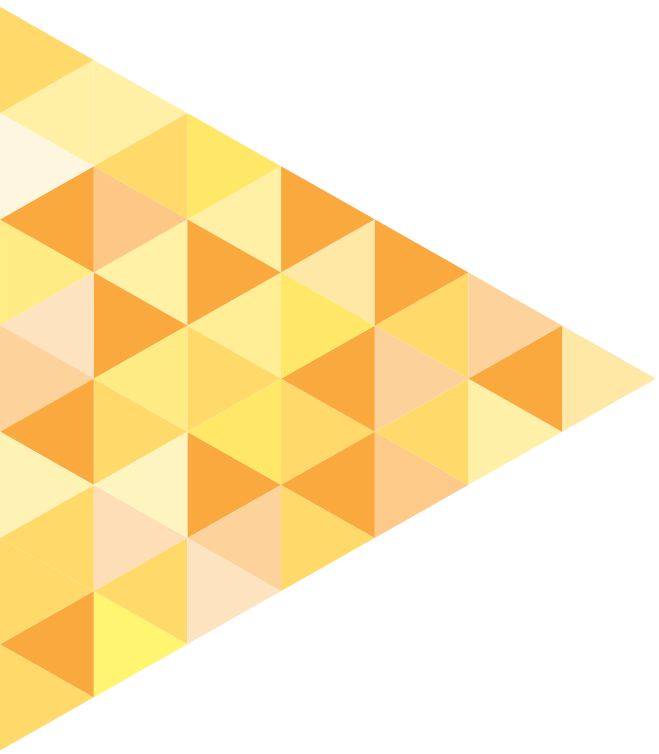


Alexander Christ | Caroline Neuber-Pohl | Sabrina Inez Weller  
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# The Training Market 2025



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## **The Training Market 2025: 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**

Alexander Christ, Caroline Neuber-Pohl, Sabrina Inez Weller, Bettina Milde, Ralf-Olaf Granath<sup>1</sup>

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### **Abstract<sup>2</sup>:**

In 2025, the situation on the training market worsened: despite rising demand, the number of training places and new training contracts fell again. The tense economic situation in Germany is thus also reflected in the training market. Around 84,400 young people were unsuccessful in their search for a training place.

These are the key findings of the BIBB analysis on the development of the training market in 2025. The analysis is based on the BIBB survey of newly concluded training contracts and on the training market statistics of the Federal Employment Agency (BA), both as of 30 September. The publication provides a comprehensive overview of the training market in 2025 and current developments in supply and demand.

<sup>1</sup> Federal Institute for Vocational Education and Training (BIBB)

<sup>2</sup> The number of vocational training places reported to the Federal Employment Agency (BA) was under-reported in the 2024/25 reporting year. This has an impact on key indicators such as the supply of places, the supply-demand ratio, unsuccessful job searches and mismatch issues.

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## 1. Key facts

In 2025<sup>1</sup>, the situation on the training market worsened further: at around 476,000<sup>2</sup>, the number of newly concluded training contracts was significantly below the previous year's figures (2023: 489,200; 2024: 486,300) and is attributable to the decline in company training contracts (- 12,000 or - 2.5% compared to 2024).

The number of dual vocational education and training places<sup>3</sup> also declined for the second year in a row: in 2025, it fell by around 25,300 (- 4.6 %) compared to the previous year to a total of 530,300. The number of training places offered by companies was particularly hard hit, falling by 27,000 (- 5.0%) compared to 2024 to 515,300 – the lowest figure since 2021.

While the number of unfilled training places fell by more than a fifth (- 21.6 % or - 15,000) to around 54,400 in 2025, the trend of increased demand for training places among young people, which has been ongoing since 2023, continued. Compared to 2024, demand for training places rose by around + 3,700 (+ 0.7%) to approximately 560,300.

From the perspective of young people, the tense situation on the training market is particularly evident in the number of unsuccessful applicants for training places. Compared to 2024, this rose by around + 14,000 (+ 19.9%) to 84,400 young people, which corresponds to around 15 per cent of the total demand for training places. This is the highest figure since the global financial crisis in 2009.

Overall, developments on the training market in 2025 highlight the continuing discrepancy between the decline in the number of training places available and the increasing demand from young people, which is making the situation more difficult for those seeking training places.

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<sup>1</sup> Unless explicitly stated otherwise, this always refers to the reporting year of the official training market assessment, which begins on 1 October of the previous year and ends on 30 September.

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

<sup>3</sup> 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 2016 to 2025 (as of 30 September)

|                                                     | 2016    | 2017    | 2018    | 2019    | 2020    | 2021    | 2022    | 2023    | 2024    | 2025    | Change in 2025<br>compared to 2024 |       |
|-----------------------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|------------------------------------|-------|
|                                                     |         |         |         |         |         |         |         |         |         |         | abs.                               | in %  |
| <b>Training places offered</b>                      | 563,832 | 572,274 | 589,068 | 578,175 | 527,433 | 536,238 | 544,011 | 562,626 | 555,666 | 530,334 | -25,332                            | -4.6  |
| ▪ In-company provision*                             | 546,282 | 556,395 | 574,185 | 563,808 | 512,544 | 519,726 | 529,668 | 548,277 | 542,334 | 515,343 | -26,991                            | -5.0  |
| ▪ External provision**                              | 17,550  | 15,879  | 14,883  | 14,367  | 14,889  | 16,512  | 14,343  | 14,349  | 13,332  | 14,991  | +1,659                             | +12.4 |
| <b>Demand for training places***</b>                | 600,876 | 603,510 | 610,032 | 598,758 | 545,721 | 540,882 | 535,545 | 552,879 | 556,647 | 560,307 | +3,663                             | +0.7  |
| <b>Supply-demand ratio***</b>                       | 93.8    | 94.8    | 96.6    | 96.6    | 96.6    | 99.1    | 101.6   | 101.8   | 99.8    | 94.7    | -5.2                               |       |
| ▪ In-company provision                              | 90.9    | 92.2    | 94.1    | 94.2    | 93.9    | 96.1    | 98.9    | 99.2    | 97.4    | 92.0    | -5.5                               |       |
| <b>Unfilled company placements</b>                  | 43,561  | 48,984  | 57,656  | 53,137  | 59,948  | 63,176  | 68,868  | 73,444  | 69,405  | 54,385  | -15,020                            | -21.6 |
| ▪ Percentage of unfilled placements                 | 8.0     | 8.8     | 10      | 9.4     | 11.7    | 12.2    | 13.0    | 13.4    | 12.8    | 10.6    | -2.2                               |       |
| <b>Unsuccessful training place applicants</b>       | 80,603  | 80,221  | 78,619  | 73,721  | 78,237  | 67,818  | 60,400  | 63,697  | 70,385  | 84,358  | +13,974                            | +19.9 |
| ▪ Percentage of unsuccessful training place seekers | 13.4    | 13.3    | 12.9    | 12.3    | 14.3    | 12.5    | 11.3    | 11.5    | 12.6    | 15.1    | +2.5                               |       |
| <b>New training contracts concluded</b>             | 520,272 | 523,290 | 531,414 | 525,039 | 467,484 | 473,064 | 475,143 | 489,183 | 486,261 | 475,950 | -10,311                            | -2.1  |
| ▪ In-company provision                              | 502,722 | 507,411 | 516,528 | 510,672 | 452,595 | 456,552 | 460,800 | 474,834 | 472,929 | 460,959 | -11,970                            | -2.5  |
| <b>People interested in training****</b>            | 803,553 | 805,794 | 805,677 | 786,867 | 724,311 | 707,058 | 698,859 | 709,626 | 719,670 | 729,123 | +9,453                             | +1.3  |
| ▪ Convergence ratio in %                            | 64.7    | 64.9    | 66      | 66.7    | 64.5    | 66.9    | 68.0    | 68.9    | 67.6    | 65.3    | -2.3                               |       |

Notes:

\* 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

## 2. Introduction

The following analyses of the development of the training market 2025 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 report take into account data corrections made retroactively by the BA for previous years as part of its training market statistics. However, this means there might be slight deviations from previous years' tables and charts that were produced 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 BA and BIBB websites.

For the 2025 survey, it was necessary to use data from the previous year for the Medical Association of Westphalia-Lippe. For this reason, a corresponding note has been added to tables containing data from the previous year (2024) for the Medical Association of Westphalia-Lippe. Due to subsequent changes in the areas of trade and industry (Hamburg Chamber of Commerce), craft trades (Rhine-Main Chamber of Skilled Crafts and Frankfurt (Oder) Chamber of Skilled Crafts) and public service (Ministry of the Interior, Building and Digitalisation of Mecklenburg-Western Pomerania, and the City of Hamm), the figures for newly concluded training contracts for the 2024 survey have been corrected.

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 development of newly concluded training contracts (Chapter 3) and the supply and demand for training (Chapter 4), unsuccessful market participation and matching problems are examined (Chapter 5). Chapter 6 is dedicated to individuals interested in training, while Chapter 7 presents the results of follow-up placement between October 2025 and January 2026. The report concludes with a summary in Chapter 8.

Data status: 5 December 2025

### 3. Newly concluded training contracts

As of 30 September 2025, a total of around 476,000 newly concluded training contracts had been registered. This corresponds to a decline of 2.1 per cent (- 10,300) compared to the previous year. After the number of newly concluded training contracts rose again after 2020 (outbreak of the coronavirus pandemic), the number fell again in 2025, for the second year in a row. Nevertheless, the number of new contracts as of 30 September 2025 was still above the 2020 figure – by 1.8 per cent (+ 8,500).

#### **BIBB survey on newly concluded training contracts as of 30 September**

The BIBB survey as of 30 September 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 BIBB's 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.<sup>4</sup> 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.<sup>5</sup> 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 and important information on market developments and trends in training place supply and demand.

Of the total number of new training contracts concluded in the 2025 reporting year, 96.9 per cent were company-based and 3.1 per cent were predominantly publicly funded ("non-company-based") training contracts. While the number of company-based contracts declined compared to the previous year, the number of non-company-based contracts rose significantly. In-company contracts fell by 2.5 per cent (- 12,000) compared to 2024, while external contracts rose by + 12.4 per cent (+ 1,700).

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<sup>4</sup>“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 taken into account.

<sup>5</sup> For the differences between the survey of newly concluded training contracts as of 30 September and the VET statistics as of 31 December, see also Uhly et al. 2019.

### **3.1. Development in the federal states**

The decline in the number of new training contracts was evident in almost all federal states in 2025 (see Table 2). North Rhine-Westphalia (- 4.5% or - 4,800) and Saarland (- 4.4% or - 300) were the most severely affected. Although the number of new contracts increased in Hamburg, Berlin, Mecklenburg-Western Pomerania, and Thuringia, in all cases the increases were less than one per cent and amounted to fewer than 100 new contracts. Overall, the decline in the number of newly concluded training contracts was more pronounced in the western German federal states (- 2.4% or - 10,000) than in the eastern German federal states (including Berlin). There, the decline was significantly weaker (- 0.5% or - 300).

Table 2: Development of the number of newly concluded training contracts by federal state from 2016 to 2025 (absolute)

|                                    | 2016           | 2017           | 2018           | 2019           | 2020           | 2021           | 2022           | 2023           | 2024           | 2025           | 2024 to 2025   |             |
|------------------------------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|-------------|
|                                    |                |                |                |                |                |                |                |                |                |                | absolute       | ln %        |
| Baden-Württemberg                  | 73,989         | 74,655         | 75,312         | 74,079         | 66,477         | 65,973         | 65,847         | 69,249         | 69,963         | 68,001         | -1,965         | -2.8        |
| Bavaria                            | 93,384         | 92,529         | 95,433         | 92,706         | 83,751         | 81,897         | 82,239         | 86,082         | 85,596         | 84,687         | -906           | -1.1        |
| Berlin                             | 16,446         | 16,122         | 16,353         | 15,981         | 13,716         | 14,427         | 14,709         | 14,643         | 14,595         | 14,667         | 72             | 0.5         |
| Brandenburg                        | 10,434         | 10,431         | 10,704         | 10,533         | 9,903          | 10,335         | 10,290         | 10,812         | 11,004         | 10,941         | -63            | -0.6        |
| Bremen                             | 5,961          | 5,910          | 5,859          | 5,778          | 5,178          | 5,316          | 5,304          | 5,535          | 5,517          | 5,460          | -57            | -1.0        |
| Hamburg                            | 13,320         | 13,431         | 13,389         | 13,479         | 11,661         | 11,559         | 11,193         | 11,880         | 11,586         | 11,682         | 96             | 0.8         |
| Hesse                              | 37,266         | 37,725         | 38,226         | 38,334         | 33,285         | 33,177         | 33,831         | 35,778         | 34,734         | 34,224         | -513           | -1.5        |
| Mecklenburg-Western Pomerania      | 7,869          | 7,971          | 8,133          | 8,016          | 7,554          | 8,067          | 7,998          | 8,271          | 8,250          | 8,271          | 21             | 0.2         |
| Lower Saxony                       | 54,663         | 54,702         | 55,641         | 54,192         | 46,788         | 48,645         | 48,576         | 50,379         | 50,196         | 49,548         | -648           | -1.3        |
| North Rhine-Westphalia             | 114,714        | 116,697        | 118,281        | 118,560        | 103,509        | 107,265        | 108,759        | 108,393        | 106,812        | 102,009        | -4,803         | -4.5        |
| Rhineland-Palatinate               | 25,851         | 26,169         | 26,226         | 25,797         | 23,685         | 23,388         | 22,968         | 23,454         | 22,965         | 22,263         | -699           | -3.0        |
| Saarland                           | 7,158          | 6,744          | 6,843          | 6,999          | 6,009          | 5,988          | 5,922          | 6,012          | 5,919          | 5,658          | -258           | -4.4        |
| Saxony                             | 18,447         | 19,437         | 19,701         | 19,518         | 18,249         | 18,876         | 19,728         | 20,049         | 20,340         | 20,136         | -204           | -1.0        |
| Saxony-Anhalt                      | 10,764         | 10,311         | 10,590         | 10,551         | 9,771          | 10,290         | 10,335         | 10,569         | 10,497         | 10,305         | -192           | -1.8        |
| Schleswig-Holstein                 | 19,980         | 20,103         | 20,235         | 20,052         | 18,426         | 18,099         | 17,556         | 17,691         | 17,799         | 17,580         | -216           | -1.2        |
| Thuringia                          | 10,026         | 10,353         | 10,485         | 10,464         | 9,519          | 9,756          | 9,894          | 10,380         | 10,491         | 10,515         | 24             | 0.2         |
| Western Germany                    | 446,283        | 448,665        | 455,448        | 449,976        | 398,769        | 401,313        | 402,192        | 414,459        | 411,084        | 401,115        | -9,969         | -2.4        |
| Eastern Germany (including Berlin) | 73,989         | 74,625         | 75,966         | 75,060         | 68,715         | 71,751         | 72,951         | 74,724         | 75,177         | 74,835         | -342           | -0.5        |
| Eastern Germany (excluding Berlin) | 57,540         | 58,503         | 59,610         | 59,079         | 54,999         | 57,324         | 58,242         | 60,081         | 60,582         | 60,168         | -414           | -0.7        |
| Germany                            | <b>520,272</b> | <b>523,290</b> | <b>531,414</b> | <b>525,039</b> | <b>467,484</b> | <b>473,064</b> | <b>475,143</b> | <b>489,183</b> | <b>486,261</b> | <b>475,950</b> | <b>-10,311</b> | <b>-2.1</b> |

Notes: Results for the period from 1 October of the previous year to 30 September. For data protection reasons, absolute values have been rounded to a multiple of three. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous presentations for 2024.

Source: BIBB, survey as of 30 September

### 3.2. Development by area of responsibility

In the 2025 reporting year, the number of newly concluded training contracts developed very heterogeneously in the areas of responsibility (see Table 3). The number of new contracts fell sharply in the trade and industry sector (- 4.6% or - 12,600). According to feedback from several competent bodies, both the economic slowdown and an increase in matching problems may have had an impact on the development of newly concluded training contracts this year. In the public sector, the number of newly concluded training contracts fell by two per cent (- 300). In addition, the smaller areas of responsibility of maritime shipping (- 9.6% or around - 10) and domestic services (- 4.5% or - 100) were also affected by declines in the number of new contracts.

Table 3: Development of the number of newly concluded training contracts by area of responsibility (2016 to 2025) (absolute)

| Year         | Trade and industry | Craft trades | Public sector | Agriculture | Liberal professions | Domestic services | Maritime transport | Total   |
|--------------|--------------------|--------------|---------------|-------------|---------------------|-------------------|--------------------|---------|
| 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                | 467,484 |
| 2021         | 259,380            | 136,101      | 14,184        | 14,247      | 47,181              | 1,857             | 108                | 473,064 |
| 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         | 273,489            | 135,051      | 15,117        | 13,686      | 47,436              | 1,347             | 135                | 486,261 |
| 2025         | 260,862            | 135,540      | 14,820        | 13,695      | 49,623              | 1,287             | 123                | 475,950 |
| 2024 to 2025 | -12,627            | 489          | -297          | 9           | 2,187               | -60               | -12                | -10,311 |
| In %         | -4.6               | 0.4          | -2.0          | 0.1         | 4.6                 | -4.5              | -9.6               | -2.1    |

Notes: Results for the period from 1 October of the previous year to 30 September. Note: All whole numbers have been rounded to multiples of 3 in accordance with data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024. Source: BIBB, survey as of 30 September

However, the liberal professions recorded a relatively large increase in the number of new training contracts (+ 4.6% or + 2,200). The number of new contracts thus reached its highest level in ten years in the reporting year. Many of the authorities responsible for the liberal professions<sup>6</sup> reported that they were also able to achieve gains in medical professions through increased recruitment of trainees with foreign citizenship.<sup>7</sup> As this survey does not record the nationality of the trainees, we cannot use this data to ascertain the extent to which the recruitment of trainees with foreign qualifications has influenced developments in the liberal

<sup>6</sup> These are not results from the BIBB survey as of 30 September, but feedback from the responsible authorities as part of the plausibility check of the data received.

<sup>7</sup> Building on the applicable provisions of the Skilled Immigration Act, new ways of immigrating to Germany for training have been created since 2020. For an overview of the existing opportunities and challenges of the current legal situation, see STUDTHOFF et al. (2024).

professions. However, the feedback from the relevant authorities is also reflected in the vocational education and training statistics of the Federal Statistical Office and the Statistical Offices of the Federal States as of 31 December.<sup>8</sup> This shows that the number of trainees with foreign citizenship in the liberal professions has risen particularly sharply since 2019 (see SCHMIDT/UHLY/KROLL 2025).

In the craft trades and agriculture, the number of newly concluded training contracts in 2025 remained relatively constant compared to the previous year. In the craft trades, the number of new contracts rose slightly by + 0.4 per cent (+ 500) and in agriculture by + 0.1 per cent (less than 10 contracts).

### **3.3. Development by occupation**

Tables 4 and 5 show the development of newly concluded training contracts in selected, more popular individual occupations (<sup>9</sup>). The occupations with the sharpest decline (see Table 4) in newly concluded training contracts in 2025 compared to the 2024 reporting year included management assistant for e-commerce (- 18.5%), tools mechanic (- 17.6%), IT system manager (- 16.5%), technical product designer (- 16.5%), sports and fitness administrator (- 16.0%) and chemist (- 15.3%).

Table 5 shows occupations that recorded particularly strong percentage increases in the number of new training contracts concluded in 2025. These were primarily notary assistant (+ 22.7%), kitchen qualified professionals (21.7%), civil engineering workers (+ 18.9%) and bakers (+ 17.2%). According to feedback from several competent bodies<sup>10</sup>, as in the case of medical professions (see Chapter 3.2), increased recruitment of trainees with foreign citizenship may have played a role in the latter. We also received similar feedback for the occupations of butcher, salesperson specialising in foodstuffs, and hairdresser. However, it is not possible to verify how large the increases were due to trainees with foreign citizenship based on the data from the BIBB survey on newly concluded training contracts, as citizenship is not recorded. Figures from the vocational education and training statistics of the Federal Statistical Office and the Statistical Offices of the Federal States as of 31 December show that the proportion of foreign trainees in these occupations is above average (KROLL/SCHMIDT/UHLY

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<sup>8</sup> Vocational education and training statistics are currently only available up to 2024.

<sup>9</sup> In the following, we will only consider occupations that recorded at least 500 new qualifications financed by companies in the 2025 reporting year, i.e. excluding training contracts financed outside of companies.

<sup>10</sup> These are not results from the BIBB survey as of 30 September, but feedback from the responsible authorities as part of the plausibility check of the data received.

2025) and generally indicate an increase in trainees with foreign citizenship in recent years (see SCHMIDT/UHLY/KROLL 2025).

Table 4: Development of the number of newly concluded training contracts in selected individual occupations with higher popularity and the strongest relative losses (absolute and in %)

| Newly concluded training contracts<br>Change   |         |         |          |        |
|------------------------------------------------|---------|---------|----------|--------|
| Relative losses                                | 2024    | 2025    | absolute | in %   |
| Management assistant for e-commerce            | 1,461   | 1,191   | -        | -18.5  |
| Tools mechanic                                 | 1,818   | 1,500   | -321     | -17.6% |
| IT system manager                              | 1,041   | 867     | -        | -16.5  |
| Technical product designer                     | 2,100   | 1,752   | -        | -16.5  |
| Sports and fitness administrator               | 1,014   | 852     | -        | -16.0  |
| Chemist                                        | 1,788   | 1,512   | -273     | -15.3  |
| IT specialist                                  | 17,640  | 15,072  | -2,568   | -14.6  |
| IT system electronics technician               | 1,416   | 1,218   | -        | -14.1  |
| Electronics technician for devices and systems | 1,962   | 1,701   | -        | -13.3  |
| Milling machine operator                       | 4,263   | 3,717   | -        | -12.8  |
| Chemical laboratory technician                 | 1,716   | 1,509   | -        | -12.1  |
| Chemical technician                            | 2,241   | 1,974   | -        | -12.0  |
| Surveying technician                           | 831     | 738     | -        | -11.4  |
| Digital and print media designer               | 1,803   | 1,623   | -        | -10.0  |
| Industrial management assistant                | 15,651  | 14,097  | -1,554   | -9.9   |
| Event technology specialist                    | 1,407   | 1,275   | -        | -9.2   |
| Specialist in the hotel business               | 6,555   | 5,955   | -600     | -9.2   |
| Motor vehicle mechatronics engineer            | 8,997   | 8,220   | -        | -8.6   |
| Precision machinist                            | 1,308   | 1,200   | -        | -8.2   |
| Equine manager                                 | 699     | 642     | -        | -8.2   |
| For comparison: Total number of occupations    | 486,261 | 475,950 | -10,311  | -2.1%  |

Notes: Where applicable, predecessor occupations were taken into account in the evaluations. All whole numbers were rounded to a multiple of three. 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 2024 and 2025 stated here. Only training occupations in the dual system (BBiG/HwO) in which at least 500 new company training contracts were concluded in 2025 are listed.

Source: BIBB, survey as of 30 September

Table 5: Development of the number of newly concluded training contracts in selected individual occupations with higher popularity and the strongest relative gains (absolute and in %)

| Newly concluded training contracts<br>Change     |         |         |          |       |
|--------------------------------------------------|---------|---------|----------|-------|
| Relative gains                                   | 2024    | 2025    | absolute | in %  |
| Notary assistant                                 | 549     | 675     | + 126    | +22.7 |
| Kitchen qualified professional                   | 975     | 1,188   | + 213    | +21.7 |
| Civil engineering worker                         | 1,962   | 2,331   | + 372    | +18.9 |
| Baker                                            | 1,995   | 2,337   | + 342    | +17.2 |
| Qualified professional in the hospitality sector | 3,345   | 3,846   | + 501    | +15.0 |
| Butcher                                          | 1,239   | 1,419   | + 180    | +14.6 |
| Salesperson specialising in foodstuffs           | 4,386   | 4,998   | + 612    | +14.0 |
| Industrial cleaner                               | 657     | 747     | + 90     | +13.5 |
| Building construction worker                     | 876     | 984     | + 108    | +12.5 |
| Construction plant operator                      | 693     | 774     | + 81     | +11.8 |
| Legal and notary assistant                       | 759     | 843     | + 84     | +11.2 |
| Concretor                                        | 528     | 582     | + 54     | +10.4 |
| Medical assistant                                | 16,278  | 17,829  | + 1,551  | +9.5  |
| Hairdresser                                      | 6,954   | 7,497   | + 543    | +7.8  |
| Property agent                                   | 3,276   | 3,528   | + 252    | +7.7  |
| Road builder                                     | 1,560   | 1,674   | + 114    | +7.2  |
| Specialist in food technology                    | 849     | 909     | + 60     | +7.1  |
| Mason                                            | 2,553   | 2,721   | + 168    | +6.6  |
| Gardener                                         | 4,770   | 5,064   | + 297    | +6.2  |
| Roofer                                           | 3,906   | 4,140   | + 234    | +6.0  |
| For comparison: All occupations                  | 486,261 | 475,950 | -10,311  | -2.1  |

Notes: Where applicable, predecessor occupations were taken into account in the evaluations. All whole numbers were rounded to a multiple of three. 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 2024 and 2025 stated here. Only training occupations in the dual system (BBiG/HwO) in which at least 500 new company training contracts were concluded in 2025 are listed.

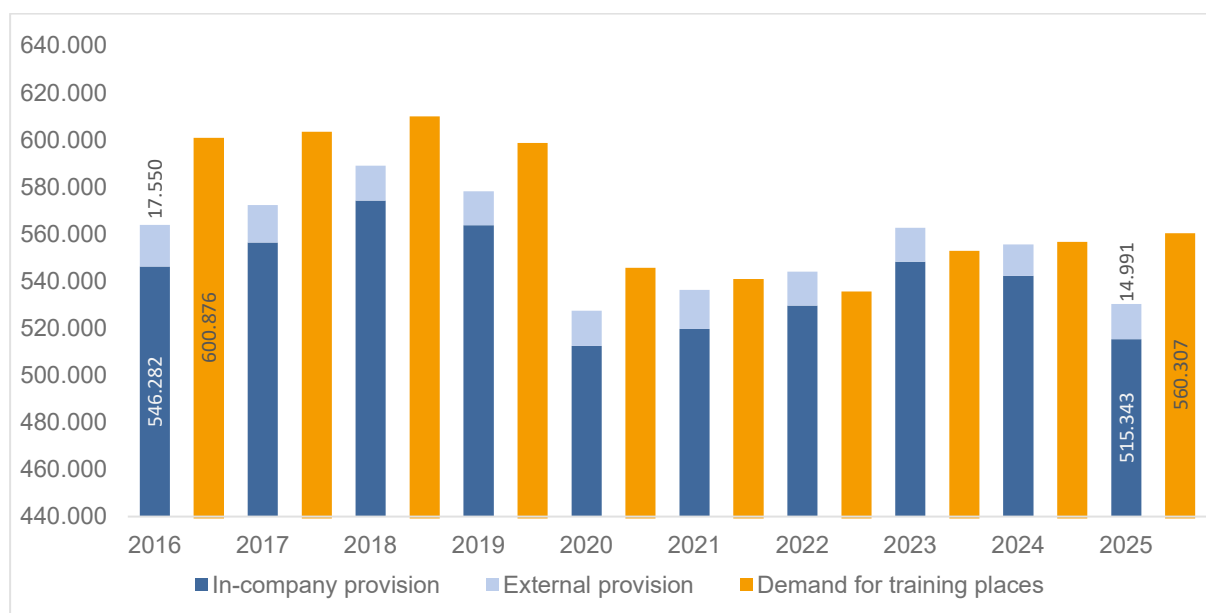
Source: BIBB, survey as of 30 September

## 4. Training place supply and demand, supply-demand ratio

### 4.1. Training place supply and demand

In the 2025 training year, the number of training places on offer fell by 25,300, or 4.6 per cent, to 530,300 compared with the previous year (see Fig. 1). The number of training places offered by companies fell by 27,000 (- 5.0%), while the number of places offered outside companies (mainly publicly funded) rose by 1,700 (+ 12.5%). Demand for training places, on the other hand, rose by 3,700 to 560,300 places in 2025, which corresponds to an increase of 0.7 per cent. This means that demand for training places exceeded supply for the second time in a row since 2023.<sup>11</sup> In 2022 and 2023, there had been more supply than demand.

