BIBB International Advisory Services

Together Reaching Higher
in Times of Transformation

innovating training.
building futures.

bibb Federal Institute for Vocational Education and Training

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Making VET Fit for the 21st Century

Vocational education and training (VET) needs to keep pace in order to stay relevant. In recent years, VET strategies have faced numerous challenges, both nationally and globally. Technological advances drive digitalisation and automation, while climate change calls for a shift towards decarbonisation and sustainability. Demographic changes, migration, and globalisation are also reshaping societies and labour markets.

VET is crucial for a just transition. Achieved by offering inclusive upskilling and reskilling opportunities and developing strategies that meet the labour market's evolving needs. Across varied levels, geopolitical and economic contexts, stakeholders have to prepare the workforce for greener economies.

BIBB cooperates with partners on all continents

To meet these challenges, education and training systems must evolve in such a way as to foster cooperation between employers and governments, while addressing inequalities and ensuring worker protection.

Through its many years of international VET cooperation experience, BIBB supports you in this transformation. Holistic VET strategies can effectively address skills shortages, youth unemployment, and lifelong learning needs by combining theory with practical experience. Our advisory service concept supports building a resilient workforce for the 21st century.

Advisory Services: Concept

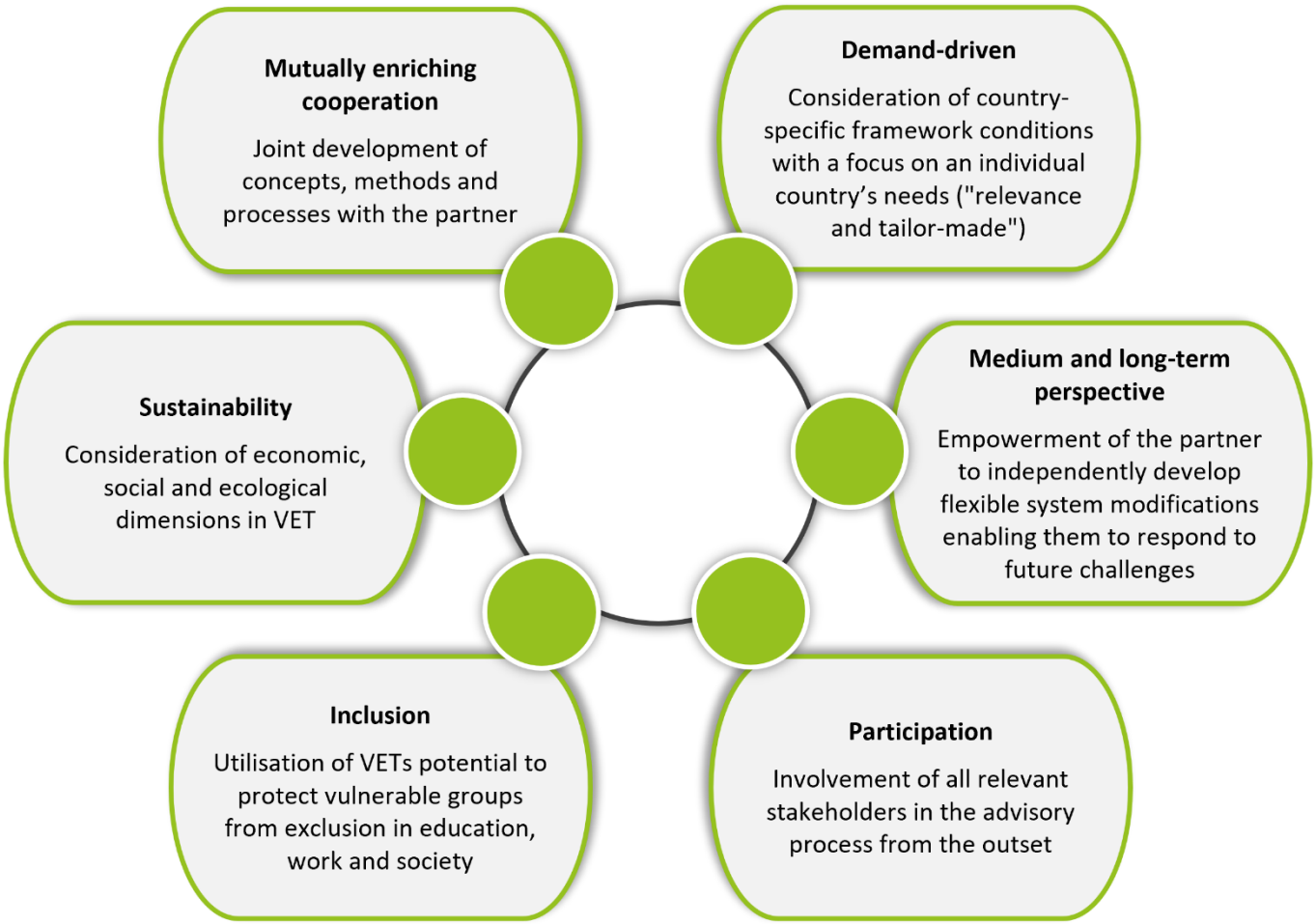
BIBB has been assisting international stakeholders in designing VET framework conditions and processes since the 1990s. BIBB's advice aims to support each individual partner's education policy goals and strategies. These services also act as an external stimulus for systemic development processes.

