

LMI4VET



**Analysis of the situation and the
potential of using LMI by social
organisations in planning vocational
training for vulnerable groups**

Survey Report - GERMANY

Index

1. Introduction	3
2. Survey information.....	4
3. Key findings	5
4. Profile of Organisations.....	6
5. Target Groups, Services and Training.....	13
6. Use of Labour Market Information (LMI).....	17
7. Summary	22
Annex. Methodology & Notes.....	23



1. Introduction

The Labour Market Information for Vocational Education and Training (LMI4VET) project is an initiative designed to strengthen the role of labour market intelligence (LMI) in vocational education and training (VET). The project addresses the challenge of aligning vocational training programs with real labour market needs, ensuring that individuals—especially those from vulnerable backgrounds—receive training that enhances their employability.

A data-driven approach is at the heart of LMI4VET. Many social organizations and training providers, in this project called “Third Sector Education and Training Service Providers (TS_ETSP)” currently lack the necessary tools and knowledge to systematically use labour market information when designing and delivering vocational training programs. This results in a mismatch between the skills provided in training and the demands of employers. The project seeks to bridge this gap by equipping training institutions with guidelines and digital resources that allow them to make informed decisions about which skills to prioritize and how to structure their courses to maximize employment opportunities for trainees.

LMI4VET is funded under the Erasmus+ programme, the European Union’s flagship initiative for education, training, youth, and sport. The project runs for 24 months, from 1 November 2024 to 31 October 2026, and is led by PROSPEKTIKER, S.A., an organization specializing in labour market forecasting and strategic foresight. In collaboration with five research institutions and five social partners (Third Sector Education and Training Service Providers (TS_ETSP)) from multiple European countries, the project will develop methodological guidelines, interactive digital training tools, and validation mechanisms to ensure the successful adoption of LMI-based strategies in VET planning.

2. Survey information

Among the tasks of WP2 is to develop a methodological guide that can support professionals from TS_ETSP entities in the preparation of a quality diagnosis of the labour market, so that they can guide their vulnerable groups with data-based decisions. To do this, the first thing to do is to know the current situation in which these professionals find themselves in relation to their knowledge of the labour market, the resources they have, the groups to which they direct their actions, the use of sources and tools, the difficulties or challenges they have to face on a regular basis... To do this, a common technique is usually the survey.

The proposal already mentioned that a number of interviews and awareness-raising surveys with the social partners would be carried out in each partner country, on the one hand, to obtain information on the needs of the social partners, and on the other hand, to disseminate the objectives of the project and highlight the importance of LMI training.

The survey has been co-designed with each and every one of TS_ETSP entities of the project. During all stages of the survey design, these entities have participated as validators or evaluators of the survey. For distribution, it has also relied on them, taking advantage of their regular contacts and networks in which they regularly participate. That is why it is understood that the survey was adjusted to the realities and specificities of these entities.

A total of 43 responses to the survey (objective 25) have been collected for Germany.

3. Key findings

Sample: 43 organisations from Germany responded to the survey.

Funding remains mixed between structural and project-based models, with only moderate changes expected in the near future.

Organisations deliver a wide range of employment-related services and training offers, often tailored to vulnerable groups.

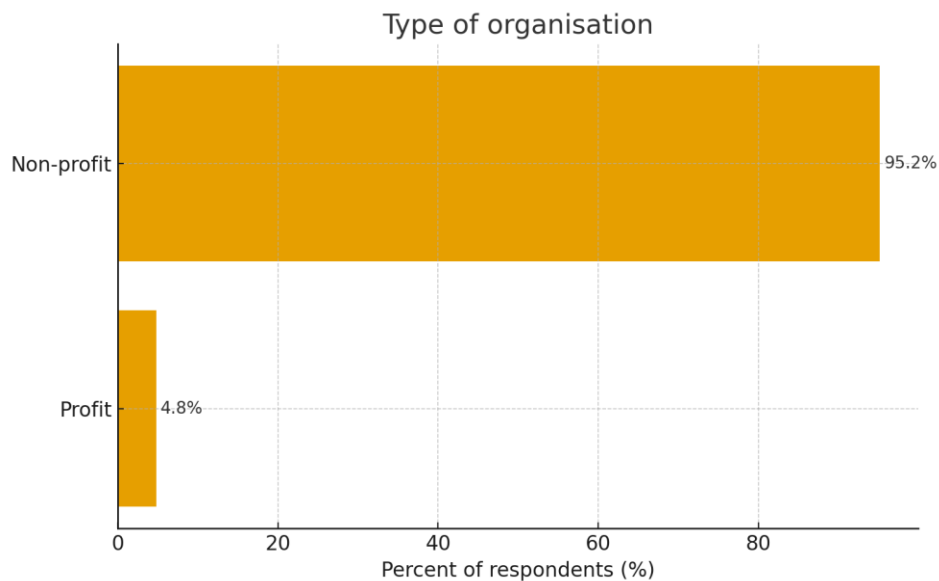
Use of labour market information (LMI) is present but heterogeneous; challenges include fragmented sources and limited capacity to analyse data.