Figure 1: Development of demand for training and the supply of training places (2016 to 2025, 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. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET report)

The decline in the number of training places available in 2025 particularly affected the trade and industry sector, which recorded a loss of around 22,900 places (- 7.3%) (see Table 6). There were also declines in the craft trades (- 1.5%) and public services (- 2.9%). The

<sup>11</sup> Demand has generally always exceeded supply. The only exceptions in the time series from 2009 onwards were the years 2022 and 2023.

agricultural sector remained virtually unchanged (- 0.3%), while the liberal professions recorded an increase of around + 700 places (+ 1.3%).

Table 6: Development of training places by area of responsibility (2016 to 2025) (absolute)

| Year                                   | Trade and industry | Craft trades | Public sector | Agriculture | Liberal professions | Other sectors, not applicable | Total   |
|----------------------------------------|--------------------|--------------|---------------|-------------|---------------------|-------------------------------|---------|
| 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                                   | 315,096            | 154,128      | 15,852        | 14,280      | 52,818              | 3,579                         | 555,666 |
| 2025                                   | 292,191            | 151,752      | 15,387        | 14,235      | 53,496              | 3,270                         | 530,334 |
| <b>Change in 2025 compared to 2024</b> |                    |              |               |             |                     |                               |         |
| <b>Absolute</b>                        | -22,902            | -2,373       | -465          | -42         | 678                 | -309                          | -25,332 |
| <b>In %</b>                            | -7.3               | -1.5         | -2.9          | -0.3        | 1.3                 | -8.6                          | -4.6    |

Notes: Results for the counting period from 1 October of the previous year to 30 September. Due to data protection regulations, all figures shown here have been rounded to a multiple of 3. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous presentations for 2024.

Sources: BIBB, survey as of 30 September; BA (2025a) and special evaluation in preparation for the VET report.

At the regional level, there was also a decline in the number of training places available compared to the previous year (see Table A2 in the appendix). The decline was particularly sharp in western Germany, with a loss of around 22,900 training places (- 4.9%). North Rhine-Westphalia (- 7,200 or - 6.0%), Baden-Württemberg (- 4,700 or - 5.7%) and Bavaria (-4,000 or - 4.3%) were particularly affected. Hesse (- 2,000 or - 5.8%) and Lower Saxony (-1,400 or - 2.9%) also recorded significant losses.

In eastern Germany, the decline was less pronounced, with around 2,500 fewer training places (- 2.9%). Here, Saxony (- 800 or - 3.3%), Saxony-Anhalt (- 500 or - 4.5%) and Brandenburg (- 400 or - 3.2%) recorded the largest losses.

## 4.2. Supply-demand ratio

The supply-demand ratio (SDR) is derived from a comparison of supply and demand in the training market.<sup>12</sup> It indicates how many training places are available per 100 applicants in purely mathematical terms.

The situation on the training market has become increasingly acute in recent years, as evidenced by a growing imbalance between the demand for and supply of training places (see Fig. 2).

The increase in demand coupled with a simultaneous decline in the supply of training places meant that the supply-demand ratio for training places (SDR) was again lower in 2025 than in the previous year. Nationwide, the SDR fell from 99.8 in 2024 to 94.7 in 2025 (- 5.2 percentage points).

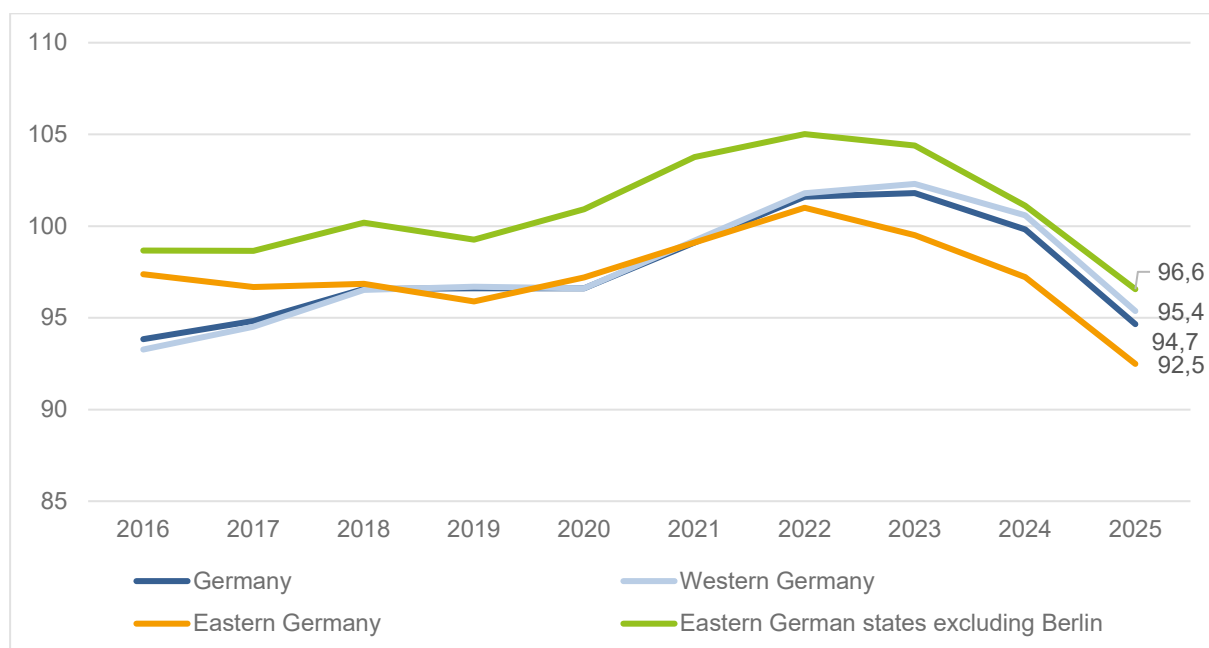
In the western German states, the SDR fell by 5.2 percentage points to 95.4 in 2025, while in the eastern German states it fell from 97.2 in 2024 to 92.5 in 2025. If Berlin is excluded from the group of eastern German federal states, it can be seen that the supply-demand ratio in the remaining eastern German federal states is consistently higher than in the western German federal states. In 2025, this ratio was 96.6, representing a decline of 4.6 percentage points compared to the previous year.

Excluding Berlin, there are still significantly more training places available in eastern Germany than there are applicants, even though the difference between eastern and western Germany has narrowed recently.

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<sup>12</sup> Reference is made here to the extended SDR.

Figure 2: Development of the supply-demand ratio (2016 to 2025)



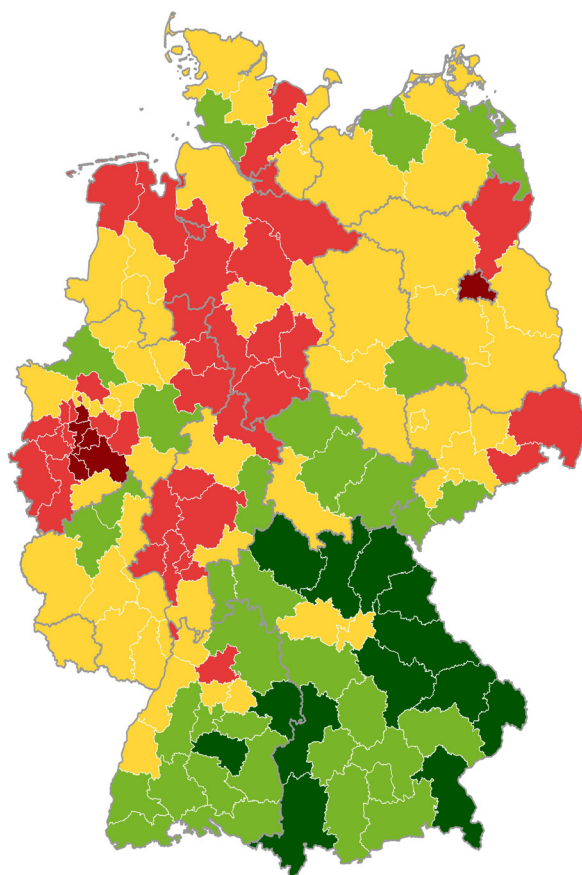
Results for the counting period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three as a result of data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET report).

When looking at the SDR at federal state level, clear regional differences become apparent (see Table A1 in the appendix). In Bavaria (SDR: 108.3), Baden-Württemberg (SDR: 102.1) and Thuringia (SDR: 100.4), the SDR was above 100 in each case, which means that there were at least 100 training places available for every 100 applicants. In contrast, Berlin (SDR: 78.3) and Bremen (SDR: 88.4) as well as the federal states of North Rhine-Westphalia (SDR: 88.4), Hesse (SDR: 89.0), Lower Saxony (SDR: 89.4), Hamburg (SDR: 89.6), Schleswig-Holstein (SDR: 91.9), Brandenburg (SDR: 94.3), Saxony (SDR: 94.8), Saarland (SDR: 95.1), Rhineland-Palatinate (SDR: 96.2), Mecklenburg-Western Pomerania (SDR: 97.5), and Saxony-Anhalt (SDR: 98.0) have an SDR below 100.

The tight training market situation is also reflected in the regional SDR at employment agency district level (see Fig. 3). While 26 employment agency districts still had an SDR of over 110 in the previous year, this figure fell by half in 2025, the employment agency districts with particularly high SDRs included the Bavarian districts of Deggendorf (122.2), Schwandorf (126.0) and Weiden (131.1), where there were at least 120 training places available for every 100 applicants. In these regions, the training market situation is favourable for young people.

Figure 3: Regional supply-demand ratio by employment agency district in 2025



| SDR            | Number of regions in 2025 | For comparison 2024 |
|----------------|---------------------------|---------------------|
| Up to 79.9     | 6                         | 0                   |
| 80.0 to 89.9   | 38                        | 15                  |
| 90.0 to 99.9   | 57                        | 63                  |
| 100.0 to 109.9 | 34                        | 44                  |
| 110.0 and more | 13                        | 26                  |

Results for the counting period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three in accordance with data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024.

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

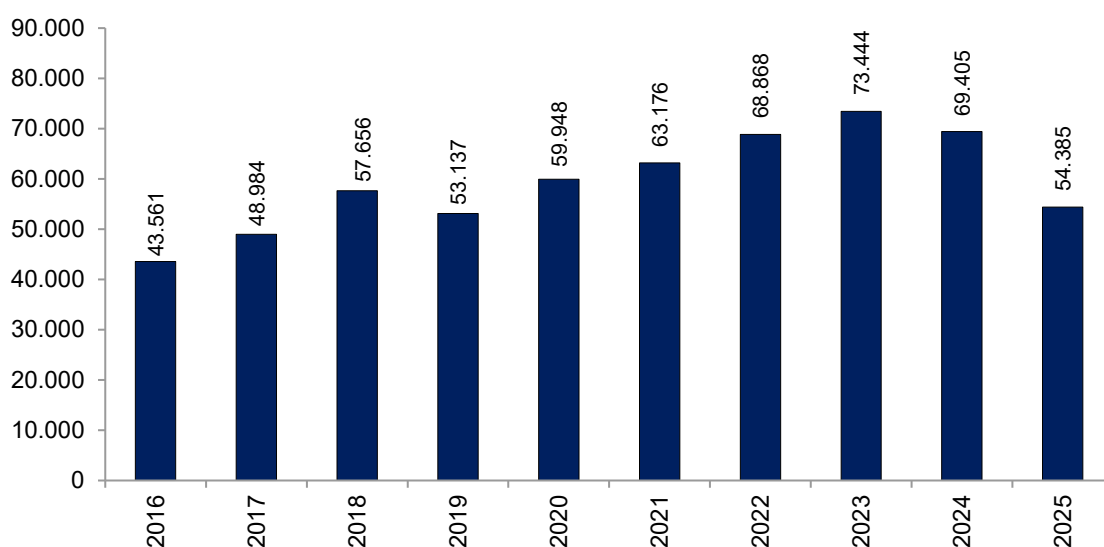
In contrast, the situation was less favourable for young people in employment agency districts with a low SDR. While no employment agency district had an SDR of less than 80 in 2024, six employment agency districts already had such a low ratio in 2025: Berlin (78.3) and the North Rhine-Westphalian districts of Bergisch Gladbach (78.7), Cologne (79.0), Solingen-Wuppertal (79.4), Mettmann (79.4), and Essen (79.8).

These figures illustrate that the increasing demand from young people is being met by a reduced regional supply of training places, which further exacerbates the problem.

## 5. Unsuccessful market participation and matching problems

The number of unfilled training places fell by 15,000 in 2025 compared with the previous year. A total of 54,400 places remained unfilled in the current reporting year. This corresponds to a decline of 21.6 per cent. The proportion of unfilled training places in relation to all company training places offered fell from 12.8 per cent in 2024 to 10.6 per cent in the current reporting year 2025, a decrease of 2.2 percentage points (see Fig. 4 and Fig. 5). Judging by the declines in the 2024 reporting year and the further significant declines in 2025, the steady increase in the number of unfilled training places since 2009<sup>13</sup> appears to have come to an end. In a comparison over time, the number of unfilled training places is thus back at a level comparable to that of 2019, before the outbreak of the coronavirus pandemic. From the perspective of the supply side, this is a positive development, which is likely primarily due to the growing demand for training places (see Chapter 4.1).

Figure 4: Development of unfilled in-company training places as of 30 September 2016 to 2025 (absolute)



Results for the counting period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three as a result of data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; special evaluation in preparation for the VET report

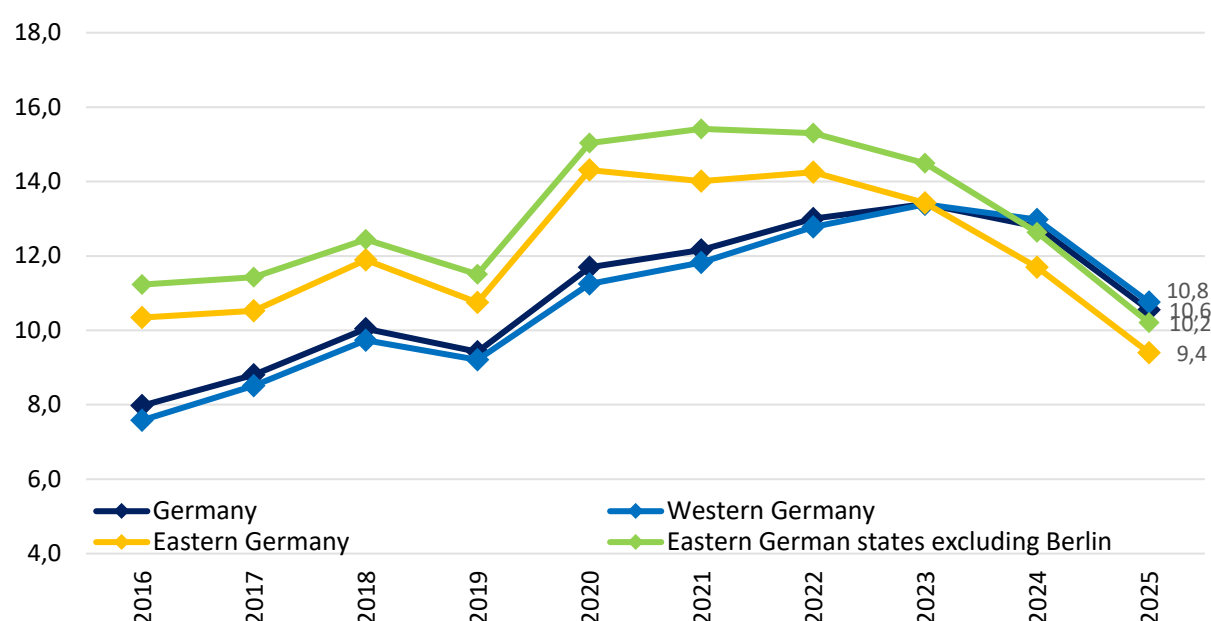
A trend that has also continued in this reporting year can be seen in the proportions of unfilled training places between western and eastern Germany. As in the previous year, the proportion

<sup>13</sup> The exception here is the 2019 reporting year, in which the number of unfilled training places fell from 57,700 (2018) to 53,100, a decline of 4,600 or 7.8 per cent. For longer time series from 2009 onwards, see OEYNHAUSEN et al. (2023).

of unfilled company training places in eastern Germany, both including (9.4%) and excluding (10.2%) Berlin, was lower than in western Germany (10.8%; see Fig. 5).

The proportion of unfilled training places varied between federal states: while Brandenburg (15.1%), Bavaria (14.5%) and Baden-Württemberg (12.9%), the proportion of unfilled company training places out of all company training places offered was highest, while Lower Saxony (7.4%) recorded the lowest proportions alongside the city states of Bremen (4.6%) and Berlin (5.9%).<sup>14</sup>

Figure 5: Development of unfilled in-company training places as of 30 September from 2016 to 2025 (Germany, western, eastern, eastern without Berlin), relative to in-company provision (in %)



Results for the counting period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three as a result of data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024. Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; special evaluation in preparation for the VET report

Table 7 breaks down the proportion of unfilled VET places by area of responsibility. The overall decline in the proportion of unfilled training places from 12.8 per cent in 2024 to 10.6 per cent in 2025 is evident in all areas of responsibility. The decline is particularly pronounced in the two largest areas, trade and industry (- 10,300 places or - 2.5 percentage points) and craft trades (- 2,900 places or - 1.7 percentage points). Fewer unfilled training places were also

<sup>14</sup> A detailed presentation of the proportions of unfilled company training places at federal state level and over time can be found in Table A4 in the appendix.

registered than in the previous year in the liberal professions<sup>15</sup> (- 1,500 places or - 3.0 percentage points), in the public sector (- 100 places or - 0.4 percentage points) and in agriculture (- 100 places or - 0.4 percentage points).

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<sup>15</sup> The liberal professions include professions from the relevant bodies of the medical associations, dental associations, veterinary associations, pharmaceutical associations, bar associations, notary associations, patent attorneys' associations and tax consultants' associations.

Table 7: Development of unfilled training places by area of responsibility from 2016 to 2025 (as of 30 September) (absolute and in %)

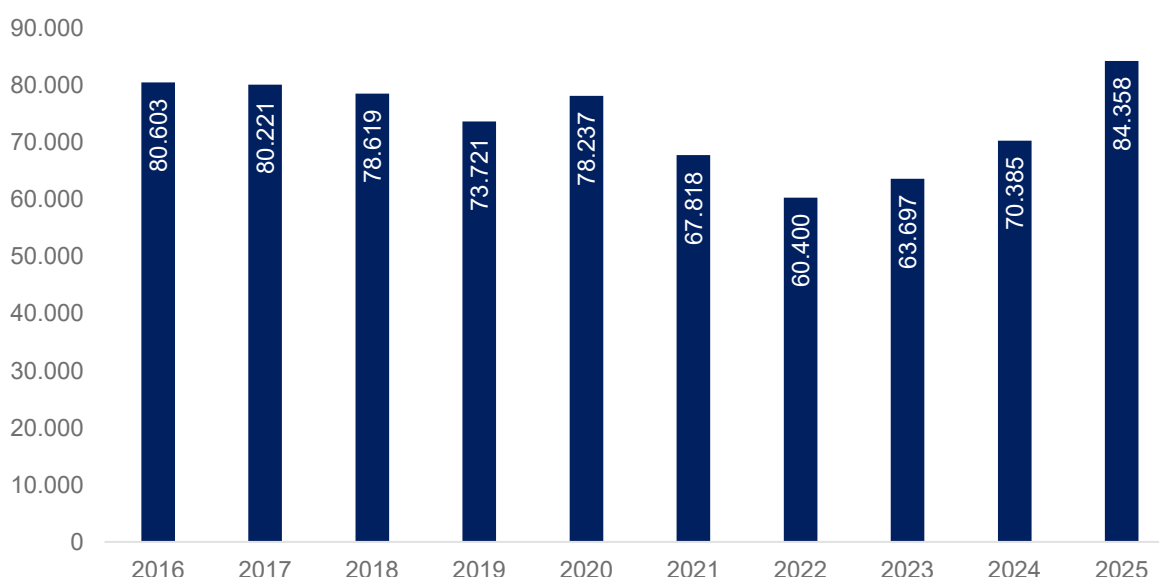
|                            | 2016             | 2017              | 2018              | 2019              | 2020              | 2021              | 2022              | 2023              | 2024              | 2025              | Change in 2025<br>compared to 2024     |
|----------------------------|------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|----------------------------------------|
| <b>Trade and industry</b>  | 24,699<br>(7.7%) | 27,932<br>(8.6%)  | 33,632<br>(10.0%) | 30,207<br>(9.2%)  | 33,487<br>(11.6%) | 35,935<br>(12.5%) | 39,260<br>(13.2%) | 43,858<br>(13.9%) | 41,607<br>(13.5%) | 31,330<br>(11.0%) | -10,277<br>(-2.5 percentage<br>points) |
| <b>Craft trades</b>        | 14,028<br>(9.4%) | 15,284<br>(10.0%) | 17,387<br>(11.0%) | 16,347<br>(10.6%) | 18,570<br>(12.8%) | 18,703<br>(12.5%) | 19,847<br>(13.4%) | 20,459<br>(13.6%) | 19,075<br>(12.7%) | 16,213<br>(11.0%) | -2,862<br>(-1.7 percentage<br>points)  |
| <b>Public sector</b>       | 152<br>(1.1%)    | 197<br>(1.4%)     | 310<br>(2.1%)     | 214<br>(1.4%)     | 630<br>(4.1%)     | 369<br>(2.5%)     | 757<br>(5.1%)     | 402<br>(2.6%)     | 652<br>(4.1%)     | 566<br>(3.7%)     | -86<br>(-0.4 percentage<br>points)     |
| <b>Agriculture</b>         | 532<br>(4.1%)    | 484<br>(3.6%)     | 605<br>(4.6%)     | 592<br>(4.5%)     | 726<br>(5.5%)     | 673<br>(4.8%)     | 699<br>(5.4%)     | 715<br>(5.3%)     | 593<br>(4.5%)     | 541<br>(4.1%)     | -52<br>(-0.4 percentage<br>points)     |
| <b>Liberal professions</b> | 2,203<br>(4.7%)  | 2,590<br>(5.4%)   | 3,097<br>(6.3%)   | 3,552<br>(7.0%)   | 4,176<br>(8.8%)   | 4,713<br>(9.1%)   | 5,943<br>(11.3%)  | 5,834<br>(11.3%)  | 5,371<br>(10.2%)  | 3,864<br>(7.2%)   | -1,507<br>(-3.0 percentage<br>points)  |
| <b>Other areas, n/a</b>    | 1,947            | 2,497             | 2,625             | 2,225             | 2,359             | 2,783             | 2,362             | 2,176             | 2,107             | 1,871             | -236                                   |
| <b>Total</b>               | <b>43,561</b>    | <b>48,984</b>     | <b>57,656</b>     | <b>53,137</b>     | <b>59,948</b>     | <b>63,176</b>     | <b>68,868</b>     | <b>73,444</b>     | <b>69,405</b>     | <b>54,385</b>     | <b>-15,020</b>                         |
|                            | <b>(8.0%)</b>    | <b>(8.8%)</b>     | <b>(10.0%)</b>    | <b>(9.4%)</b>     | <b>(11.7%)</b>    | <b>(12.2%)</b>    | <b>(13.0%)</b>    | <b>(13.4%)</b>    | <b>(12.8%)</b>    | <b>(10.6%)</b>    | <b>(-2.2 percentage<br/>points)</b>    |

Results for the period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three in accordance with data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous presentations for 2024.

Sources: BIBB survey as of 30 September; BA, training market statistics as of 30 September; special evaluation in preparation for the VET report

As in the two previous reporting years, the number of applicants registered with the Federal Employment Agency (BA) and still without a place as of 30 September, who together with the applicants who remained "alternative", form the group of unsuccessful applicants for training places, has risen again. In total, around 84,400 applicants were unsuccessful in their search for a training place in 2025 (see Fig. 6). This represents an increase of 14,000 applicants compared to the previous year, which corresponds to a sharp rise of 19.9 per cent. Measured against the total demand for training places, the proportion of unsuccessful applicants in 2025 was 15.1 per cent, an increase of 2.5 percentage points over the previous year and the highest figure since 2009 (see Fig. 7).

Figure 6: Nationwide development of training place applicants still searching for a place on 30 September from 2016 to 2025



Results for the period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three in accordance with data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024.

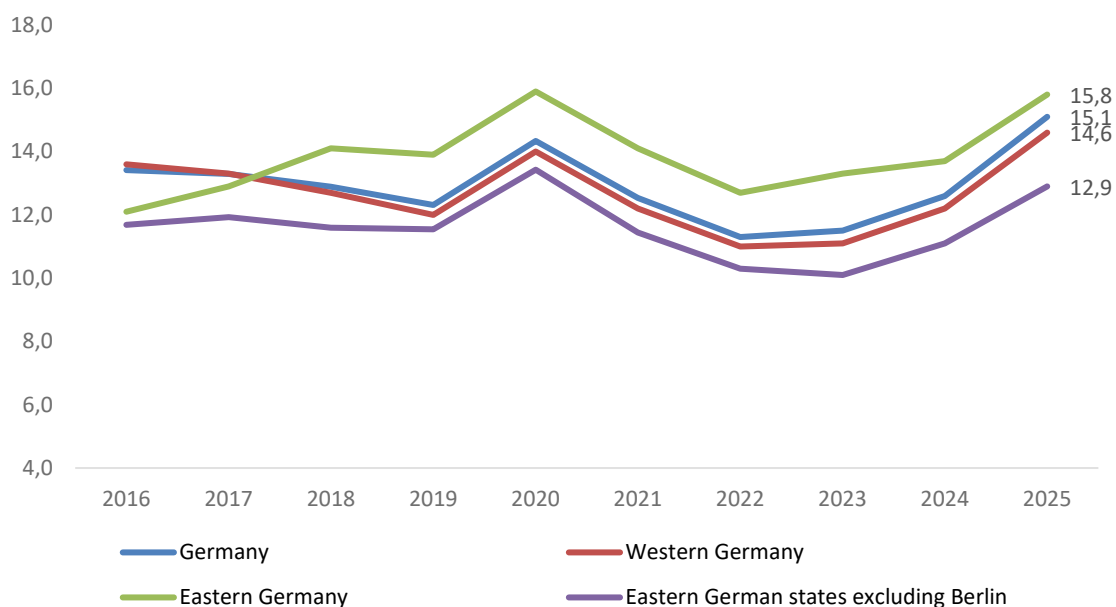
Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET report)

As with the proportion of unfilled company training places, there were also significant differences at the state level in the proportion of unsuccessful training place applicants (see Table A4 in the appendix). While more than one in four applicants (26.1%) in Berlin were unsuccessful in their search for a training place in 2025, comparatively few applicants in Bavaria (7.1%) and Thuringia (9.3%) came away empty-handed.

