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The training market in 2024

Analyses based on the BIBB survey of newly concluded training contracts and the training market statistics of the Federal Employment Agency as of 30 September



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► Key facts

The number of new training contracts stagnated in the 2024 reporting year.¹ 486,700² new training contracts were concluded nationwide, corresponding to a decrease of 0.5 per cent (-2,500) compared to the previous year's survey (see Table 1).

Following declines in previous years, demand among young people rose again in 2023. In the reporting year 2024, it increased by 4,200 to 557,100 (+0.8%). However, the number of dual vocational training places³ decreased slightly (-6,500 or -1.2 %) to 556,100. This meant that supply was slightly lower than demand among young people. In the 2024 reporting year, 67.6 per cent of those registered with institutions as interested in training entered vocational education and training. This represents a decline of 1.3 percentage points compared with the previous year. The tense situation on the training market from the perspective of young people is also reflected in the number of unsuccessful applicants for training places. This figure rose by 6,700 compared to 2023. Overall, 70,400 young people were unsuccessful in their search for a training place in 2024. This corresponds to 12.6 per cent of the demand for training places.

In 2024, the number of unfilled apprenticeship positions declined overall compared to the previous year (-4,000). Nevertheless, many companies continue to have problems filling their apprenticeship positions. Nationwide, 69,400 apprenticeship positions remained unfilled in 2024, representing 12.8 per cent of the total number of positions offered by companies.

1 Unless explicitly stated otherwise, this always refers to the reporting year of the official training market balance sheet, which begins on 1 October of the previous year and ends on 30 September.

2 Whole numbers are usually rounded to the nearest multiple of 100 in the text. More precise figures can be found in the tables.

3 In this publication, dual vocational education and training always refers to VET in accordance with the Vocational Training Act (BBiG) and the Crafts and Trades Regulation Code (HwO), supplemented by VET in maritime shipping. The maritime shipping occupation of "ship mechanic" is not regulated by the BBiG/HwO.

Table 1: Training market development in Germany from 2015 to 2024 (as of 30 September)

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Development 2024 compared to 2023	
											absolute	in %
Training places offered	563,838	563,832	572,274	589,068	578,175	527,433	536,238	544,011	562,626	556,116	-6,510	-1.2%
► In-company provision*	544,974	546,282	556,395	574,185	563,808	512,544	519,726	529,668	548,277	542,784	-5,493	-1.0%
► External provision**	18,864	17,550	15,879	14,883	14,367	14,889	16,512	14,343	14,349	13,332	-1,017	-7.1%
Demand for apprenticeships***	603,198	600,876	603,510	610,032	598,758	545,721	540,882	535,545	552,879	557,097	+4,218	+0.8%
Supply-demand ratio***	93.5	93.8	94.8	96.6	96.6	96.6	99.1	101.6	101.8	99.8	-2	
► In-company provision	90.3	90.9	92.2	94.1	94.2	93.9	96.1	98.9	99.2	97.4	-1.8	
Unfilled company placements	41,678	43,561	48,984	57,656	53,137	59,948	63,176	68,868	73,444	69,405	-4,038	-5.5%
► Percentage of unfilled placements	7.6	8.0	8.8	10.0	9.4	11.7	12.2	13.0	13.4	12.8	-0.6	
Unsuccessful training place applicants	81,037	80,603	80,221	78,619	73,721	78,237	67,818	60,400	63,697	70,385	+6,687	+10.5%
► Percentage of unsuccessful training place seekers	13.4	13.4	13.3	12.9	12.3	14.3	12.5	11.3	11.5	12.6	+1.1	
New training contracts concluded (NAA)	522,162	520,272	523,290	531,414	525,039	467,484	473,064	475,143	489,183	486,711	-2,472	-0.5%
► In-company provision	503,295	502,722	507,411	516,528	510,672	452,595	456,552	460,800	474,834	473,379	-1,452	-0.3%
People interested in training****	805,407	803,553	805,794	805,677	786,867	724,311	707,058	698,859	709,626	720,120	+10,494	1.5%
► Convergence ratio in %	64.8	64.7	64.9	66.0	66.7	64.5	66.9	68.0	68.9	67.6	-1.3	

Note

* In-company = not (predominantly) publicly funded.

** External = predominantly publicly funded.

*** Extended supply-demand ratio (SDR), see Section II in the appendix and Christ 2024.

**** All persons who have either signed a training contract or are at least registered with the BA as training place applicants are considered to be interested in training (as recorded by institutions). All whole numbers relating to the BIBB survey as of 30 September have been rounded to a multiple of 3 due to data protection regulations. Subsequent corrections from previous years were taken into account in the calculation. This applies in particular to the inclusion of "Abiturientenausbildungen" (training programmes for high school graduates), which (also) lead to a qualification in a recognised training occupation. Due to data protection regulations, all values shown here have been rounded to a multiple of 3.

Sources: BA training market statistics, special evaluations in preparation for the VET Report; BIBB, survey as of 30 September; calculations by Division 1.1

► 1 Introduction

The following analyses of the training market development in 2024 are based on the survey conducted by the Federal Institute for Vocational Education and Training (BIBB) on newly concluded training contracts and the training market statistics of the Federal Employment Agency (BA) – both as of 30 September. Both sources provide key information on the training market and are used conjointly to assess supply and demand (see Section 86 of the Vocational Training Act (BBiG)) (see also FLEMMING/GRANATH 2016).

The calculations for this technical report take into account data corrections made retrospectively by the BA for previous years as part of its training market statistics. However, this means that there may be slight deviations from other tables and figures relating to previous years that were compiled in connection with the BA's training market statistics or the BIBB survey on newly concluded training contracts as of 30 September on the supply of and demand for training places. Both the statistics and the survey are available on the websites of the BA and the BIBB.

For the 2024 survey, the Hamburg Chamber of Industry and Commerce (IHK) had to use data from the previous year. For this reason, no figures for Hamburg are shown in the text. The tables in the appendix contain data from the previous year (2023) provided by the Hamburg IHK. During preparations for the education report, we received a correction from the Ministry of the Interior and Building of Mecklenburg-Western Pomerania concerning the public sector. There is an incorrect entry for geoinformation technology professions in the 2024 survey, which will be corrected in the 2025 survey.

In the course of describing developments in the training market, numerous technical terms have emerged over the years, some of which have different meanings despite similar wording (e.g. “training place applicant” and “training place seeker”). The terms are explained in the text; a summary explanation can be found in the appendix to this publication.

The analyses in this report are structured as follows. After presenting the supply and demand for training places and the supply-demand ratio (Chapter 2), unsuccessful market participation and matching problems are examined (Chapter 3). The following chapters are devoted to newly concluded training contracts (Chapter 4) and persons interested in training (Chapter 5). The article concludes with a summary (Chapter 6).

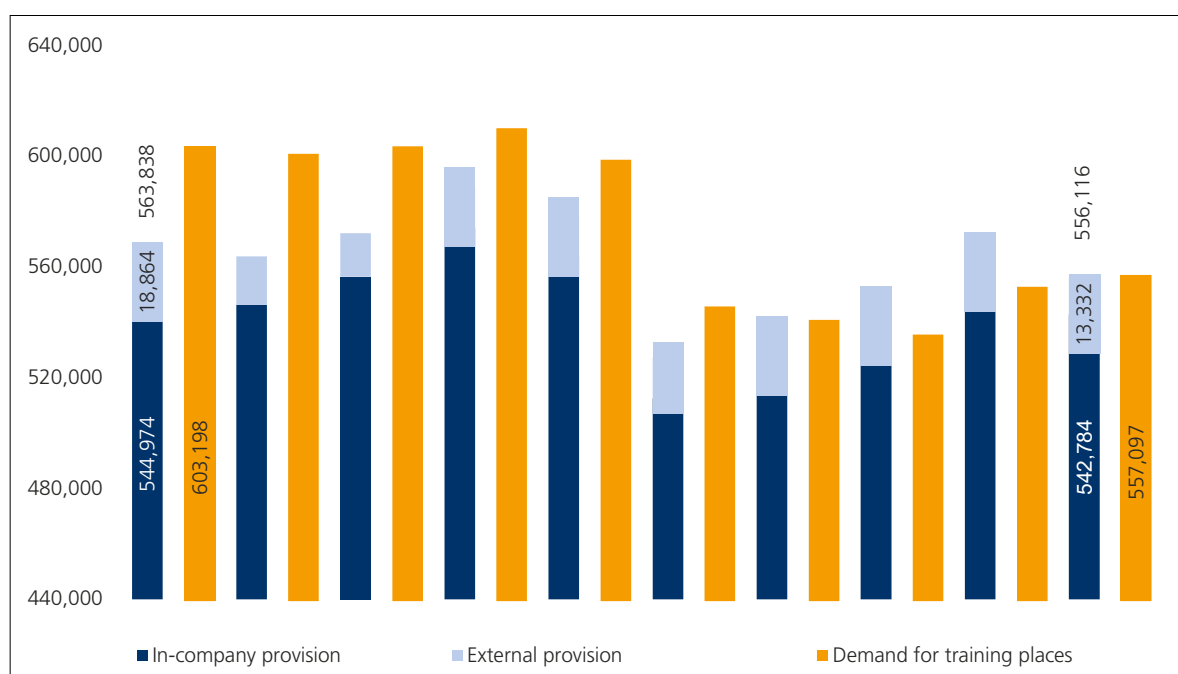
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► 2 Training place supply and demand, supply-demand ratio

2.1 Training place supply and demand

In the 2024 training year, the number of training places available decreased by 6,500 or 1.2 per cent compared with the previous year (see Fig. 1). The number of places offered by companies decreased by 5,500 places (-1.0%). The decline in external offers amounted to 1,000 or -7.1 per cent. By contrast, demand for training places rose slightly in 2024, by 4,200 or 0.8 per cent.

Figure 1: Development of demand for training and the supply of training places (2015 to 2024, differentiated between in-company and external provision)



Notes: The predominantly publicly funded, external training provision is shown here in light blue. In order to clearly illustrate the extent of the changes, the starting point of the Y-axis has been set at 440,000. It should therefore be noted that the graph does not reflect the actual ratio between in-company and external provision. Due to data protection regulations, all values shown here have been rounded to a multiple of 3.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET Report); BIBB, calculations by Division 1.1

Table 2 shows that the number of training places available varied depending on the area of responsibility. Compared to the previous year, 2023, the number of places available in the public sector rose by 3.2 per cent or 500 places. There was also an increase of 2.2 per cent or 1,100 places in the liberal professions. There was a decline in the other areas of responsibility, with the “Other” category falling by 4.3 per cent or 200 places and the trade and industry sector falling by 2.1 per cent and -6,700, respectively. The agricultural sector also saw a decline (-1.5%).

There were also regional differences in developments. While the number of training places rose in Schleswig-Holstein (+2.4%) and Baden-Württemberg (+0.4%), it decreased in all oth-

er federal states. The declines in Saarland (-4.6%), Rhineland-Palatinate (-3.8%) and Bavaria (-3.4%) (see Table A1 in the appendix) are particularly noteworthy.

Table 2: Development of training places by area of responsibility (2015 to 2024)

Year	Trade and industry	Craft trades	Public sector	Agriculture	Liberal professions	Other areas, not applicable	Total
2015	330,618	155,910	13,389	14,067	45,378	4,476	563,838
2016	329,001	155,796	13,941	14,097	46,767	4,227	563,832
2017	332,202	159,003	14,451	14,187	47,685	4,746	572,274
2018	343,461	162,696	14,760	14,070	49,341	4,743	589,068
2019	334,800	159,222	15,300	13,959	50,652	4,242	578,175
2020	295,695	150,765	15,276	14,214	47,316	4,167	527,433
2021	295,317	154,806	14,553	14,922	51,894	4,749	536,238
2022	305,520	152,997	14,754	14,013	52,833	3,894	544,011
2023	322,119	155,244	15,354	14,496	51,669	3,732	562,626
2024	315,408	154,182	15,852	14,280	52,818	3,573	556,116
Change in 2024 compared to 2023							
Absolute	-6,711	-1,062	+495	-219	+1,149	-159	-6,510
In %	-2.1 %	-0.7 %	+3.2 %	-1.5 %	+2.2 %	-4.3 %	-1.2 %

Notes: For the 2024 survey, the Hamburg Chamber of Industry and Commerce used data from the previous year. Due to data protection regulations, all figures shown here have been rounded to a multiple of 3.

Sources: BIBB, survey as of 30 September; FEDERAL EMPLOYMENT AGENCY 2024a and special analyses in preparation for the VET Report; BIBB, calculations by Division 1.1

In the 2024 reporting year, demand for training places rose by 4,200 applicants, or 0.8 per cent, to a total of 557,100 applicants compared with the previous year. This marks the second consecutive year of slight growth in demand since 2022, with demand slightly exceeding supply in 2024.

However, the trend in Figure 1 shows that there has been a long-term decline in demand for apprenticeships. In 2019 (i.e. before the pandemic), demand for training decreased below 600,000 for the first time. In addition to the general attractiveness of dual VET, demographic developments are considered a key factor in the decline in demand for training places (see SCHUSS 2023). Therefore, when considering the developments presented here, it should also be noted that in 2023 the number of school leavers from general education schools decreased by 2.3 per cent compared to 2019.

Looking at regional differences, it should be emphasised that demand in the federal states of Berlin, Rhineland-Palatinate, Bremen and Hesse decreased by more than around one per cent compared to the previous year. In the federal states of Mecklenburg-Western Pomerania, Brandenburg and Thuringia, on the other hand, there was an increase in demand of around two per cent in each case. Saxony saw the sharpest rise in demand for apprenticeship places, at 3.4 per cent.

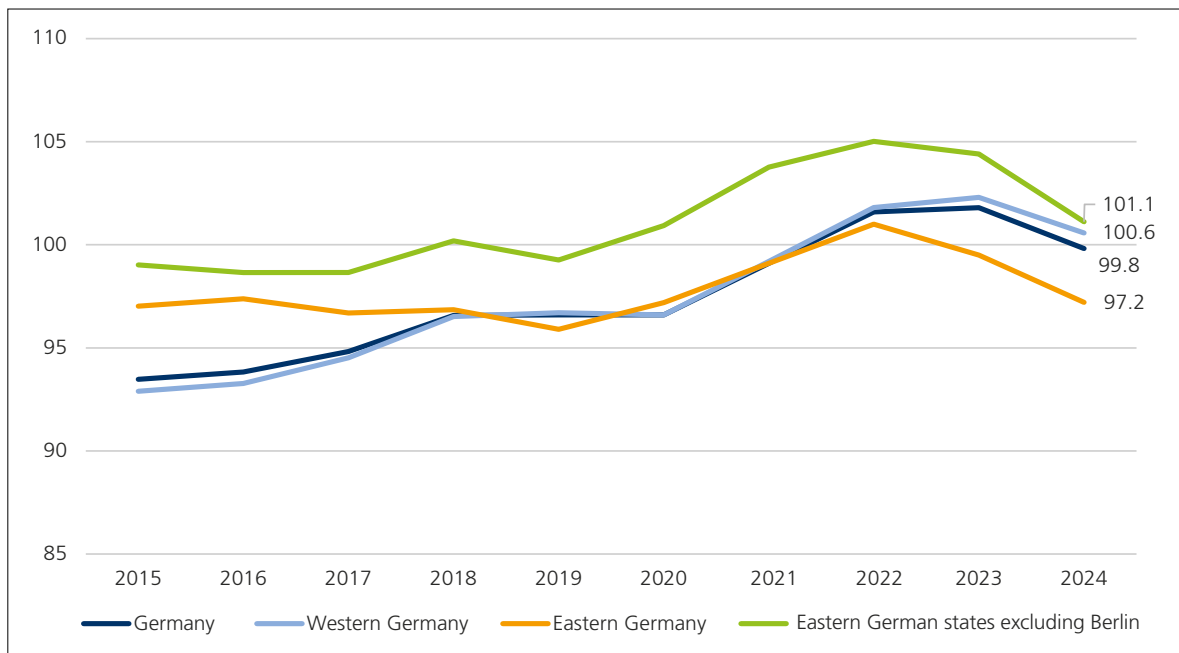
Looking at demand broken down by gender, the increase in demand among men in 2024 was slightly lower than among women, at 0.6 per cent (+2,000 applicants) compared with 2023 (+1.1 per cent or +2,200 applicants). Looking at the development over time, it can be seen that the demand for training places among women decreased by 16.0 per cent (-39,100) compared to 2015, while among men it decreased by only 2.0 per cent (-7,300).

2.2 Supply-demand ratio⁴

The supply-demand ratio (SDR) is derived from a comparison of supply and demand in the training market. It indicates how many training places are available per 100 applicants in purely mathematical terms. The increase in demand coupled with a simultaneous decline in training places meant that the SDR was lower than in the previous year. Nationwide, the SDR decreased from 101.8 in 2023 to 99.8 in 2024. While the SDR decreased by 1.7 points to 100.6 in the western German states in 2024, it dropped from 99.5 in 2023 to 97.2 in 2024 in the eastern German states. Excluding Berlin from the group of eastern German federal states, the ratio of supply to demand is consistently higher than in the western German federal states, standing at 101.1 in 2024, which corresponds to a decline of 1.7 points compared to the previous year.

Excluding Berlin, there are still significantly more training places available in eastern Germany than there are applicants for a given number of training places than in the western German states, even though the difference between eastern and western Germany has recently narrowed.

Figure 2: Development of the supply-demand ratio (2015 to 2024)

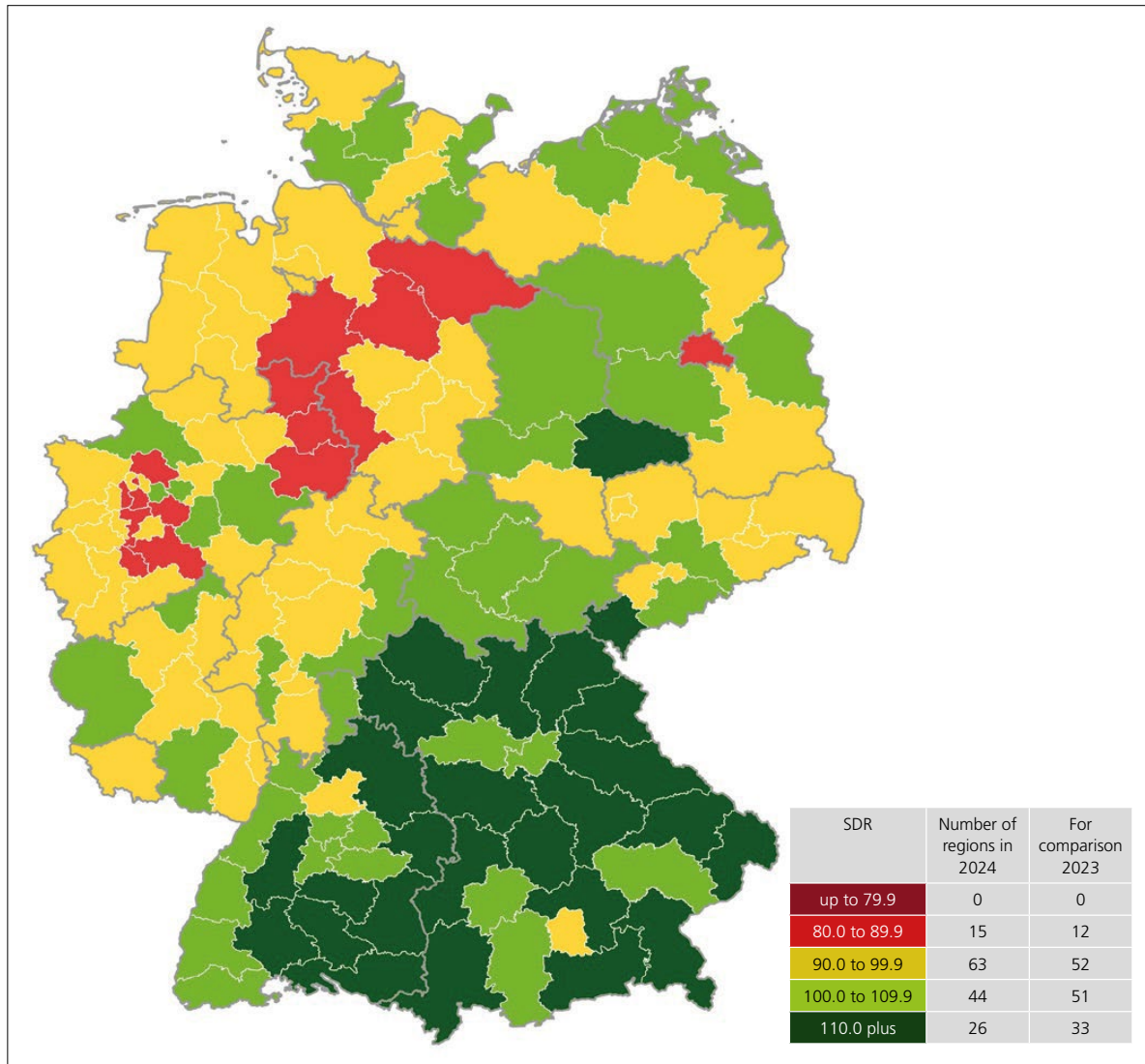


Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET Report); BIBB, calculations by Division 1.1

Looking at the SDR at the federal state level, there are considerable regional differences (see Table A1 in the appendix). In Bavaria (SDR: 112.3), Baden-Württemberg (SDR: 108.3), and Thuringia (SDR: 105.2), a value of over 105 was achieved in each case, i.e. there were at least 105 training places available for every 100 training places requested. In addition to the city states of Berlin (SDR: 83.1) and Bremen (SDR: 92.0), the federal states of Lower Saxony (SDR: 93.1), North Rhine-Westphalia (SDR: 93.7), Hesse (SDR: 96.5), Saarland (SDR: 98.5), Saxony (SDR: 99.1) and Rhineland-Palatinate (SDR: 99.3) also achieved a value of less than 100.

⁴ Here and in the rest of the text, reference is made to the extended supply-demand ratio (SDR) (see Section II in the appendix and CHRIST 2024).

Figure 3: Supply-demand ratio by employment agency district in 2024



Note: For the 2024 survey, the Hamburg Chamber of Industry and Commerce used data from the previous year.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET Report); BIBB, calculations by Division 1.1 © GeoBasis-DE/BKG 2017 (data modified)

At the employment agency district level, significant disparities can also be observed within the federal states (see Fig. 3 and Table A5 in the appendix). In North Rhine-Westphalia, for example, there were districts where the number of training places exceeded demand, and districts where the opposite was true. From the perspective of young people, the SDR was most favourable nationwide in the following employment agency districts: Weiden (SDR: 141.9), Schwandorf (SDR: 133.4), Deggendorf (SDR: 128.7), Aalen (SDR: 123.3), Schweinfurt (SDR: 122.9), Passau (SDR: 121.6), Regensburg (SDR: 121.5) and Bamberg-Coburg (SDR: 120.0). Here, there were at least 120 training places available for every 100 applicants.

