

Employers' coordination body for vocational and further training

Confederation of German Employers' Associations (BDA)
German Chamber of Industry and Commerce (DIHK)
Federation of German Employers' Associations in the Metal and Electrical Engineering Industries (Gesamtmetall)
German Retail Federation - HDE
German Confederation of Skilled Crafts (ZDH)
German Federation of Chemical Employers' Associations (BAVC)
German Federal Association of Liberal Professions (BFB)
Federation of German Wholesale and Foreign Trade (BGA)
German Farmers' Association (DBV)

The German Employers' Organisation for Vocational and Further Training (KWB) was established in 1970, in order to agree and defend joint positions, initiatives and employers interests in the area of vocational and further training.

Priorities

- **Vocational and further training policy**
 - Positions on fundamental and current themes in the area of vocational and further training
 - Representation of interests in the area of vocational and further training
 - International recognition of the German vocational and further training system
- **Re-organisation / new occupations**
 - Modernisation of training regulations
 - New vocational and further training regulations
- **Public relations work**
 - Conferences, workshops, technical debates
 - practical input, position paper, documentation,
 - information on vocational and further training

KWB represents employers' positions and interests in the area of vocational and further training in particular vis-à-vis

Federal Ministry of Economics and Technology (BMWi)
Federal Ministry for Education and Research (BMBF)
Confederation of German Trade Unions (DGB)
Federal Institute for Vocational Education and Training (BIBB)
Standing Conference of Ministers of Education and Cultural Affairs (KMK)
Ministries of Education and Cultural Affairs in German Länder
Ministries of Economics in German Länder
Associations of Vocational Trainers (BLBS / VLW)



Organisation

■ General Assembly (see attachment)

■ Board

Chair

Nico Schönefeldt (DIHK)

Deputy Chair

Dr. Volker Born (ZDH)

Dr. Barbara Dorn (BDA)

Sven-Uwe Räß (Gesamtmetall)

Anna Noack (HDE)

Dr. Andreas Ogrinz (BAVC)

Natasha Volodina (BFB)

Denis Henkel (BGA)

Dr. Viktoria Graskemper (DBV)

■ Management

Executive director

Dr. Markus Th. Eickhoff

Cooperation structure

■ Working parties

advise and support KWB's work in the area of vocational and further training, and prepare decisions of the Board and the General Assembly.

■ Working groups

are constituted on an ad-hoc basis to work on specific topical issues. Inter alia, they initiate reviews of regulations governing education and training, they develop new occupations, and discuss structures and concepts.

■ Training manager forums

provide a platform for a continuous exchange of experience in the field of practical/in company training. They also support KWB's technical work:

- training manager forum for business, office and service occupations
- training manager forum for technical and craft occupations

Meetings of training manager forums are country-wide and cross-sectoral forums for dialogue between training professionals, policy-makers and academics.

German Employers' Organisation for Vocational and Further Training

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November 2025

General Assembly

Chair

Christina Ramb

BDA Deputy Director General

Deputy Chair

Stefan Füll

President of Chamber of Handicrafts Wiesbaden

Confederation of German Employers' Associations (BDA)

Dr Thomas Koppe · Chairman of BDA/BDI Vocational Training Working Group

Christina Ramb · BDA Deputy Director General

Dr Barbara Dorn · BDA Director of Education | Vocational Training

German Chamber of Industry and Commerce (DIHK)

Dr Achim Dercks · DIHK Deputy Chief Executive Officer

Nico Schönefeldt · DIHK Managing Director Vocational Training

Federation of German Employers' Associations in the Metal and Electrical Engineering Industries (Gesamtmetall)

Oliver Zander · Gesamtmetall Chief Executive Director

Indra Haderer · Gesamtmetall Managing Director of Education and International Relations

Sven-Uwe Räß · Gesamtmetall Director Vocational Education & Training

German Retail Federation - HDE

Jens Kettler · HDE Chairman of Vocational Training Committee

Stefan Genth · HDE Chief Executive Director

Anna Noack · HDE Director of Education Policy and Vocational Training Division

German Confederation of Skilled Crafts (ZDH)

Stefan Füll · President of Chamber of Handicrafts Wiesbaden

Dirk Palige · ZDH Managing Director

Dr Volker Born · ZDH Director of Vocational Training Division

German Federation of Chemical Employers' Associations (BAVC)

Dr Andreas Ogrinz · BAVC Managing Director Education, Innovation, Sustainability

Christopher A. Knieling · BAVC Education and Innovation, Head of Talent Attraction and Marketing / EIVi

National Association of Independent Professions (BFB)

Peter Klotzki · BFB Managing Director

Natasha Volodina · BFB Vocational Training, Economic Policy and Statistics Division

Federation of German Wholesale and Foreign Trade (BGA)

Dr John Bötticher · BGA Chairman of Vocational Training Committee

Antonin Finkelnburg · BGA Managing Director

Denis Henkel · BGA Labour and Social Law, Vocational Training

German Farmers' Association (DBV)

Gerald Dohme · DBV Deputy Secretary General

Dr. Viktoria Graskemper · DBV Vocational Training Division