


Mission statement of the Federal Institute for Vocational Education and Training (BIBB)

Researching – Advising – Shaping the future

This mission statement describes our basic principles and objectives. Our aim is to strengthen BIBB for the challenges which lie ahead whilst continuing to build on the successful work we have carried out.

The mission statement is aimed at employees of BIBB and forms the basis of cooperation taking place within the fields of policy, practice and research.

The mission statement provides us with guidance for necessary processes of change and specific implementation projects. We bring our wide-ranging expertise to bear in the organisation of such processes and projects.

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- ▶ ▶ ▶ **We make a significant contribution to the further development of the system of vocational education and training.**

Vocational education and training is the key to personal development and participation in society as well as being vital in terms of securing employment and competitiveness. Our policy is that everyone should receive comprehensive and high quality vocational education and training. Our work promotes open and permeable educational pathways, lifelong learning and individual vocational development. We stimulate innovation within vocational education and training and foster the practical implementation of such innovation.

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We work in accordance with the statutory basis stipulated within the framework of Federal Government VET policy. Our work and research programme focuses on issues of leading importance to VET policy, practice and research.

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Our strength lies in the combination of research, development and advisory services. We use this as a basis for the conducting of VET research, the design and implementation of programmes, the development of regulations for initial and continuing vocational education and training and for process and results oriented advisory services.

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Our research is directed towards significant issues relating to vocational education and training and contributes to theoretical development. Our research is of an interdisciplinary nature and is bound by academic research standards. We cooperate with institutes of higher education and research bodies, foster up and coming academic talent and enable the field of academic research to gain access to our research data.

▶ ▶ ▶ **We cooperate with international partners and offer services worldwide.**

We advise international partners on the development and modernisation of vocational education and training. We initiate and maintain international networks. This also enables us to foster the efficiency and competitiveness of the German system of vocational education and training and contribute to the creation of the European Education Area.

▶ ▶ ▶ **Our expertise, motivation and flexibility form the basis of the quality of our work.**

Commitment, creativity and initiative are the main features of our work. Our style of working is characterised by open communication, cooperation and fairness. This is underpinned by the social and specialist expertise and the motivating and enabling leadership style adopted by our management staff. We are a learning organisation. We practise systematic human resources development and provide exemplary training.

▶ ▶ ▶ **We provide up to date information and communicate in a target-group-oriented way.**

We make the results of our work available in a manner appropriate for the target audience and in a media friendly way. We are supported in this process by the modern communication concept and the efficient knowledge management system which we have in place.

▶ ▶ ▶ **Our organisation focuses on core tasks and facilitates short and transparent decision-making processes.**

The delegation of tasks and responsibility and the deployment of project autonomy enable decision-making processes to be streamlined. Cooperation and trust across the institute are fostered via systematic exchange of information, experience and knowledge. This process is underpinned by the use of modern information technology. Appropriate instruments provide important information for the management of efficiency and quality within the business processes.

▶ ▶ ▶ **We pursue a continuous improvement process in respect of processes and services.**

Quality objectives are in place for all work processes and results, covering the planning, implementation, transfer and evaluation phases. We monitor the achievement of our quality objectives on a regular basis and pursue a continuous improvement process in respect of quality management.