Overall, the proportion of unsuccessful applicants for training places in eastern Germany (15.8%) is slightly higher than in western Germany (14.6%). However, the picture is different when Berlin is not included in the calculation of the proportion of unsuccessful applicants for

training places in the new federal states. Without Berlin, the proportion of unsuccessful applicants for training places is 12.9 per cent, which is 2.2 percentage points below the national average and 1.7 percentage points less than in western Germany (see Fig. 7).

Figure 7: Development of training place applicants still searching for a place on 30 September 2016 to 2025 (Germany, western, eastern, eastern without Berlin), relative to training place demand (in %)



Results for the counting period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three as a result of data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024.

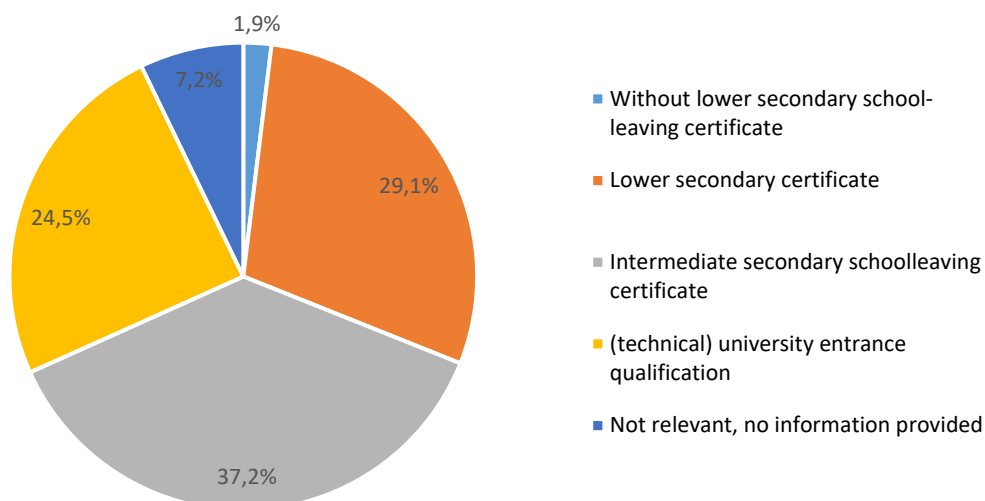
Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September (special evaluation in preparation for the VET report)

### 5.1. Unsuccessful market participation after leaving school

The results of the survey conducted on 30 September show, as in the previous year, a change in the trend of unsuccessful market participation at the expense of young people. As in the two previous reporting years, the number of applicants registered with the BA and still unemployed as of 30 September, who together with the applicants who remained in 'alternative' employment form the group of unsuccessful training place seekers, has risen again. After the training situation had initially eased from the perspective of training place seekers in the years following the pandemic-related slump in the training market, more young people have recently been left empty-handed in their search for training places. In total, around 84,400 applicants were unsuccessful in their search for a training place in 2025 (see Fig. 6). This represents an increase of 14,000 applicants compared to the previous year, which corresponds to a sharp rise of 19.9 per cent and the highest figure since the time series began in 2009. Measured against the total demand for training places, the proportion of unsuccessful applicants in 2025

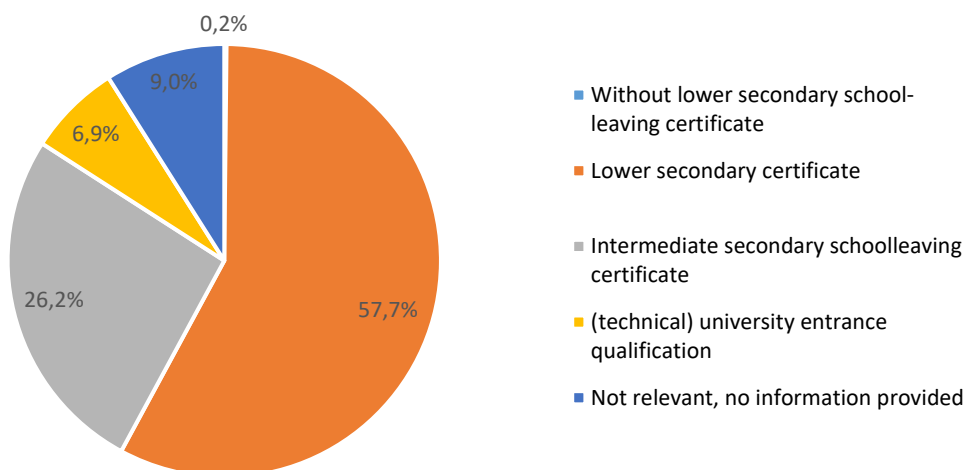
was 15.1 per cent, an increase of + 2.5 percentage points compared to the previous year (12.6%), which also represents a new high (see Fig. 7)

Figure 8: Unsuccessful applicants by school-leaving qualification in 2025 (in %)



Source: BA (2025b, Table 3); calculations by BIBB (total: N=84,358)

Figure 9: Unfilled training places according to the (minimum) school-leaving qualifications expected by training providers in 2025 (in %)



Source: BA (2025a, Table 4; 2025d); calculations by BIBB (total: N=54,385)

## 5.2. 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 SCHUSS et al. 2021; OEYNHAUSEN et al. 2023). In 2020, the matching problems index (MPI) rose to a new high of 167.7 (see Fig. 10). In the following two years, the MPI fell slightly again until 2022 and then rose again in 2023 and 2024 to 161.6. In the current reporting year, it stands at 158.9, which is similar to the previous year. The fact that the MPI remains at a relatively high level despite the relatively sharp decline in the rate of unfilled training places is primarily due to the sharp increase in the proportion of unsuccessful training place applications (see Section 5.2).

### Matching problems

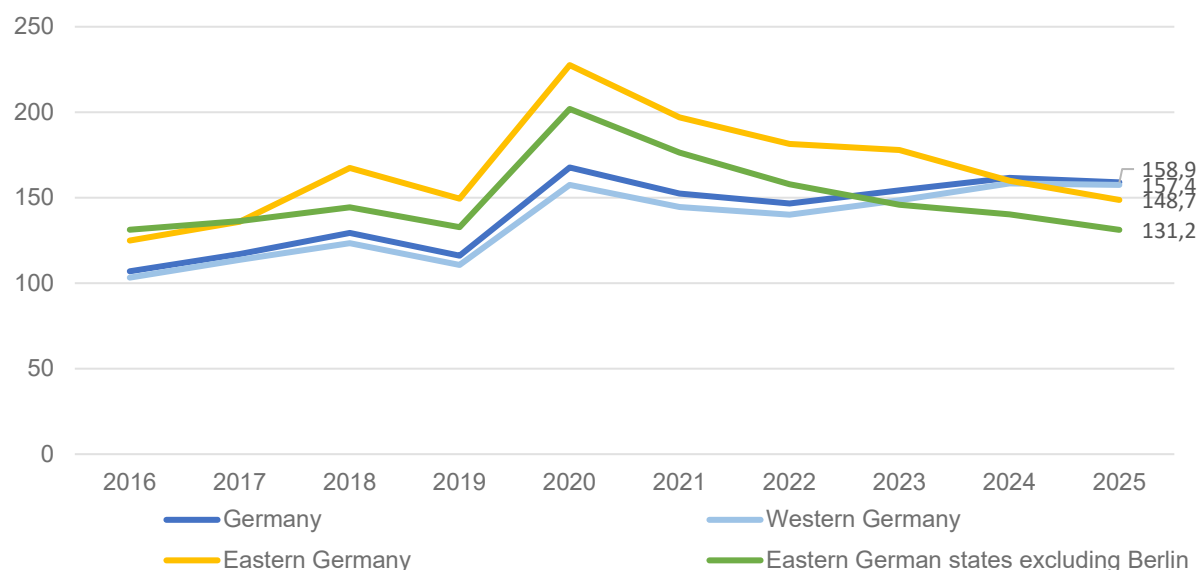
A matching problem arises when there are both a relatively large number of unfilled training places and a relatively large number of people still looking for training places on the reporting date, i.e. when recruitment and supply problems coincide (see ULRICH 2019).

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” (MPI) 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  $0\% * 100\% = 0$ ).

When differentiated between western and eastern Germany, there are clear differences in the development of the MPI over time. Until 2023, the MPI value in the new federal states was significantly higher than the western German and nationwide MPI values. Since 2020, the MPI value in eastern Germany has declined continuously. In 2024 the MPI value in eastern Germany (160.3) was slightly higher than in western Germany (MPI 158.6). In the current reporting year, the MPI value in eastern Germany fell further and is 8.7 percentage points below the western German values. The differences between western and eastern Germany become even more apparent when Berlin is excluded from the calculation for eastern Germany. Compared to western Germany, the MPI for eastern Germany without Berlin was 131.2, which is 26.2 percentage points below the western German MPI value (see Fig. 10).

Figure 10: Development of the Matching Problems Index from 2016 to 2025



Results for the counting period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three as a result of data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September

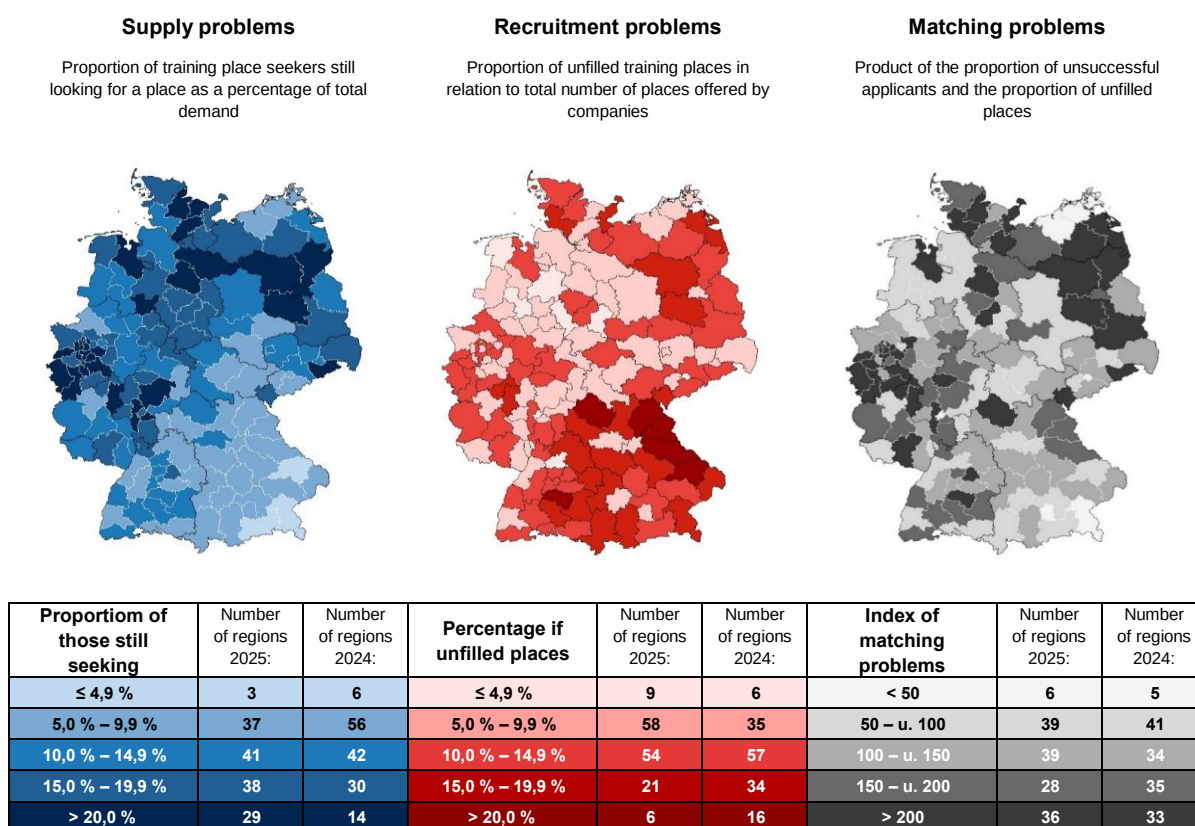
### 5.2.1. Matching problems as a result of regional market imbalances

Matching problems are caused by both regional and occupational imbalances. The comparison of regional shares of unfilled training places and unsuccessful training place seekers in Figure 11 shows that in regions with particularly severe recruitment problems (see middle map), there are often relatively few seekers who are still looking for a training place at the end of the placement year (see map on the left). Conversely, in regions with particularly severe supply problems, there are few training places left 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) predominate.<sup>16</sup> However, there are also regions that are affected by both above-average recruitment problems and above-average supply problems. In the 2025 reporting year, these included, for example, the Brandenburg employment agency districts of Potsdam (MPI = 436.0) and Neuruppin (MPI = 383.6) as well as the Rhineland-Palatinate district of Montabaur (MPI = 331.6), which also had the highest MPI values in 2025 (see map on the right). In contrast, the employment agency districts of Chemnitz in Saxony (MPI = 21.9), Rostock in Mecklenburg-Western Pomerania (MPI = 43.2) and Munich in Bavaria (MPI = 44.6) had the lowest MPI values in 2025.

<sup>16</sup> In addition to the indicators reported here, there are other indicators that can be used to assess the (regional) situation on the training market. See SEIBERT/WIETHÖLTER/RECKMANN (2025) for comparisons.

Regional mobility is considered one of the key factors in reducing mismatch problems. Studies show that the mobility behaviour already practised by young people interested in training contributes significantly to balancing supply and demand (see KLEINERT 2015; JOST/SEIBERT/WIETHÖLTER 2019; HERZER/ULRICH 2020). However, there are limits to the extent to which regional mobility can almost completely balance out regional market imbalances. On the one hand, many young people have limited mobility (due to long distances, poor transport links or high housing costs) which makes it difficult for them to move to regions where there are more vacant training places. On the other hand, young people with a high willingness to relocate do not necessarily promote market equilibrium, because these young people often concentrate their training preferences on occupations in which there is no shortage of applicants anyway (see MATTHES et al. 2016). This means that occupational market imbalances would also have to be reduced if the matching problems are to be brought back down to a lower level.

Figure 11: Regional differences in supply, recruitment and matching problems in 2024



Results for the period from 1 October of the previous year to 30 September. All whole numbers have been rounded to a multiple of three in accordance with data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Deviations from previous figures for 2024 due to correction reports.

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

### **5.2.2. Matching problems as a result of training market imbalances**

Matching problems in the training market are driven not only by regional imbalances 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 8 lists the ten occupations that had the most severe staffing or supply problems in 2025. The table also contains comparative data from the previous year. As in previous years, occupations in the craft trades, particularly in the construction industry and food production, were most affected by recruitment problems in 2025, while supply problems often occurred in media occupations and in parts of the commercial sector.

As in previous years, the occupations listed in Table 8 with particularly severe recruitment problems include plumbers (40.2%), pipeline fitters (40.1%), concretors (37.2%), butchers (31.4%) and glaziers (30.7%) stand out, each with a share of unfilled places in the company's vacancies of over 30 per cent. As in recent years, the professions with particularly acute supply problems in 2025 included sports and fitness administrators (45.1%) and animal keepers (40.0%), as well as professions in the media sector. Many applicants were unsuccessful in their search for training places in the occupations of audio-visual producer (51.2%), digital and print media designer (40.6%) and visual marketing designer (40.2%). The overall decline in the proportion of unfilled training places (see Chapter 5.1) is also reflected in the proportions of the ten occupations most affected by recruitment problems. The proportions declined in five out of ten training occupations. The situation was different for occupations with supply problems. Here, the proportion of young people who were unsuccessful in their search had risen in all ten occupations compared with the previous year.

Table 8: Occupations with the greatest recruitment and supply problems in 2025 (including comparative figures for 2024)

| Occupation <sup>1)</sup>                     | 2025                          |                                                    |                                                                | Comparative figures for 2024      |                                                    |                                                                | 2025 vs. 2024                     |                                                                                     |                                                                |
|----------------------------------------------|-------------------------------|----------------------------------------------------|----------------------------------------------------------------|-----------------------------------|----------------------------------------------------|----------------------------------------------------------------|-----------------------------------|-------------------------------------------------------------------------------------|----------------------------------------------------------------|
|                                              | (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 |                                   | Proportion of unfilled places offered by companies                                  | Proportion of those still seeking places in relation to demand |
| <b>Professions with recruitment problems</b> |                               |                                                    |                                                                |                                   |                                                    |                                                                |                                   |                                                                                     |                                                                |
| Plumber                                      | 156.6                         | <b>40.2</b>                                        | 5                                                              | 167.0                             | 43.0                                               | 4.4                                                            | -10.5                             | -2.8                                                                                | +0.6                                                           |
| Pipeline fitter                              | 156.7                         | <b>40.1</b>                                        | 5.4                                                            | 145.7                             | 35.5                                               | 5.7                                                            | 11.0                              | +4.5                                                                                | -0.3                                                           |
| Concretor                                    | 147.8                         | <b>37.2</b>                                        | 5.5                                                            | 167.5                             | 44.3                                               | 4.7                                                            | -19.7                             | -7.1                                                                                | +0.8                                                           |
| Butcher                                      | 138.4                         | <b>31.4</b>                                        | 3.9                                                            | 160.2                             | 40.8                                               | 4.3                                                            | -21.8                             | -9.5                                                                                | -0.3                                                           |
| Glazier                                      | 132.1                         | <b>30.7</b>                                        | 7.9                                                            | 139.4                             | 34.5                                               | 8.1                                                            | -7.3                              | -3.8                                                                                | -0.2                                                           |
| Salesperson specialising in foodstuffs       | 135.8                         | <b>29.4</b>                                        | 3.5                                                            | 151.8                             | 37.2                                               | 3.8                                                            | -16.0                             | -7.8                                                                                | -0.3                                                           |
| Stonemason and stone sculptor                | 123.8                         | <b>26.5</b>                                        | 7.6                                                            | 126.7                             | 27                                                 | 5.8                                                            | -2.9                              | -0.5                                                                                | +1.8                                                           |
| Management assistant for retail services     | 113.6                         | <b>26.4</b>                                        | 15.5                                                           | 125.2                             | 31.8                                               | 13.7                                                           | -11.6                             | -5.4                                                                                | +1.8                                                           |
| Hearing aid audiologist                      | 126.1                         | <b>25.3</b>                                        | 4.7                                                            | 130.9                             | 26.8                                               | 3.7                                                            | -4.8                              | -1.4                                                                                | +1.0                                                           |
| Scaffolder                                   | 127.0                         | <b>25.2</b>                                        | 4.7                                                            | 131.5                             | 28.5                                               | 5.5                                                            | -4.5                              | -3.2                                                                                | -0.8                                                           |
| <b>Professions with supply problems</b>      |                               |                                                    |                                                                |                                   |                                                    |                                                                |                                   |                                                                                     |                                                                |
| Audio-visual producer                        | 49.1                          | 1.2                                                | <b>51.2</b>                                                    | 54.3                              | 2.5                                                | 46.9                                                           | -5.1                              | -1.3                                                                                | +4.3                                                           |
| Sports and fitness administrator             | 70.1                          | 22.4                                               | <b>45.1</b>                                                    | 82                                | 24.8                                               | 34.9                                                           | -11.9                             | -2.4                                                                                | +10.3                                                          |
| Digital and print media designer             | 57.3                          | 3.3                                                | <b>40.6</b>                                                    | 62.8                              | 4.8                                                | 37.6                                                           | -5.5                              | -1.5                                                                                | +3.1                                                           |
| Visual marketing designer                    | 69.3                          | 14.7                                               | <b>40.2</b>                                                    | 66.9                              | 8.0                                                | 37.4                                                           | 2.5                               | +6.7                                                                                | +2.8                                                           |
| Animal keeper                                | 61.2                          | 2.6                                                | <b>40.0</b>                                                    | 62.9                              | 3.4                                                | 38.8                                                           | -1.8                              | -0.8                                                                                | +1.2                                                           |
| E-commerce clerk                             | 70.1                          | 13.0                                               | <b>33.7</b>                                                    | 78.1                              | 9.6                                                | 25.2                                                           | -8.0                              | +3.5                                                                                | +8.5                                                           |
| Specialist in media and information services | 71.1                          | 5.4                                                | <b>32.5</b>                                                    | 75.8                              | 4.4                                                | 27.3                                                           | -4.7                              | +1.0                                                                                | +5.2                                                           |
| Protection and safety specialist             | 74.4                          | 10.1                                               | <b>32.5</b>                                                    | 83.6                              | 13.4                                               | 27.4                                                           | -9.2                              | -3.2                                                                                | +5.1                                                           |
| Agent in marketing communication             | 72.0                          | 4.2                                                | <b>30.9</b>                                                    | 83.4                              | 7.0                                                | 22.4                                                           | -11.3                             | -2.8                                                                                | +8.5                                                           |
| Florist                                      | 71.5                          | 6.9                                                | <b>29.1</b>                                                    | 80.5                              | 9.7                                                | 23.7                                                           | -9.0                              | -2.8                                                                                | +5.4                                                           |

Note: Only training occupations in the dual system (BBiG/HwO) in which there were at least 400 company-based training places in 2025 are listed.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September.

## **6. People interested in training**

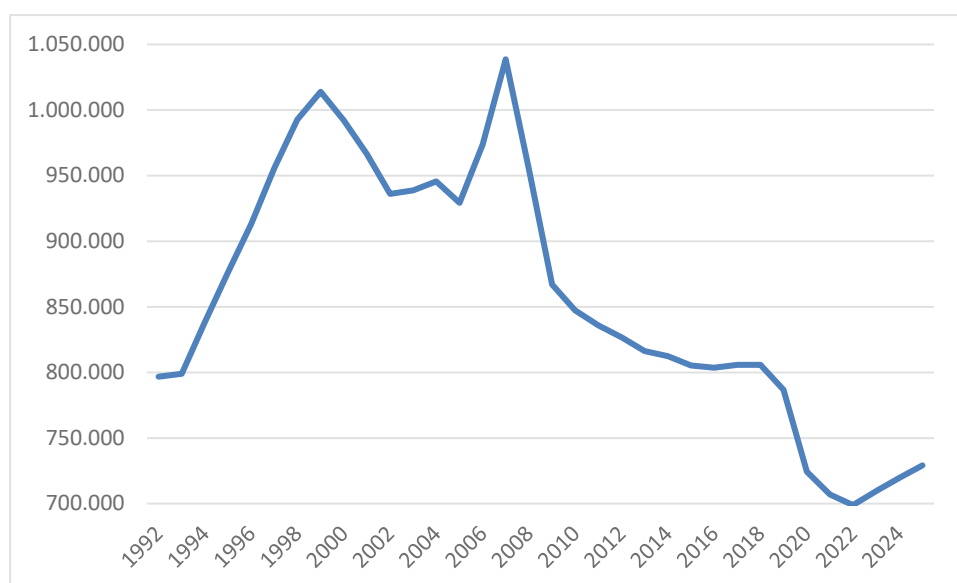
### **6.1. Definition, number and development**

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 cut-off 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 cut-off date (see FEDERAL EMPLOYMENT AGENCY 2025b) and are therefore not counted in the official demand for training places.

The total number of young people interested in training who are registered with institutions has fallen steadily in recent years. During the coronavirus pandemic, it fell by 3.5 per cent to 698,900 between 2020 and 2022 (see Figure 12). Since 2023, the number of people registered with institutions as interested in training has been rising again. After increasing by 1.4 per cent (+ 10,000) in 2024, it rose again in the 2025 reporting year by 1.3 per cent (+ 9,500) compared to the previous year, reaching a total of 729,100 people.

Figure 12: Number of persons registered with institutions as interested in training from 1992 to 2025 (absolute)



Note: BIBB, survey as of 30 September; BA, training market statistics as of 30 September; BIBB

## 6.2. Destinations of persons interested in training

Table 9 shows that of the total of 729,100 young people registered with institutions as interested in training as of 30 September 2025, a total of 65.3 per cent had concluded a new training contract in accordance with the BBiG/HWO. This means that the transition rate (EQI) fell by 2.3 percentage points compared with the previous year.

Of the remaining young people interested in training who did not enter a new training programme, 12.8 per cent (93,500) remained in the education system in other ways. Around two-thirds of them were in (general or vocational) school education (8.7 per cent of all persons interested in training). Others took up a degree course (1.2%), completed an internship (0.2%) or were in VET preparation measures (1.1%) or entry-level training (0.2%; see Table 9). Among those who remained in the education system in other ways were around 10,500 young people (1.4% of all those interested in training) who had approached the counselling and placement services while in existing VET programmes but ultimately continued their previous vocational education and training. In 2025, 31,700 or 4.4 per cent of all individuals interested in training who were registered with institutions remained in gainful employment nationwide, and around 7,300 or 1.0 per cent of those interested in training remained in non-profit services.