4. Profile of Organisations

Type of organisation

Category	Count	%
Non-profit	40	95.2
Profit	2	4.8

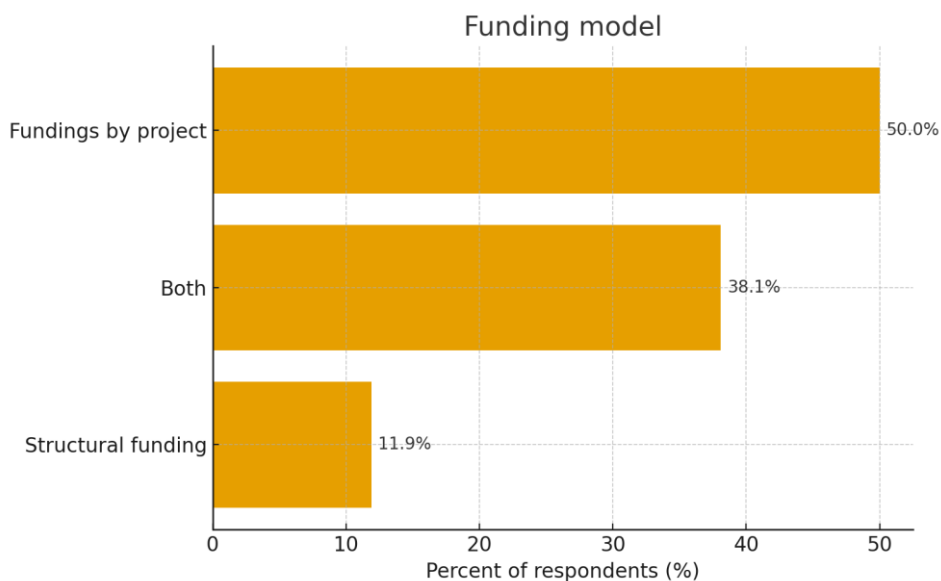
Base: 42 respondents.



Funding model

Category	Count	%
Fundings by project	21	50.0
Both	16	38.1
Structural funding	5	11.9

Base: 42 respondents.

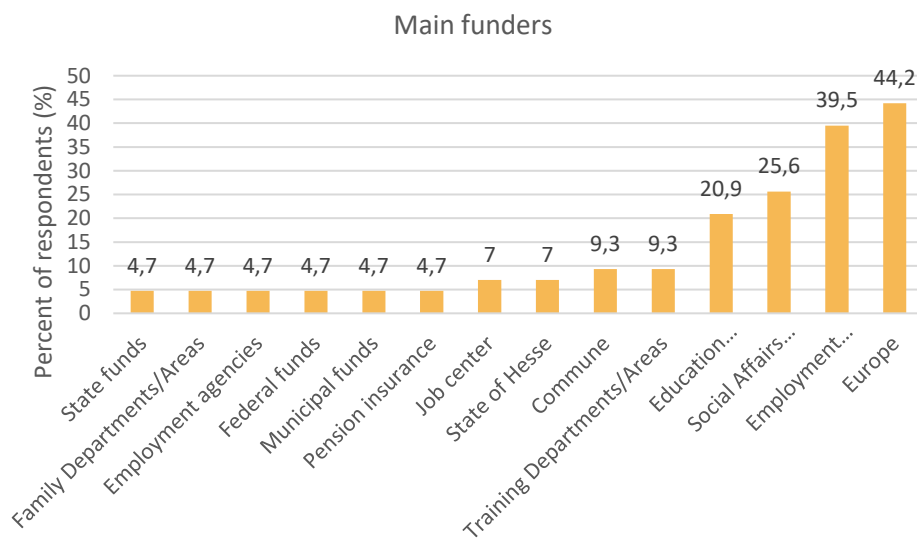


Main funders (multiple responses)

Category	Count	%
Europe	19	44.2
Employment Departments/Areas of Employment	17	39.5
Social Affairs Departments/Areas	11	25.6
Education Departments/Areas of Education	9	20.9
Commune	4	9.3
Training Departments/Areas	4	9.3
Job center	3	7.0
State of Hesse	3	7.0
State funds	2	4.7
Family Departments/Areas	2	4.7
Employment agencies	2	4.7
Federal funds	2	4.7
Municipal funds	2	4.7
Pension insurance	2	4.7
Ministry of Social Affairs/Job Center/Employment Agency	1	2.3
BaMF	1	2.3
BMBF	1	2.3
BMAS	1	2.3
Ministry	1	2.3
Employment agencies and job centres	1	2.3
State Welfare Association	1	2.3
Leistungsträger	1	2.3
Pension scheme	1	2.3
Ministry of Social Affairs	1	2.3

Employment Agency	1	2.3
Municipal Job Centres	1	2.3
ESF	1	2.3
Interior ministry	1	2.3
State Ministries	1	2.3
Church	1	2.3
Land	1	2.3
District	1	2.3
Federal Employment Agency	1	2.3
Health insurance	1	2.3
KreisJobCenter	1	2.3
Health insurance	1	2.3

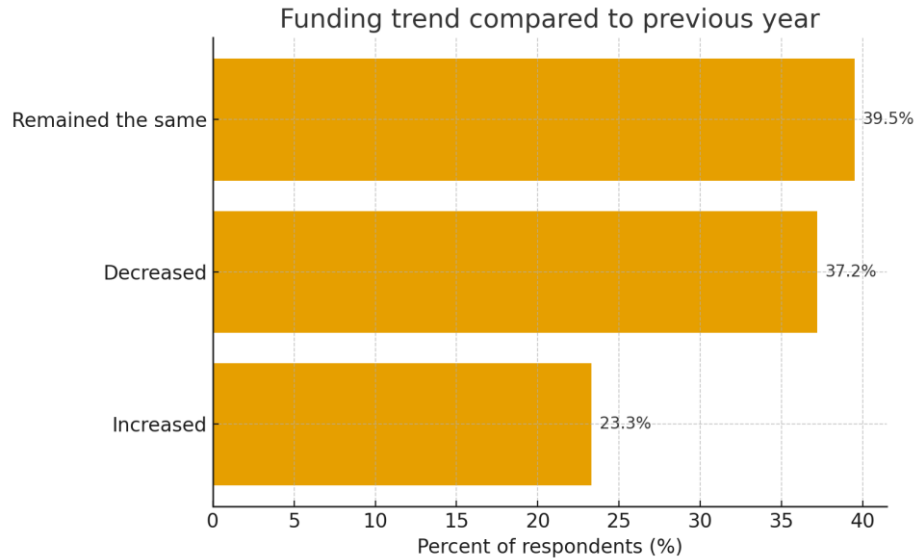
Base: 43 respondents.



