

The Dual System of Vocational Education and Training in Germany and The Role of German Chambers of Industry and Commerce

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Steffen G. Bayer

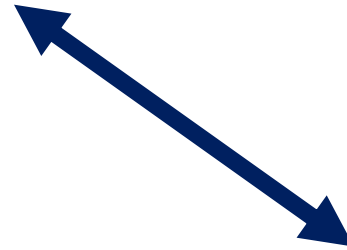
Lawyer

Director German Vocational Education and Training abroad

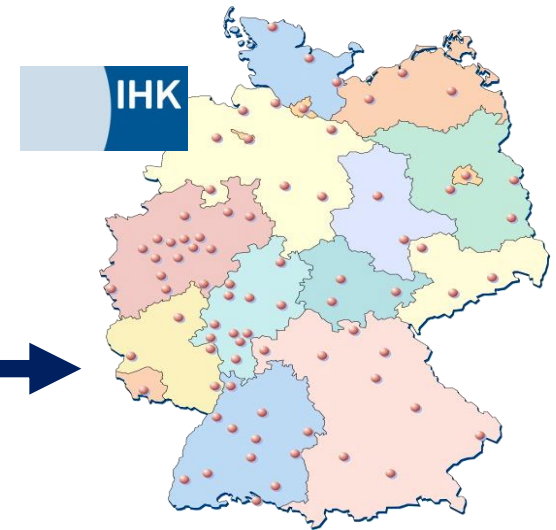
Association of German Chambers of Commerce and Industry, DIHK

- **Overview of the (inter-)national Chamber network**
- The dual System of Vocational Education and Training in Germany
- Composition and structure of competence standards in Germany
- Role of the Chambers of Industry and Commerce
- Possible approaches for more dual VET in Latvia

Our Chamber Network



125 offices worldwide



80 offices in Germany

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- Long tradition
- System has been developed by companies
- Based on its success, state added law frame and VET-schools

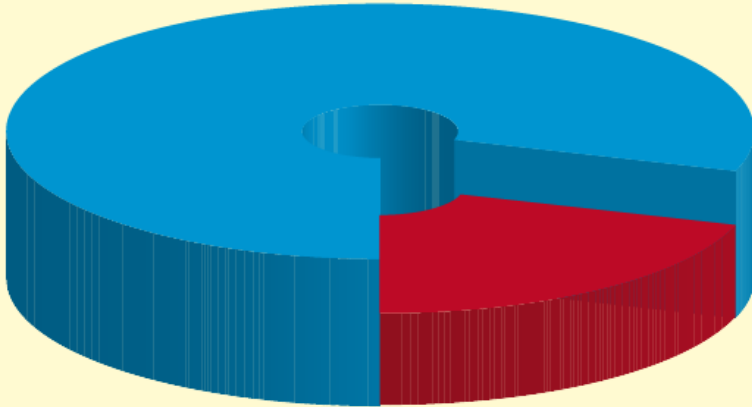


learning at the company



- 3 - 4 days per week
- on the basis of training regulations
- within the framework of a training contract