In the districts of Cologne (SDR: 82.3), Berlin (SDR: 83.1), Herford (SDR: 85.4), Nienburg-Verden (SDR: 85.9), Lüneburg-Uelzen (SDR: 86.8), Recklinghausen (SDR: 86.9), Hameln (SDR: 86.9), Mettmann (SDR: 87.1), Celle (SDR: 87.6), Bergisch Gladbach (SDR: 88.1), Paderborn (SDR: 88.2), Detmold (SDR: 88.5), Essen (SDR: 88.8), Oberhausen (SDR: 88.9), and Hagen (SDR: 89.3) had the lowest SDR in 2024. This list also reflects the fact that large de-

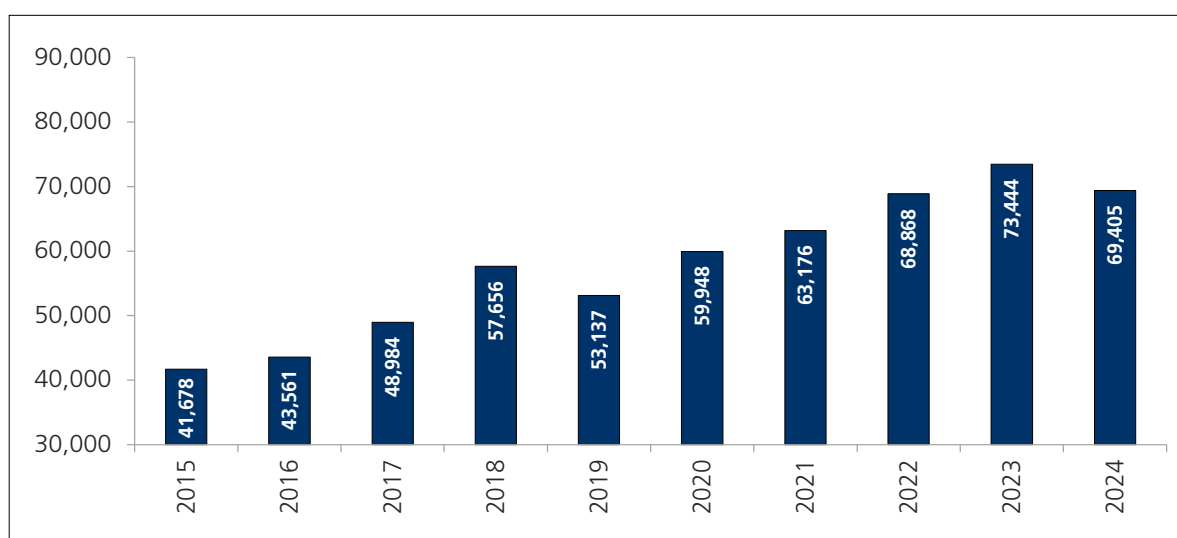
mand surpluses often occur in large cities. Compared to the previous year, it is noticeable that fewer employment agency districts have an SDR value above 100. In contrast, 78 employment agency districts reported an SDR value below 100 in 2024 (2023: 64).

► 3 Unsuccessful market participation and matching problems

3.1 Unfilled training places

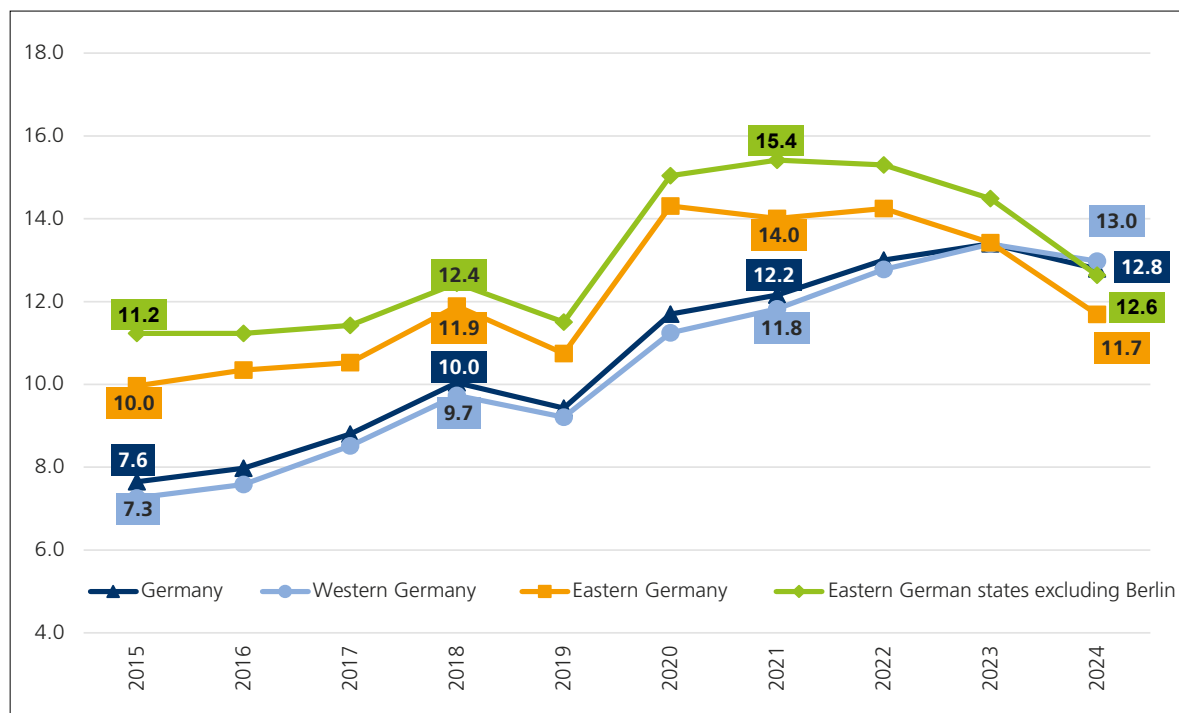
In 2024, the number of unfilled training places declined for the first time since 2019. In the 2024 reporting year, a total of 69,400 places remained unfilled, representing a decline of 5.5 per cent or 4,000 places compared to the previous year (see Figs. 4 and 5). The proportion of unfilled training places in all unfilled in-company training places offered decreased from 13.4 per cent in 2023 to 12.8 per cent in the current reporting year 2024, a decline of 0.6 percentage points. However, this is still the third-highest proportion in the time series reported here since 2015. The recruitment problems therefore persist and pose a major challenge for many companies in recruiting young people for their training places.

Figure 4: Development of unfilled in-company training places as of 30 September 2015 to 2024 (Germany, Western Germany, Eastern Germany, Eastern German states excluding Berlin) as a percentage of in-company training places offered (absolute)



Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; special evaluation in preparation for the VET Report; BIBB, calculations by Division 1.1

Figure 5: Development of unfilled in-company training places as of 30 September 2015 to 2024 (Germany, Western Germany, Eastern Germany, Eastern German states excluding Berlin), relative to in-company provision (in %)



Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; special evaluation in preparation for the VET Report; BIBB, calculations by Division 1.1

For the first time, the proportion of unfilled training places in eastern Germany, both including (11.7%) and excluding Berlin (12.6%), was lower than in western Germany (13.0%; see Fig. 5).

The proportion of unfilled places varied by federal state: Brandenburg (17.2%), Bavaria (16.9%) and Schleswig-Holstein (15.8%) had the highest proportion of unfilled in-company training places as a percentage of all in-company training places offered. The lowest rates, at less than ten per cent, were found in the city states of Bremen (6.3%) and Berlin (7.6%) and in Lower Saxony (8.6%).

Table 3 breaks down the rates of unfilled in-company training places by area of responsibility. With the exception of the public sector (4.1%, up 1.5 percentage points on 2023), the overall rate of unfilled in-company training places declined slightly in all areas of responsibility. However, in the two largest areas of responsibility, “trade and industry” and “craft trades”, around 2,300 and 1,400 fewer positions remained unfilled compared with the previous year.

Table 3: Development of unfilled training places by area of responsibility from 2015 to 2024 (as of 30 September) in absolute terms and as a percentage of the total number of training places offered by companies

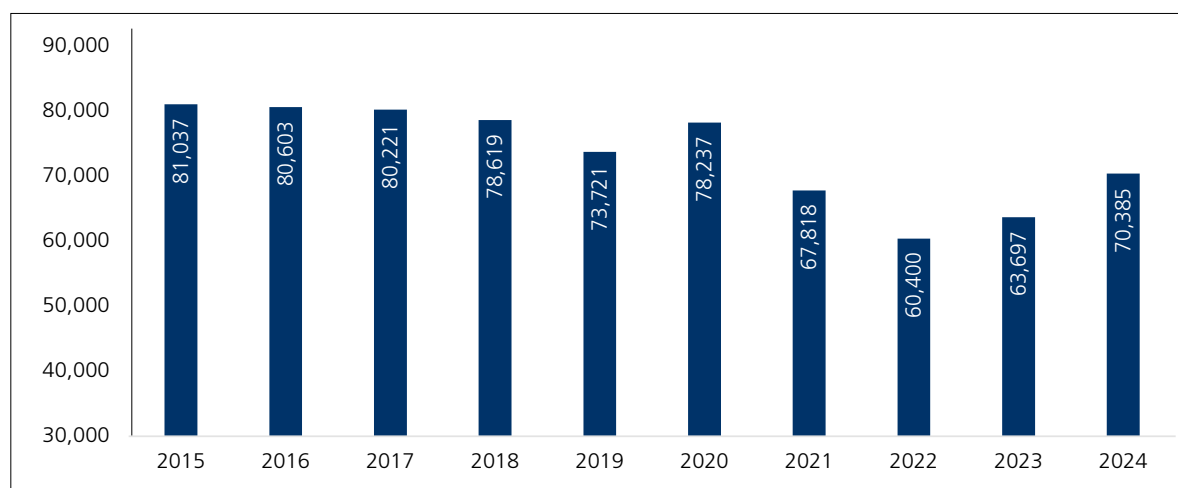
	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Change 2024 compared to 2023
Industry and trade	22,374 (7.0%)	24,699 (9.4%)	27,932 (8.6%)	33,632 (10.0%)	30,207 (9.2%)	33,487 (11.6%)	35,935 (12.5%)	39,260 (13.2%)	43,858 (13.9%)	41,607 (13.5%)	-2,251 (-0.4 percentage points)
Craft trades	14,397 (9.7%)	14,028 (9.4%)	15,284 (10.0%)	17,387 (11.0%)	16,347 (10.6%)	18,570 (12.8%)	18,703 (12.5%)	19,847 (13.4%)	20,459 (13.6%)	19,075 (1.7%)	-1,384 (-0.9 percentage points)
Public sector	108 (0.8%)	152 (1.1%)	197 (1.4%)	310 (2.1%)	214 (1.4%)	630 (4.1%)	369 (2.5%)	757 (5.1%)	402 (2.6%)	652 (4.1%)	250 (+1.5 percentage points)
Agriculture	518 (4.0%)	532 (4.1%)	484 (3.6%)	605 (4.6%)	592 (4.5%)	726 (5.5%)	673 (4.8%)	699 (5.4%)	715 (5.3%)	593 (4.5%)	-122 (-0.8 percentage points)
Liberal professions	2,238 (4.9%)	2,203 (4.7%)	2,590 (5.4%)	3,097 (6.3%)	3,552 (7.0%)	4,176 (8.8%)	4,713 (9.1%)	5,943 (11.3%)	5,834 (11.3%)	5,371 (10.2%)	-453 (-1.1 percentage points)
Other areas, n/a	2,043	1,947	2,497	2,625	2,225	2,359	2,783	2,362	2,176	2,090	-79
Total	41,678 (7.6%)	43,561 (8.0%)	48,984 (8.8%)	57,656 (10.0%)	53,137 (9.4%)	59,948 (11.7%)	63,176 (12.2%)	68,868 (13.0%)	73,444 (13.4%)	69,405 (12.8%)	-4,039 (-0.6 percentage points)

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; special evaluation in preparation for the VET Report; BIBB, calculations by Division 1.1

3.2 Unsuccessful training place applicants

The number of applicants who were still registered with the BA as seeking a training place on 30 September 2024 and who are therefore considered unsuccessful in their search for a training place rose again, as in the previous year. In total, around 70,400 applicants were unsuccessful in their search for a training place in 2024 (see Fig. 6). This represents an increase of 6,700 applicants (+10.5%) compared with the previous year. Measured against the total demand for training places, the proportion of applicants still looking for a training place in 2024 was 12.6 per cent (previous year: 11.5 per cent) (see Fig. 7). As with the proportion of unfilled in-company training places, there were also some significant differences in the proportion of unsuccessful training place applicants at the state level⁵. While almost one in four applicants (22.9%) in Berlin was unsuccessful in finding a training place in 2024, the proportion of applicants who came away empty-handed in Bavaria was comparatively low at 6.4%.

Figure 6: Development of the number of applicants still seeking training places as of 30 September in 2015 to 2024 (Germany, Western Germany, Eastern Germany, Eastern German states excluding Berlin), absolute of the demand for training places

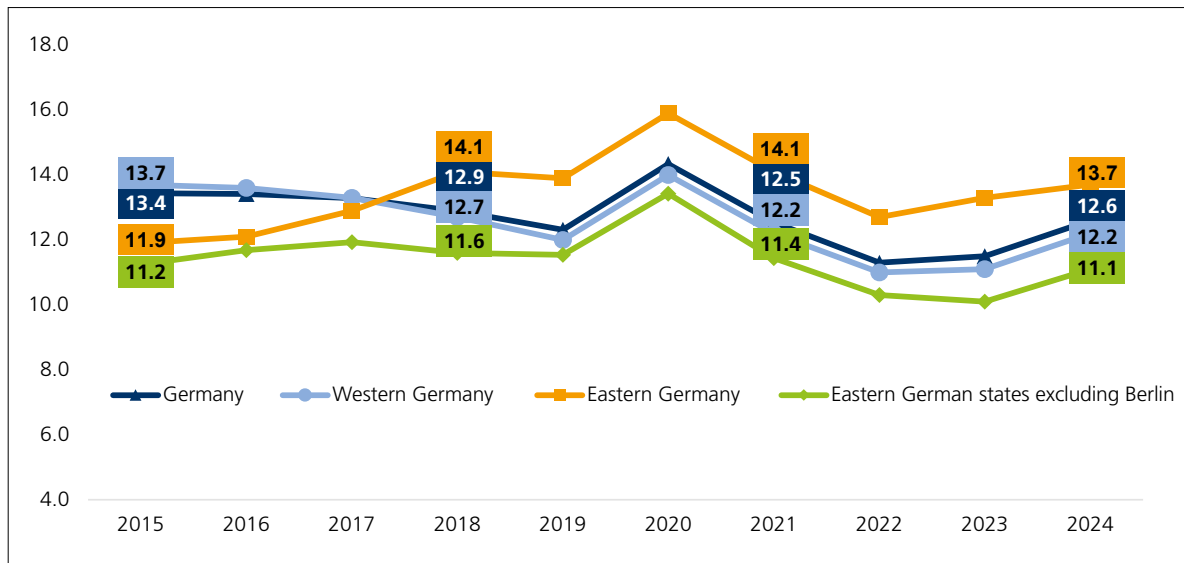


Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET Report); BIBB, own calculations by Division 1.1

In addition to Berlin, Brandenburg (16.5%), North Rhine-Westphalia (16.1%), Lower Saxony (14.7%) and Hesse (14.3%) had the highest rates of applicants still looking for training places. The supply problems were therefore greatest in these regions. In the federal states of Bavaria (6.4%), Thuringia (7.4%), Baden-Württemberg (8.2%) and Saxony-Anhalt (8.4%), the rates were below ten per cent (see also Table A1 in the appendix).

⁵ A detailed overview of the rates of unfilled in-company training places and the rates of unsuccessful applicants at the federal state level can be found in Table A1 in the appendix.

Figure 7: Development of training place applicants still seeking a place on 30 September 2015 to 2024 (Germany, Western Germany, Eastern Germany, Eastern German states excluding Berlin), relative to the demand for training places (in %)



Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET Report); BIBB, own calculations by Division 1.1

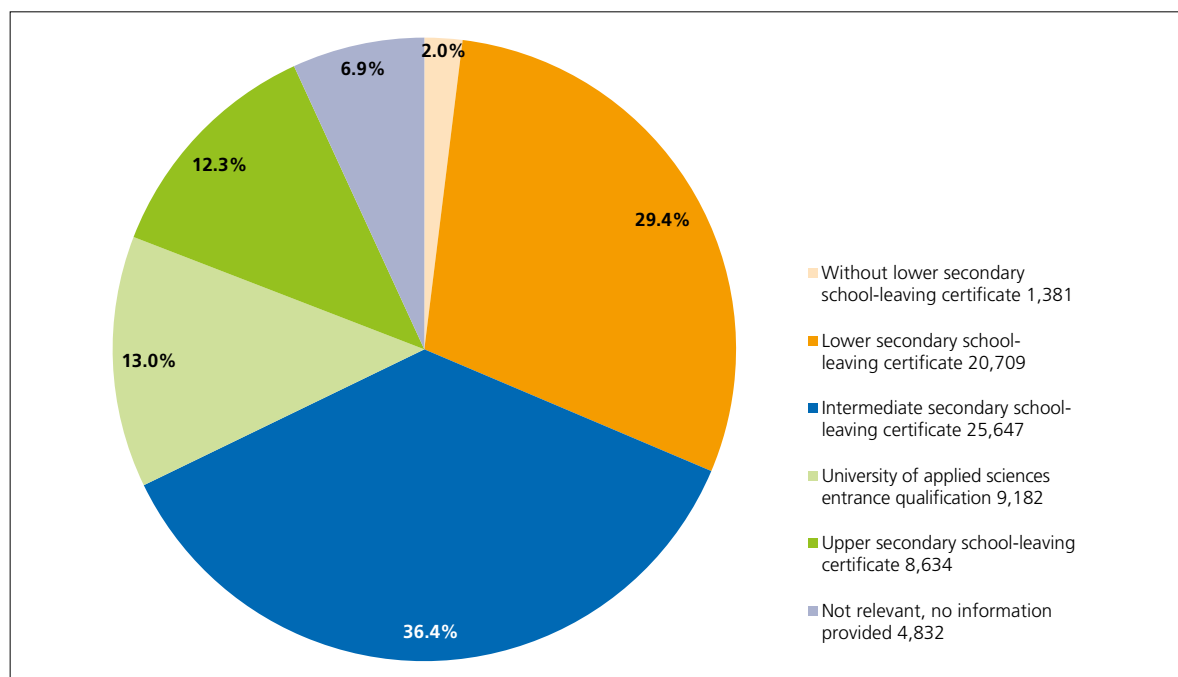
3.3 Unsuccessful market participation after leaving school

The BA statistics allow conclusions to be drawn about the educational background of the registered applicants.⁶ Figure 8 shows that the majority of applicants who were unsuccessful in their search for a training place had an intermediate school-leaving certificate (25,600 or 36.4%). However, it should be noted that among all applicants, the group with an intermediate school-leaving certificate also represents the largest group overall. 20,700 people or 29.4% of unsuccessful applicants had a lower secondary school-leaving certificate. However, people with university entrance qualifications (those with a university of applied sciences entrance qualification or A-levels) also accounted for a large proportion of unsuccessful applicants, at 17,800 or 25.3 per cent.

Looking at Figure 9, which shows the unfilled training places according to the (minimum) school-leaving qualification expected by the training providers, it is hardly surprising that most of the unfilled training places only required a secondary school-leaving certificate (55.6%). A secondary school-leaving certificate is the most frequently expected minimum qualification in regard to all training places, i.e. including those that were filled. For 26.1 per cent of unfilled training places, at least an intermediate school-leaving certificate was expected, and for 8.3 per cent, a university entrance qualification.

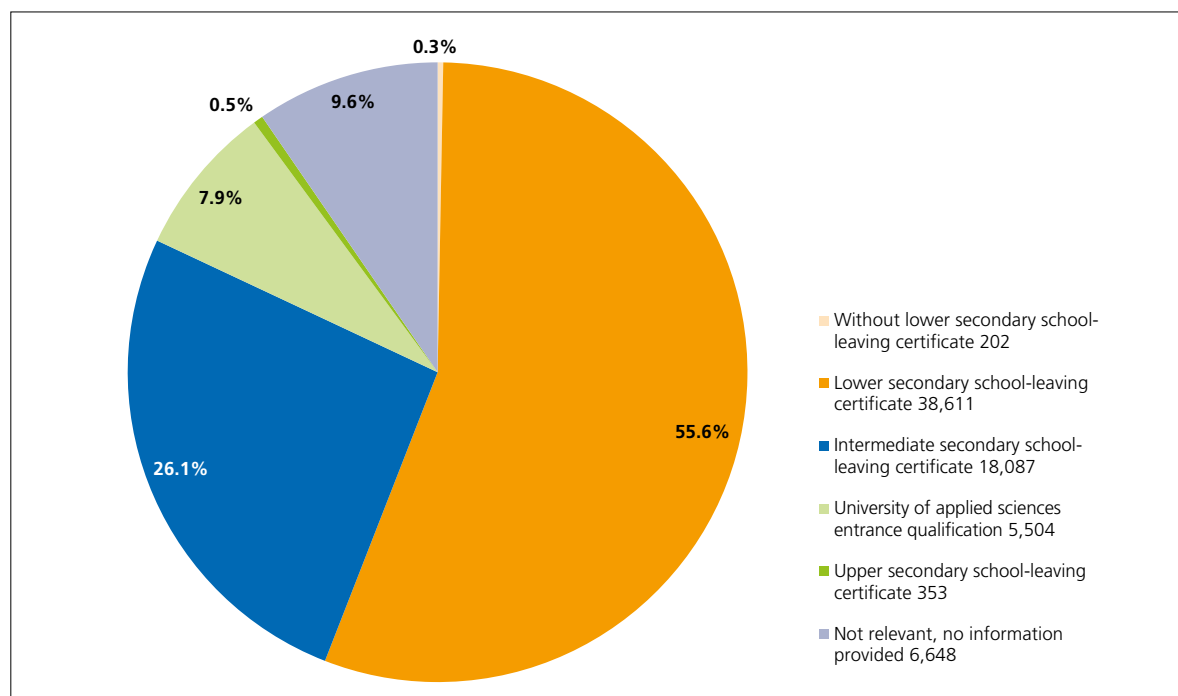
⁶ We have received reports from the field that the figures for newly concluded training contracts also include contracts with young people who were recruited abroad for training. We assume that these young people have not obtained a general school-leaving certificate in Germany.

Figure 8: Unsuccessful applicants by school-leaving qualification in 2024



Source: Federal Employment Agency 2024a, Table 3; BIBB; calculations by Division 1.1, own representation

Figure 9: Unfilled training places according to the (minimum) school-leaving qualifications expected by training providers in 2024



Source: Federal Employment Agency 2024a, Table 4; 2024b; BIBB; calculations by Division 1.1

3.4 Matching problems

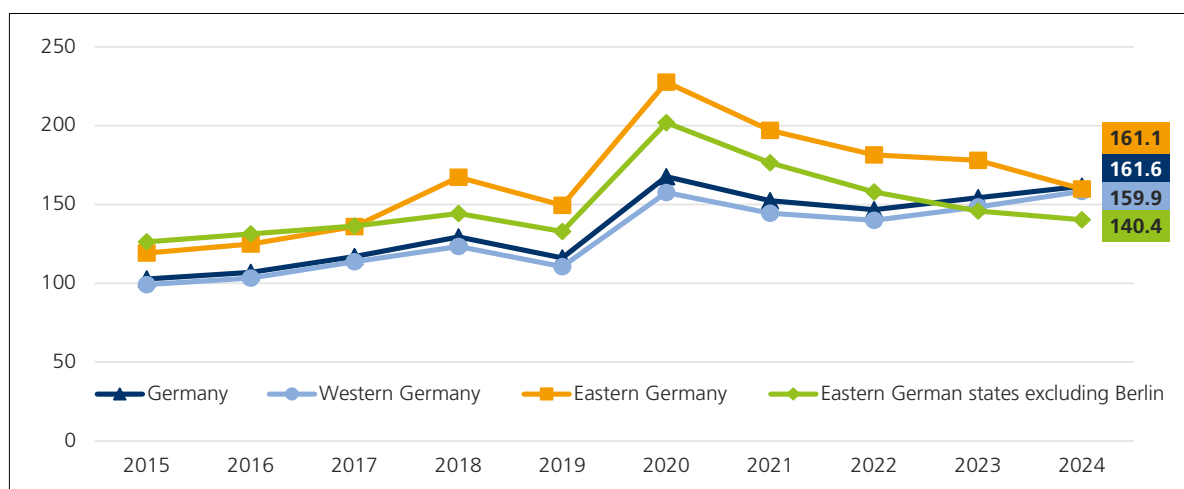
Matching problems have long been considered a key challenge in the training market and have become even more acute in recent years (see OEYNHAUSEN et al. 2021; 2023). In 2020, as a result of significant increases in both the proportion of unfilled training places and the proportion of unsuccessful training place seekers, the “Matching Problems Index” (IP, see info box) rose to a new high of 167.7 (see Fig. 10). In the following years, the IP value decreased again slightly, reaching 154.3 in 2023. In 2024, the IP value rose again nationwide, to 161.6.

Matching problems

A matching problem arises when there are both a relatively large number of unfilled training places and a relatively large number of people still looking for training places on the reporting date, i.e. when recruitment and supply problems coincide (see ULRICH 2019).

