Earning while learning in Germany:
Highest increase in apprentice pay in 2024

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Topics

- Highest increase in tariff-based apprentice pay in 2024
- Less disparities in contractually agreed apprentice pay
- How to explain decrease in apprentice pay gap in 2024?
- Companies invest in apprentices to tackle skill shortages
- Earning while learning makes VET more attractive

Highest increase in tariff-based apprentice pay in 2024

- Strongest percentage **increase** recorded since 1992 with **6.3%** in 2024

- **Average gross apprentice pay** in companies with collective agreements:

  EUR 1.133 per month – around EUR 70 more than in 2023

- **Pay gap** between eastern and western Germany → almost disappeared

  However, substantial differences remain between sectors, occupations and regions

  → allowances ranging **from EUR 719 to EUR 1.349**.

Examples of tariff-based apprentice pay in 2024

- Around **60%** of collectively agreed apprentice allowances **above EUR 1.100** per month

  → **highest** apprentice pay for pipeline fitter with EUR 1.349

  and for dairy technologist with EUR 1.347

- versus **14% below EUR 950**, particularly in skilled craft occupations, but also in some liberal professions and agricultural sector

  → **lowest** apprentice pay for hairdresser with EUR 719

  and floor layer with EUR 882

Less disparities in contractually agreed apprentice pay in 2024

- recent BIBB report : in sectors, occupations and regions **below** the median apprentice pay level → **disproportional larger adjustments**

- **between sectors**: increase of apprentice allowance in skilled craft sector
  → almost 3 x higher than increase in public sector
  within sectors: average apprenticeship pay of farmers (low-paid)
  → increased by 15 % compared to 6% for foresters (paid above-average)

- **Less disparities** in apprentice allowance could lead to a **more balanced distribution** of apprentices on the training market.

How to explain decrease in apprentice pay gap in 2024?

- **Statutory minimum pay of apprentices** in companies not bound by collective labour agreements → **increased by 20%** since its introduction in 2020
  → outpaced growth of average training allowance since 2020 (13%)

- From 2020 to 2023, apprentice pay in **bottleneck occupations** → increased **significantly more than** in non-bottleneck occupations

  stonemasons: +55% or occupations dealing with food (restaurant caterer): +29%

  VERSUS biological laboratory technicians: +7%

Training companies invest in apprentices to tackle skill shortages

- 327 **dual training programmes** with apprenticeship placements in training companies

- Employers sign a **contract** with apprentices and pay the apprentice a monthly **allowance** (Vocational Training Act) during the **whole** apprenticeship (2 to 3,5 years) – even during time spent at vocational school (30%)

- For training companies: **paying attractive allowance to their apprentices**
  = investment in future + find motivated applicants and talented future skilled workers

- **BIBB study** showing over proportional increase of apprentice pay in **bottleneck occupations** → seems to confirm this aspect

Earning while learning makes VET more attractive

- **2024 survey among young people**: 3 out of 4 respondents consider a high apprenticeship pay as (very) important when choosing a placement → **important incentive**

- Allowance = important financial support to cover living expenses (e.g. rent, food) → supports **financial autonomy** of apprentices

- Allowance = **valuing work performed** by apprentice + boosts **motivation**

- Possibility **for all** young people to **acquire a qualification** regardless of financial background → **fosters inclusion**

Questions? Feedback? Remarks?

Thank you!

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