it's a jungle out there!
pathways to further education in Germany

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content

- the jungle: further education in Germany
- case-studies
- challenges: „National Strategy for Further Education“
progress

- further education in Germany: legal framework, market, participation and finances
- case-studies
- challenges: „National Strategy for Further Education“
### Legal Framework for Further Education

<table>
<thead>
<tr>
<th>Public Law</th>
<th>Federal State</th>
<th>Länder/ Communities</th>
<th>Social Partner</th>
<th>Civil Society</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vocational education upgrading training (BBIG)</td>
<td>General education</td>
<td>Higher education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Social Law</td>
<td>Employment promotion (e.g. SGB)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Civil Law</td>
<td>Labour Law</td>
<td>Paid educational leave</td>
<td>Collective bargaining</td>
<td></td>
</tr>
<tr>
<td>Tax Law</td>
<td>Tax deductibility</td>
<td></td>
<td></td>
<td>Statutes of non profit organisations</td>
</tr>
</tbody>
</table>
market-player in further education

Turnover: 27 – 54 billion Euros

figure 13: Type of facility (%)

- commercially private: 24%
- non-profit private: 19%
- company-based educational institution: 13%
- vocational school: 10%
- adult education centre: 7%
- (technical) college, academy: 3%
- close to business (chamber, guild, professional association o.s.): 2%
- establishment of a church, party, trade union, foundation, association or association: 2%
- other (state): 19%

further education: key indicator of participation

- **formal**: 10%
  - in-company: 36%
- **non-formal**: 50%
  - individual – occupational: 7%
- **informal**: 43%
  - individual non occupational: 13%

Further education activities and volumes by segment (in percent):

- Further education activities:
  - not occupational further education: 70%
  - individual occupational further education: 13%
  - operational further education: 17%
- Further education volume:
  - not occupational further education: 24%
  - individual occupational further education: 27%
  - operational further education: 49%

Quelle: BMBF 2015, S. 43
financial basis of further education

public funding:

individual (full, partly)
institutional (e.g. adult education center)
projects/programmes
tax deductibility/benefits
progress

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Hannah, 22, IT-specialist, seeking for a professional career

I want to expand my sustainability skills

I want to climb the career ladder!

Course for sustainable consumption

- Non-formal, individual, non-occupational courses by an NGO
  (partly funded by the federal ministry of environment)
- Possibly paid educational leave

Further training degree: IT-Specialist

- Formal, regulated, BBIG seminars by provider on the market
- Examination at the regional chamber of commerce
- Individual funding on state level (upgrading skills assistance act)
I want to become a coach for soccer-kids!

I want a real occupation!

football-trainer license

non-formal, individual, non-occupational, regulated by the German football association

courses and examination at a licensed footballschool supported by the soccer club

certifiable partial qualifications: industry mechanic

formal, policy programme by BMBF and chambers

training on the job in a privat company

examination at the regional chamber of commerce

Mike, 29, dropout, unemployed, looking for an occupation

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Machmut, 36, industrial manager, re-entry after 5 years parental leave

I have to improve my English language skills

I want a good start in my old job!

**English course**
non-formal, individual, (non-)occupational courses by the community’s adult education centre (partly public funded)

**refreshing and upgrade of IT-skills**
non-formal, occupation related consultancy and education voucher by employment agency seminar by privat provider legal right to childcare
Sabine, 44, electrical engineer, weak occupational perspectives in the company’s restructuring process

I want to increase my activities in the work council

- course: health and safety at workplace
  - non-formal, individual, (non-)occupational
  - courses by the trade unions education centre
  - funding of the course by the company, paid leave

I want to keep my job!

- upgrading of electrical engineering skills
  - non-formal, in company training
  - training on the job by private provider
  - funding of the course by the ministry, ESF and social partners (programme: social partner directive)
Ole, 56, nurse, need of retraining due to health problems

I want to stand up for my colleagues from Africa

I need a new job perspective!

training on online campaigns against racism

non-formal, individual, non-occupational courses by a church based organisation

(partly) funded by the Interior ministry and center for civic education

lateral entry: teacher at a nursing college

training on the job (programme for securing skilled personnel in geriatric nursing)

non-formal: workshop on innovative training methods by provider on the market

individual funding of the course by the ministry, ESF and social partners (programme: social partner directive)
progress

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national strategy for further education (June 2019)

*sharing knowledge, shaping the future, growing jointly*

**rationale:**
- dynamics of digital transformation: 35% of vocational profiles and tasks will change rapidly (OECD); 25% of the jobs are replaceable (IAB)

**aims:**
- to master digital transformation
- to maintain individual employability

**challenge:**
- integration of demands of companies, society and individuals

**needs:**
- proactiveness and strategic foresight

**benefits of digitalisation:**
- supporting individualisation and effectiveness

**commitments by**
- federal government (ministry for labour, ministry for education and research)
- employment agency
- länder (federal states)
- social partners
the tasks: employability in digital transforming times

life-long-vocational guidance: transformation of employment agency towards employment and qualification agency

review of funding by the employment agencies of financially supported learning times – extension of retraining measures

speed up career paths; standardisation of certified partial qualifications

recognition of prior learning/certification of informal acquired skills

integrated platforms and one-stop agencies and protected digital learning areas

learning process support

Increase of paid educational leave
Thank you for attention!

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