Quantitatively, the extent of the matching problems can be illustrated by multiplying the unsuccessful percentages on both sides of the training market. The “Matching Problems Index” (MI) is thus calculated as the product of the percentage of unfilled places in the company training programme and the percentage of applicants still looking for a training place. The value range thus varies mathematically from $0\% * 0\% = 0$ (no matching problems, as no reported places remain unfilled and no applicants are still looking at the end of the reporting year) to the purely mathematical but practically impossible value of $100\% * 100\% = 10,000$ (all reported vacancies remain unfilled and all applicants are still looking at the end of the reporting year). The multiplicative connection ensures that the indicator does not show any matching problems even if there are massive recruitment problems but no supply problems (in the extreme case $100\% * 0\% = 0$), and vice versa, when there are no recruitment problems yet supply problems are significant (in extreme cases $0\% * 100\% = 0$).

Figure 10: Development of the matching problems index (2015 to 2024)

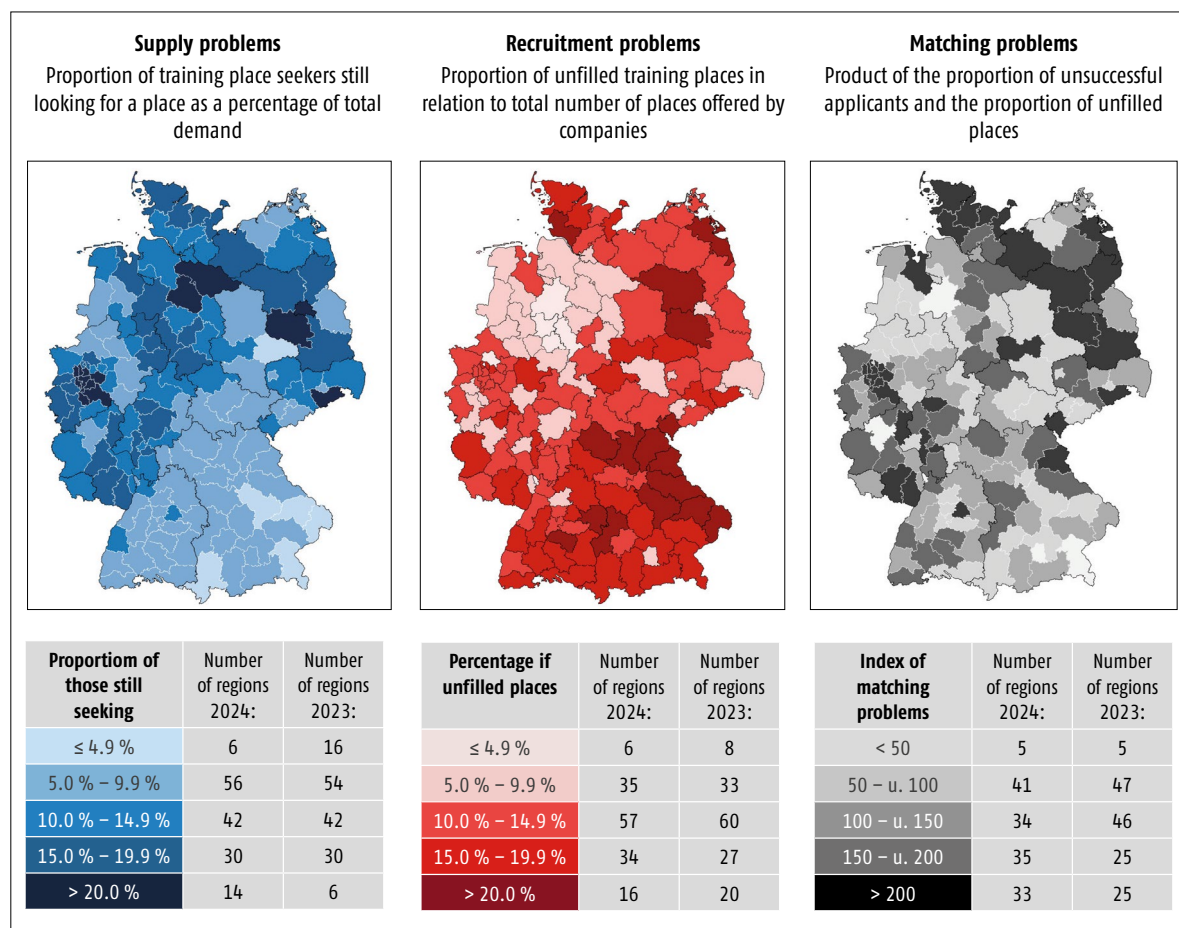


Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; BIBB, calculations by Division 1.1

3.4.1 Matching problems as a result of regional market imbalances

Matching problems are caused by both regional and occupational imbalances. The comparison of the regional shares of unfilled training places and unsuccessful training place seekers in Figure 9 shows that in regions with particularly severe placement problems (see centre map), there are often relatively few people who are still looking for a training place at the end of the placement year (see left map). Conversely, in regions with particularly severe supply problems, there are only a few training places available at the end of the year. Thus, in many regions, either recruitment problems (where supply problems tend to be minor) or supply problems (where recruitment problems tend to be minor) dominate. However, there are also regions affected by both of the above: average recruitment problems and above-average supply problems. These include, for example, the employment agency districts of Potsdam (IP = 457.3), Kaiserslautern-Pirmasens (IP = 371.1) and Plauen and Pirna (IP = 327 each), which also had the highest IP values in 2024 (see map on the right and Table A5 in the appendix).

Figure 11: Regional differences in supply, recruitment and matching problems in 2024 (differentiated by employment agency districts)



Note: For the 2024 survey, the Hamburg Chamber of Industry and Commerce used data from the previous year.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET Report); BIBB, calculations by Division 1.1 © GeoBasis-DE/BKG 2017 (data modified)

Visualisation of employment agency districts: BIBB, Division 1.1

Regional mobility is considered one of the key factors in reducing matching problems. Studies show that the mobility behaviour already practised by young people interested in training significantly contributes to balancing supply and demand (see, for example, KLEINERT 2015;

HERZER/ULRICH 2020). However, there are limits to the extent to which regional mobility can almost completely offset regional market imbalances. On the one hand, many young people have only limited mobility (due to long distances, in some cases also unfavourable transport links or rising housing costs). This means that they are unable to reach regions where there are more unfilled training places. On the other hand, young people with a high willingness to relocate do not necessarily promote market equilibrium, because they often focus their training preferences on occupations in which there is no shortage of applicants anyway (see MATTHES et al. 2016). This means that labour market imbalances would also have to be reduced if the matching problems are to be brought back down to a lower level.

3.4.2 Matching problems as a result of training market imbalances

The matching problems in the training market are driven not only by regional factors but also by occupational imbalances. The sometimes very low or very high demand for certain training occupations means that market participants on both sides of the training market remain unsuccessful. Table 4 lists the ten occupations that had the most severe recruitment or supply problems in 2024. The table also contains comparative data from the previous year. As in previous years, occupations in the craft trades, particularly in the food industry, and occupations in the construction industry were especially affected by recruitment problems in 2024, while supply problems often occurred in media occupations and in parts of the commercial sector. As in previous years, the occupations listed in Table 4 with particularly severe recruitment problems include concretors (44.4%), plumbers (43.0%) and butchers (40.7 %), each with a share of unfilled vacancies in the total number of places offered by companies of over 40%. As in previous years, the professions with the most severe supply problems in 2024 were animal keepers (38.7%) and professions in the media sector. Many applicants were unsuccessful in their search for training places in the professions of audio-visual producers (46.5%), digital and print media designers (37.3%) and visual marketing designer (37.1%).

Against the backdrop of a slight increase in demand compared to the previous year and a simultaneous decline in the number of training places available, the proportion of unfilled places in the company training programme decreased slightly by 0.6 percentage points from 13.4 per cent to 12.8 per cent. This is also reflected in the proportions of the ten occupations most affected by recruitment problems. The proportions declined in six out of ten training occupations. The opposite was true for occupations with supply problems. Compared to the previous year, the proportion of young people who were unsuccessful in their search rose in seven out of ten occupations.

Table 4: Occupations with the greatest recruitment and supply problems in 2024 (including comparative figures for 2023)

Occupation*	2024		Comparative figures for 2023				2024 compared to 2023					
	(company) supply-demand ratio	Share of unsuccessful market participants (in %)		(Operational) supply-demand ratio		Share of unsuccessful market participants (in %)		(Operational) supply-demand ratio	Development of the share of unsuccessful market participants (in percentage points)			
		Proportion of unfilled places offered by companies				Proportion of those still seeking places in relation to demand			Proportion of unfilled places offered by companies	Proportion of those still seeking places in relation to demand		
Occupations with recruitment problems												
Concretor	167.8	44.4	4.7	4.7	164.6	43.4	5.1	5.1	+3.2	+1.0	-0.4	-0.4
Plumber	167.0	43.0	4.4	4.4	174.0	46.1	5.4	5.4	-7.0	-3.1	-1.0	-1.0
Butcher	159.8	40.7	4.2	4.2	159.3	41.7	5.5	5.5	+0.5	-1.0	-1.3	-1.3
Salesperson specialising in foodstuffs	151.8	37.2	3.8	3.8	171.7	45.3	4.6	4.6	-19.9	-8.1	-0.8	-0.8
Pipeline fitter	146.2	35.8	5.8	5.8	149.5	36.0	4.0	4.0	-3.3	-0.2	+1.8	+1.8
Glazier	139.4	34.5	8.1	8.1	141.9	35.8	8.3	8.3	-2.5	-1.3	-0.2	-0.2
Management assistant for retail services	125.2	31.8	13.6	13.6	119.8	29.2	14.2	14.2	+5.4	+2.6	-0.6	-0.6
Scaffolder	131.5	28.5	5.5	5.5	139.7	32.0	4.8	4.8	-8.2	-3.5	+0.7	+0.7
Media technologist (printing)	128.0	28.1	6.0	6.0	125.8	26.9	6.4	6.4	+2.2	+1.2	-0.4	-0.4
Stuccoist	128.2	27.2	5.2	5.2	140.0	33.3	5.3	5.3	-11.8	-6.1	-0.1	-0.1
Occupations with supply problems												
Audio-visual producer	54.7	2.4	46.5	46.5	57.6	2.1	43.4	43.4	-2.9	+0.3	+3.1	+3.1
Animal keeper	63.0	3.4	38.7	38.7	60.9	2.0	39.4	39.4	+2.1	+1.4	-0.7	-0.7
Media designer (digital and print)	63.1	4.7	37.3	37.3	68.0	4.8	32.4	32.4	-4.9	-0.1	+4.9	+4.9
Visual marketing designer	67.2	7.9	37.1	37.1	65.8	6.5	37.6	37.6	+1.4	+1.4	-0.5	-0.5
Sports and fitness administrator	82.2	24.5	34.5	34.5	88.6	27.8	35.3	35.3	-6.4	-3.3	-0.8	-0.8
Protection and safety specialist	83.5	13.4	27.5	27.5	88.2	15.7	24.9	24.9	-4.7	-2.3	+2.6	+2.6
Specialist in media and information services	75.8	4.4	27.3	27.3	78.5	2.8	23.5	23.5	-2.7	+1.6	+3.8	+3.8
Interior decorator	78.9	12.0	25.0	25.0	78.5	13.1	25.5	25.5	+0.4	-1.1	-0.5	-0.5
E-commerce clerk	78.3	9.5	25.0	25.0	82.5	9.3	21.1	21.1	-4.2	+0.2	+3.9	+3.9
Bookseller	80.2	6.0	24.3	24.3	80.3	3.0	21.7	21.7	-0.1	+3.0	+2.6	+2.6

* Only occupations requiring training under the dual system (BiGi/HwO) are listed, in which there were at least 400 in-company training places available in 2024.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; BIBB, calculations by Division 1.1

► 4 Newly concluded training contracts

As of 30 September 2024, a total of 486,700 new training contracts had been registered. This represents a slight decline of 0.5 per cent (-2,500) compared to the previous year. Since the sharp decline in 2020, the number of new contracts has risen by 19,200 or 4.1 per cent. However, the figure remained well below the level of 2019 before the outbreak of the coronavirus pandemic (-38,300 contracts or -7.3 per cent compared to 2019).

Of the total number of new training contracts concluded in the 2024 reporting year, 97.3 per cent were in-company contracts and 2.7 per cent were predominantly publicly funded (“external”) training contracts. Both the number of in-company and external contracts declined compared with the previous year. While there was a decline of 0.3 per cent (or 1,500) of in-company contracts compared with 2023, the decline in external contracts was 7.1 per cent (or 1,000).

BIBB survey on newly concluded training contracts as of 30 September

The BIBB survey as of 30 September (FLEMMING/GRANATH 2016) is conducted annually on the basis of the BBiG in cooperation with the authorities responsible for vocational education and training. All training contracts that were newly concluded between 1 October of the previous year and 30 September of the current year and were not terminated prematurely are taken into account. The reports on newly concluded training contracts are submitted to BIBB by the responsible authorities by mid-November. The first evaluation results are available in mid-December. The data is available in tabular form on the BIBB website and is included in both the Federal Government's Vocational Training Report and the BIBB VET Data Report. The contract figures are broken down by individual occupations at the level of the employment agency districts. Follow-up contracts are recorded separately.⁷ Unlike the VET statistics of the Federal Statistical Office and the statistical offices of the federal states, they are not added to the total number of new contracts.⁸ As already mentioned above, the data from the BIBB survey as of 30 September can be combined with the results of the BA's training market statistics as of the end of September. This provides timely information on market developments and trends in the supply of and demand for training places.

⁷ “Follow-up contracts” are training contracts that are concluded following previous, completed vocational education and training and lead to a further qualification. However, only contracts for VET that are defined in the training regulations as advanced training occupations (usually entry into the third year of training) or that are referred to as “continuation of vocational education and training” are to be taken into account.

⁸ For the differences between the survey of newly concluded training contracts as of 30 September and the vocational training statistics as of 31 December, see also UHLY et al. 2019.

4.1 Developments in the federal states

The stagnation in the development of newly concluded training contracts was evident in almost all federal states in 2024. In most federal states, there was a slight percentage increase or decrease of between plus and minus one per cent. The largest percentage increases were recorded in Brandenburg (+200 or +2.1%). The sharpest decline compared with the previous year was in the number of newly concluded training contracts in Hesse (-1,000 or -2.9%) (see Table 5).

Table 5: Development of the number of newly concluded training contracts by federal state (2015 to 2024)

	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2023 to 2024	
											absolute	in %
Baden-Württemberg	73,824	73,989	74,655	75,312	74,079	66,477	65,973	65,847	69,249	69,963	+714	+1.0%
Bavaria	92,178	93,384	92,529	95,433	92,706	83,751	81,897	82,239	86,082	85,596	-489	-0.6%
Berlin	16,539	16,446	16,122	16,353	15,981	13,716	14,427	14,709	14,643	14,595	-48	-0.3%
Brandenburg	10,404	10,434	10,431	10,704	10,533	9,903	10,335	10,290	10,812	11,040	+228	+2.1%
Bremen	5,796	5,961	5,910	5,859	5,778	5,178	5,316	5,304	5,535	5,517	-18	-0.3%
Hamburg	13,512	13,320	13,431	13,389	13,479	11,661	11,559	11,193	11,880	11,898	+18	+0.1%
Hessen	37,809	37,266	37,725	38,226	38,334	33,285	33,177	33,831	35,778	34,752	-1,026	-2.9%
Mecklenburg-Western Pomerania	7,842	7,869	7,971	8,133	8,016	7,554	8,067	7,998	8,271	8,316	+45	+0.6%
Lower Saxony	54,573	54,663	54,702	55,641	54,192	46,788	48,645	48,576	50,379	50,196	-183	-0.4%
North Rhine-Westphalia	116,772	114,714	116,697	118,281	118,560	103,509	107,265	108,759	108,393	106,827	-1,566	-1.4%
Rhineland-Palatinate	26,238	25,851	26,169	26,226	25,797	23,685	23,388	22,968	23,454	22,965	-492	-2.1%
Saarland	7,128	7,158	6,744	6,843	6,999	6,009	5,988	5,922	6,012	5,919	-93	-1.6%
Saxony	18,543	18,447	19,437	19,701	19,518	18,249	18,876	19,728	20,049	20,340	+291	+1.4%
Saxony-Anhalt	10,644	10,764	10,311	10,590	10,551	9,771	10,290	10,335	10,569	10,497	-75	-0.7%
Schleswig-Holstein	20,196	19,980	20,103	20,235	20,052	18,426	18,099	17,556	17,691	17,799	+108	+0.6%
Thuringia	10,164	10,026	10,353	10,485	10,464	9,519	9,756	9,894	10,380	10,491	+111	+1.1%
Western Germany	448,026	446,283	448,665	455,448	449,976	398,769	401,313	402,192	414,459	411,432	-3,027	-0.7%
Eastern Germany (including Berlin)	74,136	73,989	74,625	75,966	75,060	68,715	71,751	72,951	74,724	75,279	+555	+0.7%
Eastern Germany (excluding Berlin)	57,597	57,540	58,503	59,610	59,079	54,999	57,324	58,242	60,081	60,684	+603	+1.0%
Germany	522,162	520,272	523,290	531,414	525,039	467,484	473,064	475,143	489,183	486,711	-2,472	-0.5%

Notes: For the 2024 survey, the Hamburg Chamber of Industry and Commerce used data from the previous year. Results for the period from 1 October of the previous year to 30 September. For reasons of data protection, absolute values are rounded to a multiple of 3; the total value may therefore differ from the sum of the individual values.

Sources: BIBB, survey as of 30 September, calculations by Division 1.1

4.2 Development by area of responsibility

After almost all areas of responsibility (apart from domestic services and the liberal professions) recorded increases in the number of new training contracts concluded in the previous year, there was no common trend in the number of new contracts concluded by area of responsibility in the 2024 reporting year. In the trade and industry sector, which accounts for 56.3 per cent of all newly concluded training contracts and is therefore the largest area of responsibility, 273,800 new contracts were registered nationwide in 2024 (see Table 6). This represents a decrease of 4,500 or 1.6 per cent compared with the previous year. The number of new training contracts was also lower than in the previous year in the domestic services (-80 or -5.8%) and agriculture (-100 or -0.7%) sectors. In the craft trades, which is the second largest area of responsibility with 135,100 contracts, there was stagnation (+300 or +0.2%). The strongest growth compared to the previous year was in the liberal professions, with 1,600 new training contracts (+3.5%). There was also a slight increase in shipping (+10 or +7.1%) and the public sector (+200 or +1.6%) (see Table 6).

Table 6: Development of the number of newly concluded training contracts by area of responsibility (2015 to 2024)

Year	Trade and industry	Craft trades	Public sector	Agriculture	Liberal professions	House-keeping	Maritime transport	Total
2015	308,244	141,513	13,281	13,551	43,140	2,262	168	522,162
2016	304,302	141,768	13,791	13,566	44,562	2,139	141	520,272
2017	304,272	143,718	14,253	13,701	45,096	2,106	141	523,290
2018	309,831	145,308	14,448	13,464	46,245	1,992	126	531,414
2019	304,593	142,875	15,087	13,368	47,100	1,899	117	525,039
2020	262,206	132,195	14,646	13,488	43,140	1,701	108	467,487
2021	259,380	136,101	14,184	14,247	47,181	1,857	108	473,061
2022	266,262	133,149	13,998	13,314	46,890	1,437	96	475,143
2023	278,259	134,784	14,952	13,782	45,846	1,431	126	489,183
2024	273,801	135,105	15,198	13,686	47,436	1,347	135	486,711
2023 until 2024	-4,458	+321	+246	-96	+1,590	-84	+9	-2,472
In %	-1.6%	+0.2%	+1.6%	-0.7%	+3.5%	-5.8%	+7.1%	-0.5%

Note: All whole numbers have been rounded to multiples of 3 in accordance with data protection regulations.

Sources: BIBB, Source: BIBB survey as of 30 September, own calculations by Division 1.1

4.3 Development by occupation

Tables 7 and 8 show the development of newly concluded training contracts in selected, more heavily populated individual occupations. Occupations that saw particularly strong percentage growth in 2024 are highlighted in bold. Percentage growth in the number of newly concluded training contracts included specialist caterer (+39.3%), kitchen qualified professional (+22.6%), specialist salesperson specialising in foodstuffs (+22.5%) and chemist (+21.4%).

In contrast, there were greater relative losses compared with the previous year in occupations such as human resources services consultant (-19.8%), digital and print media designer (-16.7%), mason (-14.7%), digitalisation manager (-14.7%), tile, slab and mosaic layer (-14.7%) and plastics and rubber technologist (-14.2%).

Table 7: Development of the number of newly concluded training contracts in selected individual occupations with higher popularity and the strongest relative losses

Occupations	Newly concluded training contracts		Change	
	2023	2024	absolute	in %
Human resources specialist	639	513	-126	-19.8
Media designer (digital and print)	2,193	1,827	-366	-16.7
Mason	2,991	2,550	-441	-14.7
Digitalisation manager	966	825	-141	-14.7
Tile, slab and mosaic layer	1,074	918	-156	-14.4
Plastics and rubber technologist*	1,446	1,239	-207	-14.2
Commercial employee in the pharmaceutical sector	1,497	1,299	-198	-13.4
Audiovisual producer	828	720	-108	-13.1
Architectural draughtsperson	2,580	2,250	-330	-12.8
Driver	3,105	2,733	-372	-12.0
Management assistant for e-commerce	1,674	1,479	-195	-11.7
Cycle mechatronics technician	1,227	1,095	-132	-10.9
Optician	2,880	2,568	-312	-10.9
Specialist in the hotel business	7,296	6,606	-690	-9.4
Construction finishing worker	570	519	-51	-8.8
Freight forwarding and logistics services clerk	4,704	4,293	-411	-8.8
Precision machinist	1,431	1,308	-123	-8.7
Building construction worker	951	876	-75	-7.9
Agent in marketing communication	1,173	1,080	-93	-7.8

*Plastics and rubber technologist including predecessors: Mechanic in plastics and rubber processing, Mechanic in plastics and rubber processing specialised in components, Mechanic in plastics and rubber processing specialised in compound and master batch production, Mechanic in plastics and rubber processing specialised in fibre composite technology, Mechanic in plastics and rubber processing specialised in mouldings, Mechanic in plastics and rubber processing specialised in semi-manufactures, Mechanic in plastics and rubber processing specialised in plastic windows, Mechanic in plastics and rubber technology specialised in laminated rubber parts.

Table 8: Development of the number of newly concluded training contracts in selected individual occupations with higher popularity and the strongest relative gains

Occupations	Newly concluded training contracts		Change	
	2023	2024	absolute	in %
Specialist caterer	1,089	1,515	+426	+39.3
Kitchen qualified professional	792	972	+180	+22.6
Salesperson specialising in foodstuffs	3,582	4,386	+804	+22.5
Chemist	1,470	1,782	+312	+21.4
Chimney sweep	702	846	+144	+20.5
Qualified dental employee	13,887	16,542	+2,655	+19.1
Insurance and financial services broker	4,632	5,508	+876	+18.9
Qualified professional in the hospitality sector	2,805	3,318	+513	+18.2
Specialist in employment services	699	807	+108	+15.4
Railway worker specialising in train traffic control	747	861	+114	+15.4
Skilled express and postal services employee	534	615	+81	+15.4
Industrial electrician	864	996	+132	+15.3
Butcher	1,092	1,245	+153	+14.2
Motor vehicle body and vehicle construction mechanic	1,452	1,644	+192	+13.2
Notary assistant	486	549	+63	+12.9
Baker	1,791	1,995	+204	+11.4
Specialist in food technology	759	846	+87	+11.3
Surveying technician	804	885	+81	+10.2
Bank clerk	8,700	9,519	+819	+9.4
Skilled transport employee	501	543	+42	+8.6
Mechatronics engineer for refrigeration technology	1,638	1,764	+126	+7.6
All occupations listed here	88,251	91,836	+3,585	+4.1%
For comparison: Total occupations	489,183	486,711	-2,472	-0.5%

Notes: Where applicable, predecessor occupations were taken into account in the evaluations. All whole numbers were rounded to a multiple of 3. This also applies to the actual change values. For this reason, the difference shown in the table may differ from the calculated difference between the annual values for 2023 and 2024 stated here. Only occupations requiring training under the dual system (BBiG/HwO) are listed in which at least 500 new company training contracts were concluded in 2024.