Table 9: Destinations of persons interested in training between 2020 and 2025 (in %)

|                                                           | 2020    | 2021    | 2022    | 2023    | 2024    | 2025    |
|-----------------------------------------------------------|---------|---------|---------|---------|---------|---------|
| Total number of persons interested in training            | 724,311 | 707,058 | 698,859 | 709,626 | 719,670 | 729,123 |
| <b>Remaining</b>                                          |         |         |         |         |         |         |
| <b>Conclusion of a new training contract</b>              | 64.5    | 66.9    | 68.0    | 68.9    | 67.6    | 65.3    |
| • In-company                                              | 62.5    | 64.6    | 65.9    | 66.9    | 65.7    | 63.2    |
| • External                                                | 2.1     | 2.3     | 2.1     | 2.0     | 1.9     | 2.1     |
| <b>Others remaining in the education system</b>           | 14.3%   | 12.9    | 12.5    | 12.2    | 12.5    | 12.8    |
| • General or vocational education and training            | 9.3     | 8.3     | 8.3     | 8.2     | 8.4     | 8.7     |
| • Study                                                   | 1.3     | 1.1     | 1.2     | 1.2     | 1.2     | 1.2     |
| • Internship                                              | 0.3     | 0.2     | 0.2     | 0.2     | 0.2     | 0.2     |
| • Support measures (in particular VET preparation)        | 1.3     | 1.3     | 1.1     | 1.0     | 1.1     | 1.1     |
| • Entry-level qualification                               | 0.2     | 0.2     | 0.1     | 0.1     | 0.1     | 0.2     |
| • Remaining in previous vocational education and training | 1.8     | 1.8     | 1.6     | 1.5     | 1.5     | 1.4     |
| <b>Non-profit services</b>                                | 1.1     | 1.0     | 0.9     | 0.9     | 0.9     | 1.0     |
| • German Armed Forces                                     | 0.1     | 0.1     | 0.1     | 0.1     | 0.1     | 0.1     |
| • Federal/youth voluntary service                         | 1.0     | 0.9%    | 0.8     | 0.8     | 0.8     | 0.9     |
| Employment                                                | 4.4     | 5.1     | 4.7     | 4.2     | 4.1     | 4.4     |
| <b>Status unknown or unclear</b>                          | 15.7    | 14.3    | 13.9    | 13.8    | 15.0    | 16.6    |
| • with further placement request ("unplaced")             | 4.1     | 3.5     | 3.2     | 3.7     | 4.3     | 5.5     |
| • No indication of destination ("destination unknown")    | 11.6    | 10.8    | 10.7    | 10.1    | 10.6    | 11.1    |

Note: All whole numbers have been rounded to multiples of three in accordance with data protection regulations. Due to correction reports, there are deviations from previous figures for 2024.

Sources: BIBB, survey as of 30 September; BA, training market statistics as of 30 September

For 120,700 people, or 16.6 per cent of those interested in training, their status as of 30 September was still open or unclear. This figure has thus risen again compared to previous years (+ 1.6 percentage points compared to the 2024 reporting year). The sharpest increase was in the number of unplaced applicants who, with no alternative options available, were still looking for a training place on 30 September. In the current reporting year, this figure stood at 39,900 people (5.5%), representing an increase of 1.2 percentage points compared with the 2024 reporting year. The number of unplaced applicants reached its highest level in 15 years in the 2025 reporting year. A total of 80,900 people with an open or unclear status (11.1%) were "unknown", i.e. they had not informed the counselling and placement services about their current situation. The BA-BIBB-IAB Applicants' Study 2024, which also reports on the whereabouts of the group of officially unknown applicants, showed that 16 per cent of officially unknown applicants in the 2024 reporting year ended up in a fully qualifying training programme (7% of whom were in company-based VET in accordance with the BBiG or HwO) (see KEßLER/GEI/CHRIST 2025).

## **7. Results of follow-up October 2025 to January 2026**

### **7.1. Overview**

For young people and companies who were still interested in VET in the 2025/2026 training year after 30 September 2025 – whether as future trainees or as training providers – the advisory and placement services continued their activities beyond this deadline. During the follow-up placement period ("fifth quarter") from 1 October to 31 December 2025, a total of 65,900 training places were registered for immediate commencement of training. This represents a decrease of 14,800 places or 18.3 per cent compared to the same period last year (1 October to 31 December 2024: 80,600) (CHRIST/WELLER/MILDE 2025).

Of the total 65,900 training places reported, 54,400 were already vacant as of 30 September, while 11,500 were only reported to the counselling and placement services after this date. 63,900 places, or 97.0 per cent, were in-company training places (see FEDERAL EMPLOYMENT Agency 2026).

The 65,900 training places on offer were matched by 84,300 applicants who sought support in the "fifth quarter" in order to be able to start training in 2025. Compared to the previous year (71,900, see CHRIST/WELLER/MILDE 2025), the number of registered applicants rose significantly by 12,500 people or 17.3 per cent. This comparatively strong growth in post-placement is accompanied in this reporting year by an increase in the overall demand on the training market.

On the supply side, unlike in previous years, more applicants than training places were registered in the "fifth quarter". Mathematically, there were 78.1 training places per 100 applicants, which once again highlights the tense situation for young people in this reporting year (see Table 10). In the previous year, there were 112.2 places per 100 applicants (CHRIST/WELLER/MILDE 2025). There were considerable regional differences: while there were only 18.3 vacancies per 100 applicants in Berlin, there were 225.6 vacancies in Bavaria. There were also significant differences between east and west: in the western German states, there were more vacancies and training places available to applicants than in the eastern German states (per 100 applicants: east including Berlin 60.8, west 84.0).

These distinct imbalances posed considerable challenges for both young people and companies. The situation was particularly tense for companies in Bavaria, where there were 44.3 applicants per 100 training vacancies, while in Berlin there were 545.6 applicants per 100 training vacancies (see Table 10).

The placement process in the "fifth quarter" was made more difficult not only by the strong regional disparities, but also by the fact that the occupational imbalances and disparities between supply and demand that already existed at the end of September continued to have a significant impact during this period. For example, 54,400 places (82.6%) of the training places reported in the "fifth quarter" and 49,900 applicants (59.1%) came from the group of unsuccessful market participants already registered as of 30 September 2025, including unfilled vacancies, unplaced applicants, and applicants who were still looking for a place with alternative options as of the reporting date.

Table 10: Registered VET places and applicants wishing to start training by the end of 2025

|                                      | Registered VET places in the "5th quarter" | Including already reported as vacant as of 30 September 2025 |             | Reported applicants | Reported places per 100 reported applicants | Registered applicants per 100 registered places |
|--------------------------------------|--------------------------------------------|--------------------------------------------------------------|-------------|---------------------|---------------------------------------------|-------------------------------------------------|
|                                      |                                            | Absolute                                                     | in          |                     |                                             |                                                 |
| <b>Baden-Württemberg</b>             | 11,091                                     | 9,818                                                        | 88.5        | 6,832               | 162.3                                       | 61.6                                            |
| <b>Bavaria</b>                       | 15,501                                     | 14,009                                                       | 90.4        | 6,871               | 225.6                                       | 44.3                                            |
| <b>Berlin</b>                        | 1,352                                      | 887                                                          | 65.6        | 7,377               | 18.3                                        | 545.6                                           |
| <b>Brandenburg</b>                   | 2,231                                      | 1,826                                                        | 81.8        | 2,940               | 75.9                                        | 131.8                                           |
| <b>Bremen</b>                        | 397                                        | 245                                                          | 61.7        | 1,071               | 37.1                                        | 269.8                                           |
| <b>Hamburg</b>                       | 1,206                                      | 948                                                          | 78.6        | 2,054               | 58.7                                        | 170.3                                           |
| <b>Hesse</b>                         | 3,544                                      | 2,854                                                        | 80.5        | 7,825               | 45.3                                        | 220.8                                           |
| <b>Mecklenburg-Western Pomerania</b> | 1,152                                      | 909                                                          | 78.9        | 828                 | 139.1                                       | 71.9                                            |
| <b>Lower Saxony</b>                  | 4,836                                      | 3,840                                                        | 79.4        | 9,329               | 51.8                                        | 192.9                                           |
| <b>North Rhine-Westphalia</b>        | 13,772                                     | 9,986                                                        | 72.5        | 25,051              | 55.0                                        | 181.9                                           |
| <b>Rhineland-Palatinate</b>          | 3,116                                      | 2,632                                                        | 84.5        | 4,092               | 76.1                                        | 131.3                                           |
| <b>Saarland</b>                      | 588                                        | 462                                                          | 78.6        | 858                 | 68.5                                        | 145.9                                           |
| <b>Saxony</b>                        | 1,959                                      | 1,698                                                        | 86.7        | 2,111               | 92.8                                        | 107.8                                           |
| <b>Saxony-Anhalt</b>                 | 1,109                                      | 947                                                          | 85.4        | 902                 | 122.9                                       | 81.3                                            |
| <b>Schleswig-Holstein</b>            | 2,645                                      | 2,194                                                        | 82.9        | 3,535               | 74.8                                        | 133.6                                           |
| <b>Thuringia</b>                     | 1,351                                      | 1,118                                                        | 82.8        | 900                 | 150.1                                       | 66.6                                            |
| <b>Western Germany</b>               | <b>56,696</b>                              | <b>46,988</b>                                                | <b>82.9</b> | <b>67,518</b>       | <b>84.0</b>                                 | <b>119.1</b>                                    |
| <b>Eastern Germany</b>               | <b>9,154</b>                               | <b>7,385</b>                                                 | <b>80.7</b> | <b>15,058</b>       | <b>60.8</b>                                 | <b>164.5</b>                                    |
| <b>Germany</b>                       | <b>65,862</b>                              | <b>54,385</b>                                                | <b>82.6</b> | <b>84,303</b>       | <b>78.1</b>                                 | <b>128.0</b>                                    |

Source: BA: Labour market in figures. The training market. Start of training until the end of 2025. Germany, January 2026, Nuremberg; calculations by BIBB

It can also be assumed that a significant proportion of the training places reported in the "fifth quarter" that were not already vacant on 30 September are due to early contract terminations during the probationary period. In these cases, companies have a particular interest in filling the vacancies as quickly as possible. However, such premature contract terminations are disproportionately common in occupations that were already facing recruitment difficulties. Against this backdrop, the training market in the "fifth quarter" is once again significantly more affected by matching problems than during the regular placement period.

## **7.2. Placement rates of applicants**

As part of the follow-up placement activities, the nationwide placement rate of applicants in a VET position was comparatively low at 6.5 per cent (5,500 people). In contrast, 75.8 per cent (63,900 people) were still looking for a training position. A further 17.7 per cent (14,900 people) were assigned to the category "other former applicants". This includes those who withdrew their placement request before starting training or whose whereabouts remained unknown (see Table 11).

Table 11: Registered applicants for training places for the start of training by the end of 2025 by placement status

(see online at <https://doi.org/10.66390/YTSC6639>)

Compared to the previous year (placement rate: 7.3%), the placement rate thus fell slightly by 0.8 percentage points (CHRIST/WELLER/MILDE 2025). At the same time, the proportion of applicants still searching increased by 1.1 percentage points compared to the previous year (74.7%, see *ibid.*).

The placement rates differed only slightly between the individual applicant groups in terms of gender and school-leaving qualifications. Overall, the placement rates in all groups remained at a consistently low level, while the proportion of applicants still searching for a place was correspondingly high across the board. In contrast, more significant differences were evident in terms of age, regional affiliation and the original placement status of applicants as of 30 September.

At 7.3 per cent, the placement rates for those under 20 were higher than for those over 25 (4.0%). At the state level, Bavaria and Baden-Württemberg had comparatively high placement rates of over 8.0 per cent, while Saarland (4.8%) and Brandenburg, Lower Saxony and Thuringia (5.2% each) were significantly lower. The placement status as of 30 September also played a role: Applicants who were already considered "placed" at that time also achieved the highest placement rate in January 2026, at 12.8 per cent. In contrast, the rate for applicants who were still listed as "applicants with alternatives" as of 30 September 2025 was only 3.7 per cent.

At the end of the "fifth quarter", 13,300 training places were still vacant. Based on the total of 65,900 places reported for subsequent placement between October 2025 and January 2026, this corresponded to a share of 20.1%. Compared to the previous year, in which 15,200 places (18.9%) out of a total of 80,600 registered places remained unfilled (see FEDERAL EMPLOYMENT AGENCY 2026), this proportion has risen by 1.2 percentage points. The prospects of success for companies were thus also significantly limited in the follow-up placement period, especially since the difference between the total number of registered vacancies and the vacancies still unfilled in December 2025 is likely to be attributable not only to successful placements, but also to cancellations due to premature withdrawal of the placement request.

## **8. Summary**

After moderate increases in newly concluded training contracts in the years following the outbreak of the coronavirus pandemic (2021: + 1.2%, 2022: + 0.4%, 2023: + 3.0%) and widespread stagnation in 2024 (- 0.6 %), there was a noticeable decline in 2025. Nationwide, around 476,000 new training contracts were concluded in 2025 – a decrease of 2.1 per cent or 10,300 fewer contracts compared to the previous year. The decline is attributable to company contracts (- 12,000 or - 2.5%). There was an increase of around 1,700 contracts (+ 12.4%) in publicly funded training contracts.

The number of places available also declined in 2025, falling to around 530,300, which corresponds to a decrease of 25,300 or 4.6 per cent. This is the second-highest decline since 2009. Only in the first year of the coronavirus pandemic did the number of places decline even more sharply. The number of places offered by companies (excluding predominantly publicly funded training places) fell by 27,000 (- 5.0%) in 2025.

At 560,300 young people, demand for dual training exceeded the number of available training places for the second year in a row. Although this is close to the level seen before the coronavirus pandemic, it remains well below the figure for 2019 (598,800; see Table 1).

At the same time, significantly fewer training places remained unfilled in 2025 than in the previous year: 54,400 places remained vacant – a decline of 21.6 per cent compared to the 69,400 unfilled places in 2024. Nevertheless, more and more young people are unable to find a training place: the number of unsuccessful applicants for training places rose by almost a fifth (+ 14,000) to 84,400 in 2025 compared to the previous year. This is the highest figure since 2010.

This means that considerable potential remains untapped. In times of increasing demand for skilled workers, demographic change and structural transformations, it is important to better tap into this potential and improve the transition from school to work for young people without

prospects. The focus should be on support measures tailored to the target group (e.g. specifically for young people with a refugee migration background, see ERTL et al. 2025).

However, framework conditions should also be created for companies in a difficult economic situation that enable high-quality and economically viable training.

In addition, it is essential to reduce mismatches and occupational and regional disparities, as these have a significant impact on both companies' recruitment problems and young people's chances of finding training. There is an urgent need for action on the part of politicians and business leaders, especially in times of economic instability.

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# Appendix

## I Tables

### Table A1:

Key figures for the training market in 2025 in Germany, western and eastern Germany and in the federal states

### Table A2:

Changes in key figures for the training market in 2025 compared to 2024 in Germany, 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 for the development of the training market from 2016 to 2025 in Germany (time series)

### Table A4:

Key figures on the development of the training market from 2016 to 2025 by region and federal state

- Part 1: Western Germany, Eastern Germany
- Part 2: Baden-Württemberg, Bavaria
- Part 3: Berlin, Brandenburg
- Part 4: Bremen, Hamburg
- Part 5: Hesse, Mecklenburg-Western Pomerania
- Part 6: Lower Saxony, North Rhine-Westphalia
- Part 7: Rhineland-Palatinate, Saarland
- Part 8: Saxony, Saxony-Anhalt
- Part 9: Schleswig-Holstein, Thuringia

### Table A5:

Characteristics and placement status of registered training place applicants in the reporting years 2021 to 2025, with and without refugee migration background

## II Terms used in training market figures

# I Tables

**Table A1:** Key figures for the training market in 2025 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 2024/2025 |                                                             |                                                      |                            |       |                                                                       |        |                                                                                      |          | Links between both data sources (BIBB survey, BA training market statistics) |                                    |                      |                                                         |           |                                              |                                           |                                                        |                                               |                                                |                                                                                 |                         |
|-------------------------------|------------------------------------|-----------------------------------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|----------------------------|-------|-----------------------------------------------------------------------|--------|--------------------------------------------------------------------------------------|----------|------------------------------------------------------------------------------|------------------------------------|----------------------|---------------------------------------------------------|-----------|----------------------------------------------|-------------------------------------------|--------------------------------------------------------|-----------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------|-------------------------|
|                               | Newly concluded training contracts | including                                           |                                              | Registered VET places                                                                             | including 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 ("unplaced") |          | 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 |           | Demand for training places                   |                                           |                                                        | Supply and demand Ratio (SDR)                 |                                                | Offers per 100 persons registered with an institution as interested in training | Matching Problems Index |
|                               |                                    | Without significant public funding (company funded) | With predominantly public funding (external) |                                                                                                   |                                                             |                                                      |                            |       |                                                                       |        |                                                                                      |          |                                                                              |                                    |                      |                                                         |           | 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) |                                                                                 |                         |
|                               |                                    |                                                     |                                              |                                                                                                   |                                                             |                                                      |                            |       |                                                                       |        |                                                                                      |          |                                                                              |                                    |                      |                                                         |           |                                              |                                           |                                                        |                                               |                                                |                                                                                 |                         |
|                               | absolute                           | absolute                                            | absolute                                     | absolute                                                                                          | absolute                                                    | absolute                                             | absolute                   | in %  | absolute                                                              | in %   | absolute                                                                             | absolute | Col.1+6-7                                                                    | Col.1/13                           | 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.15/13                                                                       | Col.17x20               |
| 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                 |
| Baden-Württemberg             | 68.001                             | 66.378                                              | 1.620                                        | 73.669                                                                                            | 9.818                                                       | 53.781                                               | 24.423                     | 45,4  | 8.192                                                                 | 15,2   | 5.474                                                                                | 2.718    | 97.359                                                                       | 69,8                               | 77.817               | 76.197                                                  | 12,9      | 70.719                                       | 76.191                                    | 10,8                                                   | 110,0                                         | 102,1                                          | 79,9                                                                            | 138,5                   |
| Bavaria                       | 84.687                             | 82.755                                              | 1.932                                        | 94.548                                                                                            | 14.009                                                      | 63.297                                               | 35.255                     | 55,7  | 6.448                                                                 | 10,2   | 4.602                                                                                | 1.846    | 112.731                                                                      | 75,1                               | 98.697               | 96.765                                                  | 14,5      | 86.535                                       | 91.137                                    | 7,1                                                    | 114,1                                         | 108,3                                          | 87,6                                                                            | 102,4                   |
| Berlin                        | 14.667                             | 14.031                                              | 636                                          | 14.677                                                                                            | 887                                                         | 23.196                                               | 7.514                      | 32,4  | 5.191                                                                 | 22,4   | 1.356                                                                                | 3.835    | 30.351                                                                       | 48,3                               | 15.555               | 14.919                                                  | 5,9       | 18.504                                       | 19.860                                    | 26,1                                                   | 84,1                                          | 78,3                                           | 51,3                                                                            | 155,4                   |
| Brandenburg                   | 10.941                             | 10.284                                              | 657                                          | 13.306                                                                                            | 1.826                                                       | 12.697                                               | 5.442                      | 42,9  | 2.594                                                                 | 20,4   | 903                                                                                  | 1.691    | 18.198                                                                       | 60,1                               | 12.768               | 12.111                                                  | 15,1      | 12.633                                       | 13.536                                    | 19,2                                                   | 101,1                                         | 94,3                                           | 70,2                                                                            | 288,9                   |
| Bremen                        | 5.460                              | 5.127                                               | 336                                          | 4.933                                                                                             | 245                                                         | 4.729                                                | 1.641                      | 34,7  | 995                                                                   | 21,0   | 566                                                                                  | 429      | 8.550                                                                        | 63,9                               | 5.706                | 5.370                                                   | 4,6       | 5.889                                        | 6.456                                     | 15,4                                                   | 96,9                                          | 88,4                                           | 66,7                                                                            | 70,3                    |
| Hamburg                       | 11.682                             | 11.250                                              | 432                                          | 10.182                                                                                            | 948                                                         | 8.077                                                | 3.102                      | 38,4  | 2.416                                                                 | 29,9   | 1.008                                                                                | 1.408    | 16.656                                                                       | 70,1                               | 12.630               | 12.198                                                  | 7,8       | 13.089                                       | 14.097                                    | 17,1                                                   | 96,5                                          | 89,6                                           | 75,8                                                                            | 133,2                   |
| Hesse                         | 34.224                             | 32.916                                              | 1.305                                        | 32.468                                                                                            | 2.854                                                       | 36.273                                               | 14.346                     | 39,6  | 7.448                                                                 | 20,5   | 3.806                                                                                | 3.642    | 56.151                                                                       | 60,9                               | 37.077               | 35.772                                                  | 8,0       | 37.866                                       | 41.670                                    | 17,9                                                   | 97,9                                          | 89,0                                           | 66,0                                                                            | 142,6                   |
| Mecklenburg-Western Pomerania | 8.271                              | 7.971                                               | 300                                          | 8.920                                                                                             | 909                                                         | 6.545                                                | 3.188                      | 48,7  | 1.145                                                                 | 17,5   | 697                                                                                  | 448      | 11.628                                                                       | 71,1                               | 9.180                | 8.880                                                   | 10,2      | 8.718                                        | 9.414                                     | 12,2                                                   | 105,3                                         | 97,5                                           | 78,9                                                                            | 124,5                   |
| Lower Saxony                  | 49.548                             | 48.213                                              | 1.335                                        | 48.032                                                                                            | 3.840                                                       | 47.472                                               | 18.145                     | 38,2  | 10.203                                                                | 21,5   | 5.969                                                                                | 4.234    | 78.876                                                                       | 62,8                               | 53.388               | 52.053                                                  | 7,4       | 53.781                                       | 59.751                                    | 17,1                                                   | 99,3                                          | 89,4                                           | 67,7                                                                            | 126,0                   |
| North Rhine-Westphalia        | 102.009                            | 99.108                                              | 2.901                                        | 103.072                                                                                           | 9.986                                                       | 108.910                                              | 42.121                     | 38,7  | 24.731                                                                | 22,7   | 12.294                                                                               | 12.437   | 168.798                                                                      | 60,4                               | 111.993              | 109.092                                                 | 9,2       | 114.444                                      | 126.738                                   | 19,5                                                   | 97,9                                          | 88,4                                           | 66,3                                                                            | 178,6                   |
| Rhineland-Palatinate          | 22.263                             | 21.555                                              | 708                                          | 23.725                                                                                            | 2.632                                                       | 20.912                                               | 8.958                      | 42,8  | 3.607                                                                 | 17,2   | 2.235                                                                                | 1.372    | 34.218                                                                       | 65,1                               | 24.897               | 24.186                                                  | 10,9      | 23.637                                       | 25.872                                    | 13,9                                                   | 105,3                                         | 96,2                                           | 72,8                                                                            | 151,7                   |
| Saarland                      | 5.658                              | 5.409                                               | 249                                          | 5.955                                                                                             | 462                                                         | 4.871                                                | 1.798                      | 36,9  | 778                                                                   | 16,0   | 639                                                                                  | 139      | 8.733                                                                        | 64,8                               | 6.120                | 5.871                                                   | 7,9       | 5.799                                        | 6.438                                     | 12,1                                                   | 105,6                                         | 95,1                                           | 70,1                                                                            | 95,1                    |
| Saxony                        | 20.136                             | 19.119                                              | 1.017                                        | 19.647                                                                                            | 1.698                                                       | 18.607                                               | 9.972                      | 53,6  | 2.886                                                                 | 15,5   | 1.616                                                                                | 1.270    | 28.770                                                                       | 70,0                               | 21.834               | 20.817                                                  | 8,2       | 21.405                                       | 23.022                                    | 12,5                                                   | 102,0                                         | 94,8                                           | 75,9                                                                            | 102,3                   |
| Saxony-Anhalt                 | 10.305                             | 9.804                                               | 501                                          | 11.333                                                                                            | 947                                                         | 9.423                                                | 5.100                      | 54,1  | 1.177                                                                 | 12,5   | 685                                                                                  | 492      | 14.628                                                                       | 70,4                               | 11.253               | 10.752                                                  | 8,8       | 10.797                                       | 11.481                                    | 10,3                                                   | 104,2                                         | 98,0                                           | 76,9                                                                            | 90,3                    |
| Schleswig-Holstein            | 17.580                             | 17.067                                              | 516                                          | 17.520                                                                                            | 2.194                                                       | 14.811                                               | 5.730                      | 38,7  | 3.931                                                                 | 26,5   | 1.703                                                                                | 2.228    | 26.661                                                                       | 65,9                               | 19.776               | 19.260                                                  | 11,4      | 19.809                                       | 21.513                                    | 18,3                                                   | 99,8                                          | 91,9                                           | 74,2                                                                            | 208,2                   |
| Thuringia                     | 10.515                             | 9.969                                               | 546                                          | 12.087                                                                                            | 1.118                                                       | 7.856                                                | 4.201                      | 53,5  | 1.072                                                                 | 13,6   | 476                                                                                  | 596      | 14.169                                                                       | 74,2                               | 11.634               | 11.088                                                  | 10,1      | 11.112                                       | 11.586                                    | 9,3                                                    | 104,7                                         | 100,4                                          | 82,1                                                                            | 93,3                    |
| Western Germany               | 401.115                            | 389.781                                             | 11.334                                       | 414.104                                                                                           | 46.988                                                      | 363.133                                              | 155.519                    | 42,8  | 68.749                                                                | 18,9   | 38.296                                                                               | 30.453   | 608.727                                                                      | 65,9                               | 448.101              | 436.767                                                 | 10,8      | 431.568                                      | 469.863                                   | 14,6                                                   | 103,8                                         | 95,4                                           | 73,6                                                                            | 157,4                   |
| Eastern Germany               | 74.835                             | 71.178                                              | 3.657                                        | 79.970                                                                                            | 7.385                                                       | 78.324                                               | 35.417                     | 45,2  | 14.065                                                                | 18,0   | 5.733                                                                                | 8.332    | 117.744                                                                      | 63,6                               | 82.221               | 78.564                                                  | 9,4       | 83.169                                       | 88.902                                    | 15,8                                                   | 98,9                                          | 92,5                                           | 69,8                                                                            | 148,7                   |
| Germany <sup>1</sup>          | 475.950                            | 460.959                                             | 14.991                                       | 494.109                                                                                           | 54.385                                                      | 444.335                                              | 191.163                    | 43,0  | 84.358                                                                | 19,0   | 44.490                                                                               | 39.868   | 729.123                                                                      | 65,3                               | 530.334              | 515.343                                                 | 10,6      | 515.817                                      | 560.307                                   | 15,1                                                   | 102,8                                         | 94,7                                           | 72,7                                                                            | 158,9                   |

<sup>1</sup> Differences between the totals for “Western” and “Eastern” and for “Germany” may arise due to data that cannot be assigned to a specific region. Note: All whole numbers relating to the BIBB survey as of 30 September have been rounded to a multiple of three due to data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous presentations for 2024. Sources: Training market statistics from the BA, special evaluations in preparation for the VET report; BIBB, survey as of 30 September