Funding trend compared to previous year

Category	Count	%
Remained the same	17	39.5
Decreased	16	37.2
Increased	10	23.3

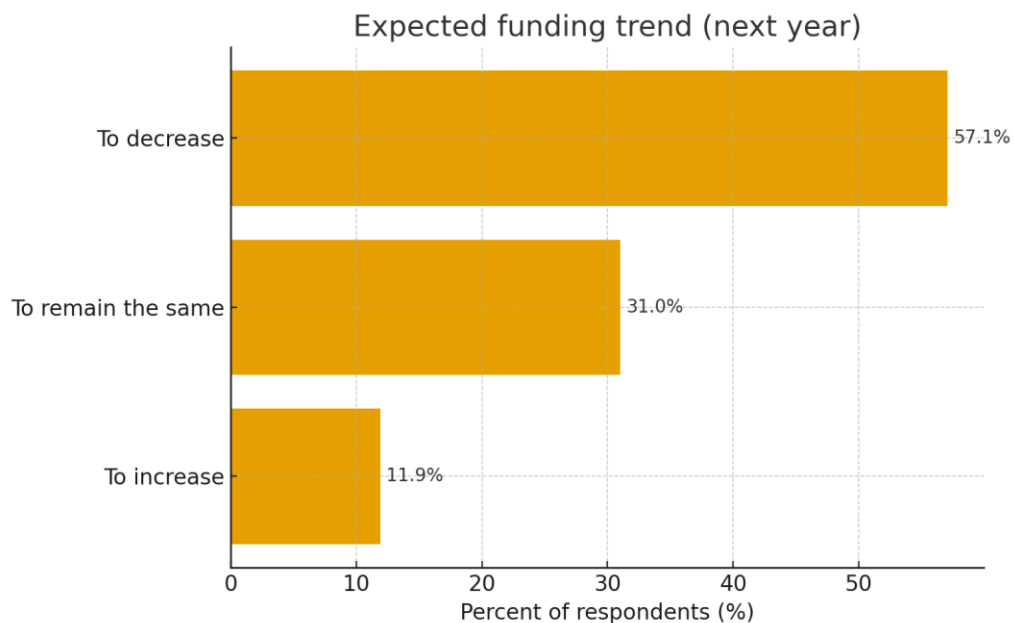
Base: 43 respondents.



Expected funding trend (next year)

Category	Count	%
To decrease	24	57.1
To remain the same	13	31.0
To increase	5	11.9

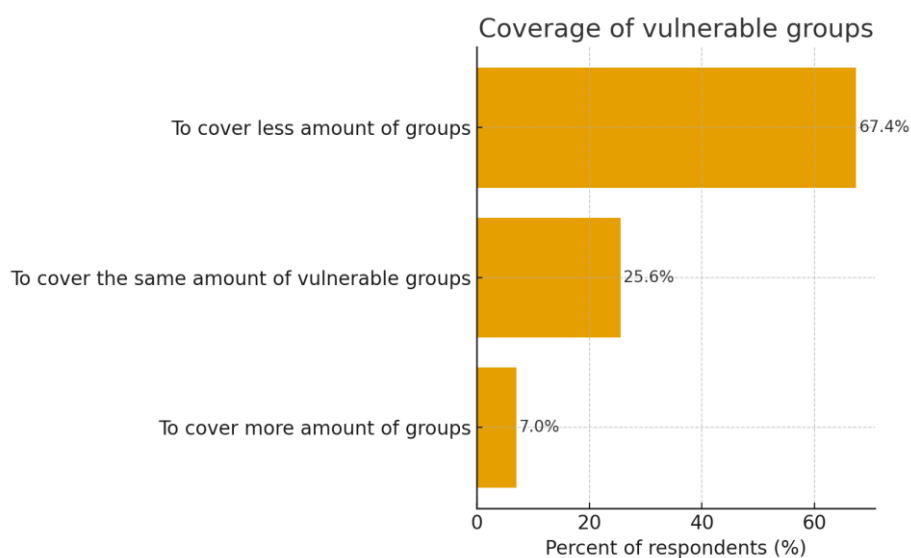
Base: 42 respondents.



Coverage of vulnerable groups

Category	Count	%
To cover less number of groups	29	67.4
To cover the same number of vulnerable groups	11	25.6
To cover more number of groups	3	7.0

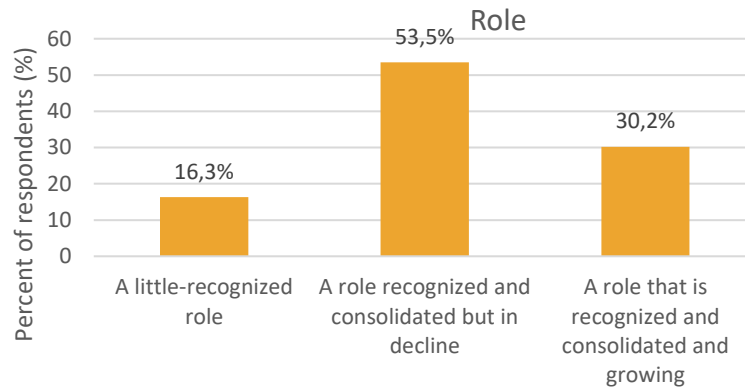
Base: 43 respondents.



