

Financing adult learning database

Name of the instrument - Local language	Qualifizierungschancengesetz
Name of the instrument - English translation	Qualifications Opportunities Act
Scheme ID	384
Country	 Germany
Reporting year	2020
Type of instrument	Grant for companies
Sub-type of instrument	Support for direct costs and wage costs
Type of entry	Single instrument

Short description	This incentive provides co-funding for further education of employees, as part of the Qualifizierungsoffensive of the Federal State. All employees are eligible for funding. The qualification must take at least 160 hours, and only certified, external courses are eligible. The share of co-funding and wage subsidy depends on the size of the company. The share of co-funding of training costs is from 15 (for comp. > 2 500 employees) to 100% (10 employees). The same applicant can use this scheme once in each calendar year.
Short description of the related instruments	Not applicable

Level of operation	National
Name of a part of the country	Not applicable
Name of the region (for regional instruments)	Not applicable
Name of the sector (for sectoral instruments)	Not applicable
Relevance	Key instrument
Legal basis	Gesetz zur Stärkung der Chancen für Qualifizierung und für mehr Schutz in der Arbeitslosenversicherung

Objective(s) and target(s)	To improve access to and financial support for further education of employees whose occupational activities are at risk of being replaced by new technologies, for employees affected by structural change, or those in jobs with a shortage of skilled workers. Minimum duration was reduced, from 160 to 120 hours.
Year of implementation	2019
Year of latest amendment	2020
Operation/management	The Federal Employment Agency is responsible for the implementation of the grant.
Eligible group(s)	All employees
Group(s) with preferential treatment	The share of co-funding and wage subsidy depends on the size of the company. The share of co-funding of training costs is from 15 (for comp. > 2 500 employees) to 100% (10 employees).
Education and training eligible	The qualification must take at least 160 hours, and only certified, external courses are eligible.
Source of financing and collection mechanism	Federal budget for the Public Employment Agency
Financing formula and allocation mechanisms	The co-funding share depends on the size of the company. In micro enterprises (10 employees) 100% of co-funding is provided; in SMEs (250 employees) it is 75%. The share of wage subsidy is from 25 to 75%.
Eligible costs	Fees and wage subsidy
Volumes of funding	Not available
Beneficiaries/take up	Not available
Organisation responsible for monitoring/evaluation	Federal Employment Agency
Most relevant webpage - in English	Not available
Most relevant webpage - local language	https://www.bmas.de/DE/Service/Gesetze-und-Gesetzesvorhaben/qualifizier...
Recent changes	In October 2020 the Gesetz zur Förderung der beruflichen Weiterbildung im Strukturwandel und zur Weiterentwicklung der Ausbildungsförderung („Arbeit-von-morgen-Gesetz“) further enlarged the scope of the incentive by providing funding to those employees whose employment can only be guaranteed with further training, employees that are affected by the structural change. Recent changes in response to COVID-19 No changes

Sources	https://www.arbeitsagentur.de/datei/flyer-weiterbildung-qualifizierungs...
	https://www.bgbl.de/xaver/bgbl/start.xav?startbk=Bundesanzeiger_BGBl&ju...
	https://www.ibb.com/fileadmin/uploads/White_Paper_-_Qualifizierungschan...