BIBB advises

Latest findings and experience are incorporated into current advisory projects – a win-win situation for international and national partners.

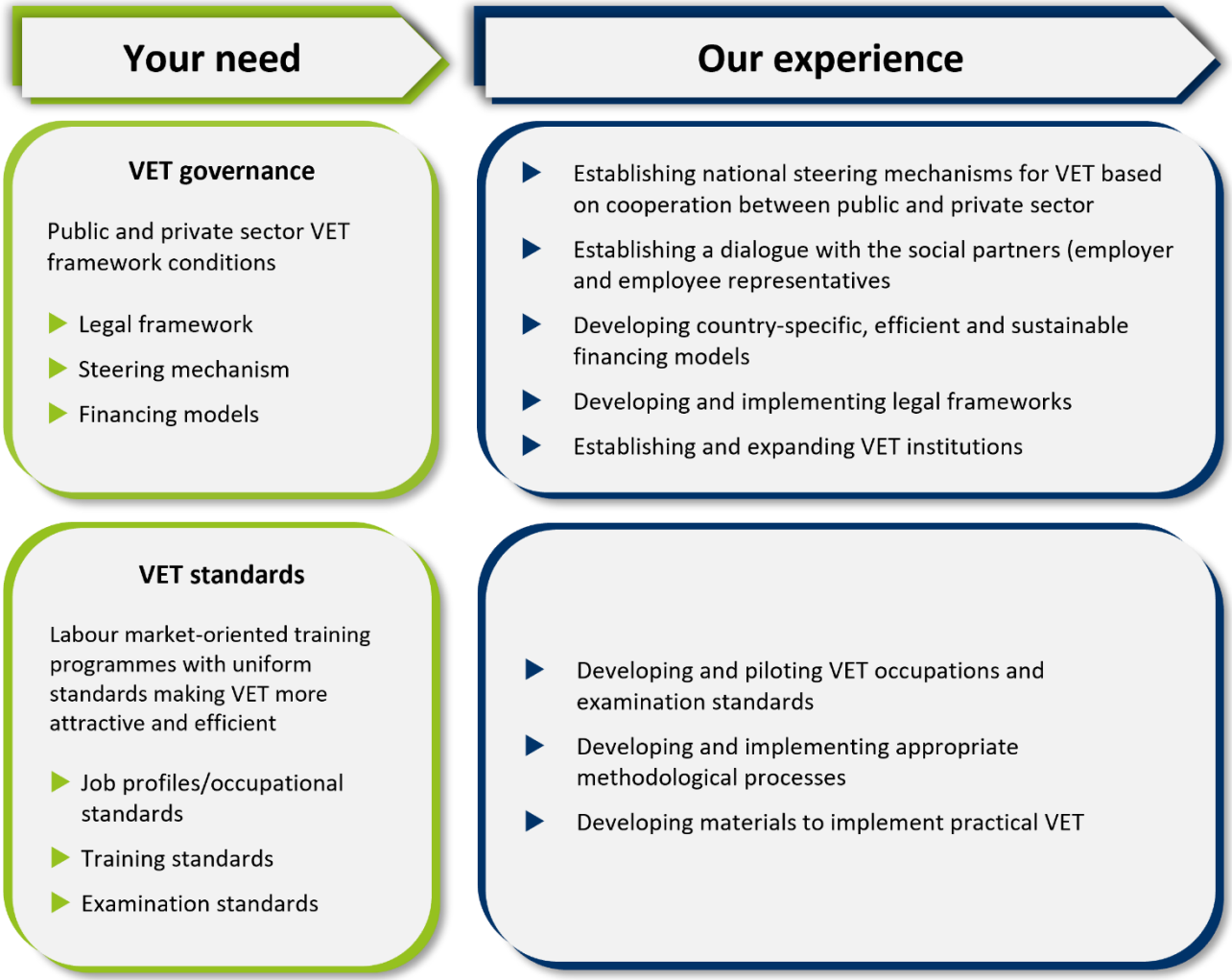
Advice is provided through third-party funded projects, sometimes in-cooperation with other organisations and VET stakeholders, such as the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) or sequa – a development organisation that cooperates closely with the German business community.

