webpage - local language</b>	<a href="http://www.arbeitsagentur.de/web/content/DE/BuergerinnenUndBuerger/Weit...">http://www.arbeitsagentur.de/web/content/DE/BuergerinnenUndBuerger/Weit...</a>
<b>Sources</b>	<a href="http://www.arbeitsagentur.de/web/content/DE/BuergerinnenUndBuerger/Weit...">http://www.arbeitsagentur.de/web/content/DE/BuergerinnenUndBuerger/Weit...</a>
	Dohmen, Dieter. (2013). Finanzierung beruflicher Weiterbildung in Deutschland. Report. Zeitschrift für Weiterbildungsforschung. H, 3, 61-84.