



Bundesinstitut  
für Berufsbildung **BIBB**

- Forschen
- Beraten
- Zukunft gestalten

### ***Brief summary of key points***

Costs and benefits play an important role in a company's decision to provide training. For this reason, the relevant key indicators need to be measured at regular intervals. Observable shifts on the training and labour market over recent years in particular give rise to the supposition that significant changes have taken place in the cost-benefits ratio. Both demographic change on the one hand and the influx of migrants on the other are creating considerable challenges for companies providing training. A decrease in participation in training by small and medium-sized enterprises and an increasingly important role for dual programmes of higher education study are both discernible.

The project "Costs and benefits of company-based training 2017/18" is following several objectives with regard to these developments. The planned company survey will provide current representative figures and evaluations for the costs and benefits of training in Germany, which many companies use as a point of reference for their own training. The data collected is also used to investigate current policy issues regarding the influence exerted by the developments stated above on costs and benefits and therefore to look at willingness to provide training. Furthermore, extrapolation of the costs and returns of training offers an opportunity to assess the contribution made by companies to the overall financing of training. This data is also required for national and international educational reporting (BIBB Data Report to accompany the Report on Vocational Education and Training, Educational Financing Report, UNESCO-OECD-Eurostat (UOE) data collection).

Finally, the data gathered constitute a basis for the processing of various research topics which are described in more detail in the project application. The research themes selected are aligned to important issues debated in theoretical and empirical literature and, in some cases, are processed in conjunction with cooperation partners from German and foreign universities. The firm establishment of the research topics in the survey is secured via the inclusion of additional modules (question blocks). The intention is also to carry out a pilot study on how the costs and benefits of dual higher education study can be representatively surveyed in future.