learning at the VET- School

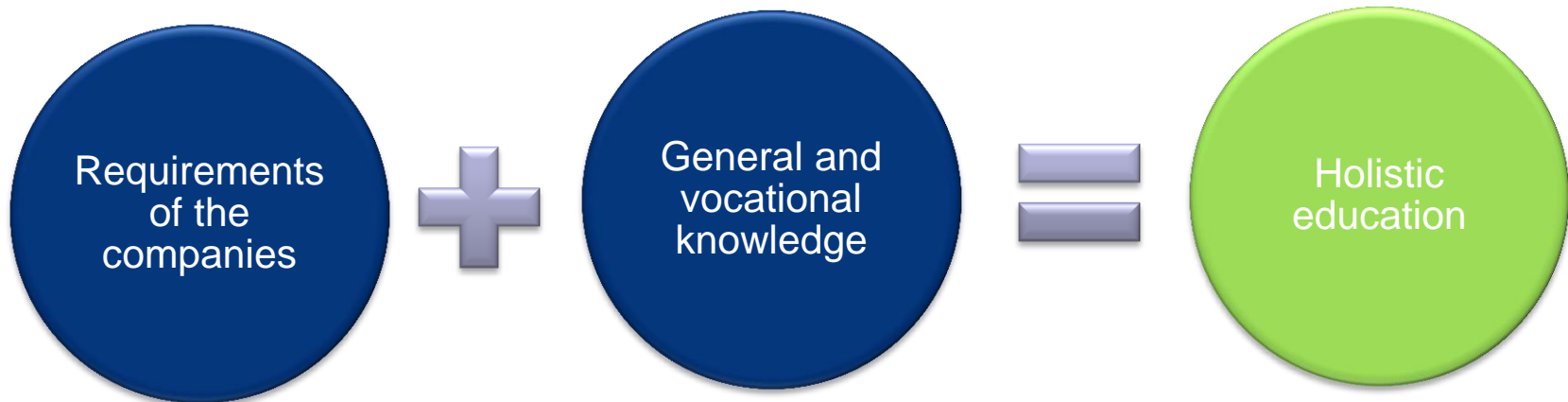


- 1 - 2 days per week on average
- on the basis of a framework curriculum
- general & vocational knowledge is taught within the framework of compulsory education



- Requirements of the companies are crucial
- Companies know best about needed knowledge, skills and competences
- Training is linked to real work condition
- Direct link between training capacity and labor market demand
- Combination of practice and theory provide a holistic education

Smooth transition from training into the labor market



- German economy spends approx. € 27 billion to gross per year on vocational training
- German state spends approx. € 3 billion for VET schools
- average costs of a trainee in the dual system a year: € 18.000
- approx. 500.000 companies providing training
- about 1,5 Mio. trainees altogether - over 60 % of school leavers
- Chambers of Industry and Commerce but also voluntary commitments are indispensable



- **for companies**
 - influence on content and organization
 - low recruitment costs
 - skilled workers supply assured

- **for trainees**
 - employment market related training
 - moderate salary
 - social skills included

- **for the state**
 - lower costs for vocational training
 - lowest rate of youth unemployment in Europe

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Training occupations for every sector



