

National Pact on Vocational and Educational Training

Title	National Pact on Vocational and Educational Training (<i>Nationaler Pakt für Ausbildung und Fachkräftenachwuchs in Deutschland</i>)
Coverage	Germany
Organization/enterprise	German industry, including the Confederation of German Employers' Associations (BDA) and the German Government
Topic	Apprenticeship
Target group and outreach	School leavers unable to find an apprenticeship placement
Purpose	Increase the number of apprenticeship placements in Germany and thereby combat youth unemployment. To achieve this, the initiative focuses on enterprises and their ability to create apprenticeship placements.
Key features	(1) Industry involvement in the training ensures labour market transition (2) Recognizes the value of formal apprenticeship
Strategy and approach	<p>In June 2004, the German Government and the employers and business associations signed the national Vocational and Educational Training Pact (for 2004-2007). German industry committed to creating 30,000 extra apprenticeship placements and 25,000 entrance qualifications (to improve core employability skills), which allows extra training for young jobseekers in the enterprises.</p> <p>According to the BDA, vocational training and education is central in securing the provision of qualified staff in future. Vocational training not only secures the needed supply of skilled labour for German companies, but it also helps protect the competitive advantage of German industry. For these reasons German industry invests 28 billion euros (on a yearly basis) and trains as many as 1.6 million apprentices. In the last 10 years more than 10 million apprenticeship contracts were signed.</p> <p>In March 2007 the Government and the employers and business associations signed a renewed pact for a further 3 years (2007-2010). Through close collaboration between the state and industry, the situation of young people seeking apprenticeships has improved significantly. The second pact that was signed in 2007 ensures that the partners will continue to work together towards the goal of offering all school leavers who are seeking training an apprenticeship placement. The pact includes several measures to mobilize apprenticeship placements and to improve the matching of available offers and young people.</p>
Partners	German Government (Ministry of Economy and Technology, Ministry of Labour and Social Affairs, Ministry of Education and Research) and Industry (Associations of Chambers of Industry and Commerce (DIHK), Confederation of German Employers' Associations (BDA), Chambers of skilled crafts (ZDH) and the Federal Association of Liberal Professions (BfB)).
Major achievements	A growing number of school leavers have difficulties finding apprenticeship placements. To increase the number of apprenticeships the Government was formerly debating the introduction of an apprenticeship levy for all enterprises that do not train young people. However, eventually an agreement was reached between the business community and the Government and, as a result, the National Pact on Vocational and Educational Training was signed, stipulating that the industry sector would increase the number of apprentices voluntarily. After the first three years the

	pact was reviewed and found to be very successful. It has therefore been renewed for a further three years until 2010.
Additional information	<i>Nationaler Pakt für Ausbildung und Fachkräftenachwuchs in Deutschland 2007-2010</i> . 11 pages (PDF)
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Source: Confederation of German Employers' Associations (BDA)