Advisory services: Six Principles



Advisory Services: Options

Current challenges can only be effectively addressed through sustainable transformation processes. The international advisory services of BIBB support your institution on this path. By engaging in a mutually beneficial dialogue, transformation strategies and solutions for VET can be collaboratively developed, tested and evaluated.



VET research

Institutionalised research strengthening the link between VET system credibility, policy, and market needs

- Foundation for evidence based policy decisions
- Quality assurance and innovation in VET

- Exchanging and networking on current topics in VET research in Germany
- Implementing cost-benefit studies in VET
- Establishing a VET monitoring system (data report)

Work based learning

VET under real working conditions

- VET with training in business and work process

- Didactic basics of dual VET
- Work process-oriented concept for the company as learning venue
- Role of school and in-company VET staff
- Practical implementation guidelines

VET staff qualification

School and company training staff with the latest pedagogical and practical expertise

- Qualification concepts that include pedagogical, didactic and methodological competencies
- VET staff roles and responsibilities

- Teaching (didactic) basics of dual TVET for the development of qualification concepts
  - Work process-oriented concept for the company as learning venue
  - Trainer Aptitude Test
- Networking of in-company vocational traning staff
- Organising study visits to TVET institutions, companies and inter-company training centres in Germany

Advisory Services: Examples

Philippines

Partners

- German side: **GIZ**
- **sequa** (consortium leader)
- Philippine side:
  - Technical Education and Skills Authority (**TESDA)**
  - Human Resources Development Foundation (**PCCI HRDF)**

Cooperation focus

- VET research
- cost-benefit analysis (CBA)
- capacity building among Philippine stakeholders)

Ethiopia

Partners

- German side: **GIZ**
- Ethiopian side: Ministry of Labour and Skills (**MoLS**)

Cooperation focus

- Developing governance structures with strong private sector engagement
- Establishing a VET monitoring system (data report)
- Developing capacity of VET stakeholders

Paraguay

Partners

- Ministry of Labour, Employment and Social Security in Paraguay (**MTESS**)
- National System of Labour Training and Vocational Education (**SINAFOCAL**)
- National Service for the Promotion of VET (**SNPP**)