Industry



Commerce



Skilled trades



Office and
Administra-
tion



Health



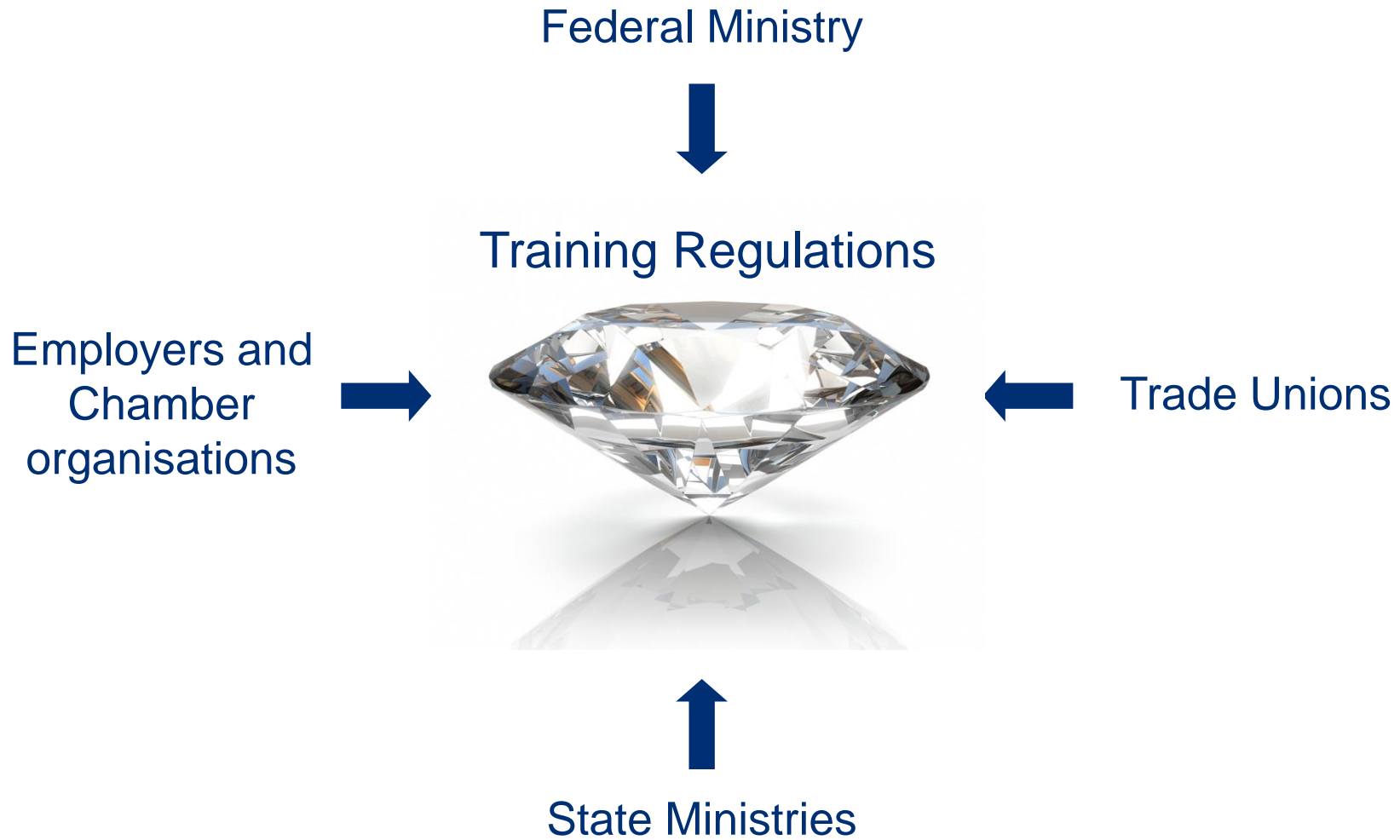
Agriculture

Different specializations depending on demand

Occupations cutting across different
branches (e. g. office manager)

Specialized but broadly employable
skills (e. g. Mechatronics)

Specialized occupations (e. g.
alternations tailor)



- Coordination of the operational aspects of the dual vocational training throughout Germany
 - Determination of goals and contents of the apprenticeship
 - Instrument to secure the quality of the vocational training
- ▶ The vocational training regulation is decided with regard to the principle of consensual decision-making, which entails that all participants should agree

The designation of the vocational profession

The duration of the vocational training

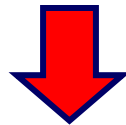
The outline of the vocational profession