Role

Category	Count	%
A little-recognized role	7	16.3
A role recognized and consolidated but in decline	23	53.5
A role that is recognized and consolidated and growing	13	30.2

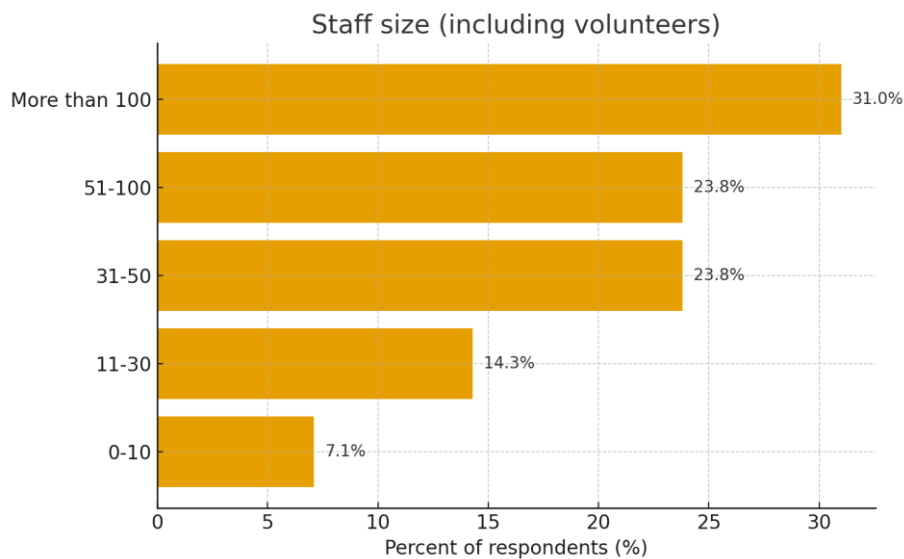
Base: 43 respondents.



Staff size (including volunteers)

Category	Count	%
More than 100	13	31.0
51-100	10	23.8
31-50	10	23.8
11-30	6	14.3
0-10	3	7.1

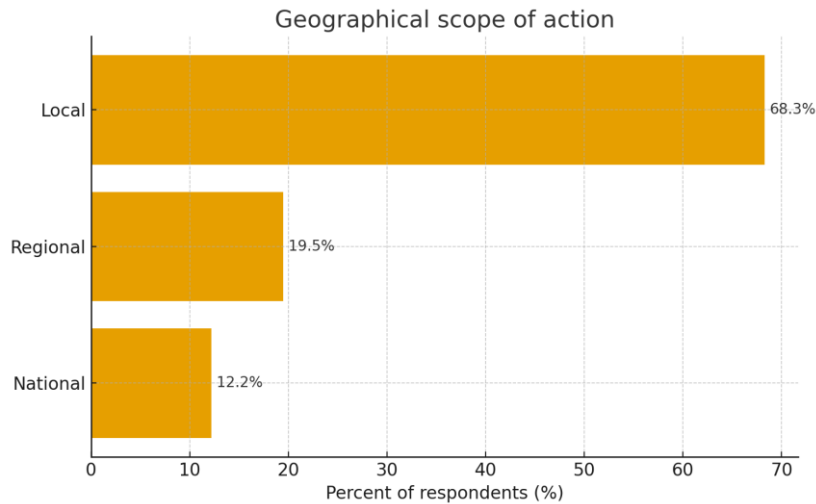
Base: 42 respondents.



Geographical scope of action

Category	Count	%
Local	28	68.3
Regional	8	19.5
National	5	12.2

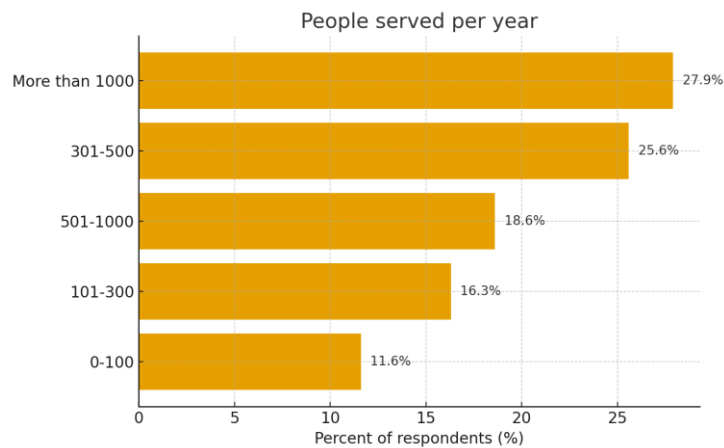
Base: 41 respondents.



People served per year

Category	Count	%
More than 1000	12	27.9
301-500	11	25.6
501-1000	8	18.6
101-300	7	16.3
0-100	5	11.6

Base: 43 respondents.

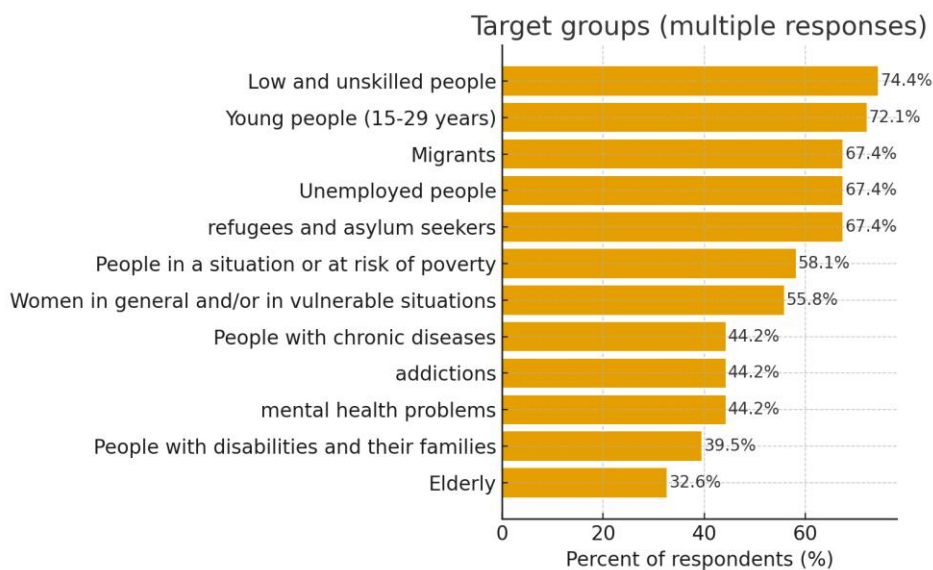


5. Target Groups, Services and Training

Target groups (multiple responses)