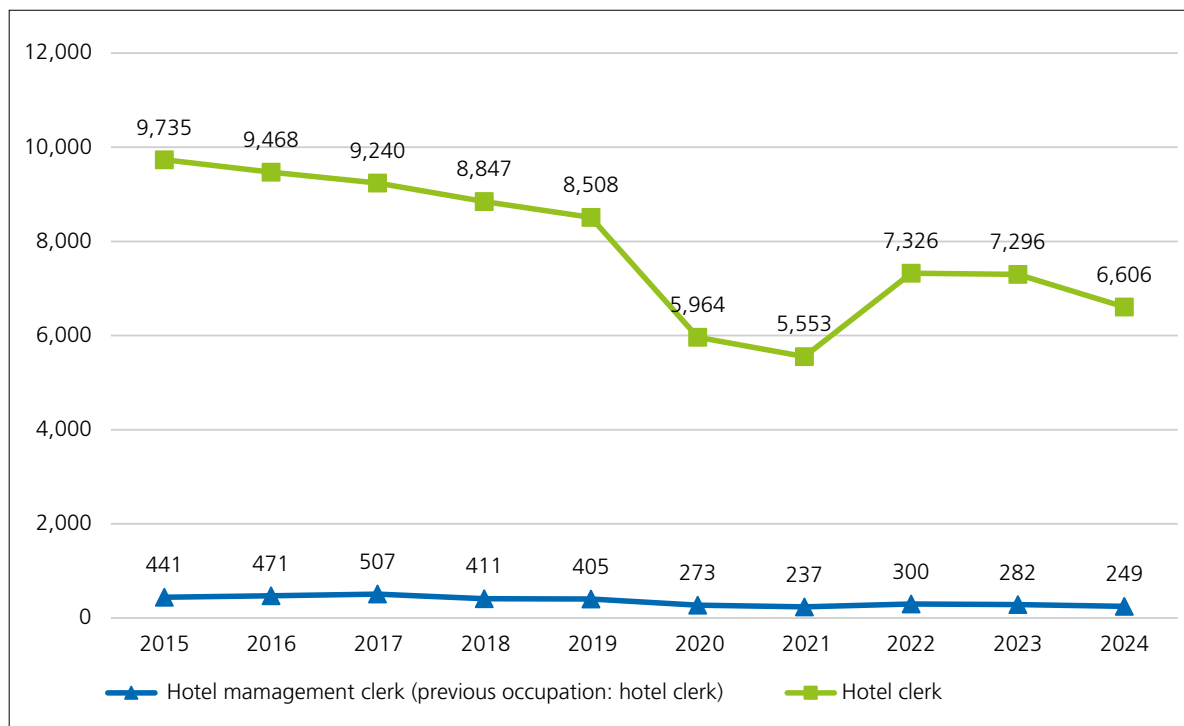
Source: BIBB, survey as of 30 September, calculations by Division 1.1

Based on the number of newly concluded training contracts in selected individual occupations with higher employment levels, the following section takes a closer look at developments over the last ten years in occupations in the hotel and hospitality industry, i.e. those occupations that have seen particularly sharp declines in newly concluded training contracts in the wake of the coronavirus pandemic.

In recent years, the number of newly concluded training contracts in the hotel industry has declined significantly. Figure 12 shows the development of the number of new training con-

tracts concluded in the hotel industry as of 30 September in the last ten years (2015 to 2024). In 2022 and 2023, the industry recovered from the effects of the coronavirus pandemic, with an increase in the number of new training contracts concluded in the training occupations of hotel management assistant and hotel specialist. In 2024, however, the occupation of specialist in the hotel business recorded a sharp decline again compared with the previous year (-9.4%), with almost 700 fewer new training contracts concluded (see Table 7). The number of newly concluded training contracts in the occupation of hotel management clerk also declined slightly compared to the previous year (-33% or -11.7%).

Figure 12: Development of the number of newly concluded training contracts as of the reporting date 30 September in the hotel industry (2015 to 2024)

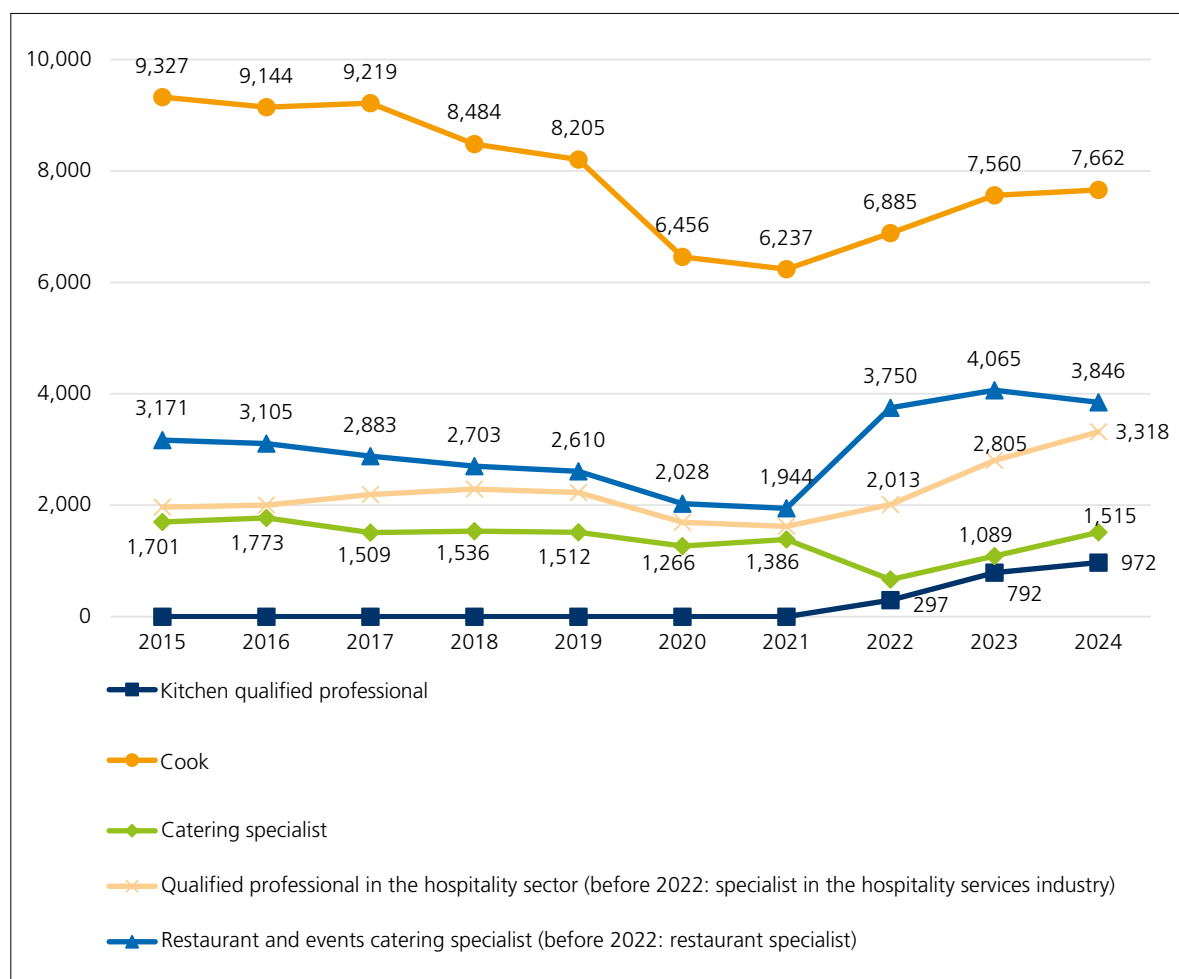


Note: All whole numbers have been rounded to multiples of 3 in accordance with data protection regulations.

Source: BIBB, survey as of 30 September, own calculations by Division 1.1

In addition to the hotel industry, the hospitality sector also experienced a particularly sharp decline in newly concluded training contracts in the wake of the coronavirus pandemic (see CHRIST et al. 2022). Since 2022, the number of newly concluded training contracts has been rising again. Figure 13 illustrates the development over the last ten years in the individual occupations in the catering and kitchen sector. Since 2021, there has been particularly strong growth in the occupations of catering specialist (formerly: hospitality specialist) (+104.8%) and restaurant and event catering specialist (formerly: restaurant specialist) (+97.8%). (+97.8%). In both occupations, the number of newly concluded training contracts in 2024 was thus significantly higher than in 2019, i.e. before the coronavirus pandemic (+48.9% and +47.4%, respectively). The profession of system catering specialist also returned to its 2019 level with 1,500 new contracts in 2024. Although the other occupations in the hospitality sector have not yet returned to their 2019 levels, there has also been a significant increase in the number of newly concluded training contracts in the past three years. In the newly created occupation of “Kitchen qualified professional”, the number of new contracts has even tripled between 2022 and 2024 (from just under 300 to just under 1,000 contracts, +227.3%).

Figure 13: Number of newly concluded training contracts as of 30 September in the catering and kitchen sector (2015 to 2024)

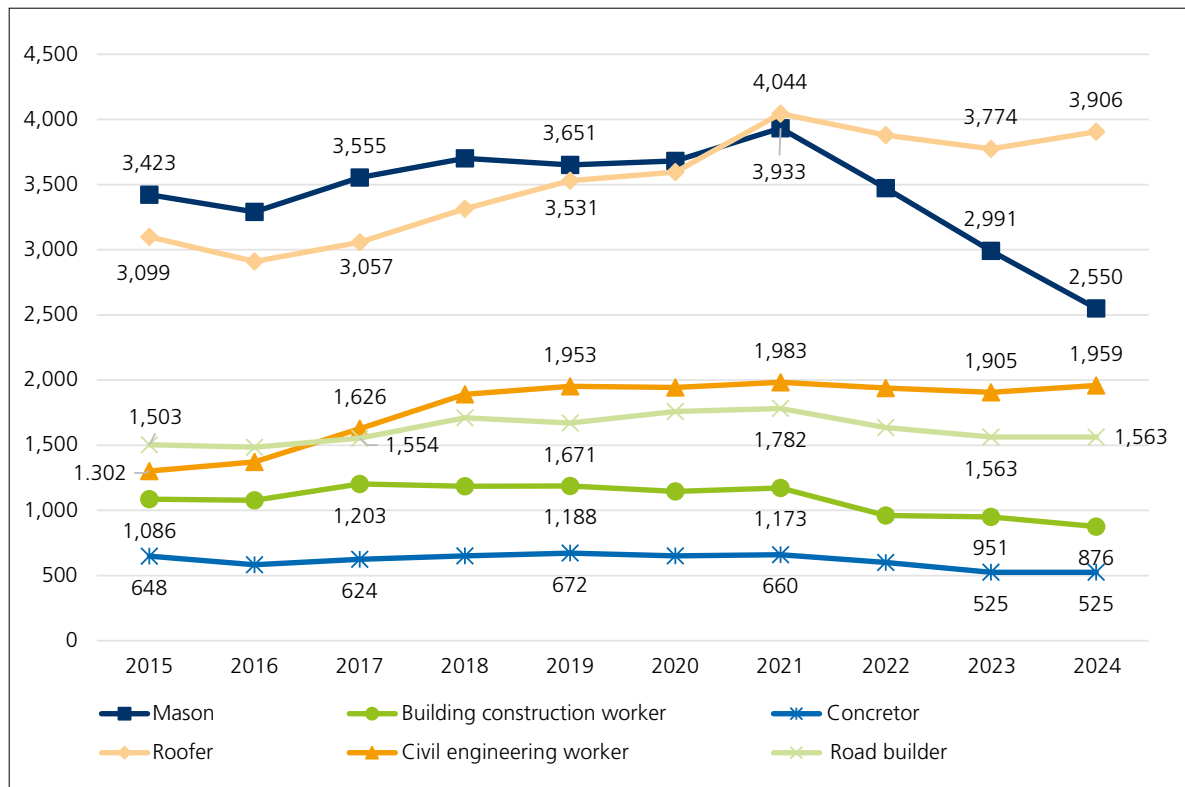


Note: All whole numbers have been rounded to multiples of 3 in accordance with data protection regulations.

Sources: BIBB, survey as of 30 September, own calculations by Division 1.1

In addition to the hotel and hospitality industry, some occupations in the building and civil engineering sector have also seen a decline in the number of newly concluded training contracts. Figure 14 shows the development of the number of new contracts concluded as of 30 September in selected occupations in the building and civil engineering sector between 2015 and 2024. The sharp decline in new training contracts in the masonry occupation since 2021 is particularly striking. Between 2021 and 2024, around 1,400 fewer training contracts were concluded, representing a decline of 35 per cent. The number of newly concluded training contracts in the construction trade has also been declining since 2021 (2021: 1,200; 2024: 900). In contrast, the number of new training contracts concluded in the professions of concreter (2015: 600; 2024: 500) and road builder (2015: 1,500; 2024: 1,600) has remained largely constant over the last ten years. In the professions of civil engineering worker (+700 or 50.4%) and roofer (+800 or +26%), there was even an increase in the number of new training contracts concluded between 2015 and 2024. The figures shown indicate that developments in new contracts in the construction and civil engineering occupations are very heterogeneous.

Figure 14: Development of newly concluded training contracts as of 30 September in the construction and civil engineering occupations (2015 to 2024)



Note: All whole numbers have been rounded to multiples of 3 in accordance with data protection regulations.

Sources: BIBB, survey as of 30 September, own calculations by Division 1.1 Based on the list of recognised training occupations for 2024 (BIBB 2024)

► 5 Persons interested in training

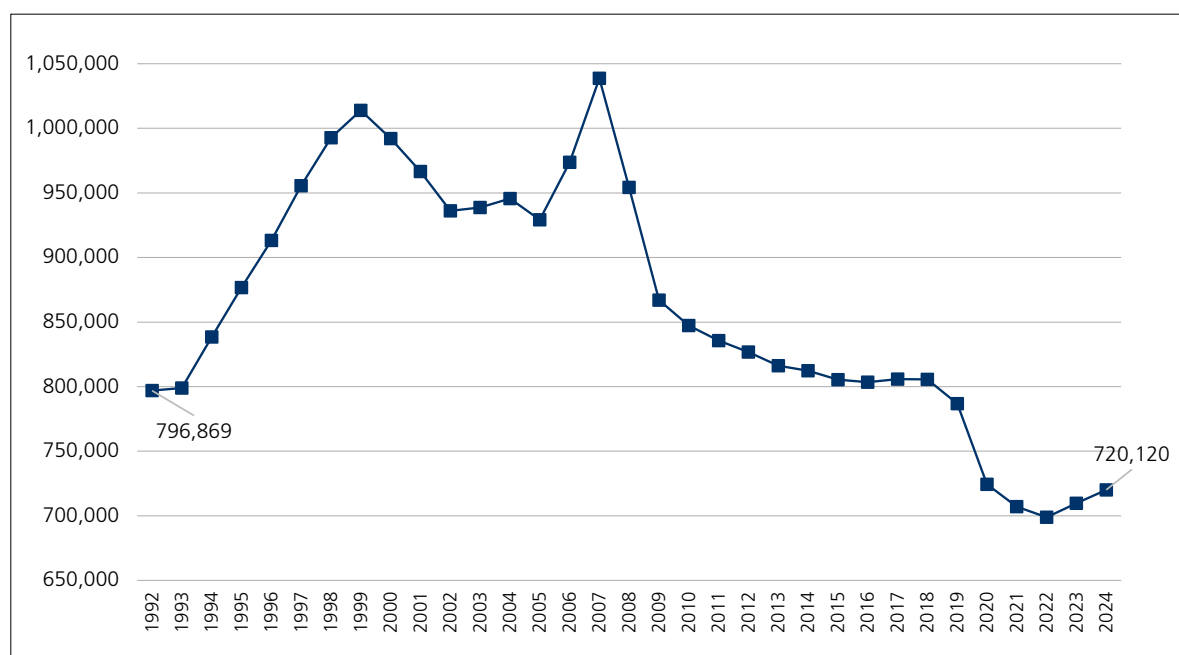
5.1 Definition, number and development

The number of young people who are registered with institutions and interested in training includes all persons who have either signed a training contract or are at least registered as applicants with the BA. It therefore also includes,

- young people who successfully conclude a training contract without the assistance of the BA's counselling and placement services,
- applicants who enter vocational education and training with the help of these services,
- applicants who are still registered as seeking employment on the reference date of 30 September (with or without alternatives), and
- including those registered by the BA as "other former applicants" who withdrew their placement request before the reference date (see [FEDERAL EMPLOYMENT AGENCY 2024a](#)) and are therefore not counted in the official demand for training places.

The total number of young people registered with institutions as interested in training has fallen steadily in recent years. With the outbreak of the coronavirus pandemic, it decreased significantly from 2019 to 2020, by 8.0 per cent to 724,300 (see Fig. 15). Since 2023, the number of people registered with institutions as interested in training has been rising again. After increasing by around 10,800 (+ 1.5%) in 2023, it rose again in the reporting year 2024 by 10,500 (or 1.5%) compared with the previous year, reaching a value of 720,100.

Figure 15: Number of persons registered with institutions as interested in training (1992 to 2024)



Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; BIBB, calculations by Division 1.1

5.2 Destinations of persons interested in training

As shown in Table 9, 67.6 per cent of the total of around 720,100 people interested in training nationwide signed a training contract in the 2024 reporting year. Compared with the previous year, the proportion of people interested in training who entered training decreased by 0.7 percentage points.

Table 9: Destinations of persons interested in training (2019 to 2024)

	2019	2020	2021	2022	2023	2024
Total number of persons interested in training	786,867	724,311	707,058	698,859	709,626	720,120
Remaining						
Conclusion of a new training contract	66.7%	64.5%	66.9%	68.0%	68.9%	67.6%
▶ In-company	64.9%	62.5%	64.6%	65.9%	66.9%	65.7%
▶ External	1.8%	2.1%	2.3%	2.1%	2.0%	1.9%
Other remaining in the education system	13.6%	14.3%	12.9%	12.5%	12.2%	12.5%
▶ General or vocational education and training	8.8%	9.3%	8.3%	8.3%	8.2%	8.4%
▶ Study	1.3%	1.3%	1.1%	1.2%	1.2%	1.1%
▶ Internship	0.3%	0.3%	0.2%	0.2%	0.2%	0.2%
▶ Support measures (in particular VET preparation)	1.3%	1.3%	1.3%	1.1%	1.0%	1.1%
▶ Entry-level qualification	0.3%	0.2%	0.2%	0.1%	0.1%	0.1%
▶ Remaining in previous vocational education and training	1.6%	1.8%	1.8%	1.6%	1.5%	1.5%
Non-profit services	1.1%	1.1%	1.0%	0.9%	0.9%	0.9%
▶ German Armed Forces	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%
▶ Federal/youth voluntary service	1.0%	1.0%	0.9%	0.8%	0.8%	0.8%
Employment	4.5%	4.4%	5.1%	4.7%	4.2%	4.1%
Status unknown or unclear	14.1%	15.7%	14.3%	13.9%	13.8%	15.0%
▶ With further placement request ("unplaced")	3.1%	4.1%	3.5%	3.2%	3.7%	4.3%
▶ No indication of destination ("remained unknown")	11.0%	11.6%	10.8%	10.7%	10.1%	10.6%

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; BIBB, calculations by Division 1.1

Of the total of around 720,100 people registered with institutions as interested in training in 2024, a further 12.5 per cent, or 89,800, remained in the education system in other ways. Around two-thirds of them were in (general or vocational) school education (8.4% of all persons interested in training). Others took up studies (1.1%), completed an internship (0.2%) or were in VET preparation measures (1.1%) or entry-level qualifications (0.1%; see Table 9).

Among those who remained in the education system for other reasons, there were also 10,700 young people (1.5% of all those interested in training) who had approached the counselling and placement services after leaving existing VET programmes but ultimately continued their previous vocational education and training. Nationwide, 29,400 or 4.1 per cent of all those registered with the authorities as interested in training remained in employment, and 6,500 or 0.9 per cent in non-profit services.

For 107,700 persons, or 15.0 per cent of those interested in training, the outcome was still open or unclear as of 30 September. These included 31,200 (4.3%) unplaced applicants who were still looking for a training place on 30 September without any alternative options, and 76,600 persons (10.6%) were “unknown”, i.e. they had not informed the counselling and placement services about their current situation.

► 6 Summary

Germany as a business location is in a difficult situation and faces numerous challenges. The stagnating economic situation is also reflected in the training figures for 2024.

After slight increases in the number of new training contracts concluded in recent years (2021: +1.2%, 2022: +0.4%, 2023: +3.0%), the number stagnated in the reporting year. Nationwide, 486,700 new training contracts were concluded in 2024, representing a decrease of 0.5 per cent (-2,500) compared with the previous year. The number of dual VET places also declined compared to the previous year (-6,500 or -1.2%) and now stands at 556,100. Demand among young people rose by +4,200 to 557,100 (+0.8%) and exceeded the number of training places available. This means that the training market situation has deteriorated slightly from the perspective of young people seeking training.

While the number of unfilled training places declined compared to the previous year, the number of unsuccessful applicants seeking training places rose slightly. Nationwide, 69,400 training places remained unfilled in 2024, representing 12.8 per cent of the total number of places offered by companies. At the same time, 70,400 young people had not yet found a training place as of the reporting date of 30 September 2024 and therefore continued to seek a training place. This means that 12.6 per cent of those seeking training places were unsuccessful. There are considerable differences between occupations and regions.

Even though developments on the training market must be viewed against the backdrop of the current economic climate, it should be noted that the difficulties in matching supply and demand are not new. Matching problems have been discussed for many years as a key challenge in the training market. Although demand among young people for dual vocational education and training has risen recently, this has not been reflected in a positive trend in the number of newly concluded training contracts. Important potential for securing skilled labour has therefore remained untapped.

It is still unclear how the economic situation will develop in 2025. Labour market and education economics research shows that economic and geopolitical uncertainties influence both corporate decisions and the educational choices of young people. In uncertain times, companies may invest less and be more cautious in their personnel decisions, which puts pressure on the labour market. This is something that policymakers and researchers need to keep in mind, especially for 2025.

