

Qualification Opportunities Act

Qualifizierungschancengesetz (Gesetz zur Stärkung der Chancen für Qualifizierung und für mehr Schutz in der Arbeitslosenversicherung)

POLICY INSTRUMENT

 Germany

Description

Country  **Germany**

Focus area

KEY TRAINING POLICY MEASURE

The Skills Development Opportunities Act has significantly extended and improved possibilities for funding of advanced training. Further adjustments for employer and employee needs were implemented with the act for promoting vocational further education in the process of structural change and for further developing educational funding. The policy is linked to skills forecasting as training is funded if their work can be replaced by technologies or is otherwise affected by structural change.

Link

https://dejure.org/BGBI/2018/BGBI_I_S_2651

Implementation level

NATIONAL

Legal base

Law.

Starting period

2019

Perspective

Yes, if according to projections/forecasts the jobs are at risk due to structural change they can be funded

Policy area

EDUCATION

TRAINING

SOCIAL INCLUSION

EQUALITY/EQUAL OPPORTUNITIES

Funding

FUNDED BY NATIONAL GOVERNMENT

Skill mismatch

Skill mismatch target

UNDERQUALIFICATION (INDIVIDUALS' QUALIFICATIONS/CREDENTIALS ARE BELOW THEIR JOB'S NEEDS)

SKILL GAPS (WORKER'S SKILLS ARE BELOW THE LEVEL OF PROFICIENCY REQUIRED BY THEIR EMPLOYERS AND JOBS)

SKILLS OBSOLESCENCE (SOME OR ALL OF AN INDIVIDUAL'S SKILLS ARE NO LONGER RELEVANT TO THE CURRENT EMPLOYER OR IN THE LABOUR MARKET GENERALLY)

Skills matching focus

UPSKILL OR RESKILL EMPLOYED ADULTS

With the Act the federal employment agency supports employees' qualifications. For companies with up to 10 members of staff up to 100% advanced training costs are covered.

Skills delivered

BASIC LITERACY AND NUMERACY SKILLS

BASIC DIGITAL SKILLS

MORE ADVANCED DIGITAL SKILLS

GENERAL EMPLOYABILITY SKILLS (TEAM WORKING, COMMUNICATION, ETC.)

Methods

Methods

OTHER

LMI of the German PES which is involved in the process of promoting further training.

Use of skills intelligence**OTHER**

Indirectly to define which jobs are at risk because of structural change.

Stakeholders

Main responsible body**NATIONAL MINISTRY**

Federal Ministry for Employment and Social Affairs (BMAS).

NATIONAL PES

The German PES is involved.

Other involved organisations**SOCIAL PARTNER: EMPLOYER ORGANISATION**

Deliver opinions on draft laws before they are passed.

SOCIAL PARTNER: TRADE UNION

Deliver opinions on draft laws before they are passed.

OTHER

Associations (deliver opinions on draft laws before they are passed).

Beneficiaries**ADULTS WITH LOW BASIC SKILLS**

Benefit from the promotion of further training.

ADULTS IN EMPLOYMENT WITH UPSKILLING POTENTIAL

Benefit from the promotion of further training.

ADULTS IN EMPLOYMENT WITH RESKILLING POTENTIAL

Benefit from the promotion of further training.

EMPLOYED ADULTS AT RISK OF JOB DISPLACEMENT

Benefit from the promotion of further training.

Sustainability

Success factors

The Act opened further training instruments of the German PES to

the employed.

Barriers	The German further training system itself in itself is very fragmented and intransparent, which might limit the effectiveness of the instrument.
Monitoring and evaluation	In an answer to an interpellation in the Bundestag in March 2020, the Federal Government stated that the German PES recorded around 29600 entrants to further vocational training measures as part of employee training from January to October 2019. In the same period of the previous year this number was 27000 (https://dip21.bundestag.de/dip21/btd/19/178/1917878.pdf).
Updates	YES <i>In 2020 the Government undertook additional steps to strengthen and widen the subsidies through the "Work of Tomorrow Act".</i>
Effectiveness	No official evaluation is available yet. According to the research institute of the German PES (IAB, December 2020), the Qualification Opportunities Act did not result in a significant jump in the number of promoted further training courses for employees yet(https://www.iab.de/de/informationsservice/presse/presseinformationen/kb...).
Sustainability	Against the background of skilled workers shortage and changing skills needs due to digitisation the instrument might become more relevant in the future.

Other instruments in Germany

- [Immigration monitoring instrument](#)
Zuwanderungsmonitor
- [Occupation Information Net](#)
BERUFENET
- [PROSIMA apprenticeship market model](#)
PROSIMA
- [Qualification and Occupational Fields Projections](#)
Qualifikations und Berufsfeldprojektionen, QuBe
- [Skilled Worker Shortage Analysis](#)
Fachkräfteengpassanalyse
- [Skilled workforce bottleneck monitor](#)
Fachkräfteradar
- [Updating VET Training Contents](#)
Aktualisierungen der Ausbildungsordnung