Category	Count	%
Low and unskilled people	32	74.4
Young people (15-29 years)	31	72.1
Migrants	29	67.4
Unemployed people	29	67.4
refugees and asylum seekers	29	67.4
People in a situation or at risk of poverty	25	58.1
Women in general and/or in vulnerable situations	24	55.8
mental health problems	19	44.2
People with chronic diseases	19	44.2
addictions	19	44.2
People with disabilities and their families	17	39.5
Elderly	14	32.6
Persons belonging to ethnic minorities	9	20.9
Childhood/ teenagers/ family	5	11.6
Other	5	11.6
Employees of a specific profession or sector	5	11.6
LGTBIQ+ groups	4	9.3
Former prisoners	3	7.0
All types of users	1	2.3

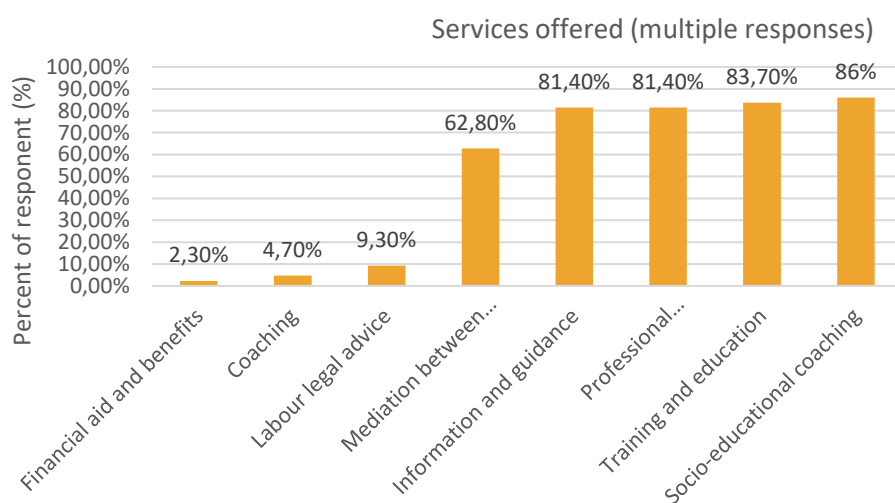
Base: 43 respondents.



Employment-related services (multiple responses)

Category	Count	%
Socio-educational coaching	37	86.0
Training and education	36	83.7
Information and guidance	35	81.4
Professional integration/job placement	35	81.4
Mediation between employers and job seekers	27	62.8
Labour legal advice	4	9.3
Coaching	2	4.7
Financial aid and benefits	1	2.3

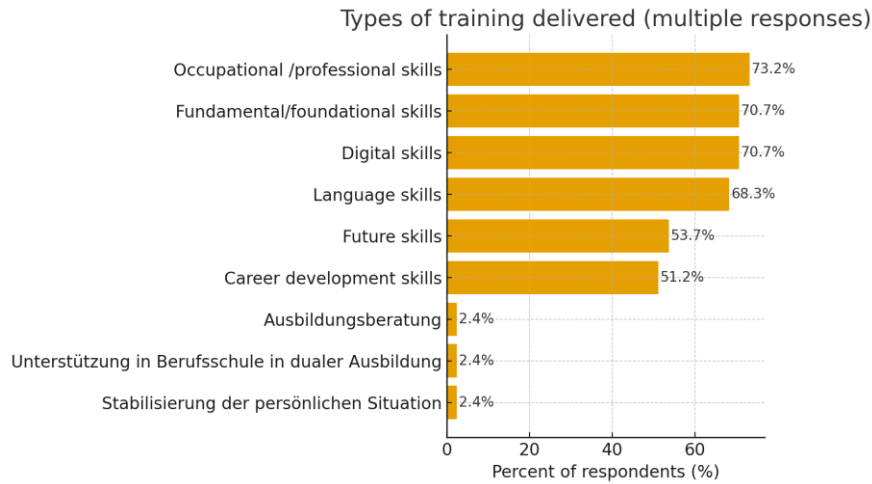
Base: 43 respondents.



Types of training delivered (multiple responses)

Category	Count	%
Occupational /professional skills	30	73.2
Fundamental/foundational skills	29	70.7
Digital skills	29	70.7
Language skills	28	68.3
Future skills	22	53.7
Career development skills	21	51.2
Ausbildungsberatung	1	2.4
Unterstützung in Berufsschule in dualer Ausbildung	1	2.4
Stabilisierung der persönlichen Situation	1	2.4

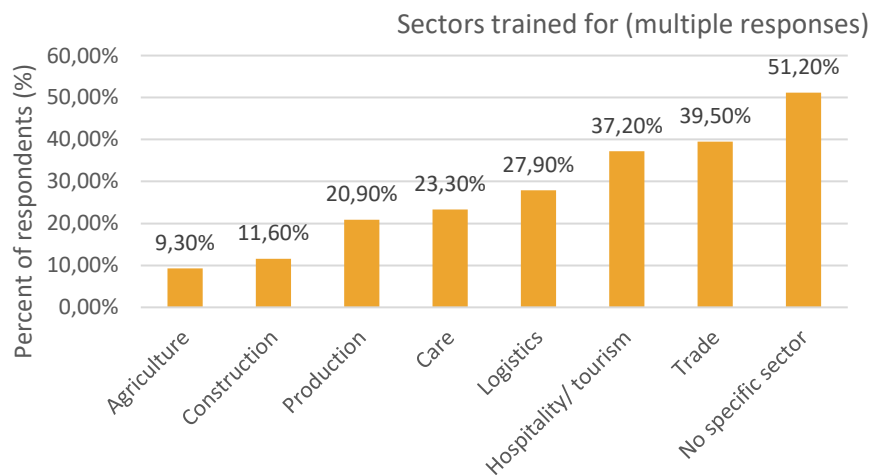
Base: 41 respondents.