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► Appendix

I Tables

Table A1:

Key figures for the training market in 2024 in Germany, western and eastern Germany and in the federal states

Table A2:

Changes in key figures for the training market in 2024 in Germany compared with 2023, western and eastern Germany and in the federal states

- Part 1: Changes in whole numbers or percentage points
- Part 2: Changes in per cent

Table A3:

Key figures on the development of the training market in Germany from 2015 to 2024 (time series)

Table A4:

Key figures on the development of the training market in Germany from 2015 to 2024 by region and federal state (time series)

- Part 1: Western Germany, Eastern Germany, Baden-Württemberg
- Part 2: Bavaria, Berlin, Brandenburg
- Part 3: Bremen, Hamburg, Hesse
- Part 4: Mecklenburg-Western Pomerania, Lower Saxony, North Rhine-Westphalia
- Part 5: Rhineland-Palatinate, Saarland, Saxony
- Part 6: Saxony-Anhalt, Schleswig-Holstein, Thuringia

Table A5:

Key figures for the training market in 2024 in Germany by employment agency district

- Part 1: Districts in Schleswig-Holstein, Hamburg, Lower Saxony, Bremen
- Part 2: Districts in North Rhine-Westphalia
- Part 3: Districts in Hesse, Rhineland-Palatinate
- Part 4: Districts in Baden-Württemberg
- Part 5: Districts in Bavaria, Saarland and Berlin
- Part 6: Districts in Brandenburg, Mecklenburg-Western Pomerania, Saxony
- Part 7: Districts in Saxony-Anhalt and Thuringia

II Terms used in the training market figures

I Tables

Table A1: Key figures for the training market in 2024 in Germany, western and eastern Germany and in the federal states

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																	
Newly concluded training contracts		without significant public funding (company-funded)		with pre-dominantly public funding (external)		Registered VET places		Registered applicants for vocational training places		applicants who entered VET		applicants who were still looking for a place at the end of September		including		including		including		Demand for training places		Supply and demand		Offers per 100 persons registered with an institution as interested in training		Matching Problems Index					
						absolute	Col. 4	absolute	Col. 5	absolute	Col. 6	absolute	Col. 7	in %	Col. 8	absolute	Col. 9	in %	Col. 10	absolute	Col. 11	absolute	Col. 12					Persons registered with an institution as interested in training	Col. 1+6-7	Col. 1+13	Col. 14
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24								
Baden-Württemberg	69,963	68,502	1,461	77,397	12,548	52,768	26,491	50.2	6,238	11.8	4,748	1,490	96,240	72.7	82,512	81,051	15.5	71,454	76,203	8.2	115.5	108.3	85.7	126.7							
	85,596	83,997	1,596	99,722	17,124	62,161	35,741	57.5	5,899	9.5	4,418	1,481	112,014	76.4	102,720	101,121	16.9	87,075	91,494	6.4	118.0	112.3	91.7	109.2							
Berlin	14,595	13,956	639	16,722	1,145	22,152	7,219	32.6	4,342	19.6	889	3,453	29,529	49.4	15,741	15,102	7.6	18,048	18,936	22.9	87.2	83.1	53.3	173.8							
Brandenburg	11,040	10,503	537	14,519	2,185	12,670	6,001	47.4	2,186	17.3	811	1,375	17,709	62.3	13,227	12,687	17.2	12,417	13,227	16.5	106.5	100.0	74.7	284.6							
Bremen	5,517	5,346	174	5,266	358	4,657	1,687	36.2	872	18.7	509	363	8,487	65.0	5,877	5,703	6.3	5,880	6,390	13.6	99.9	92.0	69.2	85.7							
Hamburg	11,898	11,559	339	10,589	1,240	7,038	2,856	40.6	1,837	26.1	813	1,024	16,080	74.0	13,137	12,798	9.7	12,921	13,734	13.4	101.7	95.7	81.7	129.6							
Hesse	34,752	33,636	1,119	34,688	4,370	34,658	14,815	42.7	5,783	16.7	3,367	2,416	54,597	63.7	39,123	38,004	11.5	37,170	40,536	14.3	105.3	96.5	71.7	164.0							
Mecklenburg-Western Pomerania	8,316	8,028	291	9,151	1,189	6,263	3,075	49.1	1,141	18.2	663	478	11,505	72.3	9,507	9,216	12.9	8,796	9,459	12.1	108.1	100.5	82.6	155.6							
Lower Saxony	50,196	49,008	1,185	50,041	4,589	46,064	19,077	41.4	8,680	18.8	5,301	3,379	77,181	65.0	54,783	53,598	8.6	53,574	58,875	14.7	102.3	93.1	71.0	126.2							
North Rhine-Westphalia	106,827	104,277	2,550	107,599	12,393	105,734	44,286	41.9	20,432	19.3	10,772	9,660	168,276	63.5	119,220	116,670	10.6	116,487	127,260	16.1	102.3	93.7	70.8	170.5							
Rhineland-Palatinate	22,965	22,314	651	24,522	3,350	20,346	9,010	44.3	3,548	17.4	2,085	1,463	34,299	67.0	26,313	25,662	13.1	24,426	26,511	13.4	107.7	99.3	76.7	174.7							
Saarland	5,919	5,685	234	6,139	672	5,007	1,950	38.9	769	15.4	671	98	8,976	65.9	6,591	6,357	10.6	6,015	6,687	11.5	109.5	98.5	73.4	121.6							
Saxony	20,340	19,368	972	20,830	2,250	18,614	10,351	55.6	2,457	13.2	1,488	969	28,602	71.1	22,590	21,618	10.4	21,309	22,797	10.8	106.0	99.1	79.0	112.2							
Saxony-Anhalt	10,497	9,960	534	11,784	1,289	9,120	5,299	58.1	958	10.5	549	409	14,316	73.3	11,784	11,250	11.5	10,905	11,454	8.4	108.1	102.9	82.3	95.8							
Schleswig-Holstein	17,799	17,358	441	17,569	3,260	14,780	5,799	39.2	3,125	21.1	1,394	1,731	26,778	66.5	21,057	20,619	15.8	19,530	20,922	14.9	107.8	100.6	78.6	236.2							
Thuringia	10,491	9,882	609	12,819	1,436	7,616	4,277	56.2	843	11.1	432	411	13,830	75.9	11,928	11,316	12.7	10,902	11,334	7.4	109.4	105.2	86.2	94.4							
Western Germany	411,432	401,682	9,750	433,532	59,904	353,213	161,712	45.8	57,183	16.2	34,078	23,105	602,931	68.2	471,336	461,586	13.0	434,535	468,615	12.2	108.5	100.6	78.2	158.4							
Eastern Germany	75,279	71,697	3,582	85,825	9,494	76,435	36,222	47.4	11,927	15.6	4,832	7,095	115,494	65.2	84,774	81,192	11.7	82,374	87,207	13.7	102.9	97.2	73.4	159.9							
Germany¹	486,711	473,379	13,332	519,399	69,405	431,552	198,143	45.9	70,385	16.3	39,234	31,151	720,120	67.6	556,116	542,784	12.8	517,863	557,097	12.6	107.4	99.8	77.2	161.6							

¹ Differences between the totals for "Western" and "Eastern" may arise due to data that cannot be assigned to a specific region.

Note: All whole numbers relating to the BIBB survey on newly concluded training contracts have been rounded to a multiple of 3 in accordance with statutory data protection provisions.

Sources: BIBB, survey as of 30 September; BA 2024, special evaluations for the VET Report; BIBB, calculations by Division 1.1

Table A2: Changes in key figures for the training market in 2024 compared with 2023 in Germany, western and eastern Germany and in the federal states (Part 1: Changes in whole numbers or percentage points)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)										
	including		with pre-dominantly public funding (company-funded)	Registered VET places	including	Registered applicants for vocational training places	including		applicants who were still looking for a place at the end of September		including		Persons registered with an in-situation as interested in training	including	Training place offer	including		Demand for training places		Supply and demand Ratio (SDR)		Offers per 100 persons registered with an institution as interested in training	Matching Problems Index	
	absolute	absolute	absolute	absolute	absolute	absolute	percentage points	absolute	percentage points	absolute	percentage points	absolute	percentage points	absolute	percentage points	absolute	percentage points	absolute	percentage points	percentage points	percentage points	percentage points	percentage points	
	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24
Federal state																								
Baden-Württemberg	+714	+798	-84	-2,214	-360	+873	-243	-1.3	+240	+0.3	-117	+357	+1,830	-0.7	+354	+438	-0.5	+1,071	+954	+0.2	-1.3	-0.9	-1.3	-0.9
Bavaria	-489	-420	-69	-3,621	-3,102	+1,695	-210	-2.0	+903	+1.2	+591	+312	+1,419	-1.4	-3,588	-3,522	-2.4	-177	+414	+1.0	-3.9	-4.5	-4.4	+3.1
Berlin	-48	+117	-165	-90	-183	+975	-255	-2.7	-354	-2.6	-102	-255	+1,185	-2.2	-231	-66	-1.2	-300	-402	-1.4	+0.2	+0.5	-3.0	-38.8
Brandenburg	+228	+315	-87	-801	-459	+300	+120	-0.2	+78	+0.2	+33	+48	+408	-0.1	-231	-144	-3.4	+276	+309	+0.2	-4.3	-4.2	-3.1	-51.6
Bremen	-18	+75	-93	-519	-108	+123	-87	-2.9	-60	-1.8	-27	-33	+195	-1.7	-126	-33	-1.9	-51	-78	-0.8	-1.3	-0.9	-3.2	-31.6
Hamburg	+18	+60	-42	-42	+228	+792	+210	-1.8	+543	+5.4	+276	+267	+597	-2.7	+246	+288	+1.6	+282	+561	+3.6	-0.3	-2.2	-1.6	+50.1
Hesse	-1,026	-846	-180	-633	+438	+21	-537	-1.6	+579	+1.7	+174	+408	-465	-1.3	-588	-408	+1.3	-618	-447	+1.6	+0.2	-0.4	-0.5	+34.1
Mecklenburg-Western Pomerania	+45	+96	-51	-1,416	-243	+12	-147	-2.4	+129	+2.0	+90	+39	+204	-0.9	-195	-144	-2.4	+87	+177	+1.2	-3.3	-4.0	-3.2	-10.9
Lower Saxony	-183	-252	+69	-4,011	-126	+651	-318	-1.3	+1,047	+2.0	+345	+699	+786	-0.9	-309	-378	-0.2	+516	+861	+1.6	-1.6	-1.9	-1.1	+11.3
North Rhine-Westphalia	-1,566	-1,353	-213	-4,143	+867	+2,037	-531	-1.3	+2,268	+1.8	+198	+2,070	+1,002	-1.3	-699	-486	+0.8	+504	+702	+1.7	-1.0	-1.1	-0.8	+29.3
Rhineland-Palatinate	-492	-468	-24	-1,284	-561	-180	-684	-2.9	+42	+0.4	-153	+195	+15	-1.5	-1,053	-1,029	-1.6	-297	-450	+0.4	-3.0	-2.3	-3.1	-15.9
Saarland	-93	-132	+39	-1,035	-225	+378	-36	-3.9	+72	+0.3	+81	-12	+321	-3.5	-321	-360	-2.8	-105	-24	+1.1	-3.3	-4.4	-6.4	-17.5
Saxony	+291	+378	-87	-1,800	-393	-318	-657	-2.5	+462	+2.7	+162	+300	+630	-0.6	-102	-15	-1.8	+591	+750	+1.7	-3.5	-3.8	-2.1	+1.6
Saxony-Anhalt	-75	-114	+39	-783	+9	-138	-126	-0.5	+39	+0.6	-54	+96	-84	-0.1	-66	-105	+0.2	+21	-33	+0.4	-0.8	-0.3	+0.0	+5.7
Schleswig-Holstein	+108	+129	-21	-2,385	+396	+1,656	+324	-2.5	-123	-3.6	+180	-300	+1,443	-3.4	+504	+522	+1.6	-192	-15	-0.6	+3.6	+2.5	-2.5	+15.0
Thuringia	+111	+165	-54	-816	-204	-207	-336	-2.8	+153	+2.2	+84	+69	+240	-0.5	-93	-39	-1.8	+180	+264	+1.2	-2.7	-3.4	-2.2	+4.3
Western Germany	-3,027	-2,412	-615	-19,893	-2,556	+8,049	-2,115	-1.7	+5,508	+1.2	+1,548	+3,960	+7,140	-1.3	-5,583	-4,968	-0.4	+933	+2,481	+1.1	-1.5	-1.7	-1.9	+9.9
Eastern Germany	+555	+957	-402	-5,706	-1,476	+627	-1,401	-2.2	+507	+0.5	+213	+297	+2,583	-1.0	-918	-516	-1.7	+852	+1,065	+0.4	-2.2	-2.3	-2.5	-18.0
Germany¹	-2,472	-1,452	-1,017	-25,641	-4,038	+9,492	-3,471	-1.9	+6,687	+1.2	+1,917	+4,770	+10,494	-1.3	-6,510	-5,493	-0.6	+2,298	+4,218	+1.1	-1.7	-1.9	-2.1	+7.2

¹ Differences between the totals for "Western" and "Eastern" may arise due to data that cannot be assigned to a specific region.
Note: All whole numbers relating to the BIBB survey on newly concluded training contracts have been rounded to the nearest multiple of 3 in accordance with statutory data protection provisions.
Sources: BIBB, survey as of 30 September, BA 2024, special evaluations for the VET Report; BIBB, calculations by Division 1.1

Table A2: Changes in key figures for the training market in 2023 compared with 2024 compared with 2023 in Germany, western and eastern Germany and in the federal states (Part 2: Changes in per cent)

BIBB survey on 30 September 2024			Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																																					
including			including			including			including			including			including			Demand for training places			Supply and demand ratio (SDR)		Offers per 100 persons registered with an institution as interested in training	Matching Problems Index																										
Newly concluded training contracts			without significant public funding (company-funded)			Registered VET places at the end of September			Registered applicants who entered VET			applicants who were still looking for a place at the end of September			including with an alternative as of 30 September			without an alternative placed*)			Persons registered with an institution as interested in training			percentage of those leading to VET			Training place offer			including "company" offer			percentage of unfilled places			according to the old, traditional definition			according to the new, expanded definition			including percentage of those still looking for places			according to the old demand calculation (eSDR)		according to the new demand calculation (eSDR)		Offers per 100 persons registered with an institution as interested in training	Matching Problems Index
in %	in %	in %	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24																									
+1.0%	+1.2%	-5.4%	-2.8%	+1.7%	-0.9%	.	+4.0%	.	-2.4%	+31.4%	+1.9%	-0.9%	+0.4%	+0.5%	.	+1.5%	+1.3%	.	.	.	.	.	.	.	.																									
-0.6%	-0.5%	-4.1%	-3.5%	+2.8%	-0.6%	.	+18.1%	.	+15.4%	+26.7%	+1.3%	-1.8%	-3.4%	-3.4%	.	-0.2%	+0.5%	.	.	.	.	.	.	.	.																									
-0.3%	+0.8%	-20.4%	-13.8%	+4.6%	-3.4%	.	-7.6%	.	-10.2%	-6.9%	+4.2%	-4.3%	-1.4%	-0.4%	.	-1.6%	-2.1%	.	.	.	.	.	.	.	.																									
+2.1%	+3.1%	-13.9%	-17.4%	+2.4%	+2.1%	.	+3.7%	.	+4.1%	+3.5%	+2.4%	-0.2%	-1.7%	-1.1%	.	+2.3%	+2.4%	.	.	.	.	.	.	.	.																									
-0.3%	+1.4%	-35.0%	-23.3%	+2.7%	-5.0%	.	-6.4%	.	-5.0%	-8.3%	+2.3%	-2.6%	-2.1%	-0.6%	.	-0.9%	-1.2%	.	.	.	.	.	.	.	.																									
+0.1%	+0.5%	-11.2%	+22.5%	+12.7%	+8.0%	.	+42.0%	.	+51.7%	+35.1%	+3.9%	-3.6%	+1.9%	+2.3%	.	+2.2%	+4.3%	.	.	.	.	.	.	.	.																									
-2.9%	-2.5%	-13.9%	+11.1%	+0.1%	-3.5%	.	+11.1%	.	+5.4%	+20.3%	-0.8%	-2.0%	-1.5%	-1.1%	.	-1.6%	-1.1%	.	.	.	.	.	.	.	.																									
+0.6%	+1.2%	-15.0%	-16.9%	+0.2%	-4.6%	.	+12.9%	.	+15.7%	+9.1%	+1.8%	-1.2%	-2.0%	-1.5%	.	+1.0%	+1.9%	.	.	.	.	.	.	.	.																									
-0.4%	-0.5%	+6.2%	-7.4%	+1.4%	-1.6%	.	+13.7%	.	+7.0%	+26.1%	+1.0%	-1.4%	-0.6%	-0.7%	.	+1.0%	+1.5%	.	.	.	.	.	.	.	.																									
-1.4%	-1.3%	-7.7%	-3.7%	+2.0%	-1.2%	.	+12.5%	.	+1.9%	+27.3%	+0.6%	-2.0%	-0.6%	-0.4%	.	+0.4%	+0.6%	.	.	.	.	.	.	.	.																									
-2.1%	-2.1%	-3.6%	-14.4%	-0.9%	-7.1%	.	+1.2%	.	-6.8%	+15.4%	+0.0%	-2.1%	-3.8%	-3.9%	.	-1.2%	-1.7%	.	.	.	.	.	.	.	.																									
-1.6%	-2.3%	+20.1%	-25.3%	+8.2%	-1.8%	.	+10.2%	.	+13.9%	-10.1%	+3.7%	-5.1%	-4.6%	-5.3%	.	-1.7%	-0.3%	.	.	.	.	.	.	.	.																									
+1.4%	+2.0%	-8.2%	-14.9%	-1.7%	-6.0%	.	+23.1%	.	+12.1%	+44.8%	+2.3%	-0.8%	-0.5%	-0.1%	.	+2.8%	+3.4%	.	.	.	.	.	.	.	.																									
-0.7%	-1.1%	+8.1%	+0.6%	-1.5%	-2.3%	.	+4.4%	.	-9.1%	+30.3%	-0.6%	-0.1%	-0.6%	-0.9%	.	+0.2%	-0.3%	.	.	.	.	.	.	.	.																									
+0.6%	+0.7%	-4.3%	+13.8%	+12.6%	+5.9%	.	-3.8%	.	+14.7%	-14.8%	+5.7%	-4.8%	+2.4%	+2.6%	.	-1.0%	-0.1%	.	.	.	.	.	.	.	.																									
+1.1%	+1.7%	-8.0%	-12.5%	-2.6%	-7.3%	.	+22.2%	.	+24.5%	+19.8%	+1.8%	-0.7%	-0.8%	-0.4%	.	+1.7%	+2.4%	.	.	.	.	.	.	.	.																									
Western Germany			-0.7%	-0.6%	-4.4%	-4.1%	+2.3%	-1.3%	.	+10.7%	.	+4.8%	+20.7%	+1.2%	-1.9%	-1.2%	-1.1%	.	.	+0.2%	+0.5%	.	.	.	.	.																								
Eastern Germany			+0.7%	+1.4%	-6.2%	-13.4%	+0.8%	-3.7%	.	+4.4%	.	+4.6%	+4.4%	+2.3%	-1.5%	-1.1%	-0.6%	.	.	+1.0%	+1.2%	.	.	.	.	.																								
Germany¹			-0.5%	-0.3%	-4.7%	-5.5%	+2.2%	-1.7%	.	+10.5%	.	+5.1%	+18.1%	+1.5%	-2.0%	-1.2%	-1.0%	.	.	+0.4%	+0.8%	.	.	.	.	.																								

! Differences in the totals for "Western" and "Eastern" compared to "Germany" may result from data that cannot be assigned to a specific region.

Note: All whole numbers relating to the BIBB survey on newly concluded training contracts have been rounded to the nearest multiple of 3 in accordance with statutory data protection provisions.

Sources: BIBB, survey as of 30 September; BA 2024, special evaluations for the VET Report; BIBB, calculations by Division 1.1

Table A3: Key figures on the development of the training market in Germany from 2015 to 2024 (time series)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024												Links between both data sources (BIBB survey, BA training market statistics)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
Newly concluded training contracts	including		with pre-dominantly public funding (company-funded)	Registered VET places	including		Registered applicants who entered VET		applicants who were still looking for a place at the end of September		including		Persons registered with an in-situation as interested in training		including		Training place offer		"company" offer		including		Demand for training places		Supply and demand Ratio (SDR)		Offers per 100 persons registered with an in-situation as interested in training	Matching Problems Index																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																		
	absolute	Col. 2	Col. 3	absolute	Col. 4	Col. 5	absolute	Col. 6	absolute	Col. 7	in %	Col. 8	absolute	Col. 9	in %	Col. 10	absolute	Col. 11	absolute	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19		Col. 20	Col. 21	Col. 22	Col. 23	Col. 24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																													

Note: All whole numbers relating to the BIBB survey on newly concluded training contracts have been rounded to the nearest multiple of 3 in accordance with statutory data protection provisions.

Sources: BIBB, survey as of 30 September; BA 2024, training market statistics as of 30 September (special evaluations in preparation for the VET Report); calculations by BIBB

Table A4: Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 1: Western Germany, Eastern Germany, Baden-Württemberg)

BIBB survey on 30 September 2024			Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																	
Newly concluded training contracts	without significant public funding (company-funded)	with pre-dominantly public funding (external)	Registered VET places		Including		applicants who entered VET		applicants who were still looking for a place at the end of September		including		Persons registered with an institution as interested in training		percentage of those leading to VET		Training place offer		"company" offer		including		Demand for training places		Supply and demand		Offers per 100 persons		Matching Problems Index	
			Registered VET places at the end of September	absolute	absolute	absolute	in %	absolute	in %	absolute	in %	absolute	absolute	absolute	percentage of those still looking for places	according to the old, traditional definition	according to the new, expanded definition	including percentage of those still looking for places	Ratio (SDR) according to the old demand calculation (eSDR)	according to the new demand calculation (eSDR)	Col. 15-18	Col. 19-20	Col. 21	Col. 22	Col. 15-18	Col. 15-19	Col. 23	Col. 24		
Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24	Col. 25	Col. 26	Col. 27	Col. 28	Col. 29	Col. 30	
West - Germany																														
2015	448,026	435,027	12,999	461,475	34,054	458,118	219,297	47.9	70,924	15.5	54,526	16,398	686,847	65.2	482,079	469,083	7.3	464,424	518,949	13.7	103.8	92.9		70.2				99.9		
2016	446,283	433,827	12,456	459,854	35,594	454,688	215,911	47.5	70,365	15.5	54,120	16,245	685,062	65.1	481,878	469,422	7.6	462,528	516,648	13.6	104.2	93.3		70.3				103.3		
2017	448,665	437,436	11,226	459,816	40,713	457,722	217,657	47.6	69,109	15.1	50,744	18,365	688,728	65.1	489,378	478,149	8.5	467,028	517,773	13.3	104.8	94.5		71.1				113.6		
2018	455,448	444,951	10,497	478,383	47,985	445,201	214,715	48.2	66,135	14.9	48,234	17,901	685,935	66.4	503,433	492,936	9.7	473,349	521,583	12.7	106.4	96.5		73.4				123.4		
2019	449,976	439,941	10,035	484,925	44,607	425,089	205,650	48.4	61,475	14.5	43,491	17,984	669,417	67.2	494,583	484,548	9.2	467,961	511,452	12.0	105.7	96.7		73.9				110.7		
2020	398,769	388,239	10,530	450,678	49,191	392,382	177,461	45.2	64,962	16.6	42,874	22,088	613,692	65.0	447,960	437,430	11.2	420,858	463,731	14.0	106.4	96.6		73.0				157.5		
2021	401,313	389,292	12,021	436,976	52,204	356,201	162,128	45.5	55,878	15.7	37,939	17,939	595,386	67.4	453,516	441,495	11.8	419,253	457,191	12.2	108.2	99.2		76.2				144.5		
2022	402,192	391,818	10,374	455,436	57,297	345,595	161,154	46.6	49,489	14.3	33,101	16,388	586,632	68.6	459,588	449,214	12.8	418,581	451,680	11.0	109.8	101.8		78.3				140.0		
2023	414,459	404,094	10,365	453,424	62,461	345,163	163,828	47.5	51,675	15.0	32,531	19,144	595,794	69.6	476,919	466,554	13.4	433,602	466,134	11.1	110.0	102.3		80.0				148.4		
2024	411,432	401,682	9,750	433,532	59,904	353,213	161,712	45.8	57,183	16.2	34,078	23,105	602,931	68.2	471,336	461,586	13.0	434,535	468,615	12.2	108.5	100.6		78.2				158.4		
Eastern Germany																														
2015	74,136	68,268	5,868	88,477	7,555	89,540	47,173	52.7	10,058	11.2	5,704	4,354	116,502	63.6	81,690	75,822	10.0	78,489	84,192	11.9	104.1	97.0		70.1				119.0		
2016	73,989	68,895	5,094	90,178	7,952	90,552	47,084	52.0	10,161	11.2	5,902	4,259	117,456	63.0	81,939	76,848	10.3	78,246	84,150	12.1	104.7	97.4		69.8				125.0		
2017	74,625	69,975	4,653	88,949	8,229	89,730	47,548	53.0	11,069	12.3	5,741	5,328	116,808	63.9	82,854	78,204	10.5	79,953	85,695	12.9	103.6	96.7		70.9				135.9		
2018	75,966	71,577	4,386	91,366	9,660	90,144	46,556	51.6	12,443	13.8	5,824	6,619	119,553	63.5	85,626	81,237	11.9	82,584	88,407	14.1	103.7	96.9		71.6				167.4		
2019	75,060	70,731	4,332	91,897	8,516	86,224	44,140	51.2	12,124	14.1	5,662	6,462	117,144	64.1	83,577	79,245	10.7	81,522	87,186	13.9	102.5	95.9		71.3				149.4		
2020	68,715	64,356	4,359	85,072	10,745	80,068	38,613	48.2	12,997	16.2	5,932	7,065	110,169	62.4	79,461	75,099	14.3	75,780	81,711	15.9	104.9	97.2		72.1				227.6		
2021	71,751	67,260	4,491	85,752	10,956	76,789	37,247	48.5	11,740	15.3	5,225	6,515	111,291	64.5	82,707	78,216	14.0	78,264	83,601	14.1	105.7	99.1		74.3				197.0		
2022	72,951	68,982	3,969	90,347	11,460	76,186	37,388	49.1	10,649	14.0	4,550	6,099	111,750	65.3	84,411	80,442	14.2	79,050	83,601	12.7	106.8	101.0		75.5				181.5		
2023	74,724	70,740	3,984	91,531	10,969	75,808	37,623	49.6	11,419	15.1	4,620	6,799	112,908	66.2	85,692	81,708	13.4	81,522	86,142	13.3	105.1	99.5		75.9				178.0		
2024	75,279	71,697	3,582	85,825	9,494	76,435	36,222	47.4	11,927	15.6	4,832	7,095	115,494	65.2	84,774	81,192	11.7	82,374	87,207	13.7	102.9	97.2		73.4				159.9		
Bad.-Württemberg																														
2015	73,824	71,883	1,941	80,014	6,268	65,250	33,529	51.4	9,129	14.0	8,256	873	105,543	69.9	80,091	78,150	8.0	74,697	82,953	11.0	107.2	96.6		75.9				88.3		
2016	73,989	72,138	1,848	79,148	7,173	65,606	33,407	50.9	9,518	14.5	8,512	1,006	106,188	69.7	81,162	79,311	9.0	74,994	83,505	11.4	108.2	97.2		76.4				103.1		
2017	74,655	72,948	1,707	79,108	7,660	67,401	34,622	51.4	9,555	14.2	8,577	978	107,436	69.5	82,317	80,610	9.5	75,633	84,210	11.3	108.8	97.7		76.6				107.8		
2018	75,312	74,049	1,263	82,948	8,975	66,240	34,582	52.2	9,247	14.0	8,185	1,062	106,971	70.4	84,288	83,022	10.8	76,374	84,558	10.9	110.4	99.7		78.8				118.2		
2019	74,079	72,669	1,410	83,334	8,661	63,815	33,340	52.2	8,576	13.4	7,529	1,047	104,553	70.9	82,740	81,330	10.6	75,126	82,656	10.4	110.1	100.1		79.1				110.5		
2020	66,477	65,031	1,446	78,184	8,158	59,782	29,528	49.4	8,671	14.5	7,406	1,265	96,732	68.7	74,637	73,188	11.1	67,743	75,150	11.5	110.2	99.3		77.2				128.6		
2021	65,973	64,248	1,725	74,134	10,174	52,296	25,418	48.6	7,646	14.6	6,528	1,118	92,853	71.1	76,149	74,424	13.7	67,092	73,620	10.4	113.5	103.4		82.0				142.0		
2022	65,847	64,332	1,515	79,640	11,357	50,695	25,676	50.6	6,327	12.5	5,317	1,010	90,867	72.5	77,205	75,690	15.0	66,858	72,174	8.8	115.5	107.4		85.0				131.5		
2023	69,249	67,704	1,545	79,610	12,909	51,896	26,733	51.5	5,999	11.6	4,865	1,134	94,413	73.3	82,158	80,613	16.0	70,383	75,249	8.0	116.7	109.2		87.0				127.7		
2024	69,963	68,502	1,461	77,397	12,548	52,768	26,491	50.2	6,238	11.8	4,748	1,490	96,240	72.7	82,512	81,051	15.5	71,454	76,203	8.2	115.5	108.3		85.7				126.7		

