Vocational Training in the Hotel and Gastronomy Industry in Germany

Learn a future-proof profession in the hotel and gastronomy industry (HoGa) in Germany. Here you will find information on the vocational training, professions in demand and the prospects.

On this page

- Hotel and gastronomy industry: prospects for skilled workers
- In-demand vocational training professions in the gastronomy and hotel industry
- Where can I complete vocational training?
- How much will I earn during my vocational training?
- Which requirements do I have to meet?
- Prospects after vocational training

Vocational training in the hotel and gastronomy industry (HoGa) offers not only diverse career opportunities but also an exciting way of starting your professional life in Germany. Learn more about potential careers in

the industry and find the vocational training place suitable for you.

Hotel and gastronomy industry: prospects for skilled workers

The hotel and gastronomy sector offers a wide range of professions that focus on interacting with people: welcoming guests in a hotel, impressing them with your cooking skills or working on standardised processes in system catering – there are numerous opportunities. The professions have many facets and are challenging in many ways. Flexibility, communication skills and proper organisation are particularly important here to ensure that everything runs smoothly and guests are satisfied.

51,582

people were in vocational training in the hospitality industry (in 2025).

64.4%

of all foreign apprentices in the profession “specialist for gastronomy” had a foreign nationality (in 2023).

206,105

companies exist in the sector (in 2024).

In-demand vocational training professions in the gastronomy and hotel industry

The most important professions in the **dual vocational training system** are the following (unfortunately, the following links are only available in German. We recommend using a translation tool):

- **Specialist in gastronomy**
- **Specialist in restaurants and event catering**
- **Professional caterer**
- **Specialist in the hotel business**

- **Cook**
- **Skilled kitchen employee**
- **Hotel management clerk**

In addition to that, there are solely school-based vocational training programmes in the hotel and gastronomy sector.

Each of these professions have their own focus, for example cooking, restaurant service or advising guests. Depending on the profession, vocational training takes 2 to 3 years to complete.

Video: Building a Career as an Apprentice in Hospitality and Gastronomy

Where can I complete vocational training?

In the hotel and gastronomy industry, there are many options for completing vocational training. It generally takes place within the **dual system**. This means that you learn the practical work in a company and go to **vocational school** for the theoretical part. Learn more about this topic in our "**Dual vocational training**" section.

Common employers (for **dual vocational training**) are the following:

- Hotels
- Restaurants and cafés
- Catering companies
- Cruise ships
- Restaurant chains (fast food, cafés, franchise companies)

If you complete solely **school-based vocational training**, you will learn everything at vocational school. In this case, you will not be remunerated; you will have to finance your vocational training yourself.

How much will I earn during my vocational training?

In Germany, you will receive a monthly allowance from your training company during your vocational training. The amount of this allowance depends on your chosen profession, the region, the company in question and the year of your vocational training.

You can find information on the amount of training allowance in the **hotel and gastronomy industry** on the Federal Employment Agency's **BERUFENET** website. Enter your chosen vocational training profession here and then select the relevant profile.

Here is what else you should know about the training allowance:

- You must pay **social security contributions** from your gross allowance, e.g., for statutory health insurance, pension insurance, and unemployment insurance. These contributions are automatically deducted before your net income is paid into your bank account.
- You will usually not have to pay income tax during your vocational training, as your income is likely to be below the **tax-free basic allowance**.
- Shift work is also possible in this sector, for which you will usually receive additional pay.
- You may also receive tips, for example when working in a restaurant.

Your rights during your vocational training

As an apprentice, you have clear rights, such as the right to suitable equipment and to tasks that are genuinely part of your vocational training.

Any questions? '**Faire Integration**' offers free advice. You can also find a comprehensive overview of all the key regulations in the guide '**Information on vocational training in Germany**'.

What are determining factors for the training allowance?

The training allowance may depend on...

- ...the region in Germany, where you are trained.
- ...the company in which you are trained.
- ...the training year you are currently in. The allowance increases with each training year.

Which requirements do I have to meet?

For vocational training, you generally require a school-leaving certificate. In the case of vocational training in the **dual system**, you do not need to have it recognised for the **visa**. For school-based vocational training, the recognition of the foreign school-leaving certificate may be necessary. Good German skills are very important for vocational training, for example for vocational school. There is also the option of completing a language course in Germany to prepare for vocational training. Learn more details on the general requirements for vocational training **here**.

These are the additional **soft skills** that are usually expected from applicants in the hotel and gastronomy industry:

- Enjoy interacting with people
- Ability to work in a team
- Great organisation skills
- Flexibility and willingness to work on evenings, weekends and public holidays

Have you already learnt or worked in a profession, or do you have an academic degree? No problem! You can additionally complete vocational training. It can even be an advantage if your previous experience is related to the transport and logistics sector. Having your previous qualification recognised is not required.

Prospects after vocational training

The hotel and gastronomy industry is a fast-growing sector in Germany. After completing vocational training, you have a good chance of concluding an employment contract with your training company. Professionally qualified skilled workers are much in demand among companies in Germany.

Even as a trained **skilled worker**, you have opportunities for further education and career development: for example, as restaurant manager, as examined chef cook (Bachelor Professional) or hotel manager. **Self-employment** is also an option! Or would you prefer taking up academic studies? There are many alternative routes you will be able to take, once you have finished vocational training.

To learn more about the general options after vocational training, please refer to the "**Prospects after vocational training**" . On **BERUFENET**, you will find information on the job-specific options, depending on the vocational training.

Salary after vocational training

The best way to find out about the current salary levels is online research. Depending on the profession and specialisation, the salary ranges may differ. Similar to the training allowance, the amount depends on the **federal state** you work in, the size of the company and whether the employer is bound to collective agreements. Therefore, you should make sure to look up information according to your situation and refer to multiple sources. For instance, use the ***Entgeltatlas*** (remuneration atlas) of the Federal Employment Agency. You can also use search engines to find further salary examples for your desired profession on private websites.

Gross or net? What you should know

The salaries are indicated as gross amounts. This means that taxes and social security contributions still have to be deducted, before knowing the net salary. You will find more information on that in the "**Salary, taxes and social security**" section.

Further information on the web

NETZWERK Unternehmen integrieren Flüchtlinge

Vocabulary pamphlet for employees in gastronomy, hotel and tourism industry (in English, Spanish, French, Portuguese)
Vocabulary pamphlets for other professions and languages

Print page

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