Sectors trained for (multiple responses)

Category	Count	%
No specific sector	22	51.2
Trade	17	39.5
Hospitality/ tourism	16	37.2
Logistics	12	27.9
Care	10	23.3
Production	9	20.9
Construction	5	11.6
Agriculture	4	9.3

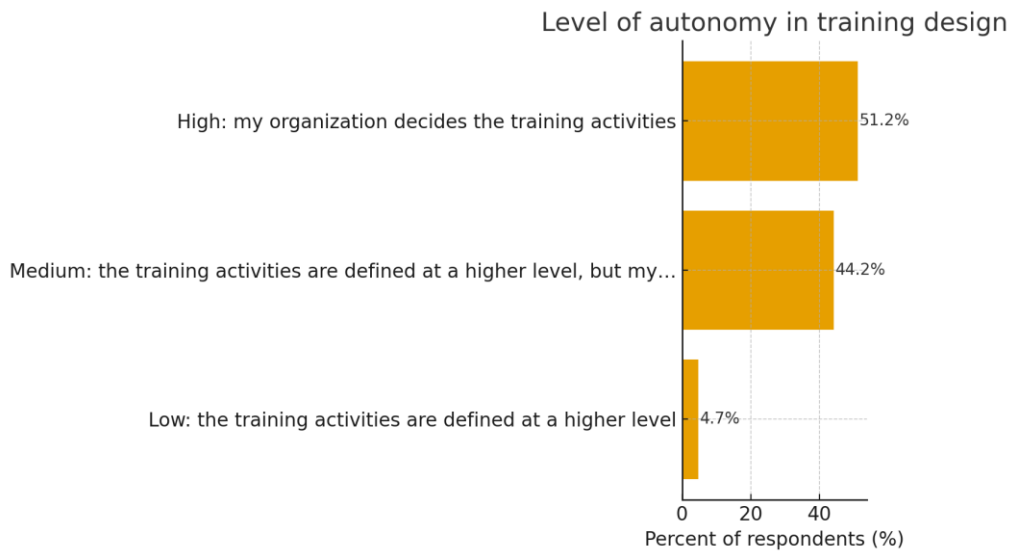
Base: 43 respondents.



Level of autonomy in training design

Category	Count	%
High: my organization decides the training activities	22	51.2
Medium: the training activities are defined at a higher level, but my organization takes part in the decision-making process somehow	19	44.2
Low: the training activities are defined at a higher level	2	4.7

Base: 43 respondents.



6. Use of Labour Market Information (LMI)

Familiarity with LMI

Category	Count	%
4.0	15	34.9
3.0	11	25.6
5.0	9	20.9
2.0	7	16.3
1.0	1	2.3

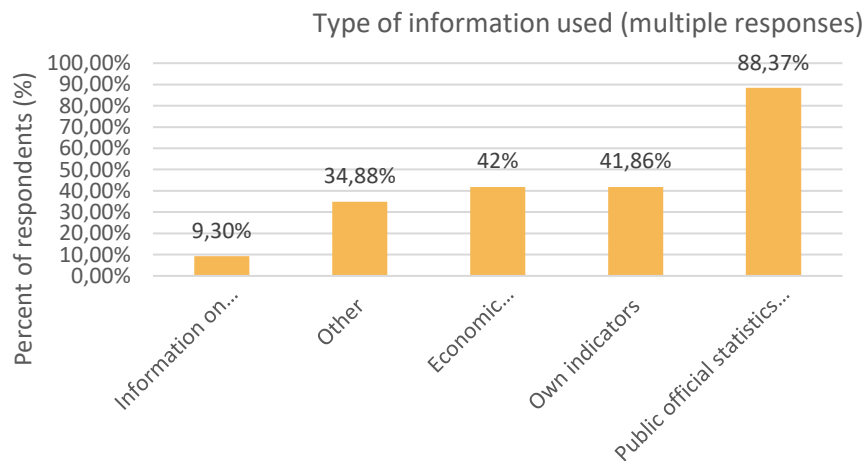
Base: 43 respondents.

Average: 3,56

Type of quantitative and qualitative labour market information used (multiple responses)

Category	Count	%
Public official statistics and official records and sources	38	88.4
Economic reports/researches	18	41.9
Own indicators	15	34.9
Information on employers/sectors: companies, business	18	41.9
Other	4	9.3

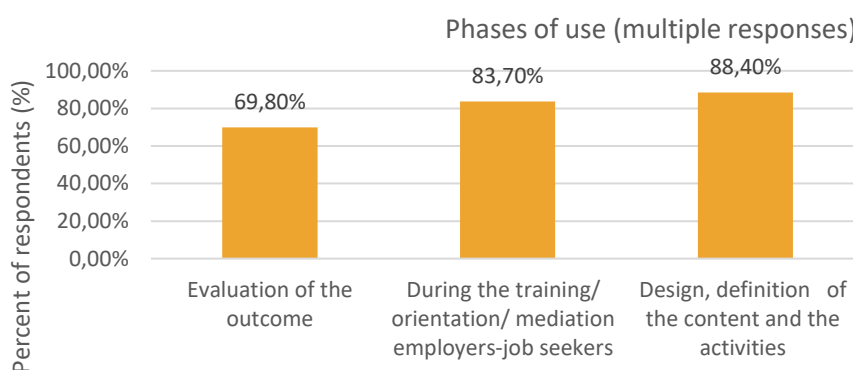
Base: 43 respondents.