Table A4: Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 2: Bavaria, Berlin, Brandenburg)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																
Newly concluded training contracts	including		without significant public funding (company-funded)	with pre-dominantly public funding (external)	Registered VET places		including		applicants who en-tered VET		applicants who were still looking for a place at the end of September		including		without an alternative as of 30 September		Persons registered with an institution as interested in training	including		Demand for training places		Supply and demand		Offers per 100 persons registered with an institution as interested in training	Matching Problems Index					
	absolute	Col. 2			Col. 3	absolute	Col. 4	Col. 5	absolute	Col. 6	absolute	Col. 7	in %	Col. 8	absolute	Col. 9		in %	Col. 10	absolute	Col. 11	Col. 12	Col. 13			Col. 14	Col. 15	Col. 16	Col. 17	Col. 18
Bavaria	92,178	90,279	1,899		103,264	10,954	82,311	49,236	59.8	7,593	9.2	6,714	879	125,253	73.6	103,131	101,232	10.8	93,057	99,771	7.6	110.8	103.4	82.3	82.4					
2015	93,384	91,566	1,821		103,833	12,062	81,771	48,288	59.1	7,954	9.7	6,825	1,129	126,819	73.6	105,447	103,626	11.6	94,515	101,340	7.8	111.6	104.1	83.1	91.4					
2016	92,529	91,053	1,476		105,090	14,372	81,008	47,813	59.0	7,260	9.0	6,017	1,243	125,724	73.6	106,899	105,423	13.6	93,771	99,789	7.3	114.0	107.1	85.0	99.2					
2017	95,433	93,981	1,452		110,248	16,236	79,041	46,990	59.5	6,510	8.2	5,447	1,063	127,485	74.9	111,669	110,217	14.7	96,495	101,943	6.4	115.7	109.5	87.6	94.1					
2018	92,706	91,422	1,284		111,483	15,562	74,772	45,052	60.3	5,936	7.9	4,926	1,010	122,427	75.7	108,270	106,986	14.5	93,717	98,643	6.0	115.5	109.8	88.4	87.5					
2019	83,751	82,284	1,467		104,206	15,852	69,968	39,860	57.0	6,450	9.2	5,181	1,269	113,859	73.6	99,603	98,136	16.2	85,020	90,201	7.2	117.2	110.4	87.5	115.5					
2020	81,897	79,923	1,974		98,192	15,609	61,877	35,217	56.9	5,693	9.2	4,608	1,085	108,558	75.4	97,506	95,532	16.3	82,983	87,591	6.5	117.5	111.3	89.8	106.2					
2021	82,239	80,568	1,671		101,481	18,483	61,293	35,281	57.6	5,230	8.5	4,190	1,040	108,249	76.0	100,722	99,051	18.7	83,277	87,468	6.0	120.9	115.2	93.0	111.6					
2022	86,082	84,417	1,665		103,344	20,225	60,466	35,952	59.5	4,997	8.3	3,828	1,169	110,598	77.8	106,308	104,643	19.3	87,252	91,080	5.5	121.8	116.7	96.1	106.0					
2023	85,596	83,997	1,596		99,722	17,124	62,161	35,741	57.5	5,899	9.5	4,418	1,481	112,014	76.4	102,720	101,121	16.9	87,075	91,494	6.4	118.0	112.3	91.7	109.2					
Berlin	16,539	15,579	960		15,230	889	21,355	7,993	37.4	2,760	12.9	962	1,798	29,901	55.3	17,427	16,467	5.4	18,336	19,299	14.3	95.0	90.3	58.3	77.2					
2015	16,446	15,645	801		16,312	1,213	21,703	7,947	36.6	2,548	11.7	848	1,700	30,204	54.5	17,661	16,860	7.2	18,147	18,996	13.4	97.3	93.0	58.5	96.5					
2016	16,122	15,459	663		15,958	1,197	20,816	7,970	38.3	3,144	15.1	796	2,348	28,968	55.7	17,319	16,656	7.2	18,471	19,266	16.3	93.8	89.9	59.8	117.3					
2017	16,353	15,642	711		17,005	1,711	22,082	7,917	35.9	4,623	20.9	1,178	3,445	30,519	53.6	18,066	17,355	9.9	19,800	20,976	22.0	91.2	86.1	59.2	217.3					
2018	15,981	15,252	729		17,317	1,302	21,680	7,869	36.3	4,414	20.4	1,192	3,222	29,793	53.6	17,283	16,554	7.9	19,203	20,394	21.6	90.0	84.7	58.0	170.2					
2019	13,716	12,831	882		15,058	1,626	20,232	6,595	32.6	4,466	22.1	1,111	3,355	27,351	50.1	15,342	14,457	11.2	17,070	18,180	24.6	89.9	84.4	56.1	276.3					
2020	14,427	13,248	1,179		15,329	1,112	20,788	7,385	35.5	4,333	20.8	939	3,394	27,828	51.8	15,537	14,358	7.7	17,820	18,759	23.1	87.2	82.8	55.8	178.9					
2021	14,709	13,863	846		16,104	1,502	20,902	7,478	35.8	3,949	18.9	814	3,135	28,134	52.3	16,212	15,366	9.8	17,844	18,660	21.2	90.8	86.9	57.6	206.9					
2022	14,643	13,839	801		16,813	1,328	21,176	7,474	35.3	4,697	22.2	990	3,707	28,344	51.7	15,969	15,168	8.8	18,348	19,338	24.3	87.0	82.6	56.3	212.6					
2023	14,595	13,956	639		16,722	1,145	22,152	7,219	32.6	4,342	19.6	889	3,453	29,529	49.4	15,741	15,102	7.6	18,048	18,936	22.9	87.2	83.1	53.3	173.8					
Brandenburg	10,404	9,603	801		13,481	1,417	14,256	7,551	53.0	1,679	11.8	828	851	17,109	60.8	11,820	11,019	12.9	11,253	12,081	13.9	105.0	97.8	69.1	178.7					
2015	10,434	9,690	744		13,785	1,793	14,505	7,516	51.8	1,745	12.0	799	946	17,424	59.9	12,228	11,484	15.6	11,382	12,180	14.3	107.4	100.4	70.2	223.7					
2016	10,431	9,759	672		14,435	1,689	14,521	7,388	50.9	2,025	13.9	856	1,169	17,565	59.4	12,120	11,448	14.8	11,601	12,456	16.3	104.5	97.3	69.0	239.8					
2017	10,704	10,068	636		14,374	1,865	14,669	7,427	50.6	1,957	13.3	765	1,192	17,946	59.6	12,570	11,931	15.6	11,895	12,660	15.5	105.7	99.3	70.0	241.6					
2018	10,533	9,978	555		14,239	1,789	14,197	7,063	49.7	2,042	14.4	827	1,215	17,667	59.6	12,321	11,769	15.2	11,748	12,576	16.2	104.9	98.0	69.7	246.9					
2019	9,903	9,339	564		13,832	2,096	13,589	6,444	47.4	2,450	18.0	935	1,515	17,049	58.1	12,000	11,436	18.3	11,418	12,354	19.8	105.1	97.1	70.4	363.5					
2020	10,335	9,768	567		14,451	2,081	12,817	5,974	46.6	2,153	16.8	824	1,329	17,178	60.2	12,417	11,850	17.6	11,664	12,489	17.2	106.4	99.4	72.3	302.8					
2021	10,290	9,801	489		14,918	2,453	12,525	6,002	47.9	1,857	14.8	678	1,179	16,812	61.2	12,744	12,255	20.0	11,469	12,147	15.3	111.1	104.9	75.8	306.0					
2022	10,812	10,188	624		15,319	2,645	12,370	5,880	47.5	2,107	17.0	779	1,328	17,301	62.5	13,458	12,831	20.6	12,141	12,918	16.3	110.8	104.2	77.8	336.2					
2023	11,040	10,503	537		14,519	2,185	12,670	6,001	47.4	2,186	17.3	811	1,375	17,709	62.3	13,227	12,687	17.2	12,417	13,227	16.5	106.5	100.0	74.7	284.6					
2024																														

Table A4: Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 3: Bremen, Hamburg, Hesse)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																														
Newly concluded training contracts (company-funded)	without significant public funding (external)	with pre-dominantly public funding (company-funded)	Registered VET places	Registered VET places still unfilled at the end of September	including				including				Persons registered with an institution as interested in training	including		percentage of those leading to VET	Training place offer	"company" offer	including percentage of unfilled places	Demand for training places				Supply and demand		Offers per 100 persons registered with an institution as interested in training	Matching Problems Index																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
					absolute	Col. 3	Col. 4	Col. 5	Col. 6	absolute	in %	absolute		Col. 11	Col. 12					absolute	Col. 7	Col. 8	Col. 9	Col. 10	Col. 13			Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
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Table A4: Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 4: Mecklenburg–Western Pomerania, Lower Saxony, North Rhine–Westphalia)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)												
Newly concluded training contracts	without significant public funding (company-funded)	with pre-dominantly public funding (external)	Registered VET places at the end of September	including		applicants who entered VET		applicants who were still looking for a place at the end of September		including		without an alternative as of 30 September	Persons registered with an institution as interested in training	including		Training place offer	"company" offer	including percentage of unfilled places	Demand for training places				Supply and demand		Offers per 100 persons registered with an institution as interested in training	Matching Problems Index
				Registered VET places still unfilled	Registered applicants for vocational training places	absolute	in %	absolute	in %	absolute	in %			absolute	percentage of those still looking for places				according to the old, traditional definition	according to the new, expanded definition	including percentage of those still looking for places	Ratio (SDP) according to the old demand calculation (eSDP)	Ratio (SDP) according to the new demand calculation (eSDP)			
absolute	absolute	absolute	absolute	absolute	absolute	absolute	in %	absolute	in %	absolute	in %	absolute	Col. 1+6-7	Col. 1+5	Col. 15-3	Col. 5/16	Col. 17	Col. 1+4	Col. 1+9	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24
Mecklenburg-West. Pomerania																										
	7,842	7,137	702	11,563	1,495	9,008	4,937	54.8	1,115	12.4	726	389	11,913	65.8	9,336	8,634	17.3	8,229	8,955	12.4	113.4	104.2	78.4	215.6		
	7,869	7,332	537	11,771	1,417	8,897	4,799	53.9	1,254	14.1	821	433	11,967	65.8	9,285	8,748	16.2	8,301	9,123	13.7	111.9	101.8	77.6	222.6		
	7,971	7,464	507	11,207	1,339	9,078	4,947	54.5	1,207	13.3	694	513	12,102	65.9	9,309	8,802	15.2	8,484	9,177	13.2	109.7	101.4	76.9	200.0		
	8,133	7,620	513	11,410	1,479	9,052	4,896	54.1	1,214	13.4	740	474	12,288	66.2	9,612	9,099	16.3	8,607	9,345	13.0	111.7	102.8	78.2	211.2		
	8,016	7,593	420	11,550	1,600	8,331	4,501	54.0	1,058	12.7	613	445	11,844	67.7	9,615	9,195	17.4	8,460	9,072	11.7	113.7	106.0	81.2	202.9		
	7,554	7,137	420	11,230	1,609	7,198	3,637	50.5	1,080	15.0	689	391	11,115	68.0	9,165	8,745	18.4	7,947	8,634	12.5	115.3	106.1	82.4	230.1		
	8,067	7,698	369	10,733	1,641	6,505	3,363	51.7	880	13.5	550	330	11,211	72.0	9,708	9,339	17.6	8,397	8,949	9.8	115.6	108.5	86.6	172.8		
7,998	7,638	357	11,159	1,542	6,138	3,146	51.3	953	15.5	588	365	10,989	72.8	9,540	9,180	16.8	8,361	8,949	10.6	114.1	106.6	86.8	178.8			
8,271	7,929	342	10,566	1,431	6,251	3,222	51.5	1,011	16.2	573	438	11,301	73.2	9,702	9,360	15.3	8,709	9,282	10.9	111.4	104.5	85.9	166.5			
8,316	8,028	291	9,151	1,189	6,263	3,075	49.1	1,141	18.2	663	478	11,505	72.3	9,507	9,216	12.9	8,796	9,459	12.1	108.1	100.5	82.6	155.6			
Lower Saxony																										
	54,573	53,160	1,410	57,663	3,469	61,683	26,566	43.1	11,433	18.5	9,030	2,403	89,688	60.8	58,041	56,631	6.1	56,976	66,006	17.3	101.9	87.9	64.7	106.1		
	54,663	53,055	1,605	57,531	3,161	61,282	26,253	42.8	10,424	17.0	8,532	1,892	89,691	60.9	57,822	56,217	5.6	56,553	65,085	16.0	102.2	88.8	64.5	90.1		
	54,702	53,361	1,341	56,818	3,071	60,999	26,331	43.2	10,364	17.0	8,018	2,346	89,370	61.2	57,771	56,433	5.4	57,048	65,064	15.9	101.3	88.8	64.6	86.7		
	55,641	54,075	1,566	57,776	3,754	58,175	25,649	44.1	9,980	17.2	7,345	2,635	88,167	63.1	59,394	57,828	6.5	58,275	65,619	15.2	101.9	90.5	67.4	98.7		
	54,192	53,010	1,182	57,350	2,402	54,543	23,870	43.8	8,385	15.4	6,412	1,973	84,864	63.9	56,595	55,413	4.3	56,166	62,577	13.4	100.8	90.4	66.7	58.1		
	46,788	45,570	1,215	54,024	4,596	49,385	20,446	41.4	9,307	18.8	6,265	3,042	75,726	61.8	51,384	50,166	9.2	49,830	56,094	16.6	103.1	91.6	67.9	152.0		
	48,645	47,475	1,170	55,197	4,841	45,926	19,293	42.0	7,804	17.0	5,417	2,387	75,279	64.6	53,487	52,317	9.3	51,033	56,451	13.8	104.8	94.8	71.1	127.9		
48,576	47,547	1,029	55,493	4,641	44,818	19,150	42.7	7,580	16.9	5,204	2,376	74,244	65.4	53,217	52,188	8.9	50,952	56,154	13.5	104.4	94.8	71.7	120.0			
50,379	49,263	1,116	54,052	4,715	45,412	19,396	42.7	7,634	16.8	4,955	2,679	76,395	65.9	55,095	53,976	8.7	53,058	58,014	13.2	103.8	95.0	72.1	114.9			
50,196	49,008	1,185	50,041	4,589	46,064	19,077	41.4	8,680	18.8	5,301	3,379	77,181	65.0	54,783	53,598	8.6	53,574	58,875	14.7	102.3	93.1	71.0	126.2			
North Rhine-Westphalia																										
	116,772	113,589	3,183	113,995	6,131	138,350	60,334	43.6	23,327	16.9	16,605	6,722	194,787	59.9	122,904	119,721	5.1	123,495	140,100	16.7	99.5	87.7	63.1	85.3		
	114,714	111,774	2,940	111,795	6,974	136,417	59,311	43.5	23,078	16.9	16,292	6,786	191,820	59.8	121,689	118,749	5.9	121,500	137,793	16.7	100.2	88.3	63.4	98.4		
	116,697	113,979	2,718	111,209	7,466	136,973	59,516	43.5	22,617	16.5	15,293	7,324	194,154	60.1	124,161	121,443	6.1	124,020	139,314	16.2	100.1	89.1	64.0	99.8		
	118,281	115,914	2,367	116,818	9,591	133,803	59,096	44.2	21,959	16.4	14,840	7,119	192,987	61.3	127,872	125,505	7.6	125,400	140,241	15.7	102.0	91.2	66.3	119.7		
	118,560	115,875	2,685	120,939	10,104	128,508	56,976	44.3	20,915	16.3	13,545	7,372	190,092	62.4	128,664	125,979	8.0	125,934	139,476	15.0	102.2	92.2	67.7	120.3		
	103,509	100,716	2,793	111,862	10,958	115,639	47,506	41.1	21,937	19.0	13,037	8,900	171,642	60.3	114,468	111,675	9.8	112,410	125,448	17.5	101.8	91.2	66.7	171.6		
	107,265	104,004	3,264	110,100	11,440	107,529	44,948	41.8	18,806	17.5	11,813	6,993	169,848	63.2	118,707	115,443	9.9	114,258	126,072	14.9	103.9	94.2	69.9	147.8		
	108,759	105,801	2,958	114,640	10,144	105,286	45,322	43.0	17,006	16.2	10,326	6,680	168,723	64.5	118,902	115,944	8.7	115,440	125,766	13.5	103.0	94.5	70.5	118.3		
	108,393	105,630	2,763	111,743	11,527	103,697	44,818	43.2	18,165	17.5	10,575	7,590	167,274	64.8	119,922	117,159	9.8	115,983	126,558	14.4	103.4	94.8	71.7	141.2		
	106,827	104,277	2,550	107,599	12,393	105,734	44,286	41.9	20,432	19.3	10,772	9,660	168,276	63.5	119,220	116,670	10.6	116,487	127,260	16.1	102.3	93.7	70.8	170.5		

Table A4: Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 5: Rhineland-Palatinate, Saarland, Saxony)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																					
Newly concluded training contracts (company-funded)	without significant public funding (company-funded)	with pre-dominantly public funding (external)	absolute	Col. 2	Col. 3	including					including					Persons registered with an institution as interested in training	percentage of those leading to VET	Training place offer	"company" offer	including percentage of unfilled places	Demand for training places				Supply and demand		Offers per 100 persons registered with an institution as interested in training	Col. 15/13	Col. 17x20																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
						Registered VET places at the end of September	VET places still unfilled	Registered applicants for vocational training places	absolute	Col. 5	Col. 6	absolute	Col. 7	in %	Col. 8						absolute	Col. 9	in %	Col. 10	absolute	Col. 11				absolute	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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Table A4: Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 6: Saxony-Anhalt, Schleswig-Holstein, Thuringia)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																					
Newly concluded training contracts	without significant public funding (company-funded)	with pre-dominantly public funding (external)	Registered VET places	including		including				including		including		Demand for training places		Supply and demand		Offers per 100 persons registered with an institution as interested in training	Matching Problems Index																
				Registered VET places at the end of September	VET places still unfilled	Registered applicants for vocational training places	absolute	in %	absolute	in %	absolute	in %	absolute	percentage of unfilled places	according to the old, traditional definition	according to the new, expanded definition	including percentage of those still looking for places			Ratio (SDR) according to the old demand calculation (eSDR)															
absolute	absolute	absolute	absolute	absolute	Col. 5	absolute	Col. 6	absolute	Col. 7	in %	Col. 8	absolute	Col. 9	in %	Col. 10	absolute	Col. 11	absolute	Col. 12	Col. 1+6+7	Col. 1+13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24			
10,644	9,495	1,146	13,145	757	12,843	7,675	59.8	1,232	9.6	953	279	15,810	67.3	11,400	10,254	7.4	10,923	11,874	10.4	96.0															
10,764	9,999	765	13,620	732	12,860	7,753	60.3	1,362	10.6	1,070	292	15,870	67.8	11,496	10,731	6.8	11,055	12,126	11.2	104.0															
10,311	9,585	723	12,608	1,064	12,264	7,443	60.7	1,293	10.5	955	338	15,132	68.1	11,373	10,650	10.0	10,647	11,604	11.1	106.8															
10,590	9,912	678	12,785	1,086	11,532	6,884	59.7	1,158	10.0	829	329	15,127	69.5	11,373	10,908	9.9	10,920	11,748	9.9	106.9															
10,551	9,849	699	13,085	1,035	10,936	6,475	59.2	1,035	9.5	699	336	15,012	70.3	11,586	10,884	9.5	10,887	11,586	8.9	106.4															
9,771	9,162	609	12,238	1,361	9,840	5,681	57.7	1,201	12.2	761	440	13,932	70.1	11,133	10,524	12.9	10,212	10,974	10.9	109.0															
10,290	9,696	594	12,553	1,510	9,290	5,194	55.9	1,088	11.7	790	298	14,385	71.5	11,799	11,205	13.5	10,587	11,379	9.6	111.4															
10,335	9,696	639	12,973	1,327	9,258	5,242	56.6	941	10.2	605	336	14,352	72.0	11,661	11,022	12.0	10,671	11,277	8.3	109.3															
10,569	10,074	495	12,566	1,281	9,257	5,426	58.6	918	9.9	604	314	14,400	73.4	11,850	11,355	11.3	10,884	11,487	8.0	108.9															
10,497	9,960	534	11,784	1,289	9,120	5,299	58.1	958	10.5	549	419	14,316	73.3	11,784	11,250	11.5	10,905	11,454	8.4	108.1															
Saxony-Anhalt	20,196	19,563	636	19,129	1,232	19,392	8,664	44.7	3,678	19.0	2,044	1,634	65.3	21,429	20,793	5.9	21,831	23,874	15.4	98.2															
	19,980	19,386	594	18,986	1,099	19,361	8,502	43.9	3,946	20.4	2,243	1,703	64.8	21,078	20,484	5.4	21,681	23,925	16.5	97.2															
	20,103	19,590	513	19,237	1,488	20,246	8,805	43.5	3,941	19.5	1,927	2,018	63.7	21,591	21,078	5.1	22,119	24,045	16.4	97.6															
	20,235	19,722	516	20,159	2,064	18,704	8,107	43.3	3,787	20.2	1,829	1,958	65.6	22,299	21,786	9.5	22,194	24,024	15.8	100.5															
	20,052	19,569	483	20,307	1,754	18,055	7,869	43.6	3,828	21.2	1,651	1,777	66.3	21,804	21,324	8.2	22,227	23,880	16.0	98.1															
	18,426	18,021	408	19,056	2,001	16,966	6,765	39.9	3,517	20.7	1,547	1,970	64.4	20,427	20,022	10.0	20,397	21,945	16.0	100.2															
	18,099	17,637	462	18,952	2,310	14,782	6,136	41.5	3,193	21.6	1,359	1,834	67.7	20,409	19,947	11.6	19,935	21,294	15.0	102.4															
	17,556	17,031	522	19,568	2,902	13,662	5,677	41.6	2,472	18.1	1,065	1,407	68.7	20,457	19,935	14.6	18,963	20,028	12.3	107.9															
17,691	17,229	459	19,954	2,865	13,123	5,476	41.7	3,247	24.7	1,215	2,032	69.8	20,556	20,094	14.3	19,722	20,937	15.5	104.2																
17,799	17,358	441	17,569	3,260	14,780	5,799	39.2	3,125	21.1	1,394	1,731	66.5	21,057	20,619	15.8	19,530	20,922	14.9	107.8																
Thuringia	10,164	9,429	735	13,733	1,281	10,778	6,576	61.0	953	8.8	602	351	70.8	11,445	10,710	12.0	10,515	11,118	8.6	108.8															
	10,026	9,249	777	13,545	1,153	10,664	6,441	60.4	857	8.0	518	339	70.4	11,178	10,404	11.1	10,365	10,884	7.9	107.9															
	10,353	9,636	717	13,357	1,275	10,730	6,645	61.9	871	8.1	571	300	71.7	11,628	10,911	11.7	10,653	11,226	7.8	109.2															
	10,485	9,813	672	14,100	1,533	10,478	6,418	61.3	947	9.0	564	383	72.1	12,018	11,346	13.5	10,866	11,430	8.3	110.6															
	10,464	9,819	645	13,946	1,065	9,934	5,992	60.3	862	8.7	551	311	72.6	11,529	10,884	9.8	10,773	11,325	7.6	107.0															
	9,519	8,889	633	12,385	1,771	8,820	5,077	57.6	950	10.8	539	411	71.8	11,292	10,659	16.6	9,930	10,470	9.1	113.7															
	9,756	9,153	600	12,339	1,917	8,064	4,696	58.2	852	10.6	504	348	74.3	11,673	11,070	17.3	10,104	10,608	8.0	115.5															
	9,894	9,312	579	13,301	1,915	8,145	4,738	58.2	751	9.2	429	322	74.4	11,808	11,229	17.1	10,215	10,644	7.1	115.6															
10,380	9,717	663	13,636	1,641	7,822	4,612	59.0	690	8.8	347	343	76.4	12,021	11,358	14.4	10,722	11,070	6.2	112.1																
10,491	9,882	609	12,819	1,436	7,616	4,277	56.2	843	11.1	432	411	75.9	11,928	11,316	12.7	10,902	11,334	7.4	109.4																