Cooperation focus

- VET governance
- VET standards
- VET staff qualification

Indonesia

Partners

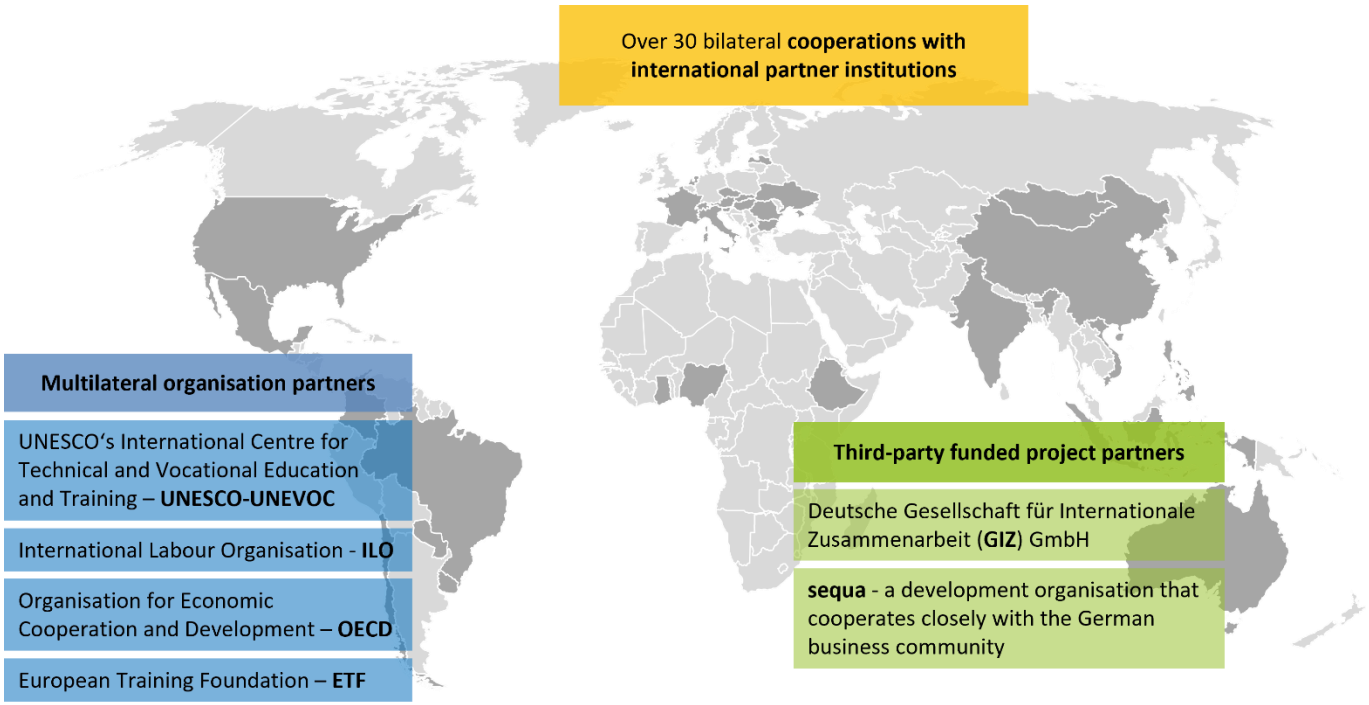
- German side: **GIZ**
- Indonesian side:
  - Coordinating Ministry for Economic Affairs (**CMEA**)
  - Coordinating Ministry for Human Development and Cultural Affairs (**CMHDC**)
  - Ministry of National Development Planning (**BAPPENAS**)
  - Indonesian Chamber of Commerce and Industry (**KADIN**)