Phases of use (multiple responses)

Category	Count	%
Design, definition of the content and the activities	38	88.4
During the training/ orientation/ mediation employers-job seekers	36	83.7
Evaluation of the outcome	30	69.8

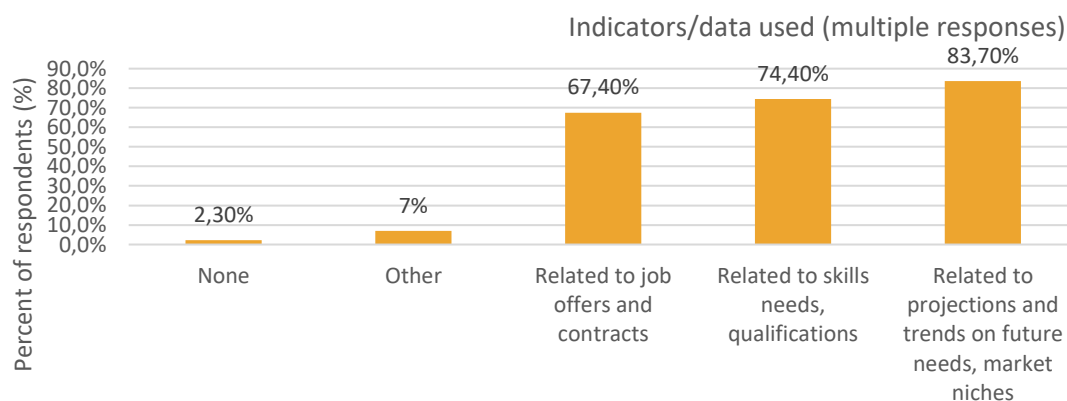
Base: 43 respondents.



Indicators/data used (multiple responses)

Category	Count	%
Related to projections and trends on future needs, market niches	36	83.7
Related to skills needs, qualifications	32	74.4
Related to job offers and contracts	29	67.4
Other	3	7.0
None	1	2.3

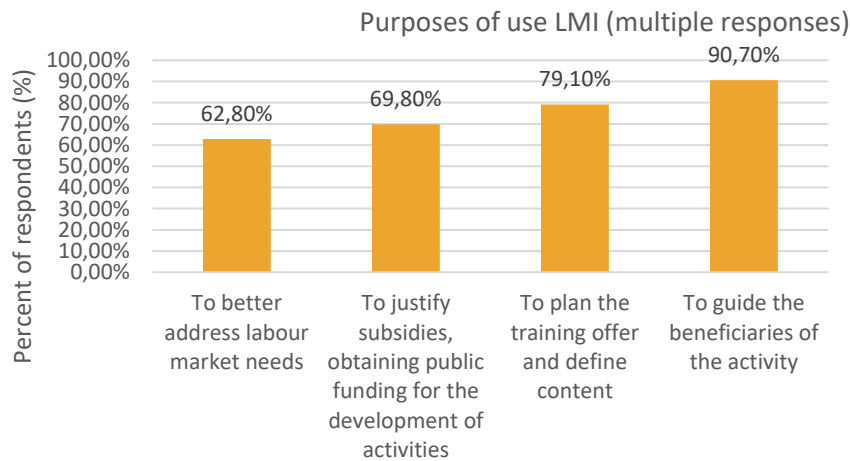
Base: 43 respondents.



Purposes of using LMI (multiple responses)

Category	Count	%
To guide the beneficiaries of the activity	39	90.7
To plan the training offer and define content	34	79.1
To justify subsidies, obtaining public funding for the development of activities	30	69.8
To better address labour market needs	27	62.8

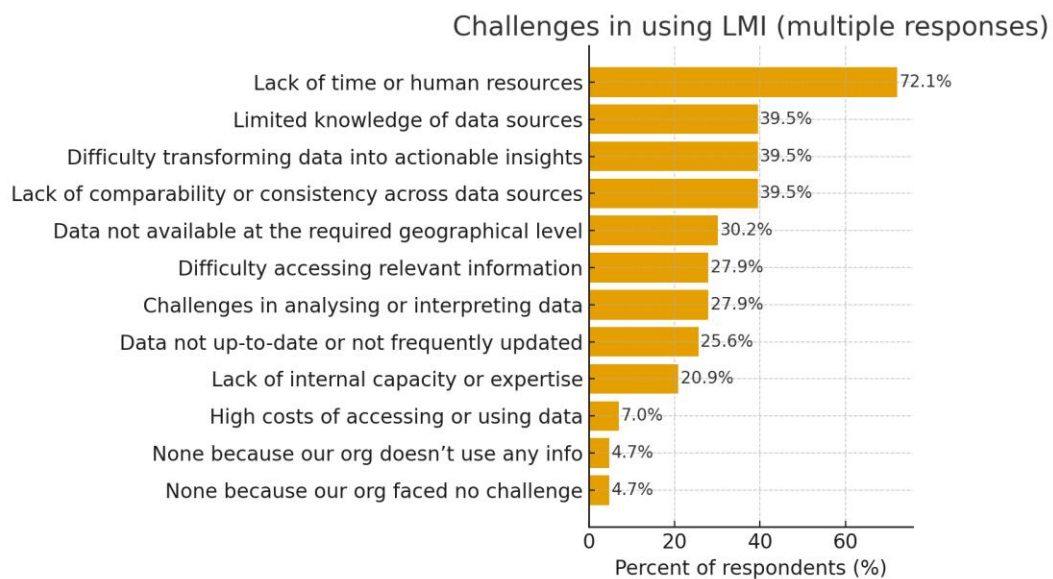
Base: 43 respondents.