Table A5: Key figures for the training market in Germany in 2024 by employment agency district (Part 1: Districts in Schleswig-Holstein, Hamburg, Lower Saxony, Bremen)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024														Links between both data sources (BIBB survey, BA training market statistics)																		
Employment agency district	including		with pre-dominantly public funding (external)	Registered VET places		VET places still unfilled at the end of September		Registered applicants for vocational training places		including		applicants who entered VET		in %		Col. 11+12		in %		applicants who were still looking for a place at the end of September as of 30 September		including		Training place offer		"company" offer		including		Demand for training places		Supply and demand Ratio (SDR)		Officers per 100 persons registered with an institution as interested in training		Matching Problems Index
	absolute	Col. 1-3		absolute	Col. 4	Col. 5	absolute	Col. 6	absolute	Col. 7	Col. 8	in %	Col. 9	Col. 10	Col. 11	absolute	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24	Col. 25	Col. 26	Col. 27	Col. 28			
Employment agency district	2,211	2,178	30	2,397	375	1,680	672	40.0	42.8	261	15.6	261	15.6	135	129	68.7	3,219	68.7	14.6	2,337	2,472	10.6	110.5	104.5	80.3	80.3	155.3									
	3,120	3,102	18	2,703	417	2,352	1,008	42.8	47.4	474	20.2	207	267	267	4,464	69.9	3,387	3,594	13.2	104.4	98.4	79.2	156.0													
	3,120	2,952	171	2,880	537	2,352	885	37.7	564	564	23.9	231	330	330	4,587	68.0	3,453	3,684	15.3	106.0	99.3	79.7	235.3													
	1,701	1,677	24	1,920	429	1,527	714	46.7	276	276	18.2	177	102	2,130	2,106	20.3	1,803	1,980	14.0	118.1	107.6	84.7	284.6													
	2,499	2,466	33	2,268	429	2,391	756	31.7	567	567	23.7	225	342	4,131	60.5	2,928	2,895	14.9	2,841	3,066	18.5	103.1	95.5	70.9	274.7											
	2,850	2,730	120	3,129	636	2,601	1,032	39.6	558	558	21.5	228	330	340	64.5	3,483	3,363	18.9	3,180	3,408	16.4	109.6	102.2	78.8	309.6											
	2,298	2,256	42	2,271	441	1,878	735	39.1	423	22.5	192	231	3,441	66.7	2,736	2,697	16.3	2,529	2,721	15.6	108.2	100.6	79.5	253.8												
	17,799	17,358	441	17,568	3,261	14,781	5,799	39.2	3,126	21.1	1,395	1,731	66.5	21,057	20,619	15.8	19,530	20,922	14.9	107.8	100.6	78.6	236.2													
	11,898	11,559	339	10,590	1,239	7,038	2,856	40.6	1,836	26.1	813	1,023	74.0	13,137	12,798	9.7	12,921	13,734	13.4	101.7	95.7	81.7	129.6													
	3,348	3,294	54	3,453	339	3,006	1,173	39.0	579	19.3	429	150	5,184	64.6	3,690	3,636	9.4	3,498	3,927	14.7	105.4	93.9	71.2	137.9												
Lower Saxony	1,899	1,857	42	1,880	198	1,887	756	40.0	495	495	26.3	276	219	2,097	2,055	9.6	2,118	2,394	20.7	99.0	87.6	69.2	199.7													
	2,429	2,351	78	2,382	324	2,922	1,329	45.4	537	537	18.3	345	189	3,753	3,675	8.8	3,618	3,963	13.5	103.7	94.7	74.7	119.2													
	2,490	2,451	39	3,066	291	2,181	942	43.2	456	20.9	276	180	3,729	3,668	2,781	2,742	10.6	2,667	2,946	15.5	104.2	94.4	74.6	164.9												
	1,971	1,911	60	2,508	69	2,358	1,026	43.5	375	15.9	285	90	3,303	3,237	1,980	3.4	2,061	2,346	16.0	98.9	86.9	61.7	54.9													
	7,491	7,248	243	6,402	567	7,104	2,502	35.2	1,305	18.4	645	660	12,093	61.9	8,058	7,815	7.3	8,148	8,793	14.8	98.9	91.6	66.6	107.8												
	2,157	2,076	81	2,355	219	1,704	750	44.1	249	14.7	192	57	3,111	69.4	2,376	2,292	9.5	2,214	2,406	10.4	107.2	98.7	76.4	98.7												
	1,950	1,893	60	2,100	231	2,577	1,113	43.2	369	14.4	234	135	3,414	57.2	2,181	2,124	10.9	2,085	2,322	15.9	104.6	94.0	63.9	173.5												
	3,099	3,018	81	3,093	285	3,633	1,377	37.9	798	22.0	504	294	5,355	57.9	3,384	3,303	8.6	3,393	3,897	20.5	99.7	86.8	63.2	176.1												
	3,468	3,315	153	4,551	330	2,076	1,101	53.1	336	16.2	267	69	4,443	78.1	3,798	3,645	9.0	3,537	3,804	8.8	107.3	99.8	85.5	79.7												
	5,505	5,424	81	5,094	780	5,019	1,788	35.6	1,155	23.0	600	552	8,736	63.0	6,285	6,204	12.6	6,057	6,660	17.3	103.7	94.4	71.9	217.9												
Lower Saxony	3,957	3,918	39	3,321	282	2,793	1,407	50.3	522	18.6	282	240	4,239	4,239	4,239	4,200	6.7	4,197	4,479	11.6	101.0	94.7	79.3	78.1												
	3,261	3,219	42	3,246	267	3,063	1,269	41.5	519	16.9	348	171	5,052	64.5	3,528	3,486	7.7	3,432	3,780	13.7	102.8	93.4	69.8	105.0												
	2,808	2,754	57	2,994	294	2,277	1,059	46.5	303	13.3	213	90	4,026	69.8	3,105	3,048	9.7	2,898	3,111	9.7	107.1	99.8	77.1	94.0												
	2,886	2,811	75	2,817	81	2,928	1,275	43.5	567	19.4	348	219	4,542	63.6	2,967	2,892	2.8	3,105	3,453	16.4	95.5	85.9	65.3	46.1												
	50,196	49,008	1,185	50,040	4,590	46,065	19,077	41.4	8,679	18.8	5,301	3,378	65.0	54,783	53,598	8.6	53,574	58,875	14.7	102.3	93.1	71.0	126.2													
Lower Saxony	5,994	5,820	177	5,796	390	5,193	1,899	36.6	990	19.0	564	426	6,384	64.5	6,384	6,210	6.3	6,420	6,984	14.2	99.5	91.4	68.7	88.9												
	5,517	5,306	174	5,265	357	4,656	1,686	36.2	873	18.7	510	363	8,487	65.0	5,877	5,703	6.3	5,880	6,300	13.6	99.9	97.0	69.2	85.7												

Table A5: Key figures for the training market in Germany in 2024 by employment agency district (Part 2: North Rhine–Westphalia)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)														
Employment agency district	including			including			including			including			Persons registered with an institution as interested in training		including		including		Demand for training places				Supply and demand		Offers per 100 persons registered with an institution as interested in training			
	Newly concluded training contracts	without significant public funding (company-funded)	with pre-dominantly public funding (external)	Registered VET places	VET places still unfilled at the end of September	Registered applicants for vocational training places	applicants who entered VET	applicants who were still looking for a place at the end of September	including with an alternative as of 30 September	including without an alternative ("unplaced")	absolute	in %	Col. 11+12	Col. 10	absolute	Col. 11	Col. 12	Col. 1+6+7	percentage of those leading to VET	Training place offer as of 30 September	"company" offer	percentage of unfilled places	according to the old, traditional definition	according to the new, expanded definition	including percentage of those still looking for places	Ratio (SR) according to the old demand calculation (eSR)	Ratio (SR) according to the new demand calculation	Col. 15/13
absolute	Col. 1	Col. 2	Col. 3	absolute	Col. 4	absolute	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24		
311 Aachen-Düren	5,736	5,613	123	6,135	858	6,747	2,787	41.3	1,011	15.0	516	495	9,696	59.2	6,594	6,471	13.3	6,231	6,747	15.0	105.8	97.7	68.0	198.7				
315 Bergisch Gladbach	4,014	3,933	81	3,594	477	4,047	1,611	39.8	1,083	26.8	468	618	6,453	62.2	4,491	4,410	10.8	4,632	5,097	21.3	97.0	88.1	69.6	230.5				
317 Bielefeld	5,289	5,121	168	4,533	453	4,398	2,007	45.6	723	16.5	390	333	7,680	68.9	5,739	5,574	8.1	5,622	6,012	12.0	102.1	95.5	74.7	97.7				
321 Bochum	3,048	3,030	18	3,105	651	3,678	1,386	37.7	516	14.1	342	174	5,340	57.1	3,702	3,681	17.7	3,225	3,567	14.5	114.8	103.8	69.3	256.7				
323 Bonn	5,181	5,091	90	4,917	684	5,037	2,103	41.8	909	18.1	582	330	8,115	63.8	5,865	5,775	11.9	5,508	6,090	14.9	106.5	96.3	72.3	177.2				
325 Brühl	3,336	3,246	93	2,955	324	3,498	1,524	43.5	621	17.7	273	348	5,313	62.8	3,660	3,567	9.1	3,684	3,957	15.7	99.3	92.5	68.9	141.8				
327 Coesfeld	4,203	4,116	87	5,265	591	2,949	1,608	54.6	312	10.5	207	105	5,544	75.8	4,794	4,707	12.5	4,308	4,515	6.9	111.3	106.2	86.5	86.4				
331 Detmold	2,151	2,091	63	2,100	96	2,340	1,188	50.8	387	16.6	267	120	3,303	65.2	2,247	2,184	4.3	2,274	2,541	15.3	98.9	88.5	68.0	66.4				
333 Dortmund	3,921	3,732	189	3,969	621	3,438	1,392	40.5	546	15.9	414	135	5,967	65.7	4,539	4,350	14.2	4,053	4,467	12.2	112.0	101.6	76.1	174.5				
337 Düsseldorf	4,077	4,020	57	3,870	528	3,531	1,194	33.9	1,029	29.2	423	606	6,414	63.6	4,608	4,548	11.6	4,683	5,109	20.2	98.4	90.2	71.8	234.5				
341 Duisburg	2,658	2,598	60	2,664	381	3,186	1,227	38.5	696	21.9	543	156	4,614	57.6	3,036	2,976	12.8	2,811	3,354	20.8	108.0	90.5	65.8	265.3				
343 Essen	3,486	3,357	129	3,108	453	3,873	1,341	34.6	951	24.6	396	555	6,018	57.9	3,939	3,807	11.9	4,041	4,437	21.4	97.5	88.8	65.4	254.4				
345 Gelsenkirchen	1,914	1,884	33	1,473	372	2,430	1,029	42.4	435	17.9	231	201	3,315	57.8	2,286	2,256	16.5	2,118	2,349	18.5	108.0	97.4	69.0	304.8				
347 Hagen	2,907	2,754	150	3,603	411	3,792	1,467	38.7	807	21.3	459	348	5,232	55.5	3,318	3,165	13.0	3,252	3,714	21.7	102.0	89.3	63.4	282.1				
351 Hamm	3,246	3,141	105	3,690	372	3,585	1,617	45.1	528	14.8	324	204	5,217	62.3	3,621	3,516	10.6	3,453	3,777	14.0	104.9	95.9	69.4	148.7				
353 Herford	3,834	3,672	162	3,648	114	3,960	1,710	43.2	792	20.0	333	456	6,081	63.0	3,948	3,786	3.0	4,290	4,623	17.1	92.0	85.4	64.9	52.0				
355 Iserlohn	2,520	2,451	69	2,730	336	2,172	969	44.6	330	15.2	201	129	3,723	67.7	2,856	2,787	12.0	2,649	2,850	11.5	107.8	100.2	76.7	138.9				
357 Cologne	7,440	7,341	102	5,775	519	5,697	1,836	32.3	2,229	39.1	933	1,296	11,301	65.8	7,959	7,857	6.6	8,736	9,669	23.1	91.1	82.3	70.4	152.0				
361 Krefeld	2,955	2,910	45	3,594	345	3,108	1,257	40.4	534	17.1	234	297	4,806	61.5	3,300	3,258	10.6	3,252	3,489	15.3	101.5	94.6	68.7	162.3				
364 Mettmann	2,121	2,082	39	2,127	300	2,562	1,068	41.6	660	25.8	327	333	3,615	58.6	2,421	2,382	12.6	2,454	2,781	23.8	98.7	87.1	67.0	300.3				
365 Mönchengladbach	3,726	3,690	36	3,618	327	4,224	1,593	37.7	678	16.0	453	225	6,360	58.6	4,053	4,017	8.1	3,951	4,404	15.4	102.6	92.1	63.7	125.1				
367 Ahlen-Münster	4,266	4,227	39	3,552	363	2,931	1,455	49.6	396	13.5	198	198	5,742	74.3	4,629	4,590	7.9	4,464	4,662	8.5	103.7	99.3	80.6	67.2				
371 Oberhausen	1,686	1,638	51	2,169	261	2,364	945	40.0	504	21.4	192	312	3,108	54.3	1,950	1,899	13.8	2,001	2,193	23.0	97.5	88.9	62.7	317.9				
373 Paderborn	2,970	2,856	114	3,360	204	3,102	1,254	40.4	627	20.2	342	285	4,818	61.6	3,174	3,060	6.6	3,255	3,597	17.5	97.5	88.2	65.9	115.8				
375 Recklinghausen	2,940	2,844	96	3,480	117	4,161	1,902	45.7	579	13.9	438	144	5,199	56.5	3,057	2,961	4.0	3,081	3,319	16.5	99.2	86.9	58.8	65.7				
377 Rhine	2,835	2,796	39	3,303	210	2,757	1,416	51.3	285	10.3	165	120	4,179	67.9	3,045	3,006	7.0	2,955	3,120	9.1	103.0	97.6	72.9	63.5				
381 Siegen	2,907	2,859	48	3,798	297	2,115	1,074	50.8	315	14.9	201	114	3,951	73.6	3,204	3,156	9.4	3,021	3,225	9.8	106.0	99.4	81.1	91.9				
383 Meschede-Söest	3,726	3,600	129	4,038	645	2,721	1,332	49.0	360	13.3	183	180	5,115	72.9	4,374	4,245	15.2	3,906	4,089	8.8	112.0	107.0	85.5	134.4				
387 Wesel	4,281	4,197	84	4,191	564	3,849	1,584	41.2	690	17.9	321	369	6,546	65.4	4,845	4,761	11.9	4,650	4,971	13.9	104.2	97.5	74.0	164.8				
391 Solingen-Wuppertal	3,453	3,396	57	3,240	519	3,477	1,407	40.5	891	25.6	417	474	5,523	62.5	3,972	3,915	13.3	3,927	4,344	20.5	101.1	91.4	71.9	272.0				
North Rhine-Westphalia	106,827	104,277	2,550	107,598	12,393	105,735	44,286	41.9	20,433	19.3	10,773	9,660	168,276	63.5	119,220	116,670	10.6	116,487	127,260	16.1	102.3	93.7	70.8	170.5				

Table A5: Key figures for the training market in Germany in 2024 by employment agency district (Part 3: Hesse, Rhineland–Palatinate)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024												Links between both data sources (BIBB survey, BA training market statistics)																		
Employment agency district	including		without significant public funding (company-funded)	with pre-dominantly public funding (external)	Registered VET places	including	including		applicants who were still looking for a place at the end of September		including		Persons registered with an institution as interested in training		including		including		Demand for training places		Supply and demand		Offers per 100 persons											
	absolute	Col. 2	Col. 3	absolute	absolute	Col. 5	absolute	Col. 6	absolute	in %	Col. 8	Col. 9	Col. 10	absolute	Col. 11	Col. 12	Col. 13	Col. 1+6-7	Col. 1/13	Col. 1/14	Col. 1/15	Training place offer	"company" offer	percentage of unfilled places	according to the old, traditional definition	according to the new, expanded definition	percentage of those still looking for places	Ratio (SDR)	Col. 15/18	Col. 15/19	Col. 15/13	Col. 17+20		
Federal state																																		
411 Bad Hersfeld-Fulda	2,685	2,613	72	3,171	360	1,959	1,056	53.9	162	8.2	93	69	3,588	74.8	3,048	2,976	12.1	2,754	2,847	5.7	110.6	107.0	84.9	68.6										
415 Darmstadt	3,678	3,660	18	4,257	585	4,197	1,770	42.2	621	14.8	387	231	6,105	60.3	4,263	4,245	13.8	3,909	4,299	14.4	109.0	99.2	69.8	198.7										
419 Frankfurt	5,112	5,088	24	3,366	738	3,561	1,146	32.2	828	23.2	363	465	7,527	67.9	5,853	5,826	12.7	5,577	5,940	13.9	104.9	98.5	77.7	176.8										
427 Gießen	3,813	3,501	312	4,023	369	4,380	1,740	39.8	792	18.1	444	348	6,450	59.1	4,182	3,870	9.5	4,161	4,605	17.2	100.5	90.8	64.8	163.9										
431 Hanau	2,103	2,031	72	2,202	264	2,043	1,023	50.1	246	12.0	189	57	3,120	67.4	2,367	2,295	11.5	2,160	2,349	10.5	109.6	100.7	75.8	120.1										
433 Bad Homburg	3,006	2,967	39	3,198	630	4,095	1,734	42.3	630	15.4	378	255	5,367	56.0	3,636	3,597	17.5	3,261	3,636	17.3	111.6	100.0	67.8	304.3										
435 Kassel	3,480	3,357	123	3,375	225	2,844	1,227	43.2	558	19.7	399	162	5,094	68.3	3,702	3,582	6.3	3,639	4,038	13.8	101.7	91.7	72.7	86.6										
439 Korbach	2,115	2,037	78	2,100	249	1,725	831	48.1	327	18.9	150	177	3,012	70.3	2,367	2,286	10.9	2,292	2,442	13.3	103.2	96.9	78.6	145.9										
443 Limburg-Weitzlar	2,511	2,388	123	3,246	306	2,649	1,173	44.3	438	16.5	303	135	3,987	63.0	2,814	2,691	11.3	2,646	2,946	14.8	106.4	95.5	70.6	168.0										
447 Marburg	1,416	1,365	54	1,530	210	1,503	678	45.0	312	20.8	165	150	2,244	63.1	1,626	1,575	13.3	1,566	1,731	18.1	103.9	94.0	72.5	241.4										
451 Offenbach	2,241	2,223	18	1,965	279	3,123	1,209	38.7	498	15.9	285	213	4,155	53.9	2,520	2,502	11.1	2,454	2,739	18.2	102.6	92.0	60.6	202.0										
459 Wiesbaden	2,592	2,403	189	2,256	156	2,580	1,227	47.6	372	14.4	213	159	3,942	65.7	2,745	2,559	6.1	2,748	2,964	12.6	99.9	92.7	69.6	76.1										
Hesse	34,752	33,636	1,119	34,689	4,371	34,659	14,814	42.7	5,784	16.7	3,366	2,415	54,597	63.7	39,123	38,004	11.5	37,170	40,536	14.3	105.3	96.5	71.7	164.0										
511 Bad Kreuznach	1,929	1,905	24	2,190	219	1,518	657	43.2	351	23.1	147	204	2,790	69.1	2,148	2,124	10.3	2,133	2,280	15.4	100.7	94.3	77.0	158.4										
515 Kaiserslautern-Pirmasens	2,349	2,274	72	2,685	555	2,916	1,203	41.3	549	18.8	426	123	4,059	57.8	2,901	2,829	19.6	2,472	2,898	19.0	117.4	100.2	71.5	371.1										
519 Koblenz-Mayen-Wittlich	3,501	3,435	66	3,195	246	2,583	1,161	44.9	267	10.4	177	93	4,923	71.1	3,750	3,681	6.7	3,594	3,771	7.1	104.3	99.4	76.1	47.7										
523 Ludwigshafen	2,637	2,553	84	2,391	216	2,244	951	42.4	387	17.3	150	237	3,930	67.1	2,853	2,772	7.8	2,874	3,024	12.8	99.3	94.3	72.6	100.4										
527 Mainz	3,666	3,579	90	3,456	450	2,637	1,161	44.0	531	20.1	303	228	5,142	71.3	4,116	4,026	11.1	3,894	4,197	12.6	105.7	98.1	80.0	140.8										
535 Montabaur	1,731	1,695	36	2,085	276	2,031	915	45.1	372	18.3	276	96	2,844	60.8	2,007	1,971	14.1	1,827	2,100	17.7	109.9	95.5	70.6	248.2										
543 Landau	2,190	2,139	51	2,202	414	2,535	1,044	41.1	480	18.9	306	174	3,684	59.5	2,607	2,553	16.2	2,364	2,670	17.9	110.2	97.6	70.7	291.5										
547 Neuwied	1,680	1,581	99	2,262	369	1,593	846	53.0	198	12.4	123	75	2,430	69.2	2,049	1,950	18.9	1,755	1,878	10.5	116.7	109.2	84.4	198.4										
563 Trier	3,279	3,153	126	4,059	603	2,292	1,074	46.9	417	18.2	180	234	4,494	72.9	3,882	3,756	16.1	3,513	3,696	11.3	110.5	105.1	86.4	180.8										
Rhineland-Palatinate	22,965	22,314	651	24,522	3,351	20,346	9,009	44.3	3,549	17.4	2,085	1,464	34,299	67.0	26,313	25,662	13.1	24,426	26,511	13.4	107.7	99.3	76.7	174.7										