Cooperation focus

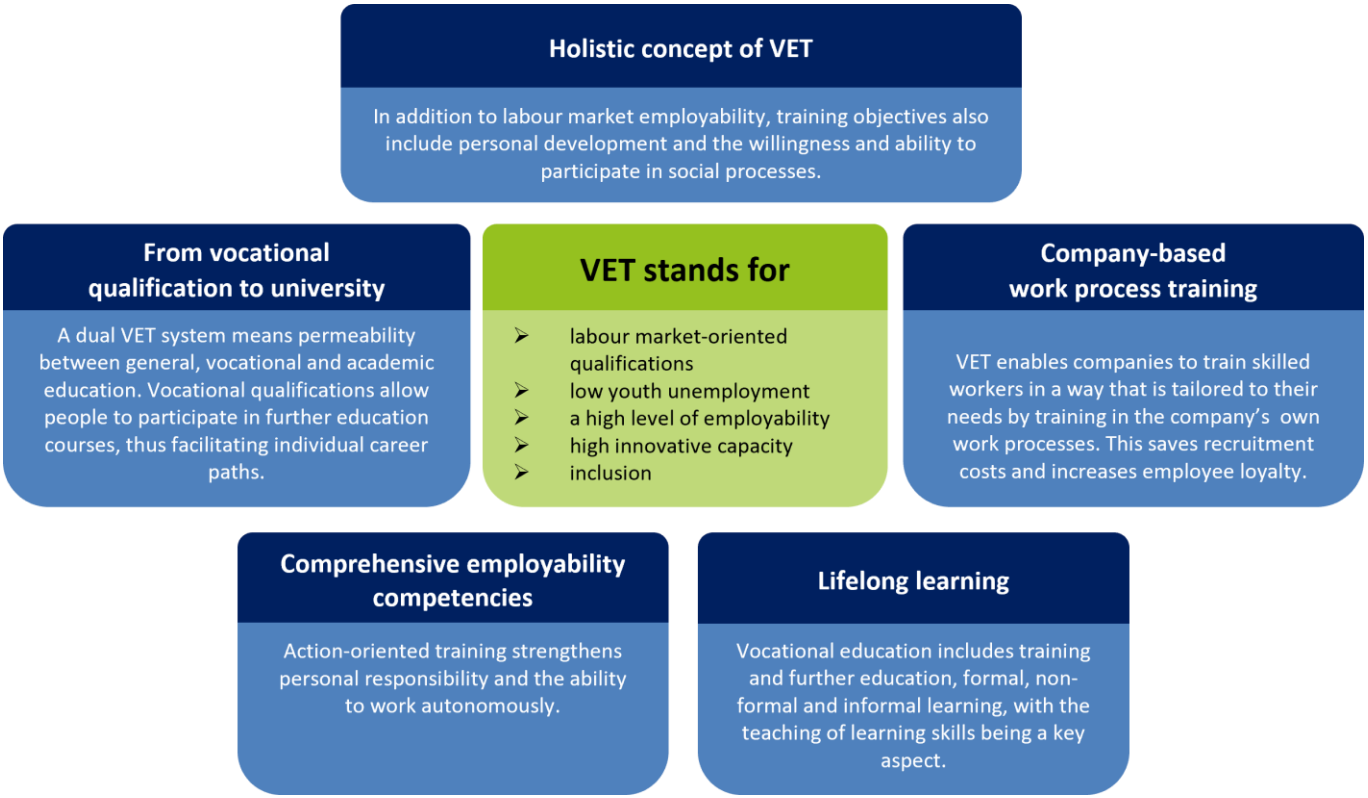
- VET governance
- Private sector engagement

BIBB International Network

BIBB collaborates globally with national and international partners on VET topics via exchange and research projects.



Dual VET - A Win-win Situation for Young People, Companies, and Society



Dual VET involves two learning venues: companies (70%) and vocational schools (30%). Germany is one of the leading countries when it comes to dual VET:

- > 50% of the German population embark on a dual VET learning pathway at some point in their lives. Thanks to dual VET, a wide range of career paths is open to them.
- 72% of the apprentices are employed by the company upon completion of their training.
- 19% of the German companies train dual apprentices. This is how they educate their specialists according to their company`s own needs.

(Figures from the German Vocational Training Report 2024)

BIBB as a Competence Centre for VET in Germany and Around the World

BIBB is recognised as a centre of excellence for vocational research and the progressive development of VET in Germany. BIBB works to identify future challenges in VET, stimulate innovation in national and international vocational systems, and develop new, practice-oriented solutions for both initial and continuing VET.

The institute was founded in 1970 after the German Vocational Training Act (Berufsbildungsgesetz) came into force. Through its research, development and advisory activities, BIBB helps to provide individuals with qualifications of lasting value for their economic security and employability, as well as to ensure the international competitiveness of German business and industry.

With more than 800 employees spread across five departments, BIBB's activities include: assisting in the development and modernisation of dual training occupations, implementing VET political initiatives and conducting VET-relevant research both within Germany and abroad.

The close link between research and company practice provides BIBB with a unique VET selling point in Germany. Our international partners benefit from this link by means of our advisory services which incorporate both the latest findings from VET research and company practices.

Contact us!

We look forward to assisting you with all your vocational training needs - **worldwide**.

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