Challenges in using LMI (multiple responses)

Category	Count	%
Lack of time or human resources	31	72.1
Limited knowledge of data sources	17	39.5
Difficulty transforming data into actionable insights	17	39.5
Lack of comparability or consistency across data sources	17	39.5
Data not available at the required geographical level	13	30.2
Difficulty accessing relevant information	12	27.9
Challenges in analysing or interpreting data	12	27.9
Data not up-to-date or not frequently updated	11	25.6
Lack of internal capacity or expertise	9	20.9
High costs of accessing or using data	3	7.0
None because our org doesn't use any info	2	4.7
None because our org faced no challenge	2	4.7

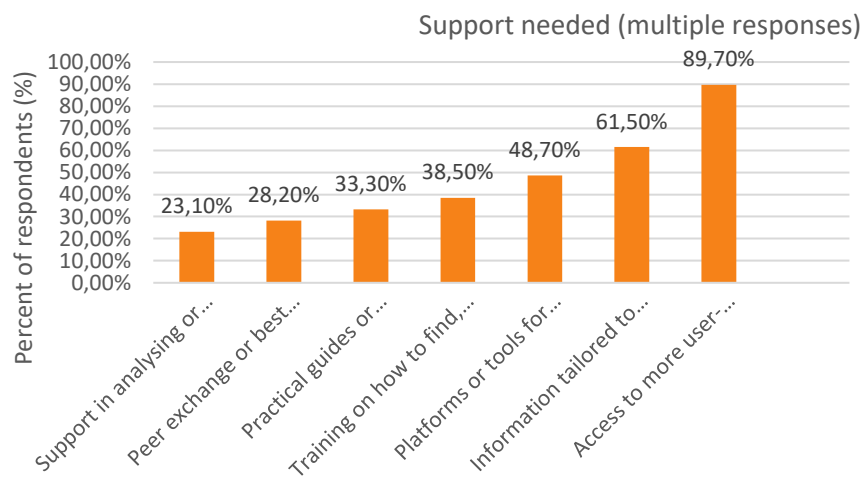
Base: 43 respondents.



Support needed to improve LMI use (multiple responses)

Category	Count	%
Access to more user-friendly and accessible information	35	89.7
Information tailored to the specific needs of your organization and the users you work with	24	61.5
Platforms or tools for easier data use	19	48.7
Training on how to find, interpret or use data	15	38.5
Practical guides or toolkits on key indicators	13	33.3
Peer exchange or best practices from other organisations	11	28.2
Support in analysing or visualising data	9	23.1

Base: 39 respondents.



7. Summary

In the case of German entities, 95% are non-profit entities (the remaining 5% are for-profit), where 50% receive project funding, 12% receive structural funding and the remaining 38% are financed in both ways, mostly from Europe (44%), the Departments of Employment (40%), Social Affairs (26%) and Education (21%). In 40% of the organizations, funding is maintained compared to last year and in the near future it is expected to be reduced, hoping to serve a smaller number of groups (67% of the responses) with this funding.

For 54% of those surveyed, the role they play in the training of vulnerable groups is recognised and consolidated, but they see that this recognition is declining. 31% of the entities surveyed have more than 100 workers in their organisation and their scope of action is usually local (68%). The main group to which they direct their actions (multiple responses) is in most cases unskilled or low-skilled people (74%), followed by young people (72%), migrants, refugees or asylum seekers (67%), unemployed people (67%)... In 28% of cases, the entities serve more than 1,000 people a year. In 86% of the cases, the services provided (multiple responses) are socio-educational training, 84% training, 81% of the cases guidance and information, 79% job placement, etc. In the case of training, in 73% of cases they are aimed at acquiring technical skills, in 71% to acquire digital skills, in another 71% to acquire fundamental skills... In 51% of cases, the training actions are not aimed at responding to a specific sector. Finally, regarding decision-making power in the design and definition of actions, 51% have a high decision-making power (it is the organizations themselves that decide what training to offer), 44% have a medium level of decision-making power (decisions are made at a higher level but the organizations participate in the decision-making process). and in the remaining 5% the decision-making power is low (training actions are defined at higher hierarchical levels).

In 72% of the German entities surveyed, the level of data they usually use is local, with a level of familiarity in the use of labour market information of 3.56, somewhat below the average. The main sources used are official statistics and records of a public nature (88%), information from employers and clusters (42%) and economic research and reports (35%). When asked about specific sources, the most commonly used sources are "Statistiken der Bundesagentur für Arbeit allgemein" (90%), followed by "Statistik der Bundesagentur für Arbeit – Berufe auf einen Blick" (86%) and "Kommunale oder Landesozialberichterstattung" (79%). At the European level, the most used source is Eurostat (23%), but with much lower levels of use compared to national sources. The most consulted indicators are those relating to future needs in skills, market niches (84%), followed by those relating to current needs in skills and qualifications (74%) and those relating to job offers and contracts (67%). The main reasons for using labour market information are the orientation of people (91%) and the planning of the training offer and the definition of content (79%) and the most common phase of use is in the design and definition of activities (88%). The main problem faced by professionals when using labour market information is lack of time and resources (72%), followed by lack of knowledge about sources and tools (40%), difficulty in transforming data into knowledge (40%) and difficulty in comparability between different sources (40%) and being able to access information in a more accessible and user-friendly way (90%) and they believe they could perform better analyses.

Annex. Methodology & Notes

Percentages for single-choice questions are calculated using the number of respondents who answered the question as the base.

Percentages for multiple-response questions use the number of respondents who provided at least one answer as the base; totals may exceed 100%.

Open-ended responses are summarised through short illustrative examples.