**Table A2:** Changes in key figures for the training market in 2025 compared with 2024 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 2024/2025 |                                                             |                                                      |                            |                                                                       |                                        |                                     |                                              |                                           | Links between both data sources (BIBB survey, BA training market statistics) |                                    |                      |                 |                               |                                              |                                               |                                                |                               |            |                                                                                 |                         |
|-------------------------------|------------------------------------|----------------------------------------------------|----------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|----------------------------|-----------------------------------------------------------------------|----------------------------------------|-------------------------------------|----------------------------------------------|-------------------------------------------|------------------------------------------------------------------------------|------------------------------------|----------------------|-----------------|-------------------------------|----------------------------------------------|-----------------------------------------------|------------------------------------------------|-------------------------------|------------|---------------------------------------------------------------------------------|-------------------------|
|                               | Newly concluded training contracts | including                                          |                                              | Registered VET places                                                                             | including VET places still unfilled at the end of September | Registered applicants for vocational training places | including                  |                                                                       |                                        |                                     |                                              |                                           | Persons registered with an institution as interested in training             | Percentage of those leading to VET | Training place offer | "company" offer | Percentage of unfilled places | Demand for training places                   |                                               |                                                | Supply and demand Ratio (SDR) |            | Offers per 100 persons registered with an institution as interested in training | Matching Problems Index |
|                               |                                    | Without significant public funding (companyfunded) | With predominantly public funding (external) |                                                                                                   |                                                             |                                                      | Applicants who entered VET | Applicants who were still looking for a place at the end of September | including                              |                                     | According to the old, traditional definition | According to the new, expanded definition |                                                                              |                                    |                      |                 |                               | Percentage of those still looking for places | According to the old demand calculation (SDR) | According to the new demand calculation (eSDR) |                               |            |                                                                                 |                         |
|                               |                                    |                                                    |                                              |                                                                                                   |                                                             |                                                      |                            |                                                                       | With an alternative as of 30 September | Without an alternative ("unplaced") |                                              |                                           |                                                                              |                                    |                      |                 |                               |                                              |                                               |                                                |                               |            |                                                                                 |                         |
|                               |                                    | absolute                                           | absolute                                     | absolute                                                                                          | absolute                                                    | absolute                                             | absolute                   | in %                                                                  | absolute                               | in %                                | absolute                                     | absolute                                  | Col.1+6-7                                                                    | Col.1/13                           | 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.15/13                                                                       | Col.17x20               |
| 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                  |
| Baden-Württemberg             | -1.965                             | -2.124                                             | +159                                         | -3.729                                                                                            | -2.730                                                      | +1.014                                               | -2.067                     | -4,8                                                                  | +1.953                                 | +3,4                                | +726                                         | +1.227                                    | +1.116                                                                       | -2,9                               | -4.695               | -4.854          | -2,6                          | -735                                         | -9                                            | +2,6                                           | -5,4                          | -6,1       | -5,8                                                                            | +11,8                   |
| Bavaria                       | -906                               | -1.242                                             | +336                                         | -5.175                                                                                            | -3.114                                                      | +1.137                                               | -486                       | -1,8                                                                  | +549                                   | +0,7                                | +183                                         | +366                                      | +714                                                                         | -1,3                               | -4.023               | -4.356          | -2,5                          | -543                                         | -357                                          | +0,6                                           | -3,9                          | -4,0       | -4,1                                                                            | -6,8                    |
| Berlin                        | +72                                | +75                                                | -3                                           | -2.046                                                                                            | -258                                                        | +1.044                                               | +294                       | -0,2                                                                  | +849                                   | +2,8                                | +468                                         | +381                                      | +822                                                                         | -1,1                               | -186                 | -183            | -1,6                          | +456                                         | +921                                          | +3,2                                           | -3,1                          | -4,8       | -2,1                                                                            | -18,4                   |
| Brandenburg                   | -63                                | -183                                               | +120                                         | -1.212                                                                                            | -360                                                        | +27                                                  | -558                       | -4,5                                                                  | +408                                   | +3,2                                | +93                                          | +315                                      | +522                                                                         | -2,1                               | -423                 | -540            | -2,2                          | +252                                         | +345                                          | +2,6                                           | -5,5                          | -5,7       | -4,5                                                                            | +2,7                    |
| Bremen                        | -57                                | -219                                               | +162                                         | -333                                                                                              | -114                                                        | +72                                                  | -45                        | -1,5                                                                  | +123                                   | +2,3                                | +57                                          | +66                                       | +60                                                                          | -1,1                               | -171                 | -333            | -1,7                          | +9                                           | +66                                           | +1,8                                           | -3,0                          | -3,6       | -2,5                                                                            | -15,4                   |
| Hamburg                       | +96                                | +6                                                 | +90                                          | -408                                                                                              | -291                                                        | +1.038                                               | +246                       | -2,2                                                                  | +579                                   | +3,8                                | +195                                         | +384                                      | +891                                                                         | -3,3                               | -195                 | -285            | -2,2                          | +480                                         | +675                                          | +3,5                                           | -5,2                          | -6,0       | -5,5                                                                            | -2,8                    |
| Hesse                         | -513                               | -699                                               | +189                                         | -2.220                                                                                            | -1.515                                                      | +1.614                                               | -468                       | -3,2                                                                  | +1.665                                 | +3,8                                | +438                                         | +1.227                                    | +1.572                                                                       | -2,7                               | -2.028               | -2.217          | -3,5                          | +714                                         | +1.152                                        | +3,6                                           | -7,3                          | -7,5       | -5,6                                                                            | -21,6                   |
| Mecklenburg-Western Pomerania | +21                                | +9                                                 | +9                                           | -231                                                                                              | -279                                                        | +282                                                 | +114                       | -0,4                                                                  | +3                                     | -0,7                                | +33                                          | -30                                       | +189                                                                         | -1,0                               | -261                 | -270            | -2,8                          | -9                                           | +24                                           | +0,0                                           | -2,9                          | -3,0       | -3,6                                                                            | -33,4                   |
| Lower Saxony                  | -648                               | -795                                               | +147                                         | -2.010                                                                                            | -750                                                        | +1.407                                               | -933                       | -3,2                                                                  | +1.524                                 | +2,6                                | +669                                         | +855                                      | +1.692                                                                       | -2,2                               | -1.395               | -1.545          | -1,2                          | +207                                         | +876                                          | +2,3                                           | -3,0                          | -3,7       | -3,3                                                                            | -0,3                    |
| North Rhine-Westphalia        | -4.803                             | -5.154                                             | +351                                         | -4.527                                                                                            | -2.406                                                      | +3.177                                               | -2.166                     | -3,2                                                                  | +4.299                                 | +3,4                                | +1.521                                       | +2.778                                    | +537                                                                         | -3,0                               | -7.212               | -7.563          | -1,5                          | -2.028                                       | -504                                          | +3,5                                           | -4,5                          | -5,3       | -4,5                                                                            | +8,0                    |
| Rhineland-Palatinate          | -699                               | -759                                               | +57                                          | -798                                                                                              | -717                                                        | +567                                                 | -51                        | -1,4                                                                  | +60                                    | -0,2                                | +150                                         | -90                                       | -81                                                                          | -1,9                               | -1.419               | -1.476          | -2,2                          | -792                                         | -642                                          | +0,6                                           | -2,4                          | -3,0       | -4,0                                                                            | -23,0                   |
| Saarland                      | -258                               | -276                                               | +15                                          | -183                                                                                              | -210                                                        | -135                                                 | -153                       | -2,0                                                                  | +9                                     | +0,6                                | -33                                          | +42                                       | -243                                                                         | -1,1                               | -468                 | -486            | -2,7                          | -219                                         | -249                                          | +0,6                                           | -4,0                          | -3,5       | -3,3                                                                            | -26,5                   |
| Saxony                        | -204                               | -252                                               | +48                                          | -1.182                                                                                            | -552                                                        | -6                                                   | -378                       | -2,0                                                                  | +429                                   | +2,3                                | +129                                         | +300                                      | +168                                                                         | -1,1                               | -756                 | -804            | -2,3                          | +96                                          | +225                                          | +1,8                                           | -4,0                          | -4,3       | -3,1                                                                            | -9,9                    |
| Saxony-Anhalt                 | -192                               | -156                                               | -33                                          | -450                                                                                              | -342                                                        | +303                                                 | -198                       | -4,0                                                                  | +219                                   | +2,0                                | +135                                         | +84                                       | +312                                                                         | -2,9                               | -534                 | -498            | -2,6                          | -108                                         | +27                                           | +1,9                                           | -3,9                          | -4,9       | -5,4                                                                            | -5,5                    |
| Schleswig-Holstein            | -216                               | -291                                               | +75                                          | -48                                                                                               | -1.065                                                      | +30                                                  | -69                        | -0,5                                                                  | +807                                   | +5,4                                | +309                                         | +498                                      | -117                                                                         | -0,5                               | -1.284               | -1.359          | -4,4                          | +279                                         | +588                                          | +3,3                                           | -8,0                          | -8,7       | -4,5                                                                            | -28,0                   |
| Thuringia                     | +24                                | +90                                                | -66                                          | -732                                                                                              | -318                                                        | +240                                                 | -75                        | -2,7                                                                  | +228                                   | +2,6                                | +45                                          | +186                                      | +339                                                                         | -1,7                               | -294                 | -228            | -2,6                          | +210                                         | +252                                          | +1,8                                           | -4,7                          | -4,8       | -4,1                                                                            | -1,1                    |
| Western Germany               | -9.969                             | -11.553                                            | +1.584                                       | -19.428                                                                                           | -12.915                                                     | +9.921                                               | -6.192                     | -3,0                                                                  | +11.565                                | +2,7                                | +4.218                                       | +7.347                                    | +6.144                                                                       | -2,3                               | -22.887              | -24.471         | -2,2                          | -2.622                                       | +1.596                                        | +2,4                                           | -4,6                          | -5,2       | -4,5                                                                            | -1,2                    |
| Eastern Germany               | -342                               | -417                                               | +75                                          | -5.856                                                                                            | -2.109                                                      | +1.890                                               | -804                       | -2,2                                                                  | +2.139                                 | +2,4                                | +900                                         | +1.236                                    | +2.352                                                                       | -1,6                               | -2.451               | -2.526          | -2,3                          | +897                                         | +1.797                                        | +2,1                                           | -4,1                          | -4,7       | -3,5                                                                            | -11,6                   |
| Germany <sup>1</sup>          | -10.311                            | -11.970                                            | +1.659                                       | -25.290                                                                                           | -15.021                                                     | +12.783                                              | -6.981                     | -2,9                                                                  | +13.974                                | +2,7                                | +5.256                                       | +8.718                                    | +9.453                                                                       | -2,3                               | -25.332              | -26.991         | -2,2                          | -1.593                                       | +3.663                                        | +2,4                                           | -4,6                          | -5,2       | -4,5                                                                            | -2,9                    |

<sup>1</sup> Differences between the totals for “Western” and “Eastern” and for “Germany” may arise due to data that cannot be assigned to a specific region. Note: All whole numbers relating to the BIBB survey as of 30 September have been rounded to a multiple of three due to data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous presentations for 2024. Sources: Training market statistics from the BA, special evaluations in preparation for the VET report; BBB, survey as of 30 September

**Table A2:** Changes in key figures for the training market in 2025 compared with 2024 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 2024/2025 |                                                             |                                                      |                             |       |                                                                        |        |                                                                                          |          | Links between both data sources (BIBB survey, BA training market statistics) |                                     |                      |                                                           |           |                                              |                                           |                                                         |                                               |                                                |                                                                                 |                         |
|-------------------------------|--------------------------------------|-----------------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|-----------------------------|-------|------------------------------------------------------------------------|--------|------------------------------------------------------------------------------------------|----------|------------------------------------------------------------------------------|-------------------------------------|----------------------|-----------------------------------------------------------|-----------|----------------------------------------------|-------------------------------------------|---------------------------------------------------------|-----------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------|-------------------------|
|                               | New ly conclude d training contracts | including                                           |                                                | Registere d VET places                                                                            | including VET places still unfilled at the end of September | Registered applicants for vocational training places | Applicants w ho entered VET |       | Applicants w ho were still looking for a place at the end of September |        | including With an alternativ e as of 30 Septemb er Without an alternativ e ("unplace d") |          | Persons registered with an institution as interested in training             | Percentag e of those leading to VET | Training place offer | including "company " offer Percenta ge of unfilled places |           | Demand for training places                   |                                           |                                                         | Supply and demand Ratio (SDR)                 |                                                | Offers per 100 persons registered with an institution as interested in training | Matching Problems Index |
|                               |                                      | Without significant public funding (companyf unded) | With predomin antly public funding (external ) |                                                                                                   |                                                             |                                                      |                             |       |                                                                        |        |                                                                                          |          |                                                                              |                                     |                      |                                                           |           | According to the old, traditional definition | According to the new, expanded definition | including Percenta ge of those still looking for places | According to the old demand calculation (SDR) | According to the new demand calculation (eSDR) |                                                                                 |                         |
|                               |                                      |                                                     |                                                |                                                                                                   |                                                             |                                                      |                             |       |                                                                        |        |                                                                                          |          |                                                                              |                                     |                      |                                                           |           |                                              |                                           |                                                         |                                               |                                                |                                                                                 |                         |
|                               | absolut e                            | absolute                                            | absolut e                                      | absolute                                                                                          | absolute                                                    | absolute                                             | absolute                    | in %  | absolute                                                               | in %   | absolut e                                                                                | absolute | Col.1+6-7                                                                    | Col.1/13                            | 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.15/13                                                                       | Col.17x20               |
| 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                 |
| Baden-Württemberg             | -2,8%                                | -3,1%                                               | +11,0%                                         | -4,8%                                                                                             | -21,8%                                                      | +1,9%                                                | -7,8%                       | .     | +31,3%                                                                 | .      | +15,3%                                                                                   | +82,4%   | +1,2%                                                                        | -3,9%                               | -5,7%                | -6,0%                                                     | .         | -1,0%                                        | -0,0%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Bavaria                       | -1,1%                                | -1,5%                                               | +21,0%                                         | -5,2%                                                                                             | -18,2%                                                      | +1,8%                                                | -1,4%                       | .     | +9,3%                                                                  | .      | +4,2%                                                                                    | +24,6%   | +0,6%                                                                        | -1,7%                               | -3,9%                | -4,3%                                                     | .         | -0,6%                                        | -0,4%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Berlin                        | +0,5%                                | +0,5%                                               | -0,3%                                          | -12,2%                                                                                            | -22,5%                                                      | +4,7%                                                | +4,1%                       | .     | +19,6%                                                                 | .      | +52,5%                                                                                   | +11,1%   | +2,8%                                                                        | -2,2%                               | -1,2%                | -1,2%                                                     | .         | +2,5%                                        | +4,9%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Brandenburg                   | -0,6%                                | -1,7%                                               | +22,1%                                         | -8,4%                                                                                             | -16,4%                                                      | +0,2%                                                | -9,3%                       | .     | +18,7%                                                                 | .      | +11,3%                                                                                   | +23,0%   | +3,0%                                                                        | -3,4%                               | -3,2%                | -4,3%                                                     | .         | +2,0%                                        | +2,6%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Bremen                        | -1,0%                                | -4,1%                                               | +93,6%                                         | -6,3%                                                                                             | -31,6%                                                      | +1,5%                                                | -2,7%                       | .     | +14,1%                                                                 | .      | +11,2%                                                                                   | +18,2%   | +0,7%                                                                        | -1,7%                               | -2,9%                | -5,8%                                                     | .         | +0,2%                                        | +1,0%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Hamburg                       | +0,8%                                | +0,1%                                               | +26,7%                                         | -3,8%                                                                                             | -23,5%                                                      | +14,8%                                               | +8,6%                       | .     | +31,5%                                                                 | .      | +24,0%                                                                                   | +37,5%   | +5,6%                                                                        | -4,6%                               | -1,5%                | -2,3%                                                     | .         | +3,8%                                        | +5,0%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Hesse                         | -1,5%                                | -2,1%                                               | +16,8%                                         | -6,4%                                                                                             | -34,7%                                                      | +4,7%                                                | -3,2%                       | .     | +28,8%                                                                 | .      | +13,0%                                                                                   | +50,7%   | +2,9%                                                                        | -4,2%                               | -5,2%                | -5,8%                                                     | .         | +1,9%                                        | +2,8%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Mecklenburg-Western Pomerania | +0,2%                                | +0,1%                                               | +3,4%                                          | -2,5%                                                                                             | -23,5%                                                      | +4,5%                                                | +3,7%                       | .     | +0,4%                                                                  | .      | +5,1%                                                                                    | -6,3%    | +1,7%                                                                        | -1,4%                               | -2,8%                | -3,0%                                                     | .         | -0,1%                                        | +0,3%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Lower Saxony                  | -1,3%                                | -1,6%                                               | +12,5%                                         | -4,0%                                                                                             | -16,3%                                                      | +3,1%                                                | -4,9%                       | .     | +17,5%                                                                 | .      | +12,6%                                                                                   | +25,3%   | +2,2%                                                                        | -3,4%                               | -2,5%                | -2,9%                                                     | .         | +0,4%                                        | +1,5%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| North Rhine-Westphalia        | -4,5%                                | -4,9%                                               | +13,8%                                         | -4,2%                                                                                             | -19,4%                                                      | +3,0%                                                | -4,9%                       | .     | +21,0%                                                                 | .      | +14,1%                                                                                   | +28,7%   | +0,3%                                                                        | -4,8%                               | -6,0%                | -6,5%                                                     | .         | -1,7%                                        | -0,4%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Rhineland-Palatinate          | -3,0%                                | -3,4%                                               | +8,9%                                          | -3,3%                                                                                             | -21,4%                                                      | +2,8%                                                | -0,6%                       | .     | +1,7%                                                                  | .      | +7,2%                                                                                    | -6,2%    | -0,2%                                                                        | -2,8%                               | -5,4%                | -5,8%                                                     | .         | -3,2%                                        | -2,4%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Saarland                      | -4,4%                                | -4,8%                                               | +6,9%                                          | -3,0%                                                                                             | -31,3%                                                      | -2,7%                                                | -7,8%                       | .     | +1,2%                                                                  | .      | -4,8%                                                                                    | +41,8%   | -2,7%                                                                        | -1,7%                               | -7,1%                | -7,6%                                                     | .         | -3,6%                                        | -3,7%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Saxony                        | -1,0%                                | -1,3%                                               | +4,8%                                          | -5,7%                                                                                             | -24,5%                                                      | -0,0%                                                | -3,7%                       | .     | +17,5%                                                                 | .      | +8,6%                                                                                    | +31,1%   | +0,6%                                                                        | -1,6%                               | -3,3%                | -3,7%                                                     | .         | +0,5%                                        | +1,0%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Saxony-Anhalt                 | -1,8%                                | -1,6%                                               | -6,4%                                          | -3,8%                                                                                             | -26,5%                                                      | +3,3%                                                | -3,8%                       | .     | +22,9%                                                                 | .      | +24,8%                                                                                   | +20,3%   | +2,2%                                                                        | -3,9%                               | -4,5%                | -4,4%                                                     | .         | -1,0%                                        | +0,2%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Schleswig-Holstein            | -1,2%                                | -1,7%                                               | +17,0%                                         | -0,3%                                                                                             | -32,7%                                                      | +0,2%                                                | -1,2%                       | .     | +25,8%                                                                 | .      | +22,2%                                                                                   | +28,7%   | -0,4%                                                                        | -0,8%                               | -6,1%                | -6,6%                                                     | .         | +1,4%                                        | +2,8%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Thuringia                     | +0,2%                                | +0,9%                                               | -10,7%                                         | -5,7%                                                                                             | -22,1%                                                      | +3,2%                                                | -1,8%                       | .     | +27,2%                                                                 | .      | +10,2%                                                                                   | +45,0%   | +2,5%                                                                        | -2,2%                               | -2,5%                | -2,0%                                                     | .         | +1,9%                                        | +2,2%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Western Germany               | -2,4%                                | -2,9%                                               | +16,2%                                         | -4,5%                                                                                             | -21,6%                                                      | +2,8%                                                | -3,8%                       | .     | +20,2%                                                                 | .      | +12,4%                                                                                   | +31,8%   | +1,0%                                                                        | -3,4%                               | -4,9%                | -5,3%                                                     | .         | -0,6%                                        | +0,3%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Eastern Germany               | -0,5%                                | -0,6%                                               | +2,1%                                          | -6,8%                                                                                             | -22,2%                                                      | +2,5%                                                | -2,2%                       | .     | +17,9%                                                                 | .      | +18,6%                                                                                   | +17,4%   | +2,0%                                                                        | -2,4%                               | -2,9%                | -3,1%                                                     | .         | +1,1%                                        | +2,1%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |
| Germany <sup>1</sup>          | -2,1%                                | -2,5%                                               | +12,4%                                         | -4,9%                                                                                             | -21,6%                                                      | +3,0%                                                | -3,5%                       | .     | +19,9%                                                                 | .      | +13,4%                                                                                   | +28,0%   | +1,3%                                                                        | -3,4%                               | -4,6%                | -5,0%                                                     | .         | -0,3%                                        | +0,7%                                     | .                                                       | .                                             | .                                              | .                                                                               | .                       |

<sup>1</sup> Deviations in the totals for "West" and "East" compared to "Germany" may result from data that cannot be assigned to a specific region. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, deviations from previous projections for 2024. Sources: Training market statistics from the BA, special evaluations in preparation for the VET report; BIBB, survey as of 30 September

**Table A3:** Key figures on the development of the training market in Germany from 2016 to 2025 (time series)

|          | BIBB survey on 30 September 2024    |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                             |                                                      |                             |                                                                        |                                        |                                      |                                              |                                            |                                                                  | Links between both data sources (BIBB survey, BA training market statistics) |                      |                                                        |                                               |                                                |           |            |                               |           |                                                                                 |                         |  |
|----------|-------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|-----------------------------|------------------------------------------------------------------------|----------------------------------------|--------------------------------------|----------------------------------------------|--------------------------------------------|------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------|--------------------------------------------------------|-----------------------------------------------|------------------------------------------------|-----------|------------|-------------------------------|-----------|---------------------------------------------------------------------------------|-------------------------|--|
|          | New ly concluded training contracts | including                                           |                                               | Registered VET places                                                                             | including VET places still unfilled at the end of September | Registered applicants for vocational training places | including                   |                                                                        |                                        |                                      |                                              |                                            | Persons registered with an institution as interested in training | including Percentage of those leading to VET                                 | 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 |  |
|          |                                     | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   |                                                             |                                                      | Applicants w ho entered VET | Applicants w ho were still looking for a place at the end of September | including                              |                                      | 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) |           |            |                               |           |                                                                                 |                         |  |
|          |                                     |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                        | With an alternative as of 30 September | Without an alternative ("unplaced" ) |                                              |                                            |                                                                  |                                                                              |                      |                                                        |                                               |                                                |           |            |                               |           |                                                                                 |                         |  |
|          |                                     |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                        |                                        |                                      |                                              |                                            |                                                                  |                                                                              |                      |                                                        |                                               |                                                |           |            |                               |           |                                                                                 |                         |  |
| absolute | absolute                            | absolute                                            | absolute                                      | absolute                                                                                          | absolute                                                    | absolute                                             | in %                        | absolute                                                               | in %                                   | absolute                             | absolute                                     | Col.1+6-7                                  | Col.1/13                                                         | 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.15/13 | Col.17x20                                                                       |                         |  |
| 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                                                                         |                         |  |
| 2016     | 520.272                             | 502.722                                             | 17.550                                        | 550.216                                                                                           | 43.561                                                      | 547.728                                              | 264.447                     | 48,3                                                                   | 80.603                                 | 14,7                                 | 60.053                                       | 20.550                                     | 803.553                                                          | 64,7                                                                         | 563.832              | 546.282                                                | 8,0                                           | 540.822                                        | 600.876   | 13,4       | 104,3                         | 93,8      | 70,2                                                                            | 107,0                   |  |
| 2017     | 523.290                             | 507.411                                             | 15.879                                        | 548.909                                                                                           | 48.984                                                      | 547.824                                              | 265.320                     | 48,4                                                                   | 80.221                                 | 14,6                                 | 56.509                                       | 23.712                                     | 805.794                                                          | 64,9                                                                         | 572.274              | 556.395                                                | 8,8                                           | 547.002                                        | 603.510   | 13,3       | 104,6                         | 94,8      | 71,0                                                                            | 117,0                   |  |
| 2018     | 531.414                             | 516.528                                             | 14.883                                        | 569.915                                                                                           | 57.656                                                      | 535.623                                              | 261.359                     | 48,8                                                                   | 78.619                                 | 14,7                                 | 54.079                                       | 24.540                                     | 805.677                                                          | 66,0                                                                         | 589.068              | 574.185                                                | 10,0                                          | 555.954                                        | 610.032   | 12,9       | 106,0                         | 96,6      | 73,1                                                                            | 129,4                   |  |
| 2019     | 525.039                             | 510.672                                             | 14.367                                        | 576.980                                                                                           | 53.137                                                      | 511.799                                              | 249.971                     | 48,8                                                                   | 73.721                                 | 14,4                                 | 49.196                                       | 24.525                                     | 786.867                                                          | 66,7                                                                         | 578.175              | 563.808                                                | 9,4                                           | 549.564                                        | 598.758   | 12,3       | 105,2                         | 96,6      | 73,5                                                                            | 116,0                   |  |
| 2020     | 467.484                             | 452.595                                             | 14.889                                        | 535.914                                                                                           | 59.948                                                      | 472.981                                              | 216.156                     | 45,7                                                                   | 78.237                                 | 16,5                                 | 48.888                                       | 29.349                                     | 724.311                                                          | 64,5                                                                         | 527.433              | 512.544                                                | 11,7                                          | 496.833                                        | 545.721   | 14,3       | 106,2                         | 96,6      | 72,8                                                                            | 167,7                   |  |
| 2021     | 473.064                             | 456.552                                             | 16.512                                        | 522.867                                                                                           | 63.176                                                      | 433.543                                              | 199.547                     | 46,0                                                                   | 67.818                                 | 15,6                                 | 43.204                                       | 24.614                                     | 707.058                                                          | 66,9                                                                         | 536.238              | 519.726                                                | 12,2                                          | 497.676                                        | 540.882   | 12,5       | 107,7                         | 99,1      | 75,8                                                                            | 152,4                   |  |
| 2022     | 475.143                             | 460.800                                             | 14.346                                        | 545.960                                                                                           | 68.868                                                      | 422.400                                              | 198.684                     | 47,0                                                                   | 60.400                                 | 14,3                                 | 37.715                                       | 22.685                                     | 698.859                                                          | 68,0                                                                         | 544.011              | 529.668                                                | 13,0                                          | 497.829                                        | 535.545   | 11,3       | 109,3                         | 101,6     | 77,8                                                                            | 146,6                   |  |
| 2023     | 489.183                             | 474.834                                             | 14.349                                        | 545.039                                                                                           | 73.444                                                      | 422.059                                              | 201.615                     | 47,8                                                                   | 63.697                                 | 15,1                                 | 37.316                                       | 26.381                                     | 709.626                                                          | 68,9                                                                         | 562.626              | 548.277                                                | 13,4                                          | 515.562                                        | 552.879   | 11,5       | 109,1                         | 101,8     | 79,3                                                                            | 154,3                   |  |
| 2024     | 486.261                             | 472.929                                             | 13.332                                        | 519.399                                                                                           | 69.405                                                      | 431.552                                              | 198.143                     | 45,9                                                                   | 70.385                                 | 16,3                                 | 39.234                                       | 31.151                                     | 719.670                                                          | 67,6                                                                         | 555.666              | 542.334                                                | 12,8                                          | 517.413                                        | 556.647   | 12,6       | 107,4                         | 99,8      | 77,2                                                                            | 161,8                   |  |
| 2025     | 475.950                             | 460.959                                             | 14.991                                        | 494.109                                                                                           | 54.385                                                      | 444.335                                              | 191.163                     | 43,0                                                                   | 84.358                                 | 19,0                                 | 44.490                                       | 39.868                                     | 729.123                                                          | 65,3                                                                         | 530.334              | 515.343                                                | 10,6                                          | 515.817                                        | 560.307   | 15,1       | 102,8                         | 94,7      | 72,7                                                                            | 158,9                   |  |

Note: All whole numbers relating to the BIBB survey as of 30 September have been rounded to a multiple of three due to data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024.