Table A5: Key figures for the training market in Germany in 2024 by employment agency district (Part 5: Bavaria, Saarland, Berlin)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																		
Employment agency district	including		with pre-dominantly public funding (company-funded)	Registered VET places	VET places still unfilled at the end of September	including			applicants who entered VET			applicants who were still looking for a place at the end of September			including		Training place offer	"company" offer	including		Demand for training places		Supply and demand		Offers per 100 persons registered with an institution as interested in training	Matching Problems Index						
	absolute	Col. 1-3				absolute	Col. 4	Col. 5	Col. 6	Col. 7	in %	Col. 8	Col. 9	in %	Col. 10	Col. 11			Col. 12	absolute	Col. 13	Persons registered with an institution as interested in training	percentage of those leading to VET	Col. 1+5			Col. 15-3	Col. 16	Col. 17	Col. 1+12	Col. 18	Col. 19
Federal state	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 1+12	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24	Col. 15/13	Col. 15/19	Col. 15/18	Col. 21	Col. 22	Col. 23	Col. 24
711 Ansbach-Weissenburg	2,733	2,679	57	4,260	660	2,976	1,815	61.0	246	8.3	225	21	3,897	70.2	3,393	3,339	19.8	2,757	2,979	8.3	123.1	113.9		87.1	163.2							
715 Aschaffenburg	2,292	2,256	36	2,847	330	1,857	1,104	59.5	171	9.3	144	27	3,045	75.3	2,622	2,586	12.7	2,319	2,463	7.0	113.0	106.4		86.1	88.8							
723 Bayreuth-Hof	2,970	2,871	102	4,551	816	2,319	1,248	53.8	258	11.2	207	54	4,041	73.5	3,786	3,687	22.1	3,024	3,231	8.0	125.2	117.2		93.7	177.5							
727 Bamberg-Coburg	3,564	3,519	45	5,313	960	2,673	1,650	61.8	207	7.7	147	60	4,584	77.7	4,524	4,479	21.5	3,624	3,771	5.5	124.9	120.0		98.7	117.8							
729 Fürth	3,189	3,156	33	3,234	429	2,520	1,434	56.9	318	12.7	192	126	4,275	74.6	3,618	3,585	12.0	3,315	3,507	9.1	109.1	103.2		84.7	109.1							
735 Nürnberg	5,715	5,577	138	5,205	627	4,227	1,926	45.6	603	14.3	342	261	8,013	71.3	6,342	6,201	10.1	5,976	6,318	9.5	106.1	100.4		79.1	96.3							
739 Regensburg	4,680	4,485	195	6,111	1,236	3,138	1,908	60.8	192	6.1	183	9	5,910	79.2	5,916	5,721	21.6	4,689	4,872	3.9	126.2	121.5		100.1	85.2							
743 Schwandorf	2,784	2,733	51	5,460	1,137	1,995	1,377	69.0	156	7.8	129	24	3,405	81.8	3,921	3,870	29.4	2,811	2,940	5.3	139.6	133.4		115.2	154.9							
747 Schweinfurt	2,712	2,667	42	4,422	882	2,334	1,410	60.5	213	9.1	198	15	3,633	74.6	3,591	3,549	24.8	2,727	2,922	7.3	131.8	122.9		98.8	180.0							
751 Weiden	1,395	1,377	21	2,631	720	1,251	753	60.2	96	7.7	63	33	1,893	73.7	2,118	2,097	34.4	1,428	1,491	6.4	148.2	141.9		111.8	221.2							
759 Würzburg	3,225	3,147	78	4,386	756	2,553	1,518	59.4	240	9.4	198	45	4,260	75.7	3,981	3,903	19.4	3,267	3,465	7.0	121.8	114.9		93.4	134.9							
811 Augsburg	4,818	4,665	153	3,921	567	3,348	1,650	49.3	375	11.2	318	57	6,516	74.0	5,385	5,232	10.8	4,878	5,196	7.2	110.4	103.7		82.6	78.3							
815 Deggendorf	2,313	2,253	60	3,759	777	1,737	1,035	59.6	87	5.1	81	6	3,015	76.7	3,090	3,030	25.6	2,319	2,400	3.7	133.1	128.7		102.5	93.9							
819 Donaauwörth	3,495	3,432	60	4,257	906	3,099	1,902	61.4	276	8.9	213	63	4,692	74.5	4,398	4,338	20.9	3,558	3,771	7.3	123.7	116.7		93.8	153.2							
823 Freising	3,159	3,120	39	2,949	636	2,409	1,497	62.1	186	7.8	144	45	4,071	77.6	3,795	3,759	17.0	3,204	3,345	5.6	118.5	113.4		93.2	94.7							
827 Ingolstadt	3,429	3,405	21	3,657	669	2,496	1,503	60.2	246	9.9	171	75	4,419	77.6	4,095	4,074	16.4	3,501	3,675	6.7	117.0	111.5		92.7	109.8							
831 Kempten-Memmingen	5,556	5,493	63	6,003	1,044	3,153	1,893	60.0	270	8.6	219	51	6,816	81.5	6,600	6,537	16.0	5,610	5,826	4.6	117.7	113.3		96.8	74.0							
835 Landshut-Pfarrkirchen	3,270	3,249	24	3,405	609	2,409	1,446	60.0	264	11.0	216	48	4,236	77.2	3,879	3,858	15.8	3,321	3,534	7.5	116.9	109.8		91.6	117.9							
843 München	11,154	10,956	198	8,616	663	5,799	2,856	49.3	717	12.3	510	207	14,097	79.1	11,820	11,619	5.7	11,361	11,871	6.0	104.0	99.6		83.8	34.5							
847 Passau	2,313	2,283	30	3,609	645	1,665	1,041	62.6	120	7.2	90	30	2,934	78.8	2,958	2,928	22.0	2,343	2,433	4.9	126.3	121.6		100.8	108.7							
855 Rosenheim	3,444	3,411	33	3,750	711	2,004	1,143	57.0	213	10.6	141	72	4,305	80.0	4,155	4,122	17.2	3,516	3,657	5.8	118.2	113.6		96.5	100.4							
859 Traunstein	3,549	3,465	84	3,756	615	3,036	1,902	62.6	120	4.0	114	6	4,683	75.8	4,167	4,080	15.1	3,555	3,669	3.3	117.2	113.5		88.9	49.4							
863 Weilheim	3,834	3,801	33	3,621	729	3,165	1,731	54.6	321	10.1	177	141	5,271	72.8	4,563	4,527	16.1	3,975	4,155	7.7	114.7	109.8		86.6	123.9							
Bavaria	85,596	83,997	1,596	99,723	17,124	62,160	35,742	57.5	5,898	9.5	4,419	1,482	112,014	76.4	102,720	101,121	16.9	87,075	91,494	6.4	118.0	112.3		91.7	109.2							
Saarland	5,919	5,685	234	6,138	672	5,007	1,950	38.9	768	15.4	672	99	8,976	65.9	6,591	6,357	10.6	6,015	6,687	11.5	109.5	98.5		73.4	121.6							
Berlin	14,595	13,956	639	16,722	1,146	22,152	7,218	32.6	4,341	19.6	888	3,453	29,529	49.4	15,741	15,102	7.6	18,048	18,936	22.9	87.2	83.1		53.3	173.8							

Table A5: Key figures for the training market in Germany in 2024 by employment agency district (Part 6: Brandenburg–Western Pomerania, Saxony)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)																					
Employment agency district	including			including										including				including				including				including				Supply and demand				Offers per 100 persons	
	Newly concluded training contracts	without significant public funding (company-funded)	with pre-dominantly public funding (external)	Registered VET places	VET places still unfilled at the end of September		Registered applicants for vocational training places		applicants who entered VET		applicants who were still looking for a place at the end of September		including with an alternative as of 30 September		without an alternative ("un-placed")	Persons registered with an institution as interested in training	percentage of those leading to VET		Training place offer	"company" offer	percentage of unfilled places		according to the old, traditional definition		according to the new, expanded definition		including percentage of those still looking for places		Ratio (SOR)	according to the old demand calculation (eSOR)	as interested in training	Matching Problems Index			
					absolute	Col. 1-3	absolute	Col. 4	Col. 5	absolute	Col. 6	absolute	Col. 7	in %			Col. 8	in %			Col. 9	Col. 10	absolute	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15					Col. 16	Col. 17	Col. 18
Federal state	absolute	Col. 1-3	absolute	Col. 4	Col. 5	absolute	Col. 6	absolute	Col. 7	in %	Col. 8	in %	Col. 9	Col. 10	absolute	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24						
035 Cottbus	2,775	2,700	75	3,624	432	2,976	1,452	48.8	513	17.2	201	312	4,296	64.6	3,207	3,132	13.8	3,087	3,288	15.6	103.9	97.6	74.7	215.6											
036 Bierswalde	1,326	1,269	57	1,458	201	2,055	1,041	50.6	321	15.6	117	204	2,340	56.7	1,527	1,470	13.7	1,530	1,647	19.5	99.9	92.8	65.3	267.6											
037 Frankfurt (Oder)	1,752	1,653	99	2,340	207	1,992	987	49.6	177	8.9	111	66	2,757	63.6	1,959	1,860	11.1	1,818	1,929	9.2	107.7	101.5	71.0	101.6											
038 Neuruppin	2,223	2,106	117	2,940	540	2,724	1,335	49.0	417	15.3	189	225	3,609	61.6	2,763	2,646	20.4	2,448	2,637	15.8	112.9	104.7	76.5	322.4											
039 Potsdam	2,967	2,775	192	4,158	804	2,925	1,185	40.5	759	25.9	192	567	4,707	63.0	3,768	3,579	22.4	3,534	3,726	20.4	106.7	101.2	80.1	457.3											
Brandenburg	11,040	10,503	537	14,520	2,184	12,669	6,000	47.4	2,187	17.3	810	1,374	17,709	62.3	13,227	12,687	17.2	12,417	13,227	16.5	106.5	100.0	74.7	284.6											
030 Greifswald	1,152	1,032	120	1,290	258	1,089	537	49.2	180	16.6	111	72	1,707	67.6	1,410	1,290	20.0	1,224	1,335	13.6	115.3	105.8	82.7	271.4											
031 Neubrandenburg	1,395	1,332	60	1,500	183	1,338	630	47.0	240	17.9	111	129	2,103	66.3	1,578	1,518	12.1	1,524	1,635	14.7	103.6	96.6	75.0	178.2											
032 Rostock	2,406	2,385	21	2,292	270	678	285	42.2	132	19.5	87	45	2,799	86.0	2,676	2,655	10.2	2,454	2,538	5.2	109.1	105.4	95.7	52.9											
033 Schwerin	2,211	2,139	75	2,667	318	2,319	1,185	51.1	483	20.8	300	183	3,348	66.1	2,532	2,457	13.0	2,394	2,694	17.9	105.7	93.9	75.6	232.3											
034 Stralsund	1,152	1,140	12	1,401	159	840	438	52.3	105	12.6	57	48	1,551	74.2	1,308	1,296	12.2	1,200	1,257	8.4	109.1	104.1	84.4	102.7											
Mecklenburg-Western Pomerania	8,316	8,028	291	9,150	1,188	6,264	3,075	49.1	1,140	18.2	663	477	11,505	72.3	9,507	9,216	12.9	8,796	9,459	12.1	108.1	100.5	82.6	155.6											
071 An-naberg-Buchholz	1,392	1,335	57	1,422	165	1,536	1,047	68.1	120	7.9	63	57	1,881	74.0	1,557	1,497	10.9	1,449	1,512	8.0	107.3	102.8	82.7	87.6											
072 Bautzen	2,307	2,235	72	2,586	237	2,880	1,554	53.9	339	11.8	255	87	3,636	63.5	2,547	2,475	9.6	2,394	2,649	12.8	106.3	96.1	70.0	123.5											
073 Chemnitz	1,554	1,410	144	1,683	99	1,089	525	48.3	141	12.8	63	78	2,118	73.4	1,653	1,509	6.6	1,632	1,695	8.3	101.4	97.6	78.1	54.7											
074 Dresden	3,396	3,252	144	2,928	288	2,286	1,092	47.7	360	15.8	201	159	4,590	74.0	3,684	3,537	8.1	3,555	3,756	9.6	103.6	98.0	80.2	77.9											
075 Leipzig	3,762	3,594	165	2,577	252	2,325	1,074	46.1	336	14.4	165	171	5,013	75.0	4,014	3,846	6.6	3,930	4,098	8.2	102.1	97.9	80.0	53.7											
076 Oschatz	1,905	1,854	48	2,115	252	2,118	1,215	57.4	285	13.5	195	90	2,805	67.9	2,154	2,106	11.9	1,995	2,190	13.1	108.0	98.4	76.8	155.6											
077 Pina	1,008	987	21	1,065	192	1,323	768	58.1	252	19.0	147	105	1,563	64.5	1,203	1,182	16.3	1,116	1,260	20.0	107.8	95.3	76.9	326.6											
078 Plauen	1,011	954	57	1,488	288	1,044	567	54.2	165	15.9	87	78	1,491	67.9	1,299	1,242	23.2	1,089	1,176	14.1	119.2	110.4	87.2	327.0											
079 Riesa	1,188	1,164	24	1,692	138	1,320	786	59.5	159	12.1	114	45	1,722	69.0	1,326	1,302	10.5	1,236	1,350	11.9	107.4	98.3	77.0	124.8											
080 Freiberg	1,332	1,164	168	1,578	213	1,455	975	66.9	162	11.1	120	42	1,812	73.5	1,545	1,377	15.5	1,374	1,494	10.9	112.5	103.5	85.3	168.6											
092 Zwickau	1,485	1,419	66	1,692	126	1,236	750	60.8	132	10.8	78	54	1,968	75.4	1,611	1,545	8.2	1,539	1,617	8.2	104.7	99.6	81.8	67.1											
Saxony	20,340	19,368	972	20,829	2,250	18,615	10,350	55.6	2,457	13.2	1,488	969	28,602	71.1	22,590	21,618	10.4	21,309	22,797	10.8	106.0	99.1	79.0	112.2											

Table A5: Key figures for the training market in Germany in 2024 by employment agency district (Part 7: Saxony-Anhalt, Thuringia)

BIBB survey on 30 September 2024				Training market statistics of the Federal Employment Agency (BA) for the reporting year 2023/2024										Links between both data sources (BIBB survey, BA training market statistics)										
Employment agency district	including			including			including			including			including		including		Demand for training places		Supply and demand Ratio (SDR)		Offers per 100 persons		Matching Problems Index	
	Newly concluded training contracts	without significant public funding (company-funded)	with pre-dominantly public funding (external)	Registered VET places	Registered applicants for vocational training places	applicants who entered VET	applicants who were still looking for a place at the end of September	with an alternative as of 30 September	without an alternative ("unplaced")	Persons registered with an institution as interested in training	percentage of those leading to VET	Training place offer	"company" offer	percentage of unfilled places	according to the old, traditional definition	according to the new, expanded definition	including percentage of those still looking for places	according to the old demand calculation (SDR)	according to the new demand calculation (eSDR)	registered with an institution as interested in training				
	absolute	Col. 1-3	absolute	absolute	absolute	in %	in %	in %	absolute	absolute	Col. 1+6-7	Col. 1/13	Col. 1/14	Col. 1+5	Col. 15-3	Col. 5/16	Col. 1+12	Col. 1+9	Col. 9/19	Col. 15/18	Col. 15/19	Col. 21		Col. 22
Federal state	Col. 1	Col. 2	Col. 3	Col. 4	Col. 5	Col. 6	Col. 7	Col. 8	Col. 9	Col. 10	Col. 11	Col. 12	Col. 13	Col. 14	Col. 15	Col. 16	Col. 17	Col. 18	Col. 19	Col. 20	Col. 21	Col. 22	Col. 23	Col. 24
04-2 Saxony-Anhalt East	1,596	1,506	90	2,166	309	1,371	870	63.4	78	5.6	39	36	2,097	76.1	1,905	1,815	17.0	1,632	1,674	4.6	116.7	113.9	90.8	78.4
04-3 Saxony-Anhalt West	1,524	1,431	96	1,983	270	2,064	1,188	57.6	267	12.9	162	105	2,400	63.6	1,794	1,701	15.9	1,629	1,791	14.9	110.2	100.2	74.8	235.9
04-4 Saxony-Anhalt South	3,582	3,375	210	3,465	270	2,736	1,590	58.1	270	9.9	162	108	4,728	75.8	3,852	3,642	7.4	3,693	3,855	7.0	104.3	99.9	81.5	51.9
04-5 Saxony-Anhalt North	3,792	3,651	141	4,170	441	2,949	1,650	55.9	345	11.7	186	159	5,091	74.5	4,233	4,092	10.8	3,951	4,137	8.3	107.1	102.3	83.1	89.6
Saxony-Anhalt	10,497	9,960	534	11,784	1,290	9,120	5,298	58.1	957	10.5	549	408	14,316	73.3	11,784	11,250	11.5	10,905	11,454	8.4	108.1	102.9	82.3	95.8
09-3 Central Thuringia	4,077	3,837	237	4,392	474	2,634	1,461	55.5	231	8.7	123	105	5,250	77.7	4,548	4,311	11.0	4,182	4,305	5.3	108.8	105.6	86.7	58.6
09-4 Thuringia East	3,075	2,862	216	4,239	378	2,199	1,233	56.1	270	12.2	135	132	4,041	76.1	3,453	3,237	11.6	3,210	3,345	8.0	107.6	103.2	85.5	93.6
09-7 Thuringia North	1,329	1,269	60	1,884	291	1,110	630	56.8	159	14.3	90	69	1,809	73.5	1,620	1,560	18.7	1,398	1,488	10.7	116.0	108.9	89.7	199.9
09-8 Thuringia Southwest	2,010	1,914	96	2,304	294	1,674	951	56.8	186	11.0	81	102	2,733	73.5	2,304	2,208	13.3	2,112	2,196	8.4	109.0	105.0	84.3	112.3
Thuringia	10,491	9,882	609	12,819	1,437	7,617	4,278	56.2	843	11.1	432	411	13,830	75.9	11,928	11,316	12.7	10,902	11,334	7.4	109.4	105.2	86.2	94.4
Not assignable	0	0	0	42	6	1,905	210	11.0	1,275	67.0	324	951	1,695	0.0	6	6	100.0	951	1,275	100.0	0.7	0.5	0.4	10000.0
"old" federal countries	411,432	401,682	9,750	433,533	59,904	353,214	161,712	45.8	57,183	16.2	34,077	23,106	602,931	68.2	471,336	461,586	13.0	434,535	468,615	12.2	108.5	100.6	78.2	158.4
"New" federal countries and Berlin	75,279	71,697	3,582	85,824	9,495	76,434	36,222	47.4	11,928	15.6	4,833	7,095	115,494	65.2	84,774	81,192	11.7	82,374	87,207	13.7	102.9	97.2	73.4	159.9
Total	486,711	473,379	13,332	519,399	69,405	431,553	198,144	45.9	70,386	16.3	39,234	31,152	720,120	67.6	556,116	542,784	12.8	517,863	557,097	12.6	107.4	99.8	77.2	161.6

Note: All whole numbers relating to the BIBB survey have been rounded to multiples of 3 in accordance with data protection regulations.

Sources: BA training market statistics, special analyses in preparation for the VET Report; BIBB, survey as of 30 September, calculations by Division 1.1

II Terms used in the training market figures

The training market figures focus on market conditions for vocational education and training based on the BBiG and the HwO.

The official **number of training places available** in a given year includes newly concluded training contracts recorded by the BIBB in its survey on 30 September (**successfully filled places**) and the in-company VET places registered with the BA that were offered to the employment services for placement during the reporting year and were still unfilled on 30 September (**unsuccessful, unfilled places**).

The **demand for training places** includes young people interested in training who either signed a new training contract and were therefore recorded in the BIBB survey on 30 September (**successful demand**) or who were still looking for a training place on 30 September (**unsuccessful demand**). Applicants who opted for an alternative during the reporting year (e.g. returning to school, study, employment, VET preparation measures) and are no longer looking for a vocational training place on 30 September or are no longer looking for one for the time being are not included in the number of applicants for training places (i.e. even if they sought this alternative due to unsuccessful applications).

The **supply-demand ratio** (SDR) indicates how many VET places are available per 100 applicants. This report refers to the extended supply-demand ratio. “Extended” means that, in contrast to previous calculations, all applicants for training places who have been registered by the counselling and placement services and are still looking for a place are included in the number of unsuccessful applicants for training places (i.e. “unplaced applicants” and “applicants with an alternative to 30 September” and who wish to continue seeking training). In previous calculations, only those applicants who were still looking for a place and who were unable or unwilling to find a temporary solution (e.g. work, part-time training) were taken into account (i.e. “unplaced applicants”). The current calculation method prevents young people who are still looking for a place from being excluded from the (unsuccessful) training place demand figures simply because they are looking for a temporary alternative, as is institutionally desirable. The SDR thus provides a much more realistic picture of the relationship between supply and demand than the traditional calculation method.

A distinction must be made between the terms “training place supply” and “training place demand” and the terms **“registered VET places”** and **“registered applicants for VET places”**. Registered VET places and registered applicants for VET places (also referred to as training place applicants) are the key figures in the BA’s training market statistics. These statistics focus on those market participants who use the counselling and placement services in their search, be it the employment agencies, the job centres in joint institutions, or the job centres run solely by local authorities.

People are only registered as an applicant for a training place if their individual suitability for the desired training occupation has been clarified or if they meet the requirements for starting vocational education and training.

All young people who, at some point during the reporting year, were interested in starting dual vocational education and training and whose suitability for this was determined, either through the registration of their training relationships with the relevant authorities or – if they did not enter training – as part of their registration as training place applicants, are considered to be **persons registered with an institution as interested in training** at the counselling and placement services. In addition to those officially registered as seeking training places, this figure also includes those who registered as training place applicants but withdrew their placement request before the reporting date of 30 September for various reasons. The total number of persons interested in training is calculated by adding the number of registered applicants to the number of newly concluded training contracts added to the number of trainees who, according to the employment agency's statistics, did not enter vocational training. By calculating the ratio of newly concluded training contracts to the number of people interested in training recorded by the institutions, it is possible to determine **the participation or entry rate of people interested in training in dual vocational training**. This provides information on the proportion of young people interested in training who were ultimately recruited to start dual vocational training.

A **matching problem** arises when there are both a relatively large number of unfilled training places and a relatively large number of people still looking for training places on the balance sheet date, i.e. when recruitment and supply problems coincide. Quantitatively, the extent of the mismatch problem can be illustrated by multiplying the failure rates on both sides of the training market. The “mismatch index” (MI) is thus calculated as the product of the percentage of unfilled positions in the company training programme and the percentage of applicants still looking for a training position. The value range thus varies mathematically from $0\% * 0\% = 0$ (no matching problems, as no reported positions remain unfilled, and no applicants are still looking at the end of the reporting year) to the purely mathematical but practically impossible value of $100\% * 100\% = 10,000$ (all reported positions remain unfilled and all applicants are still looking at the end of the reporting year). The multiplicative link ensures that the indicator does not show any matching problems even if there are massive recruitment problems but no supply problems (in the extreme case $100\% * 0\% = 0$), and vice versa, when there are no recruitment problems but supply problems are significant (in extreme cases, $0\% * 100\% = 0$).

► Abstract

After the training market had slowly recovered from the losses caused by the coronavirus pandemic in recent years and slight growth was recorded again, the number of newly concluded training contracts in 2024 decreased by 0.5 per cent compared to the previous year to around 486,700 contracts. This is one of the key findings of the BIBB's analyses of the development of the training market in 2024. It is based on the BIBB survey of newly concluded training contracts as of 30 September and on the training market statistics of the Federal Employment Agency. The publication provides an overview of unsuccessful market entries and matching problems, as well as the supply of and demand for training places.



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