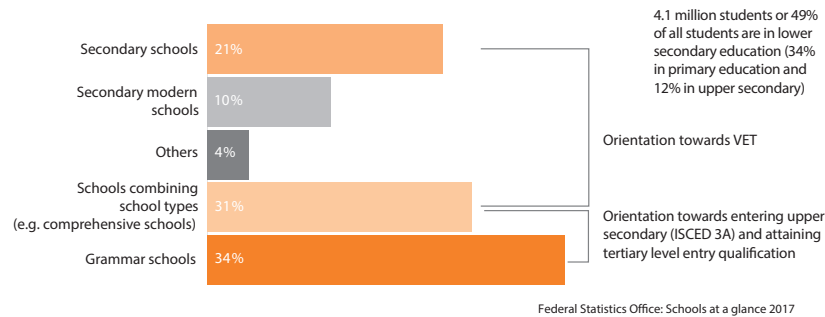
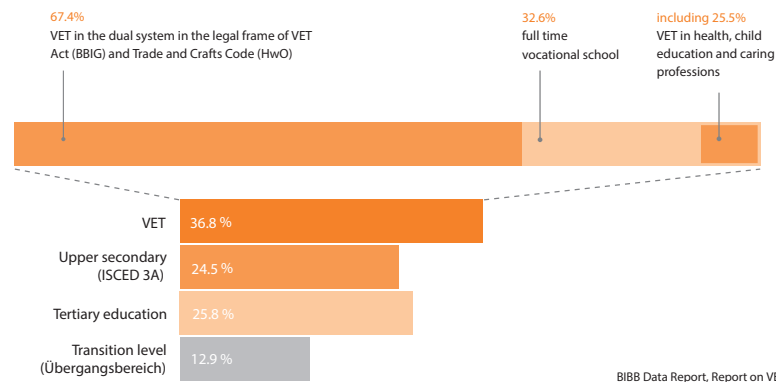


## Paths from Education to Work

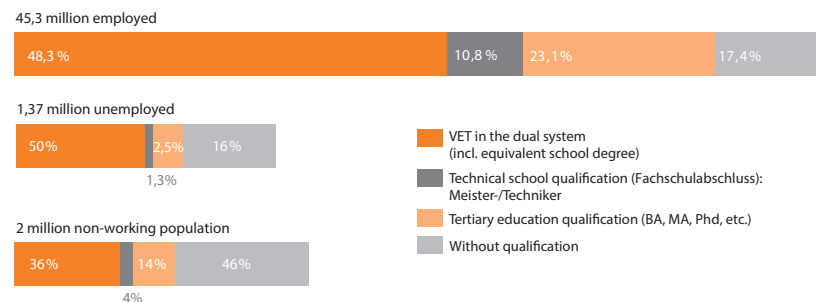
Secondary school students, 2016/2017,  
 lower secondary education, school types ISCED 2A



## Entrants to education and training 2020 (all age groups)



## Total labour force by formal qualification in 2019, age 25-40



## Training market Dual VET: Matching education with the world of work

### Employers

- 19.7% of companies train
- 71% of trainees will be hired by their training company as employees after training (2017)
- Invest approx. 20,855 € per trainee/year
- 61% of which are staff-related costs
- 578,200 traineeships offered in 2020
- 69% of gross costs are recovered during training period by productive contribution of trainees
- 8.4 billion overall net costs for companies 2017/18 (overall gross costs: 27.2 billion €)

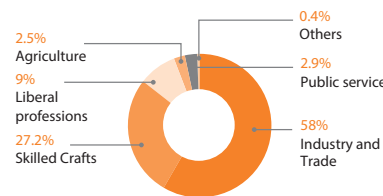
### Government

- 4.15 billion € overall public expenditure for Dual VET
- of which, 3.2 billion € for 1,500 VET schools (school-based part of Dual VET)
- of which, 0.713 billion € for steering, monitoring and support measures
- 94.7% of all VET graduates are employed
- 82.6% of unskilled are employed

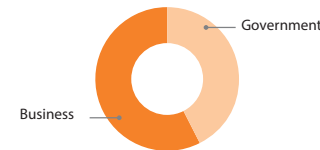
### Trainees 2020

- 1.33 million trainees in 324 occupations
- 19.9 years: average age of trainee
- 54.5% of population enter Dual VET
- 4.9% of all employees are trainees
- 939 € average training allowance/month
- 71.3% of trainees are satisfied with their VET
- 92.7% of age cohort graduate from Dual VET
- 29.2% first-year trainees have a tertiary entrance qualification
- 598,800 trainees seeking traineeships
- 5.6% youth unemployment rate 2019 (2017: 7.2%)

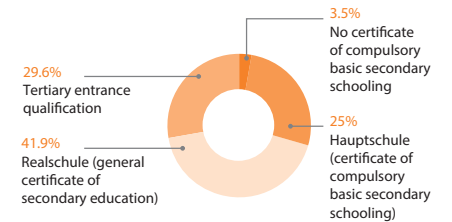
## 525,100 new training contracts 2019 in the following sectors



## Shared financing of Dual VET



## General education qualification of trainees starting Dual VET



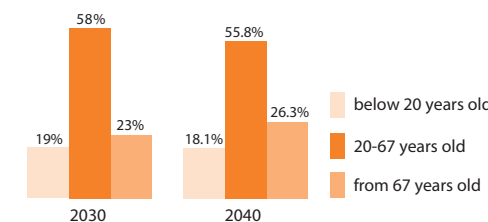
BIBB Data Report, Report on VET 2019, www.bibb.de, 2015

## Challenges for Dual VET

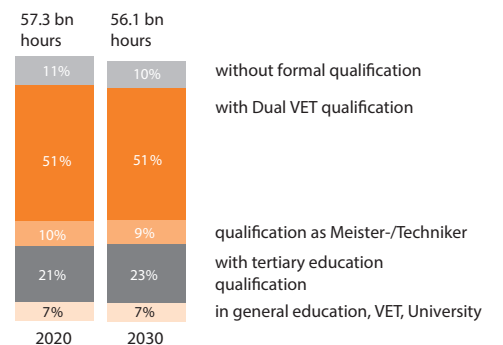
- 1.33 Mio. Trainees 2019/2020 (entry into labor market after 2-3.5 years) Rate: decreasing
- 2.89 Mio. University education 2019/2020 (entry into labour market after 3.5-6 years) Rate: increasing
- 5.9% NEETs 2018 (15-25 year olds not in education, employment or training)
- 53,100 vacant traineeships in 2020 (9.4%)
- 151,664 training contracts terminated prematurely
- 73,700 applicants without traineeship 2019
- 63.4% male trainees
- 36.6% female trainees
- Total labour force population shrinking

➔ Risk of lacking skilled workers at the intermediate qualification level in the future

## Demographic Change



## Required work volume by qualification level in the future



Federal Statistics Office 2016, population of Germany until 2060; BIBB Report 23/14, BIBB Data Report Report on VET 2019