Sources: Training market statistics from the BA, special evaluations in preparation for the VET report; BIBB, survey as of 30 September

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

|              | BIBB survey on 30 September 2024   |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                   |                                                      |                             |                                                                        |                                        |                                      |                                              |                                           |                                                                  | Links between both data sources (BIBB survey, BA training market statistics) |                      |                                              |                                               |                                                |                                 |            |                               |           |                                                                                 |                         |  |
|--------------|------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------------------------------------------|-----------------------------|------------------------------------------------------------------------|----------------------------------------|--------------------------------------|----------------------------------------------|-------------------------------------------|------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------|----------------------------------------------|-----------------------------------------------|------------------------------------------------|---------------------------------|------------|-------------------------------|-----------|---------------------------------------------------------------------------------|-------------------------|--|
|              | Newly concluded training contracts | including                                           |                                               | Registered VET places                                                                             | including                                         | Registered applicants for vocational training places | including                   |                                                                        |                                        |                                      |                                              |                                           | Persons registered with an institution as interested in training | Percentage of those leading to VET                                           | 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 |  |
|              |                                    | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   | VET places still unfilled at the end of September |                                                      | Applicants w ho entered VET | Applicants w ho were still looking for a place at the end of September | including                              |                                      | According to the old, traditional definition | According to the new, expanded definition |                                                                  |                                                                              |                      | Percentage of those still looking for places | According to the old demand calculation (SDR) | According to the new demand calculation (eSDR) |                                 |            |                               |           |                                                                                 |                         |  |
|              |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                                                        | With an alternative as of 30 September | Without an alternative ("unplaced" ) |                                              |                                           |                                                                  |                                                                              |                      |                                              |                                               |                                                | Percentage e of unfilled places |            |                               |           |                                                                                 |                         |  |
|              |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                                                        |                                        |                                      |                                              |                                           |                                                                  |                                                                              |                      |                                              |                                               |                                                |                                 |            |                               |           |                                                                                 |                         |  |
|              | absolute                           | absolute                                            | absolute                                      | absolute                                                                                          | absolute                                          | absolute                                             | in %                        | absolute                                                               | in %                                   | absolute                             | absolute                                     | Col.1+6-7                                 | Col.1/13                                                         | 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.15/13 | Col.17x20                                                                       |                         |  |
| 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                                                                          |                         |  |
| West. Ger.   |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                                                        |                                        |                                      |                                              |                                           |                                                                  |                                                                              |                      |                                              |                                               |                                                |                                 |            |                               |           |                                                                                 |                         |  |
| 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                                                                                           | 57.397                                            | 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         | 411.084                            | 401.334                                             | 9.750                                         | 433.532                                                                                           | 59.904                                            | 353.213                                              | 161.712                     | 45,8                                                                   | 57.183                                 | 16,2                                 | 34.078                                       | 23.105                                    | 602.586                                                          | 68,2                                                                         | 470.988              | 461.238                                      | 13,0                                          | 434.190                                        | 468.267                         | 12,2       | 108,5                         | 100,6     | 78,2                                                                            | 158,6                   |  |
| 2025         | 401.115                            | 389.781                                             | 11.334                                        | 414.104                                                                                           | 46.988                                            | 363.133                                              | 155.519                     | 42,8                                                                   | 68.749                                 | 18,9                                 | 38.296                                       | 30.453                                    | 608.727                                                          | 65,9                                                                         | 448.101              | 436.767                                      | 10,8                                          | 431.568                                        | 469.863                         | 14,6       | 103,8                         | 95,4      | 73,6                                                                            | 157,4                   |  |
| Eastern Ger. |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                                                        |                                        |                                      |                                              |                                           |                                                                  |                                                                              |                      |                                              |                                               |                                                |                                 |            |                               |           |                                                                                 |                         |  |
| 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                                         | 83.490                          | 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         | 75.177                             | 71.595                                              | 3.582                                         | 85.825                                                                                            | 9.494                                             | 76.435                                               | 36.222                      | 47,4                                                                   | 11.927                                 | 15,6                                 | 4.832                                        | 7.095                                     | 115.389                                                          | 65,2                                                                         | 84.672               | 81.090                                       | 11,7                                          | 82.272                                         | 87.105                          | 13,7       | 102,9                         | 97,2      | 73,4                                                                            | 160,3                   |  |
| 2025         | 74.835                             | 71.178                                              | 3.657                                         | 79.970                                                                                            | 7.385                                             | 78.324                                               | 35.417                      | 45,2                                                                   | 14.065                                 | 18,0                                 | 5.733                                        | 8.332                                     | 117.744                                                          | 63,6                                                                         | 82.221               | 78.564                                       | 9,4                                           | 83.169                                         | 88.902                          | 15,8       | 98,9                          | 92,5      | 69,8                                                                            | 148,7                   |  |

**Table A4:** Key figures on training market development from 2016 to 2025 by region and state (Part 2: Baden-Württemberg, Bavaria)

|               | BIBB survey on 30 September 2024   |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                             |                                                      |           |          |                                                                       |          |           |           | Links between both data sources (BIBB survey, BA training market statistics) |                                              |                      |           |          |                                              |                                           |                                                        |                                               |                                                |                                                                                 |                         |
|---------------|------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|-----------|----------|-----------------------------------------------------------------------|----------|-----------|-----------|------------------------------------------------------------------------------|----------------------------------------------|----------------------|-----------|----------|----------------------------------------------|-------------------------------------------|--------------------------------------------------------|-----------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------|-------------------------|
|               | Newly concluded training contracts | including                                           |                                               | Registered VET places                                                                             | including VET places still unfilled at the end of September | 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 institution as interested in training             | including Percentage of those leading to VET | 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 |
|               |                                    | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   |                                                             |                                                      | absolute  | in %     |                                                                       |          | absolute  | in %      |                                                                              |                                              |                      | absolute  | in %     | 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) |                                                                                 |                         |
|               |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |           |          |                                                                       |          |           |           |                                                                              |                                              |                      |           |          |                                              |                                           |                                                        |                                               |                                                |                                                                                 |                         |
|               |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |           |          |                                                                       |          |           |           |                                                                              |                                              |                      |           |          |                                              |                                           |                                                        |                                               |                                                |                                                                                 |                         |
|               | absolute                           | absolute                                            | absolute                                      | absolute                                                                                          | absolute                                                    | absolute                                             | in %      | absolute | in %                                                                  | absolute | absolute  | Col.1+6-7 | Col.1/13                                                                     | 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.15/13                                      | Col.17x20                                                                       |                         |
| 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                                                                         |                         |
| Bad.-Württbg. |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |           |          |                                                                       |          |           |           |                                                                              |                                              |                      |           |          |                                              |                                           |                                                        |                                               |                                                |                                                                                 |                         |
| 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                                         | 82.548                                                                                            | 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                                         | 107,0                                          | 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                   |
| 2025          | 68.001                             | 66.378                                              | 1.620                                         | 73.669                                                                                            | 9.818                                                       | 53.781                                               | 24.423    | 45,4     | 8.192                                                                 | 15,2     | 5.474     | 2.718     | 97.359                                                                       | 69,8                                         | 77.817               | 76.197    | 12,9     | 70.719                                       | 76.191                                    | 10,8                                                   | 110,0                                         | 102,1                                          | 79,9                                                                            | 138,5                   |
| Bavaria       |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |           |          |                                                                       |          |           |           |                                                                              |                                              |                      |           |          |                                              |                                           |                                                        |                                               |                                                |                                                                                 |                         |
| 2016          | 93.384                             | 91.566                                              | 1.821                                         | 103.833                                                                                           | 12.062                                                      | 81.721                                               | 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                    |
| 2017          | 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                    |
| 2018          | 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                    |
| 2019          | 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                    |
| 2020          | 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                   |
| 2021          | 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                   |
| 2022          | 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                   |
| 2023          | 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                   |
| 2024          | 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                   |
| 2025          | 84.687                             | 82.755                                              | 1.932                                         | 94.548                                                                                            | 14.009                                                      | 63.297                                               | 35.255    | 55,7     | 6.448                                                                 | 10,2     | 4.602     | 1.846     | 112.731                                                                      | 75,1                                         | 98.697               | 96.765    | 14,5     | 86.535                                       | 91.137                                    | 7,1                                                    | 114,1                                         | 108,3                                          | 87,6                                                                            | 102,4                   |

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

|             | BIBB survey on 30 September 2024   |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                             |                                                      |           |          |                            |          |                                                                       |          | Links between both data sources (BIBB survey, BA training market statistics) |                                              |                      |           |          |                                              |                                           |                                                        |                               |          |                                                                                 |                         |
|-------------|------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|-----------|----------|----------------------------|----------|-----------------------------------------------------------------------|----------|------------------------------------------------------------------------------|----------------------------------------------|----------------------|-----------|----------|----------------------------------------------|-------------------------------------------|--------------------------------------------------------|-------------------------------|----------|---------------------------------------------------------------------------------|-------------------------|
|             | Newly concluded training contracts | including                                           |                                               | Registered VET places                                                                             | including VET places still unfilled at the end of September | Registered applicants for vocational training places | including |          | Applicants who entered VET |          | Applicants who were still looking for a place at the end of September |          | Persons registered with an institution as interested in training             | including Percentage of those leading to VET | 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 |
|             |                                    | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   |                                                             |                                                      |           |          |                            |          |                                                                       |          |                                                                              |                                              |                      |           |          | According to the old, traditional definition | According to the new, expanded definition | including Percentage of those still looking for places |                               |          |                                                                                 |                         |
|             |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |           |          |                            |          |                                                                       |          |                                                                              |                                              |                      |           |          |                                              |                                           |                                                        |                               |          |                                                                                 |                         |
|             |                                    | absolute                                            | absolute                                      |                                                                                                   |                                                             |                                                      | absolute  | absolute | absolute                   | absolute | in %                                                                  | absolute |                                                                              |                                              |                      | in %      | absolute | absolute                                     | Col.1+6-7                                 | Col.1/13                                               | Col. 1+5                      | Col.15-3 |                                                                                 |                         |
|             | 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                  |
| Berlin      |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |           |          |                            |          |                                                                       |          |                                                                              |                                              |                      |           |          |                                              |                                           |                                                        |                               |          |                                                                                 |                         |
| 2016        | 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                    |
| 2017        | 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                   |
| 2018        | 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                   |
| 2019        | 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                   |
| 2020        | 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                   |
| 2021        | 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                   |
| 2022        | 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                   |
| 2023        | 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                   |
| 2024        | 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                   |
| 2025        | 14.667                             | 14.031                                              | 636                                           | 14.677                                                                                            | 887                                                         | 23.196                                               | 7.514     | 32,4     | 5.191                      | 22,4     | 1.356                                                                 | 3.835    | 30.351                                                                       | 48,3                                         | 15.555               | 14.919    | 5,9      | 18.504                                       | 19.860                                    | 26,1                                                   | 84,1                          | 78,3     | 51,3                                                                            | 155,4                   |
| Brandenburg |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |           |          |                            |          |                                                                       |          |                                                                              |                                              |                      |           |          |                                              |                                           |                                                        |                               |          |                                                                                 |                         |
| 2016        | 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                   |
| 2017        | 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                   |
| 2018        | 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                   |
| 2019        | 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                   |
| 2020        | 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                   |
| 2021        | 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                   |
| 2022        | 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                   |
| 2023        | 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                   |
| 2024        | 11.004                             | 10.467                                              | 537                                           | 14.519                                                                                            | 2.185                                                       | 12.670                                               | 6.001     | 47,4     | 2.186                      | 17,3     | 811                                                                   | 1.375    | 17.673                                                                       | 62,3                                         | 13.191               | 12.651    | 17,3     | 12.381                                       | 13.191                                    | 16,6                                                   | 106,5                         | 100,0    | 74,6                                                                            | 286,2                   |
| 2025        | 10.941                             | 10.284                                              | 657                                           | 13.306                                                                                            | 1.826                                                       | 12.697                                               | 5.442     | 42,9     | 2.594                      | 20,4     | 903                                                                   | 1.691    | 18.198                                                                       | 60,1                                         | 12.768               | 12.111    | 15,1     | 12.633                                       | 13.536                                    | 19,2                                                   | 101,1                         | 94,3     | 70,2                                                                            | 288,9                   |

**Table A4:** Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 4: Bremen, Hamburg)

|         | BIBB survey on 30 September 2024   |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                             |                                                      |                             |                                                                       |                            |                                        |                                      |                                                                  | Links between both data sources (BIBB survey, BA training market statistics) |                      |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |
|---------|------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|-----------------------------|-----------------------------------------------------------------------|----------------------------|----------------------------------------|--------------------------------------|------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------|-----------------|--------------------------------|----------------------------------------------|--------------------------------------------|----------------------------------------------|-----------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------|-------------------------|-----------|
|         | Newly concluded training contracts | including                                           |                                               | Registered VET places                                                                             | including VET places still unfilled at the end of September | Registered applicants for vocational training places | including                   |                                                                       | Applicants who entered VET | including                              |                                      | Persons registered with an institution as interested in training | Percentage of those leading to VET                                           | 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 |           |
|         |                                    | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   |                                                             |                                                      | Applicants w ho 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" ) |                                                                  |                                                                              |                      | "company" offer | Percentag e of unfilled places | According to the old, traditional definition | According to the new , expanded definition | Percentage of those still looking for places | According to the old demand calculation (SDR) | According to the new demand calculation (eSDR) |                                                                                 |                         |           |
|         |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                       |                            |                                        |                                      |                                                                  |                                                                              |                      |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |
|         |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                       |                            |                                        |                                      |                                                                  |                                                                              |                      |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |
|         | absolute                           | absolute                                            | absolute                                      | absolute                                                                                          | absolute                                                    | absolute                                             | absolute                    | in %                                                                  | absolute                   | in %                                   | absolute                             | absolute                                                         | Col.1+6-7                                                                    | Col.1/13             | 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.15/13               | Col.17x20 |
| 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                  |           |
| Bremen  |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                       |                            |                                        |                                      |                                                                  |                                                                              |                      |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |
| 2016    | 5.961                              | 5.634                                               | 327                                           | 5.359                                                                                             | 141                                                         | 4.789                                                | 1.786                       | 37,3                                                                  | 934                        | 19,5                                   | 727                                  | 207                                                              | 8.964                                                                        | 66,5                 | 6.102           | 5.775                          | 2,4                                          | 6.168                                      | 6.897                                        | 13,5                                          | 98,9                                           | 88,5                                                                            | 68,1                    | 33,1      |
| 2017    | 5.910                              | 5.502                                               | 408                                           | 4.896                                                                                             | 143                                                         | 4.968                                                | 1.830                       | 36,8                                                                  | 1.006                      | 20,2                                   | 712                                  | 294                                                              | 9.048                                                                        | 65,3                 | 6.051           | 5.643                          | 2,5                                          | 6.204                                      | 6.915                                        | 14,5                                          | 97,6                                           | 87,5                                                                            | 66,9                    | 36,9      |
| 2018    | 5.859                              | 5.472                                               | 387                                           | 4.866                                                                                             | 352                                                         | 4.716                                                | 1.818                       | 38,5                                                                  | 892                        | 18,9                                   | 662                                  | 230                                                              | 8.757                                                                        | 66,9                 | 6.213           | 5.823                          | 6,0                                          | 6.090                                      | 6.753                                        | 13,2                                          | 102,0                                          | 92,0                                                                            | 70,9                    | 79,8      |
| 2019    | 5.778                              | 5.490                                               | 288                                           | 5.609                                                                                             | 197                                                         | 4.339                                                | 1.783                       | 41,1                                                                  | 709                        | 16,3                                   | 440                                  | 269                                                              | 8.334                                                                        | 69,3                 | 5.973           | 5.685                          | 3,5                                          | 6.045                                      | 6.486                                        | 10,9                                          | 98,8                                           | 92,1                                                                            | 71,7                    | 37,9      |
| 2020    | 5.178                              | 4.788                                               | 390                                           | 5.014                                                                                             | 338                                                         | 4.456                                                | 1.589                       | 35,7                                                                  | 998                        | 22,4                                   | 511                                  | 487                                                              | 8.046                                                                        | 64,4                 | 5.517           | 5.127                          | 6,6                                          | 5.664                                      | 6.177                                        | 16,2                                          | 97,4                                           | 89,3                                                                            | 68,6                    | 106,6     |
| 2021    | 5.316                              | 4.953                                               | 363                                           | 5.480                                                                                             | 374                                                         | 4.726                                                | 1.776                       | 37,6                                                                  | 897                        | 19,0                                   | 562                                  | 335                                                              | 8.265                                                                        | 64,3                 | 5.688           | 5.328                          | 7,0                                          | 5.649                                      | 6.213                                        | 14,4                                          | 100,7                                          | 91,6                                                                            | 68,8                    | 101,4     |
| 2022    | 5.304                              | 5.055                                               | 249                                           | 5.689                                                                                             | 573                                                         | 4.709                                                | 1.858                       | 39,5                                                                  | 803                        | 17,1                                   | 541                                  | 262                                                              | 8.154                                                                        | 65,0                 | 5.877           | 5.628                          | 10,2                                         | 5.565                                      | 6.105                                        | 13,2                                          | 105,6                                          | 96,2                                                                            | 72,1                    | 133,9     |
| 2023    | 5.535                              | 5.271                                               | 267                                           | 5.786                                                                                             | 467                                                         | 4.533                                                | 1.775                       | 39,2                                                                  | 932                        | 20,6                                   | 536                                  | 396                                                              | 8.295                                                                        | 66,7                 | 6.003           | 5.736                          | 8,1                                          | 5.931                                      | 6.468                                        | 14,4                                          | 101,2                                          | 92,8                                                                            | 72,4                    | 117,3     |
| 2024    | 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      |
| 2025    | 5.460                              | 5.127                                               | 336                                           | 4.933                                                                                             | 245                                                         | 4.729                                                | 1.641                       | 34,7                                                                  | 995                        | 21,0                                   | 566                                  | 429                                                              | 8.550                                                                        | 63,9                 | 5.706           | 5.370                          | 4,6                                          | 5.889                                      | 6.456                                        | 15,4                                          | 96,9                                           | 88,4                                                                            | 66,7                    | 70,3      |
| Hamburg |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                       |                            |                                        |                                      |                                                                  |                                                                              |                      |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |
| 2016    | 13.320                             | 12.837                                              | 480                                           | 11.628                                                                                            | 694                                                         | 9.243                                                | 4.084                       | 44,2                                                                  | 2.335                      | 25,3                                   | 1.162                                | 1.173                                                            | 18.477                                                                       | 72,1                 | 14.013          | 13.533                         | 5,1                                          | 14.493                                     | 15.654                                       | 14,9                                          | 96,7                                           | 89,5                                                                            | 75,8                    | 76,5      |
| 2017    | 13.431                             | 13.005                                              | 426                                           | 11.678                                                                                            | 789                                                         | 9.897                                                | 4.343                       | 43,9                                                                  | 2.588                      | 26,1                                   | 1.207                                | 1.381                                                            | 18.984                                                                       | 70,7                 | 14.220          | 13.794                         | 5,7                                          | 14.811                                     | 16.017                                       | 16,2                                          | 96,0                                           | 88,8                                                                            | 74,9                    | 92,4      |
| 2018    | 13.389                             | 12.942                                              | 447                                           | 11.632                                                                                            | 642                                                         | 9.117                                                | 3.955                       | 43,4                                                                  | 2.261                      | 24,8                                   | 1.063                                | 1.198                                                            | 18.552                                                                       | 72,2                 | 14.031          | 13.584                         | 4,7                                          | 14.589                                     | 15.651                                       | 14,4                                          | 96,2                                           | 89,7                                                                            | 75,6                    | 68,3      |
| 2019    | 13.479                             | 13.047                                              | 435                                           | 11.542                                                                                            | 248                                                         | 8.741                                                | 3.894                       | 44,5                                                                  | 2.029                      | 23,2                                   | 948                                  | 1.081                                                            | 18.327                                                                       | 73,6                 | 13.728          | 13.293                         | 1,9                                          | 14.562                                     | 15.510                                       | 13,1                                          | 94,3                                           | 88,5                                                                            | 74,9                    | 24,4      |
| 2020    | 11.661                             | 11.220                                              | 441                                           | 10.087                                                                                            | 716                                                         | 8.086                                                | 3.311                       | 40,9                                                                  | 2.182                      | 27,0                                   | 877                                  | 1.305                                                            | 16.434                                                                       | 70,9                 | 12.375          | 11.937                         | 6,0                                          | 12.966                                     | 13.842                                       | 15,8                                          | 95,5                                           | 89,4                                                                            | 75,3                    | 94,6      |
| 2021    | 11.559                             | 11.109                                              | 453                                           | 9.489                                                                                             | 275                                                         | 7.787                                                | 3.393                       | 43,6                                                                  | 1.744                      | 22,4                                   | 745                                  | 999                                                              | 15.954                                                                       | 72,5                 | 11.835          | 11.382                         | 2,4                                          | 12.558                                     | 13.305                                       | 13,1                                          | 94,2                                           | 89,0                                                                            | 74,2                    | 31,7      |
| 2022    | 11.193                             | 10.836                                              | 357                                           | 9.785                                                                                             | 1.032                                                       | 6.730                                                | 2.902                       | 43,1                                                                  | 1.342                      | 19,9                                   | 626                                  | 716                                                              | 15.021                                                                       | 74,5                 | 12.225          | 11.868                         | 8,7                                          | 11.907                                     | 12.534                                       | 10,7                                          | 102,7                                          | 97,5                                                                            | 81,4                    | 93,1      |
| 2023    | 11.880                             | 11.499                                              | 384                                           | 10.631                                                                                            | 1.012                                                       | 6.246                                                | 2.645                       | 42,3                                                                  | 1.294                      | 20,7                                   | 536                                  | 758                                                              | 15.483                                                                       | 76,7                 | 12.894          | 12.510                         | 8,1                                          | 12.639                                     | 13.176                                       | 9,8                                           | 102,0                                          | 97,9                                                                            | 83,3                    | 79,5      |
| 2024    | 11.586                             | 11.244                                              | 342                                           | 10.589                                                                                            | 1.240                                                       | 7.038                                                | 2.856                       | 40,6                                                                  | 1.837                      | 26,1                                   | 813                                  | 1.024                                                            | 15.768                                                                       | 73,5                 | 12.825          | 12.483                         | 9,9                                          | 12.609                                     | 13.422                                       | 13,7                                          | 101,7                                          | 95,6                                                                            | 81,3                    | 135,9     |
| 2025    | 11.682                             | 11.250                                              | 432                                           | 10.182                                                                                            | 948                                                         | 8.077                                                | 3.102                       | 38,4                                                                  | 2.416                      | 29,9                                   | 1.008                                | 1.408                                                            | 16.656                                                                       | 70,1                 | 12.630          | 12.198                         | 7,8                                          | 13.089                                     | 14.097                                       | 17,1                                          | 96,5                                           | 89,6                                                                            | 75,8                    | 133,2     |

**Table A4:** Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 5: Hesse, Mecklenburg-Western Pomerania)

|                       | BIBB survey on 30 September 2024   |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                   |                                                      |                             |                                        |                                                                       |        |                                      |                 |                                                                  | Links between both data sources (BIBB survey, BA training market statistics) |                      |                                |                                              |                                           |           |                                               |                                                |            |                                                                                 |                         |  |
|-----------------------|------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------------------------------------------|-----------------------------|----------------------------------------|-----------------------------------------------------------------------|--------|--------------------------------------|-----------------|------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------|--------------------------------|----------------------------------------------|-------------------------------------------|-----------|-----------------------------------------------|------------------------------------------------|------------|---------------------------------------------------------------------------------|-------------------------|--|
|                       | Newly concluded training contracts | including                                           |                                               | 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 institution as interested in training | Percentage of those leading to VET                                           | 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 |  |
|                       |                                    | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   | VET places still unfilled at the end of September |                                                      | Applicants w ho entered VET | With an alternative as of 30 September |                                                                       |        | Without an alternative ("unplaced" ) | "company" offer |                                                                  |                                                                              |                      | Percentag e of unfilled places | According to the old, traditional definition | According to the new, expanded definition | including | According to the old demand calculation (SDR) | According to the new demand calculation (eSDR) |            |                                                                                 |                         |  |
|                       |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                        |                                                                       |        |                                      |                 |                                                                  |                                                                              |                      |                                |                                              |                                           |           |                                               |                                                |            |                                                                                 |                         |  |
|                       |                                    | absolute                                            | absolute                                      | absolute                                                                                          | absolute                                          | absolute                                             | absolute                    | in %                                   | absolute                                                              | in %   | absolute                             | absolute        | Col.1+6-7                                                        | Col.1/13                                                                     | 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.15/13                                                                       | Col.17x20               |  |
|                       | 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                 |  |
| Hesse                 |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                        |                                                                       |        |                                      |                 |                                                                  |                                                                              |                      |                                |                                              |                                           |           |                                               |                                                |            |                                                                                 |                         |  |
| 2016                  | 37.266                             | 35.658                                              | 1.605                                         | 36.992                                                                                            | 1.958                                             | 41.986                                               | 18.205                      | 43,4                                   | 6.969                                                                 | 16,6   | 5.385                                | 1.584           | 61.047                                                           | 61,0                                                                         | 39.222               | 37.617                         | 5,2                                          | 38.850                                    | 44.235    | 15,8                                          | 101,0                                          | 88,7       | 64,3                                                                            | 82,0                    |  |
| 2017                  | 37.725                             | 36.207                                              | 1.518                                         | 37.160                                                                                            | 2.679                                             | 42.936                                               | 18.555                      | 43,2                                   | 6.811                                                                 | 15,9   | 4.946                                | 1.865           | 62.106                                                           | 60,7                                                                         | 40.404               | 38.886                         | 6,9                                          | 39.591                                    | 44.538    | 15,3                                          | 102,1                                          | 90,7       | 65,1                                                                            | 105,4                   |  |
| 2018                  | 38.226                             | 36.813                                              | 1.413                                         | 38.346                                                                                            | 2.830                                             | 43.038                                               | 18.803                      | 43,7                                   | 6.770                                                                 | 15,7   | 5.056                                | 1.714           | 62.463                                                           | 61,2                                                                         | 41.058               | 39.645                         | 7,1                                          | 39.942                                    | 44.997    | 15,0                                          | 102,8                                          | 91,2       | 65,7                                                                            | 107,4                   |  |
| 2019                  | 38.334                             | 37.029                                              | 1.305                                         | 38.550                                                                                            | 2.613                                             | 42.049                                               | 18.414                      | 43,8                                   | 6.264                                                                 | 14,9   | 4.485                                | 1.779           | 61.971                                                           | 61,9                                                                         | 40.947               | 39.642                         | 6,6                                          | 40.113                                    | 44.598    | 14,0                                          | 102,1                                          | 91,8       | 66,1                                                                            | 92,6                    |  |
| 2020                  | 33.285                             | 31.941                                              | 1.341                                         | 35.319                                                                                            | 3.331                                             | 39.040                                               | 15.708                      | 40,2                                   | 6.784                                                                 | 17,4   | 4.408                                | 2.376           | 56.616                                                           | 58,8                                                                         | 36.615               | 35.274                         | 9,4                                          | 35.661                                    | 40.068    | 16,9                                          | 102,7                                          | 91,4       | 64,7                                                                            | 159,9                   |  |
| 2021                  | 33.177                             | 31.638                                              | 1.539                                         | 33.670                                                                                            | 3.033                                             | 35.242                                               | 14.423                      | 40,9                                   | 5.867                                                                 | 16,6   | 3.911                                | 1.956           | 53.997                                                           | 61,4                                                                         | 36.210               | 34.671                         | 8,7                                          | 35.133                                    | 39.045    | 15,0                                          | 103,1                                          | 92,7       | 67,1                                                                            | 131,5                   |  |
| 2022                  | 33.831                             | 32.571                                              | 1.260                                         | 35.590                                                                                            | 3.611                                             | 33.722                                               | 14.379                      | 42,6                                   | 4.867                                                                 | 14,4   | 3.163                                | 1.704           | 53.175                                                           | 63,6                                                                         | 37.443               | 36.183                         | 10,0                                         | 35.535                                    | 38.700    | 12,6                                          | 105,4                                          | 96,8       | 70,4                                                                            | 125,5                   |  |
| 2023                  | 35.778                             | 34.482                                              | 1.299                                         | 35.322                                                                                            | 3.931                                             | 34.636                                               | 15.353                      | 44,3                                   | 5.203                                                                 | 15,0   | 3.194                                | 2.009           | 55.062                                                           | 65,0                                                                         | 39.711               | 38.412                         | 10,2                                         | 37.788                                    | 40.983    | 12,7                                          | 105,1                                          | 96,9       | 72,1                                                                            | 129,9                   |  |
| 2024                  | 34.734                             | 33.618                                              | 1.119                                         | 34.688                                                                                            | 4.370                                             | 34.658                                               | 14.815                      | 42,7                                   | 5.783                                                                 | 16,7   | 3.367                                | 2.416           | 54.579                                                           | 63,6                                                                         | 39.105               | 37.986                         | 11,5                                         | 37.152                                    | 40.518    | 14,3                                          | 105,3                                          | 96,5       | 71,6                                                                            | 164,2                   |  |
| 2025                  | 34.224                             | 32.916                                              | 1.305                                         | 32.468                                                                                            | 2.854                                             | 36.273                                               | 14.346                      | 39,6                                   | 7.448                                                                 | 20,5   | 3.806                                | 3.642           | 56.151                                                           | 60,9                                                                         | 37.077               | 35.772                         | 8,0                                          | 37.866                                    | 41.670    | 17,9                                          | 97,9                                           | 89,0       | 66,0                                                                            | 142,6                   |  |
| Mecklen-burg-West. P. |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                        |                                                                       |        |                                      |                 |                                                                  |                                                                              |                      |                                |                                              |                                           |           |                                               |                                                |            |                                                                                 |                         |  |
| 2016                  | 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                   |  |
| 2017                  | 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                   |  |
| 2018                  | 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                   |  |
| 2019                  | 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                   |  |
| 2020                  | 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                   |  |
| 2021                  | 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                   |  |
| 2022                  | 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                   |  |
| 2023                  | 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                   |  |
| 2024                  | 8.250                              | 7.959                                               | 291                                           | 9.151                                                                                             | 1.189                                             | 6.263                                                | 3.075                       | 49,1                                   | 1.141                                                                 | 18,2   | 663                                  | 478             | 11.439                                                           | 72,1                                                                         | 9.438                | 9.150                          | 13,0                                         | 8.727                                     | 9.390     | 12,1                                          | 108,1                                          | 100,5      | 82,5                                                                            | 157,9                   |  |
| 2025                  | 8.271                              | 7.971                                               | 300                                           | 8.920                                                                                             | 909                                               | 6.545                                                | 3.188                       | 48,7                                   | 1.145                                                                 | 17,5   | 697                                  | 448             | 11.628                                                           | 71,1                                                                         | 9.180                | 8.880                          | 10,2                                         | 8.718                                     | 9.414     | 12,2                                          | 105,3                                          | 97,5       | 78,9                                                                            | 124,5                   |  |

**Table A4:** Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 6: Lower Saxony, North Rhine-Westphalia)

|                        | BIBB survey on 30 September 2024   |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                             |                                                      |                             |                                                                       |                                        |                                      |                                                                  |                                    |                      | Links between both data sources (BIBB survey, BA training market statistics) |                                |                                              |                                           |                                              |                                               |                                                |                                                                                 |                         |           |           |
|------------------------|------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|-----------------------------|-----------------------------------------------------------------------|----------------------------------------|--------------------------------------|------------------------------------------------------------------|------------------------------------|----------------------|------------------------------------------------------------------------------|--------------------------------|----------------------------------------------|-------------------------------------------|----------------------------------------------|-----------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------|-------------------------|-----------|-----------|
|                        | Newly concluded training contracts | including                                           |                                               | Registered VET places                                                                             | including VET places still unfilled at the end of September | Registered applicants for vocational training places | including                   |                                                                       |                                        |                                      | Persons registered with an institution as interested in training | Percentage of those leading to VET | 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 |           |           |
|                        |                                    | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   |                                                             |                                                      | Applicants w ho entered VET | Applicants who were still looking for a place at the end of September | including                              |                                      |                                                                  |                                    |                      | "company" offer                                                              | Percentag e of unfilled places | According to the old, traditional definition | According to the new, expanded definition | Percentage of those still looking for places | According to the old demand calculation (SDR) | According to the new demand calculation (eSDR) |                                                                                 |                         |           |           |
|                        |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                       | With an alternative as of 30 September | Without an alternative ("unplaced" ) |                                                                  |                                    |                      |                                                                              |                                |                                              |                                           |                                              |                                               |                                                |                                                                                 |                         |           |           |
|                        | absolute                           | absolute                                            | absolute                                      | absolute                                                                                          | absolute                                                    | absolute                                             | absolute                    | in %                                                                  | absolute                               | in %                                 | absolute                                                         | absolute                           | Col.1+6-7            | Col.1/13                                                                     | 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.15/13 | Col.17x20 |
| 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   |           |
| Lower Saxony           |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                       |                                        |                                      |                                                                  |                                    |                      |                                                                              |                                |                                              |                                           |                                              |                                               |                                                |                                                                                 |                         |           |           |
| 2016                   | 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      |
| 2017                   | 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      |
| 2018                   | 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      |
| 2019                   | 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      |
| 2020                   | 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     |
| 2021                   | 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     |
| 2022                   | 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     |
| 2023                   | 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     |
| 2024                   | 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     |
| 2025                   | 49.548                             | 48.213                                              | 1.335                                         | 48.032                                                                                            | 3.840                                                       | 47.472                                               | 18.145                      | 38,2                                                                  | 10.203                                 | 21,5                                 | 5.969                                                            | 4.234                              | 78.876               | 62,8                                                                         | 53.388                         | 52.053                                       | 7,4                                       | 53.781                                       | 59.751                                        | 17,1                                           | 99,3                                                                            | 89,4                    | 67,7      | 126,0     |
| North Rhine-Westphalia |                                    |                                                     |                                               |                                                                                                   |                                                             |                                                      |                             |                                                                       |                                        |                                      |                                                                  |                                    |                      |                                                                              |                                |                                              |                                           |                                              |                                               |                                                |                                                                                 |                         |           |           |
| 2016                   | 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      |
| 2017                   | 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      |
| 2018                   | 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     |
| 2019                   | 118.560                            | 115.875                                             | 2.685                                         | 120.939                                                                                           | 10.104                                                      | 128.508                                              | 56.976                      | 44,3                                                                  | 20.915                                 | 16,3                                 | 13.543                                                           | 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     |
| 2020                   | 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     |
| 2021                   | 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     |
| 2022                   | 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     |
| 2023                   | 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     |
| 2024                   | 106.812                            | 104.262                                             | 2.550                                         | 107.599                                                                                           | 12.393                                                      | 105.734                                              | 44.286                      | 41,9                                                                  | 20.432                                 | 19,3                                 | 10.772                                                           | 9.660                              | 168.261              | 63,5                                                                         | 119.205                        | 116.655                                      | 10,6                                      | 116.472                                      | 127.245                                       | 16,1                                           | 102,3                                                                           | 93,7                    | 70,8      | 170,6     |
| 2025                   | 102.009                            | 99.108                                              | 2.901                                         | 103.072                                                                                           | 9.986                                                       | 108.910                                              | 42.121                      | 38,7                                                                  | 24.731                                 | 22,7                                 | 12.294                                                           | 12.437                             | 168.798              | 60,4                                                                         | 111.993                        | 109.092                                      | 9,2                                       | 114.444                                      | 126.738                                       | 19,5                                           | 97,9                                                                            | 88,4                    | 66,3      | 178,6     |

**Table A4:** Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 7: Rhineland-Palatinate, Saarland)

|              | BIBB survey on 30 September 2024    |                                                    |                                             | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                             |                                                      |                             |                                                                        |       |           |                                                                  |                                              | Links between both data sources (BIBB survey, BA training market statistics) |                               |                                              |                                            |                                                        |                                               |                                                |        |                                                                                 |                        |        |        |       |
|--------------|-------------------------------------|----------------------------------------------------|---------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------------------------------------------------|------------------------------------------------------|-----------------------------|------------------------------------------------------------------------|-------|-----------|------------------------------------------------------------------|----------------------------------------------|------------------------------------------------------------------------------|-------------------------------|----------------------------------------------|--------------------------------------------|--------------------------------------------------------|-----------------------------------------------|------------------------------------------------|--------|---------------------------------------------------------------------------------|------------------------|--------|--------|-------|
|              | New ly concluded training contracts | including                                          |                                             | Registered VET places                                                                             | including VET places still unfilled at the end of September | Registered applicants for vocational training places | including                   |                                                                        |       |           | Persons registered with an institution as interested in training | including Percentage of those leading to VET | 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 Problem Index |        |        |       |
|              |                                     | Without significant public funding (companyfunded) | With predominanly public funding (external) |                                                                                                   |                                                             |                                                      | Applicants w ho entered VET | Applicants w ho were still looking for a place at the end of September |       | including |                                                                  |                                              |                                                                              | 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) |        |                                                                                 |                        |        |        |       |
|              |                                     |                                                    |                                             |                                                                                                   |                                                             |                                                      |                             | absolute                                                               | in %  | absolute  |                                                                  |                                              |                                                                              |                               |                                              |                                            |                                                        |                                               |                                                | in %   |                                                                                 |                        |        |        |       |
|              | 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 |       |
| Rhineland-P. | 2016                                | 25.851                                             | 24.936                                      | 915                                                                                               | 27.794                                                      | 1.785                                                | 28.326                      | 13.426                                                                 | 47,4  | 4.255     | 15,0                                                             | 3.573                                        | 682                                                                          | 40.752                        | 63,4                                         | 27.636                                     | 26.721                                                 | 6,7                                           | 26.535                                         | 30.108 | 14,1                                                                            | 104,2                  | 91,8   | 67,8   | 94,4  |
|              | 2017                                | 26.169                                             | 25.332                                      | 837                                                                                               | 27.884                                                      | 2.633                                                | 27.762                      | 13.415                                                                 | 48,3  | 4.068     | 14,7                                                             | 3.295                                        | 773                                                                          | 40.515                        | 64,6                                         | 28.803                                     | 27.963                                                 | 9,4                                           | 26.943                                         | 30.237 | 13,5                                                                            | 106,9                  | 95,3   | 71,1   | 126,7 |
|              | 2018                                | 26.226                                             | 25.449                                      | 777                                                                                               | 28.894                                                      | 2.566                                                | 26.939                      | 13.297                                                                 | 49,4  | 3.897     | 14,5                                                             | 3.080                                        | 817                                                                          | 39.867                        | 65,8                                         | 28.791                                     | 28.014                                                 | 9,2                                           | 27.042                                         | 30.123 | 12,9                                                                            | 106,5                  | 95,6   | 72,2   | 118,5 |
|              | 2019                                | 25.797                                             | 25.128                                      | 666                                                                                               | 28.307                                                      | 2.428                                                | 25.124                      | 12.191                                                                 | 48,5  | 3.992     | 15,9                                                             | 2.859                                        | 1.133                                                                        | 38.730                        | 66,6                                         | 28.224                                     | 27.558                                                 | 8,8                                           | 26.928                                         | 29.787 | 13,4                                                                            | 104,8                  | 94,7   | 72,9   | 118,1 |
|              | 2020                                | 23.685                                             | 22.941                                      | 744                                                                                               | 26.196                                                      | 2.728                                                | 24.099                      | 10.732                                                                 | 44,5  | 4.336     | 18,0                                                             | 2.983                                        | 1.353                                                                        | 37.053                        | 63,9                                         | 26.412                                     | 25.668                                                 | 10,6                                          | 25.038                                         | 28.020 | 15,5                                                                            | 105,5                  | 94,3   | 71,3   | 164,5 |
|              | 2021                                | 23.388                                             | 22.614                                      | 777                                                                                               | 25.232                                                      | 3.334                                                | 21.573                      | 9.663                                                                  | 44,8  | 3.608     | 16,7                                                             | 2.460                                        | 1.148                                                                        | 35.298                        | 66,3                                         | 26.724                                     | 25.947                                                 | 12,8                                          | 24.537                                         | 26.997 | 13,4                                                                            | 108,9                  | 99,0   | 75,7   | 171,7 |
|              | 2022                                | 22.968                                             | 22.371                                      | 594                                                                                               | 26.237                                                      | 3.551                                                | 20.107                      | 9.037                                                                  | 44,9  | 3.242     | 16,1                                                             | 2.136                                        | 1.106                                                                        | 34.038                        | 67,5                                         | 26.517                                     | 25.923                                                 | 13,7                                          | 24.072                                         | 26.208 | 12,4                                                                            | 110,2                  | 101,2  | 77,9   | 169,4 |
|              | 2023                                | 23.454                                             | 22.779                                      | 675                                                                                               | 25.807                                                      | 3.912                                                | 20.526                      | 9.695                                                                  | 47,2  | 3.506     | 17,1                                                             | 2.238                                        | 1.268                                                                        | 34.287                        | 68,4                                         | 27.366                                     | 26.691                                                 | 14,7                                          | 24.723                                         | 26.961 | 13,0                                                                            | 110,7                  | 101,5  | 79,8   | 190,6 |
|              | 2024                                | 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 |
|              | 2025                                | 22.263                                             | 21.555                                      | 708                                                                                               | 23.725                                                      | 2.632                                                | 20.912                      | 8.958                                                                  | 42,8  | 3.607     | 17,2                                                             | 2.235                                        | 1.372                                                                        | 34.218                        | 65,1                                         | 24.897                                     | 24.186                                                 | 10,9                                          | 23.637                                         | 25.872 | 13,9                                                                            | 105,3                  | 96,2   | 72,8   | 151,7 |
| Saarland     | 2016                                | 7.158                                              | 6.840                                       | 318                                                                                               | 6.788                                                       | 547                                                  | 5.957                       | 2.649                                                                  | 44,5  | 952       | 16,0                                                             | 869                                          | 83                                                                           | 10.464                        | 68,4                                         | 7.704                                      | 7.386                                                  | 7,4                                           | 7.239                                          | 8.109  | 11,7                                                                            | 106,4                  | 95,0   | 73,6   | 86,9  |
|              | 2017                                | 6.744                                              | 6.462                                       | 282                                                                                               | 6.736                                                       | 412                                                  | 5.532                       | 2.427                                                                  | 43,9  | 899       | 16,3                                                             | 752                                          | 147                                                                          | 9.849                         | 68,5                                         | 7.158                                      | 6.876                                                  | 6,0                                           | 6.891                                          | 7.644  | 11,8                                                                            | 103,8                  | 93,6   | 72,7   | 70,5  |
|              | 2018                                | 6.843                                              | 6.534                                       | 309                                                                                               | 7.096                                                       | 975                                                  | 5.428                       | 2.418                                                                  | 44,5  | 832       | 15,3                                                             | 727                                          | 105                                                                          | 9.852                         | 69,5                                         | 7.818                                      | 7.509                                                  | 13,0                                          | 6.948                                          | 7.674  | 10,8                                                                            | 112,5                  | 101,9  | 79,3   | 140,7 |
|              | 2019                                | 6.999                                              | 6.702                                       | 297                                                                                               | 7.504                                                       | 638                                                  | 5.143                       | 2.261                                                                  | 44,0  | 841       | 16,4                                                             | 698                                          | 143                                                                          | 9.882                         | 70,8                                         | 7.638                                      | 7.341                                                  | 8,7                                           | 7.143                                          | 7.839  | 10,7                                                                            | 106,9                  | 97,4   | 77,3   | 93,2  |
|              | 2020                                | 6.009                                              | 5.727                                       | 282                                                                                               | 6.730                                                       | 513                                                  | 4.961                       | 2.016                                                                  | 40,6  | 780       | 15,7                                                             | 659                                          | 121                                                                          | 8.955                         | 67,1                                         | 6.522                                      | 6.240                                                  | 8,2                                           | 6.129                                          | 6.789  | 11,5                                                                            | 106,4                  | 96,1   | 72,8   | 94,5  |
|              | 2021                                | 5.988                                              | 5.691                                       | 297                                                                                               | 6.530                                                       | 814                                                  | 4.463                       | 1.861                                                                  | 41,7  | 620       | 13,9                                                             | 536                                          | 84                                                                           | 8.592                         | 69,7                                         | 6.804                                      | 6.507                                                  | 12,5                                          | 6.072                                          | 6.609  | 9,4                                                                             | 112,0                  | 102,9  | 79,2   | 117,4 |
|              | 2022                                | 5.922                                              | 5.703                                       | 219                                                                                               | 7.313                                                       | 1.103                                                | 4.573                       | 1.872                                                                  | 40,9  | 620       | 13,6                                                             | 533                                          | 87                                                                           | 8.625                         | 68,7                                         | 7.026                                      | 6.807                                                  | 16,2                                          | 6.009                                          | 6.543  | 9,5                                                                             | 116,9                  | 107,4  | 81,5   | 153,5 |
|              | 2023                                | 6.012                                              | 5.817                                       | 195                                                                                               | 7.175                                                       | 898                                                  | 4.628                       | 1.985                                                                  | 42,9  | 698       | 15,1                                                             | 589                                          | 109                                                                          | 8.655                         | 69,5                                         | 6.909                                      | 6.717                                                  | 13,4                                          | 6.120                                          | 6.711  | 10,4                                                                            | 112,9                  | 103,0  | 79,8   | 139,1 |
|              | 2024                                | 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 |
|              | 2025                                | 5.658                                              | 5.409                                       | 249                                                                                               | 5.955                                                       | 462                                                  | 4.871                       | 1.798                                                                  | 36,9  | 778       | 16,0                                                             | 639                                          | 139                                                                          | 8.733                         | 64,8                                         | 6.120                                      | 5.871                                                  | 7,9                                           | 5.799                                          | 6.438  | 12,1                                                                            | 105,6                  | 95,1   | 70,1   | 95,1  |

**Table A4:** Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 8: Saxony, Saxony-Anhalt)

|               | BIBB survey on 30 September 2024   |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                   |                                                      |                            |                                                                       |                                        |                                      |                                                                  |                                    | Links between both data sources (BIBB survey, BA training market statistics) |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |           |
|---------------|------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------------------------------------------|----------------------------|-----------------------------------------------------------------------|----------------------------------------|--------------------------------------|------------------------------------------------------------------|------------------------------------|------------------------------------------------------------------------------|-----------------|--------------------------------|----------------------------------------------|--------------------------------------------|----------------------------------------------|-----------------------------------------------|------------------------------------------------|---------------------------------------------------------------------------------|-------------------------|-----------|-----------|
|               | Newly concluded training contracts | including                                           |                                               | Registered VET places                                                                             | including                                         | Registered applicants for vocational training places | including                  |                                                                       | including                              |                                      | Persons registered with an institution as interested in training | Percentage of those leading to VET | 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 |           |           |
|               |                                    | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   | VET places still unfilled at the end of September |                                                      | 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" ) |                                                                  |                                    |                                                                              | "company" offer | Percentag e of unfilled places | According to the old, traditional definition | According to the new , expanded definition | Percentage of those still looking for places | According to the old demand calculation (SDR) | According to the new demand calculation (eSDR) |                                                                                 |                         |           |           |
|               |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                            |                                                                       |                                        |                                      |                                                                  |                                    |                                                                              |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |           |
|               | absolute                           | absolute                                            | absolute                                      | absolute                                                                                          | absolute                                          | absolute                                             | absolute                   | in %                                                                  | absolute                               | in %                                 | absolute                                                         | absolute                           | Col.1+6-7                                                                    | Col.1/13        | 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.15/13 | Col.17x20 |
| 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   |           |
| Saxony        |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                            |                                                                       |                                        |                                      |                                                                  |                                    |                                                                              |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |           |
| 2016          | 18.447                             | 16.977                                              | 1.470                                         | 21.145                                                                                            | 1.644                                             | 21.923                                               | 12.628                     | 57,6                                                                  | 2.395                                  | 10,9                                 | 1.846                                                            | 549                                | 27.741                                                                       | 66,5            | 20.091                         | 18.621                                       | 8,8                                        | 18.996                                       | 20.841                                        | 11,5                                           | 105,8                                                                           | 96,4                    | 72,4      | 101,4     |
| 2017          | 19.437                             | 18.066                                              | 1.371                                         | 21.384                                                                                            | 1.665                                             | 22.321                                               | 13.155                     | 58,9                                                                  | 2.529                                  | 11,3                                 | 1.869                                                            | 660                                | 28.602                                                                       | 68,0            | 21.102                         | 19.731                                       | 8,4                                        | 20.097                                       | 21.966                                        | 11,5                                           | 105,0                                                                           | 96,1                    | 73,8      | 97,1      |
| 2018          | 19.701                             | 18.525                                              | 1.176                                         | 21.692                                                                                            | 1.986                                             | 22.331                                               | 13.014                     | 58,3                                                                  | 2.544                                  | 11,4                                 | 1.748                                                            | 796                                | 29.019                                                                       | 67,9            | 21.687                         | 20.511                                       | 9,7                                        | 20.496                                       | 22.245                                        | 11,4                                           | 105,8                                                                           | 97,5                    | 74,7      | 110,7     |
| 2019          | 19.518                             | 18.234                                              | 1.284                                         | 21.760                                                                                            | 1.725                                             | 21.146                                               | 12.240                     | 57,9                                                                  | 2.713                                  | 12,8                                 | 1.780                                                            | 933                                | 28.425                                                                       | 68,7            | 21.243                         | 19.959                                       | 8,6                                        | 20.451                                       | 22.233                                        | 12,2                                           | 103,9                                                                           | 95,6                    | 74,7      | 105,5     |
| 2020          | 18.249                             | 16.998                                              | 1.251                                         | 20.329                                                                                            | 2.282                                             | 20.389                                               | 11.179                     | 54,8                                                                  | 2.850                                  | 14,0                                 | 1.897                                                            | 953                                | 27.459                                                                       | 66,5            | 20.532                         | 19.281                                       | 11,8                                       | 19.203                                       | 21.099                                        | 13,5                                           | 106,9                                                                           | 97,3                    | 74,8      | 159,9     |
| 2021          | 18.876                             | 17.694                                              | 1.182                                         | 20.347                                                                                            | 2.695                                             | 19.325                                               | 10.635                     | 55,0                                                                  | 2.434                                  | 12,6                                 | 1.618                                                            | 816                                | 27.567                                                                       | 68,5            | 21.570                         | 20.388                                       | 13,2                                       | 19.692                                       | 21.309                                        | 11,4                                           | 109,5                                                                           | 101,2                   | 78,3      | 151,0     |
| 2022          | 19.728                             | 18.669                                              | 1.059                                         | 21.892                                                                                            | 2.721                                             | 19.218                                               | 10.782                     | 56,1                                                                  | 2.198                                  | 11,4                                 | 1.436                                                            | 762                                | 28.164                                                                       | 70,0            | 22.449                         | 21.390                                       | 12,7                                       | 20.490                                       | 21.924                                        | 10,0                                           | 109,6                                                                           | 102,4                   | 79,7      | 127,5     |
| 2023          | 20.049                             | 18.993                                              | 1.059                                         | 22.631                                                                                            | 2.643                                             | 18.932                                               | 11.009                     | 58,2                                                                  | 1.996                                  | 10,5                                 | 1.327                                                            | 669                                | 27.972                                                                       | 71,7            | 22.692                         | 21.636                                       | 12,2                                       | 20.718                                       | 22.047                                        | 9,1                                            | 109,5                                                                           | 102,9                   | 81,1      | 110,6     |
| 2024          | 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     |
| 2025          | 20.136                             | 19.119                                              | 1.017                                         | 19.647                                                                                            | 1.698                                             | 18.607                                               | 9.972                      | 53,6                                                                  | 2.886                                  | 15,5                                 | 1.616                                                            | 1.270                              | 28.770                                                                       | 70,0            | 21.834                         | 20.817                                       | 8,2                                        | 21.405                                       | 23.022                                        | 12,5                                           | 102,0                                                                           | 94,8                    | 75,9      | 102,3     |
| Saxony-Anhalt |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                            |                                                                       |                                        |                                      |                                                                  |                                    |                                                                              |                 |                                |                                              |                                            |                                              |                                               |                                                |                                                                                 |                         |           |           |
| 2016          | 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                                                                           | 94,8                    | 72,4      | 76,6      |
| 2017          | 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                                                                           | 98,0                    | 75,2      | 111,3     |
| 2018          | 10.590                             | 9.912                                               | 678                                           | 12.785                                                                                            | 1.086                                             | 11.532                                               | 6.884                      | 59,7                                                                  | 1.158                                  | 10,0                                 | 829                                                              | 329                                | 15.237                                                                       | 69,5            | 11.676                         | 10.998                                       | 9,9                                        | 10.920                                       | 11.748                                        | 9,9                                            | 106,9                                                                           | 99,4                    | 76,6      | 97,3      |
| 2019          | 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                                                                           | 100,0                   | 77,2      | 84,9      |
| 2020          | 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                                                                           | 101,5                   | 79,9      | 141,6     |
| 2021          | 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                                                                           | 103,7                   | 82,0      | 128,9     |
| 2022          | 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                                                                           | 103,4                   | 81,3      | 100,5     |
| 2023          | 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                                                                           | 103,2                   | 82,3      | 90,1      |
| 2024          | 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      |
| 2025          | 10.305                             | 9.804                                               | 501                                           | 11.333                                                                                            | 947                                               | 9.423                                                | 5.100                      | 54,1                                                                  | 1.177                                  | 12,5                                 | 685                                                              | 492                                | 14.628                                                                       | 70,4            | 11.253                         | 10.752                                       | 8,8                                        | 10.797                                       | 11.481                                        | 10,3                                           | 104,2                                                                           | 98,0                    | 76,9      | 90,3      |

**Table A4:** Key figures on the development of the training market in Germany from 2015 to 2024 by region and state (Part 9: Schleswig-Holstein, Thuringia)

|                    | BIBB survey on 30 September 2024   |                                                     |                                               | Training market statistics of the Federal Employment Agency (BA) for the reporting year 2024/2025 |                                                   |                                                      |                             |                                                                        |                                        |                                      |          |           |                                                                  | Links between both data sources (BIBB survey, BA training market statistics) |                      |                                              |                                            |                            |                                               |                                                |                               |           |                                                                                 |                         |
|--------------------|------------------------------------|-----------------------------------------------------|-----------------------------------------------|---------------------------------------------------------------------------------------------------|---------------------------------------------------|------------------------------------------------------|-----------------------------|------------------------------------------------------------------------|----------------------------------------|--------------------------------------|----------|-----------|------------------------------------------------------------------|------------------------------------------------------------------------------|----------------------|----------------------------------------------|--------------------------------------------|----------------------------|-----------------------------------------------|------------------------------------------------|-------------------------------|-----------|---------------------------------------------------------------------------------|-------------------------|
|                    | Newly concluded training contracts | including                                           |                                               | Registered VET places                                                                             | including                                         | Registered applicants for vocational training places | including                   |                                                                        | including                              |                                      |          |           | Persons registered with an institution 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 |
|                    |                                    | Without significant public funding (companyf unded) | With predomina ntly public funding (external) |                                                                                                   | VET places still unfilled at the end of September |                                                      | Applicants w ho entered VET | Applicants w ho were still looking for a place at the end of September | With an alternative as of 30 September | Without an alternative ("unplaced" ) |          |           |                                                                  |                                                                              |                      | According to the old, traditional definition | According to the new , expanded definition | including                  | According to the old demand calculation (SDR) | According to the new demand calculation (eSDR) |                               |           |                                                                                 |                         |
|                    |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                                                        |                                        |                                      |          |           |                                                                  |                                                                              |                      |                                              |                                            |                            |                                               |                                                |                               |           |                                                                                 |                         |
|                    |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                                                        |                                        |                                      |          |           |                                                                  |                                                                              |                      |                                              |                                            |                            |                                               |                                                |                               |           |                                                                                 |                         |
| absolute           | absolute                           | absolute                                            | absolute                                      | absolute                                                                                          | absolute                                          | absolute                                             | in %                        | absolute                                                               | in %                                   | absolute                             | absolute | Col.1+6-7 | Col.1/13                                                         | 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.15/13 | Col.17x20                                                                       |                         |
| 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                                                                         |                         |
| Schleswig-Holstein |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                                                        |                                        |                                      |          |           |                                                                  |                                                                              |                      |                                              |                                            |                            |                                               |                                                |                               |           |                                                                                 |                         |
| 2016               | 19.980                             | 19.386                                              | 594                                           | 18.986                                                                                            | 1.099                                             | 19.361                                               | 8.502                       | 43,9                                                                   | 3.946                                  | 20,4                                 | 2.243    | 1.703     | 30.837                                                           | 64,8                                                                         | 21.078               | 20.484                                       | 5,4                                        | 21.681                     | 23.925                                        | 16,5                                           | 97,2                          | 88,1      | 68,4                                                                            | 88,5                    |
| 2017               | 20.103                             | 19.590                                              | 513                                           | 19.237                                                                                            | 1.488                                             | 20.246                                               | 8.805                       | 43,5                                                                   | 3.941                                  | 19,5                                 | 1.927    | 2.014     | 31.545                                                           | 63,7                                                                         | 21.591               | 21.078                                       | 7,1                                        | 22.119                     | 24.045                                        | 16,4                                           | 97,6                          | 89,8      | 68,4                                                                            | 115,7                   |
| 2018               | 20.235                             | 19.722                                              | 516                                           | 20.159                                                                                            | 2.064                                             | 18.704                                               | 8.107                       | 43,3                                                                   | 3.787                                  | 20,2                                 | 1.829    | 1.958     | 30.834                                                           | 65,6                                                                         | 22.299               | 21.786                                       | 9,5                                        | 22.194                     | 24.024                                        | 15,8                                           | 100,5                         | 92,8      | 72,3                                                                            | 149,4                   |
| 2019               | 20.052                             | 19.569                                              | 483                                           | 20.307                                                                                            | 1.754                                             | 18.055                                               | 7.869                       | 43,6                                                                   | 3.828                                  | 21,2                                 | 1.651    | 2.177     | 30.237                                                           | 66,3                                                                         | 21.804               | 21.324                                       | 8,2                                        | 22.227                     | 23.880                                        | 16,0                                           | 98,1                          | 91,3      | 72,1                                                                            | 131,9                   |
| 2020               | 18.426                             | 18.021                                              | 408                                           | 19.056                                                                                            | 2.001                                             | 16.966                                               | 6.765                       | 39,9                                                                   | 3.517                                  | 20,7                                 | 1.547    | 1.970     | 28.629                                                           | 64,4                                                                         | 20.427               | 20.022                                       | 10,0                                       | 20.397                     | 21.945                                        | 16,0                                           | 100,2                         | 93,1      | 71,4                                                                            | 160,2                   |
| 2021               | 18.099                             | 17.637                                              | 462                                           | 18.952                                                                                            | 2.310                                             | 14.782                                               | 6.136                       | 41,5                                                                   | 3.193                                  | 21,6                                 | 1.359    | 1.834     | 26.745                                                           | 67,7                                                                         | 20.409               | 19.947                                       | 11,6                                       | 19.935                     | 21.294                                        | 15,0                                           | 102,4                         | 95,9      | 76,3                                                                            | 173,6                   |
| 2022               | 17.556                             | 17.031                                              | 522                                           | 19.568                                                                                            | 2.902                                             | 13.662                                               | 5.677                       | 41,6                                                                   | 2.472                                  | 18,1                                 | 1.065    | 1.407     | 25.539                                                           | 68,7                                                                         | 20.457               | 19.935                                       | 14,6                                       | 18.963                     | 20.028                                        | 12,3                                           | 107,9                         | 102,1     | 80,1                                                                            | 179,7                   |
| 2023               | 17.691                             | 17.229                                              | 459                                           | 19.954                                                                                            | 2.865                                             | 13.123                                               | 5.476                       | 41,7                                                                   | 3.247                                  | 24,7                                 | 1.215    | 2.032     | 25.338                                                           | 69,8                                                                         | 20.556               | 20.094                                       | 14,3                                       | 19.722                     | 20.937                                        | 15,5                                           | 104,2                         | 98,2      | 81,1                                                                            | 221,1                   |
| 2024               | 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                   |
| 2025               | 17.580                             | 17.067                                              | 516                                           | 17.520                                                                                            | 2.194                                             | 14.811                                               | 5.730                       | 38,7                                                                   | 3.931                                  | 26,5                                 | 1.703    | 2.228     | 26.661                                                           | 65,9                                                                         | 19.776               | 19.260                                       | 11,4                                       | 19.809                     | 21.513                                        | 18,3                                           | 99,8                          | 91,9      | 74,2                                                                            | 208,2                   |
| Thuringia          |                                    |                                                     |                                               |                                                                                                   |                                                   |                                                      |                             |                                                                        |                                        |                                      |          |           |                                                                  |                                                                              |                      |                                              |                                            |                            |                                               |                                                |                               |           |                                                                                 |                         |
| 2016               | 10.026                             | 9.249                                               | 777                                           | 13.545                                                                                            | 1.153                                             | 10.664                                               | 6.441                       | 60,4                                                                   | 857                                    | 8,0                                  | 518      | 339       | 14.250                                                           | 70,4                                                                         | 11.178               | 10.404                                       | 11,1                                       | 10.365                     | 10.884                                        | 7,9                                            | 107,9                         | 102,7     | 78,5                                                                            | 87,3                    |
| 2017               | 10.353                             | 9.636                                               | 717                                           | 13.357                                                                                            | 1.275                                             | 10.730                                               | 6.645                       | 61,9                                                                   | 871                                    | 8,1                                  | 571      | 300       | 14.439                                                           | 71,7                                                                         | 11.628               | 10.911                                       | 11,7                                       | 10.653                     | 11.226                                        | 7,8                                            | 109,2                         | 103,6     | 80,5                                                                            | 90,7                    |
| 2018               | 10.485                             | 9.813                                               | 672                                           | 14.100                                                                                            | 1.533                                             | 10.478                                               | 6.418                       | 61,3                                                                   | 947                                    | 9,0                                  | 564      | 383       | 14.544                                                           | 72,1                                                                         | 12.018               | 11.346                                       | 13,5                                       | 10.866                     | 11.430                                        | 8,3                                            | 110,6                         | 105,1     | 82,6                                                                            | 111,9                   |
| 2019               | 10.464                             | 9.819                                               | 645                                           | 13.946                                                                                            | 1.065                                             | 9.934                                                | 5.992                       | 60,3                                                                   | 862                                    | 8,7                                  | 551      | 311       | 14.406                                                           | 72,6                                                                         | 11.529               | 10.884                                       | 9,8                                        | 10.773                     | 11.325                                        | 7,6                                            | 107,0                         | 101,8     | 80,0                                                                            | 74,5                    |
| 2020               | 9.519                              | 8.889                                               | 633                                           | 12.385                                                                                            | 1.771                                             | 8.820                                                | 5.077                       | 57,6                                                                   | 950                                    | 10,8                                 | 539      | 411       | 13.263                                                           | 71,8                                                                         | 11.292               | 10.659                                       | 16,6                                       | 9.930                      | 10.470                                        | 9,1                                            | 113,7                         | 107,8     | 85,1                                                                            | 150,8                   |
| 2021               | 9.756                              | 9.153                                               | 600                                           | 12.339                                                                                            | 1.917                                             | 8.064                                                | 4.696                       | 58,2                                                                   | 852                                    | 10,6                                 | 504      | 348       | 13.122                                                           | 74,3                                                                         | 11.673               | 11.070                                       | 17,3                                       | 10.104                     | 10.608                                        | 8,0                                            | 115,5                         | 110,0     | 88,9                                                                            | 139,1                   |
| 2022               | 9.894                              | 9.312                                               | 579                                           | 13.301                                                                                            | 1.915                                             | 8.145                                                | 4.738                       | 58,2                                                                   | 751                                    | 9,2                                  | 429      | 322       | 13.299                                                           | 74,4                                                                         | 11.808               | 11.229                                       | 17,1                                       | 10.215                     | 10.644                                        | 7,1                                            | 115,6                         | 110,9     | 88,8                                                                            | 120,3                   |
| 2023               | 10.380                             | 9.717                                               | 663                                           | 13.636                                                                                            | 1.641                                             | 7.822                                                | 4.612                       | 59,0                                                                   | 690                                    | 8,8                                  | 347      | 343       | 13.590                                                           | 76,4                                                                         | 12.021               | 11.358                                       | 14,4                                       | 10.722                     | 11.070                                        | 6,2                                            | 112,1                         | 108,6     | 88,5                                                                            | 90,1                    |
| 2024               | 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                    |
| 2025               | 10.515                             | 9.969                                               | 546                                           | 12.087                                                                                            | 1.118                                             | 7.856                                                | 4.201                       | 53,5                                                                   | 1.072                                  | 13,6                                 | 476      | 596       | 14.169                                                           | 74,2                                                                         | 11.634               | 11.088                                       | 10,1                                       | 11.112                     | 11.586                                        | 9,3                                            | 104,7                         | 100,4     | 82,1                                                                            | 93,3                    |

Note: All whole numbers relating to the BIBB survey as of 30 September have been rounded to a multiple of three due to data protection regulations. Westphalia-Lippe Medical Association: previous year's data. Due to correction reports, there are deviations from previous representations for 2024. Sources: Training market statistics from the BA, special evaluations in preparation for the VET report; BIBB, survey as of 30 September

**Table A5:** Characteristics and placement status of registered training place applicants in the reporting years 2021 to 2025, with and without refugee migration background

|                                            |          |        |          |        |          |        |          |        |          |        | including                                         |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |                                                |        |  |  |  |  |  |  |  |  |
|--------------------------------------------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|---------------------------------------------------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|----------|--------|------------------------------------------------|--------|--|--|--|--|--|--|--|--|
|                                            |          |        |          |        |          |        |          |        |          |        | Applicants without a refugee migration background |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        | Applicants with a refugee migration background |        |  |  |  |  |  |  |  |  |
|                                            | 2021     |        | 2022     |        | 2023     |        | 2024     |        | 2025     |        | 2021                                              |        | 2022     |        | 2023     |        | 2024     |        | 2025     |        | 2021     |        | 2022     |        | 2023     |        | 2024     |        | 2025                                           |        |  |  |  |  |  |  |  |  |
|                                            | absolute | Share  | absolute | Share  | absolute | Share  | absolute | Share  | absolute | Share  | absolute                                          | Share  | absolute | Share  | absolute | Share  | absolute | Share  | absolute | Share  | absolute | Share  | absolute | Share  | absolute | Share  | absolute | Share  | absolute                                       | Share  |  |  |  |  |  |  |  |  |
| Total                                      | 433.543  | 100,0% | 422.400  | 100,0% | 422.059  | 100,0% | 431.552  | 100,0% | 444.335  | 100,0% | 402.462                                           | 100,0% | 393.622  | 100,0% | 394.922  | 100,0% | 395.415  | 100,0% | 396.877  | 100,0% | 31.081   | 100,0% | 28.778   | 100,0% | 27.137   | 100,0% | 36.137   | 100,0% | 47.458                                         | 100,0% |  |  |  |  |  |  |  |  |
| Gender                                     |          |        |          |        |          |        |          |        |          |        |                                                   |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |                                                |        |  |  |  |  |  |  |  |  |
| Men                                        | 268.518  | 61,9%  | 261.561  | 61,9%  | 262.431  | 62,2%  | 269.765  | 62,5%  | 278.786  | 62,7%  | 246.107                                           | 61,2%  | 241.799  | 61,4%  | 244.307  | 61,9%  | 246.966  | 62,5%  | 248.822  | 62,7%  | 22.411   | 72,1%  | 19.762   | 68,7%  | 18.124   | 66,8%  | 22.799   | 48,0%  | 29.964                                         | 63,1%  |  |  |  |  |  |  |  |  |
| Women                                      | 164.986  | 38,1%  | 160.741  | 38,1%  | 159.628  | 37,8%  | 161.787  | 37,5%  | 165.549  | 37,3%  | 156.316                                           | 38,8%  | 151.725  | 38,5%  | 150.615  | 38,1%  | 148.449  | 37,5%  | 148.055  | 37,3%  | 8.670    | 27,9%  | 9.016    | 31,3%  | 9.013    | 33,2%  | 13.338   | 28,1%  | 17.494                                         | 36,9%  |  |  |  |  |  |  |  |  |
| Age                                        |          |        |          |        |          |        |          |        |          |        |                                                   |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |                                                |        |  |  |  |  |  |  |  |  |
| Under 20                                   | 267.099  | 61,6%  | 272.008  | 64,4%  | 279.896  | 66,3%  | 286.470  | 66,4%  | 287.891  | 64,8%  | 255.730                                           | 63,5%  | 260.198  | 66,1%  | 267.181  | 67,7%  | 268.921  | 68,0%  | 264.589  | 66,7%  | 11.369   | 36,6%  | 11.810   | 41,0%  | 12.715   | 46,9%  | 17.549   | 37,0%  | 23.302                                         | 49,1%  |  |  |  |  |  |  |  |  |
| 20 to under 25                             | 131.733  | 30,4%  | 118.487  | 28,1%  | 110.620  | 26,2%  | 110.059  | 25,5%  | 118.092  | 26,6%  | 118.671                                           | 29,5%  | 107.101  | 27,2%  | 100.861  | 25,5%  | 98.276   | 24,9%  | 102.152  | 25,7%  | 13.062   | 42,0%  | 11.386   | 39,6%  | 9.759    | 36,0%  | 11.783   | 24,8%  | 15.940                                         | 33,6%  |  |  |  |  |  |  |  |  |
| 25 years and older                         | 34.708   | 8,0%   | 31.903   | 7,5%   | 31.538   | 7,5%   | 35.021   | 7,9%   | 38.352   | 8,6%   | 28.058                                            | 7,0%   | 26.321   | 6,7%   | 26.875   | 6,8%   | 28.216   | 7,1%   | 30.136   | 7,6%   | 6.650    | 21,4%  | 5.582    | 19,4%  | 4.663    | 12,6%  | 6.805    | 14,3%  | 8.216                                          | 17,3%  |  |  |  |  |  |  |  |  |
| School leaving certificate                 |          |        |          |        |          |        |          |        |          |        |                                                   |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |                                                |        |  |  |  |  |  |  |  |  |
| No secondary school qualification          | 6.883    | 1,6%   | 6.416    | 1,5%   | 6.259    | 1,5%   | 6.529    | 1,5%   | 6.932    | 1,6%   | 6.116                                             | 1,5%   | 5.706    | 1,4%   | 5.595    | 1,4%   | 5.442    | 1,4%   | 5.381    | 1,4%   | 767      | 2,5%   | 710      | 2,5%   | 664      | 1,8%   | 1.087    | 2,3%   | 1.551                                          | 3,3%   |  |  |  |  |  |  |  |  |
| Secondary school certificate               | 121.951  | 28,1%  | 116.763  | 27,6%  | 117.141  | 27,8%  | 119.383  | 27,7%  | 123.683  | 27,8%  | 109.815                                           | 27,3%  | 105.386  | 26,8%  | 106.134  | 26,9%  | 106.277  | 26,9%  | 106.843  | 26,9%  | 12.136   | 39,0%  | 11.377   | 39,5%  | 11.007   | 30,0%  | 13.106   | 27,6%  | 16.840                                         | 35,5%  |  |  |  |  |  |  |  |  |
| Secondary school qualification             | 173.668  | 40,1%  | 172.179  | 40,8%  | 173.867  | 41,2%  | 178.298  | 41,3%  | 181.014  | 40,7%  | 165.355                                           | 41,1%  | 163.948  | 41,7%  | 165.864  | 42,0%  | 167.642  | 42,4%  | 166.795  | 42,0%  | 8.313    | 26,7%  | 8.231    | 28,6%  | 8.003    | 29,5%  | 10.656   | 22,5%  | 14.219                                         | 30,0%  |  |  |  |  |  |  |  |  |
| Technical college entrance                 | 56.062   | 12,9%  | 54.571   | 12,9%  | 51.935   | 12,3%  | 51.982   | 12,0%  | 53.802   | 12,1%  | 53.802                                            | 13,4%  | 52.133   | 13,2%  | 49.475   | 12,5%  | 48.972   | 12,4%  | 50.178   | 12,6%  | 2.260    | 7,3%   | 2.438    | 8,5%   | 2.460    | 6,7%   | 3.010    | 6,3%   | 3.624                                          | 7,6%   |  |  |  |  |  |  |  |  |
| General university entrance                | 50.173   | 11,6%  | 48.687   | 11,5%  | 48.681   | 11,5%  | 50.097   | 11,6%  | 51.422   | 11,6%  | 46.515                                            | 11,6%  | 45.879   | 11,7%  | 46.432   | 11,8%  | 45.751   | 11,6%  | 45.340   | 11,4%  | 3.658    | 11,8%  | 2.808    | 9,8%   | 2.249    | 6,2%   | 4.346    | 9,2%   | 6.082                                          | 12,8%  |  |  |  |  |  |  |  |  |
| No information                             | 24.806   | 5,7%   | 23.784   | 5,6%   | 24.176   | 5,7%   | 25.263   | 5,7%   | 27.482   | 6,2%   | 20.859                                            | 5,2%   | 20.570   | 5,2%   | 21.422   | 5,4%   | 21.331   | 5,4%   | 22.340   | 5,6%   | 3.947    | 12,7%  | 3.214    | 11,2%  | 2.754    | 7,6%   | 3.932    | 8,3%   | 5.142                                          | 10,8%  |  |  |  |  |  |  |  |  |
| Placement status 30 September              |          |        |          |        |          |        |          |        |          |        |                                                   |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |                                                |        |  |  |  |  |  |  |  |  |
| Converging applicants                      | 199.547  | 46,0%  | 198.684  | 47,0%  | 201.615  | 47,8%  | 198.143  | 45,9%  | 191.163  | 43,0%  | 189.324                                           | 47,0%  | 188.815  | 48,0%  | 192.477  | 48,7%  | 186.664  | 47,2%  | 176.216  | 44,4%  | 10.223   | 32,9%  | 9.869    | 34,3%  | 9.138    | 33,7%  | 11.479   | 24,2%  | 14.947                                         | 31,5%  |  |  |  |  |  |  |  |  |
| Other former applicants                    | 166.178  | 38,3%  | 163.316  | 38,7%  | 156.747  | 37,1%  | 163.024  | 37,8%  | 168.814  | 38,0%  | 151.377                                           | 37,6%  | 149.635  | 38,0%  | 144.179  | 36,5%  | 146.380  | 37,0%  | 147.940  | 37,3%  | 14.801   | 47,6%  | 13.681   | 47,5%  | 12.568   | 46,3%  | 16.644   | 35,1%  | 20.874                                         | 44,0%  |  |  |  |  |  |  |  |  |
| repr with known whereabouts                | 89.477   | 20,6%  | 88.643   | 21,0%  | 103.875  | 24,6%  | 86.430   | 20,0%  | 87.985   | 19,8%  | 81.980                                            | 20,4%  | 82.045   | 20,8%  | 97.463   | 24,7%  | 78.470   | 19,8%  | 77.949   | 19,6%  | 7.497    | 24,1%  | 6.598    | 22,9%  | 6.412    | 23,6%  | 7.960    | 16,8%  | 10.036                                         | 21,1%  |  |  |  |  |  |  |  |  |
| Remaining unknown                          | 76.701   | 17,7%  | 74.673   | 17,7%  | 52.872   | 12,5%  | 76.594   | 17,7%  | 80.829   | 18,2%  | 69.397                                            | 17,2%  | 67.590   | 17,2%  | 46.716   | 11,8%  | 67.910   | 17,2%  | 69.991   | 17,6%  | 7.304    | 23,5%  | 7.083    | 24,6%  | 6.156    | 22,7%  | 8.684    | 18,3%  | 10.838                                         | 22,8%  |  |  |  |  |  |  |  |  |
| Applicants still searching                 | 67.818   | 15,6%  | 60.400   | 14,3%  | 63.697   | 15,1%  | 70.385   | 16,3%  | 84.358   | 19,0%  | 61.761                                            | 15,3%  | 55.172   | 14,0%  | 58.266   | 14,8%  | 62.371   | 15,8%  | 72.721   | 18,3%  | 6.057    | 19,5%  | 5.228    | 18,2%  | 5.431    | 20,0%  | 8.014    | 16,9%  | 11.637                                         | 24,5%  |  |  |  |  |  |  |  |  |
| repr Applicants with                       | 43.204   | 10,0%  | 37.715   | 8,9%   | 40.530   | 9,6%   | 37.316   | 8,5%   | 44.490   | 10,0%  | 39.761                                            | 9,9%   | 34.713   | 8,6%   | 34.400   | 8,7%   | 35.275   | 8,9%   | 38.744   | 9,8%   | 3.443    | 11,1%  | 3.002    | 10,4%  | 2.916    | 7,8%   | 3.959    | 8,3%   | 5.746                                          | 12,1%  |  |  |  |  |  |  |  |  |
| unplaced applicants                        | 24.614   | 5,7%   | 22.685   | 5,4%   | 26.381   | 6,2%   | 31.151   | 7,0%   | 39.868   | 9,0%   | 22.000                                            | 5,5%   | 20.459   | 5,2%   | 26.149   | 7,4%   | 23.866   | 6,0%   | 27.096   | 6,9%   | 2.614    | 8,4%   | 2.226    | 7,5%   | 2.515    | 6,9%   | 4.055    | 8,5%   | 5.891                                          | 12,4%  |  |  |  |  |  |  |  |  |
| Counted as "training demand" <sup>1)</sup> |          |        |          |        |          |        |          |        |          |        |                                                   |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |          |        |                                                |        |  |  |  |  |  |  |  |  |
| yes                                        | 267.365  | 61,7%  | 259.084  | 61,3%  | 265.312  | 62,9%  | 268.528  | 62,2%  | 275.521  | 62,0%  | 251.085                                           | 62,4%  | 243.987  | 62,0%  | 250.743  | 63,5%  | 249.035  | 63,0%  | 248.937  | 62,7%  | 16.280   | 52,4%  | 15.097   | 52,5%  | 14.569   | 53,7%  | 19.493   | 41,1%  | 26.584                                         | 56,0%  |  |  |  |  |  |  |  |  |
| No                                         | 166.178  | 38,3%  | 163.316  | 38,7%  | 156.747  | 37,1%  | 163.024  | 37,8%  | 168.814  | 38,0%  | 151.377                                           | 37,6%  | 149.635  | 38,0%  | 144.179  | 36,5%  | 146.380  | 37,0%  | 147.940  | 37,3%  | 14.801   | 47,6%  | 13.681   | 47,5%  | 12.568   | 46,3%  | 16.644   | 35,1%  | 20.874                                         | 44,0%  |  |  |  |  |  |  |  |  |

<sup>1)</sup>Applicants who either started a VET position or were still looking for a training place as of the cut-off date of 30 September.

Sources: Training market statistics from the Federal Employment Agency; BA (2025c): Persons in the context of refugee background (monthly figures). October 2024; Federal Employment Agency, training market statistics as of 30 September (special evaluation in preparation for the VET report); BIBB. Notes: According to the BA's definition, "persons in the context of refugee migration" include "foreigners with a residence permit, a refugee residence permit and a temporary suspension of deportation. [...] Persons who migrate to Germany to join refugees within the framework of family reunification (Sections 29ff of the Residence Act, AufenthG) are not counted as 'persons in the context of refugee migration' in a statistical sense". "Applicants without a refugee migration background" are defined here as all those persons who are not assigned by the BA to the category "applicants in the context of refugee migration" (total number of applicants minus "applicants in the context of refugee migration"). For Ukrainian nationals, information on residence status in relation to their refugee migration background is severely underreported. For this reason, the figures for "persons in the context of refugee migration" are only reported excluding Ukrainian nationals (see BA 2025c).

## II Terms used in the training market assessment

The training market assessment focuses on market conditions for vocational education and training based on the Vocational Training Act (BBiG) and the Crafts and Trades Regulation Code (HwO).

The official **number of training places available** in a given year includes newly concluded training contracts recorded by 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 education and 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 VET. 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 education and training**. This provides information on the proportion of young people interested in training who were ultimately recruited to start dual VET.

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 assessment 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 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 places 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,  $0\% * 100\% = 0$ ).

Even after 30 September, the end of the reporting year, many young people are still looking for short-term training or alternatives. As part of the **post-placement campaign from October to December ('fifth quarter')**, applicants are still offered training places, VET preparation measures, entry-level qualifications or other alternatives. The main focus of the follow-up placement statistics is on the current situation of applicants and their whereabouts on the cut-off dates in November, December and January. Since November 2018, the BA's statistics have also reported on registered VET places with a start date before the end of the year.