The apprenticeship framework

The examination requirements

**Consensual
decision-
making**

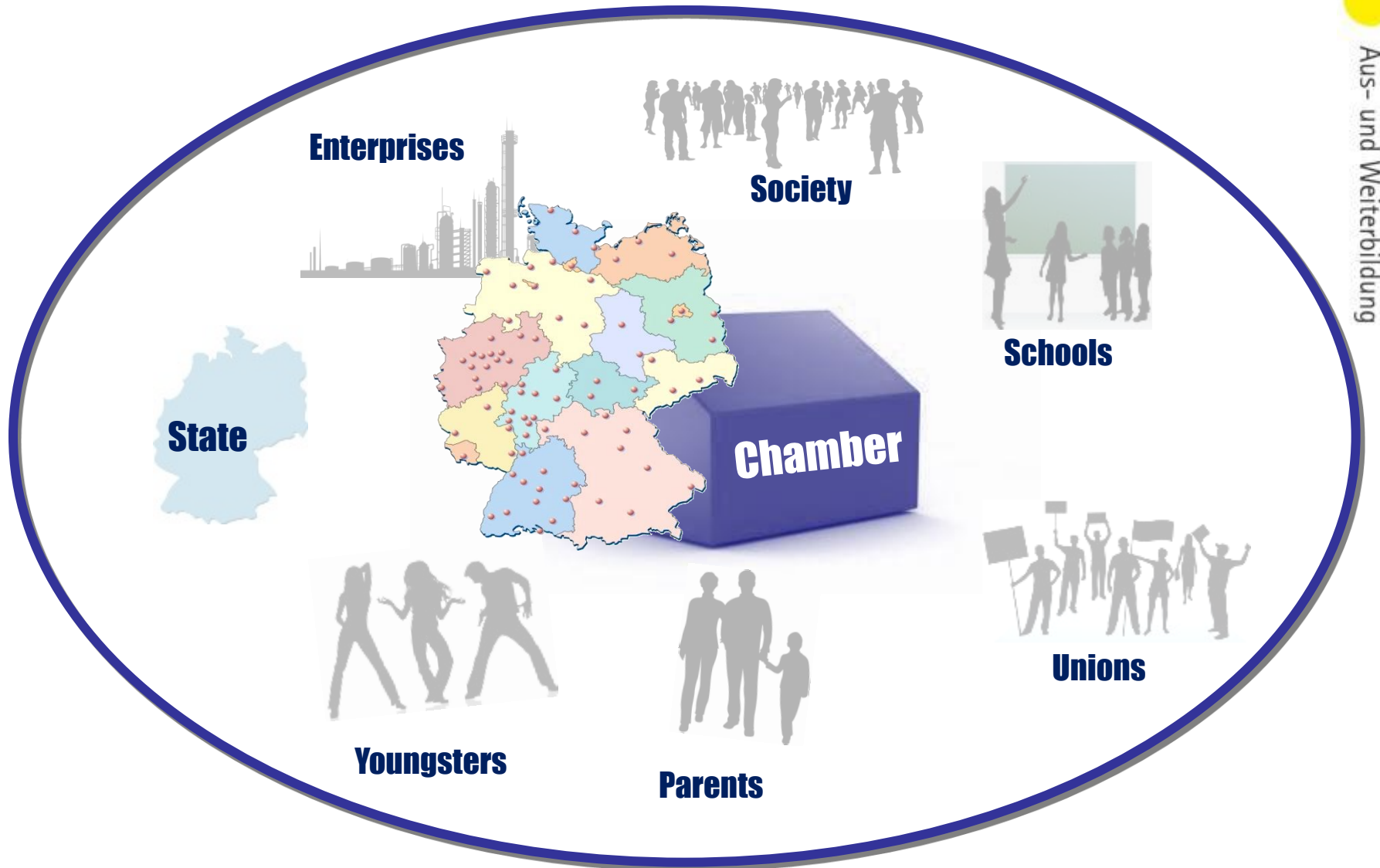
- initial, young people training
- responsibility shared between public and private sector
- training based on practical requirements of the companies
- stakeholder jointly develop qualification profiles and training contents and schedules
- final evidence of skills provided by examinations
- cooperation of stakeholders, such as Ministries, Employers' associations, Trade unions and others



Crucial for success: Managed by an integrator like Chambers

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Balancing interests – managed by Chambers



Chambers of Commerce and Industry are competent bodies regarding Vocational Education and Training (VET) by law

Basis	Chamber Act and Vocational Training Act
Status	self administration of 3.6 Mio member companies by law
Companies	industry, trade and services
Mandate in general	taking care of business interests in total of the member companies in the district that the IHK is in charge of
Special Mandate	empowerment of Chambers regarding VET enforcement of VET standards and certification by the economy itself

Assigned responsibilities of the Chambers

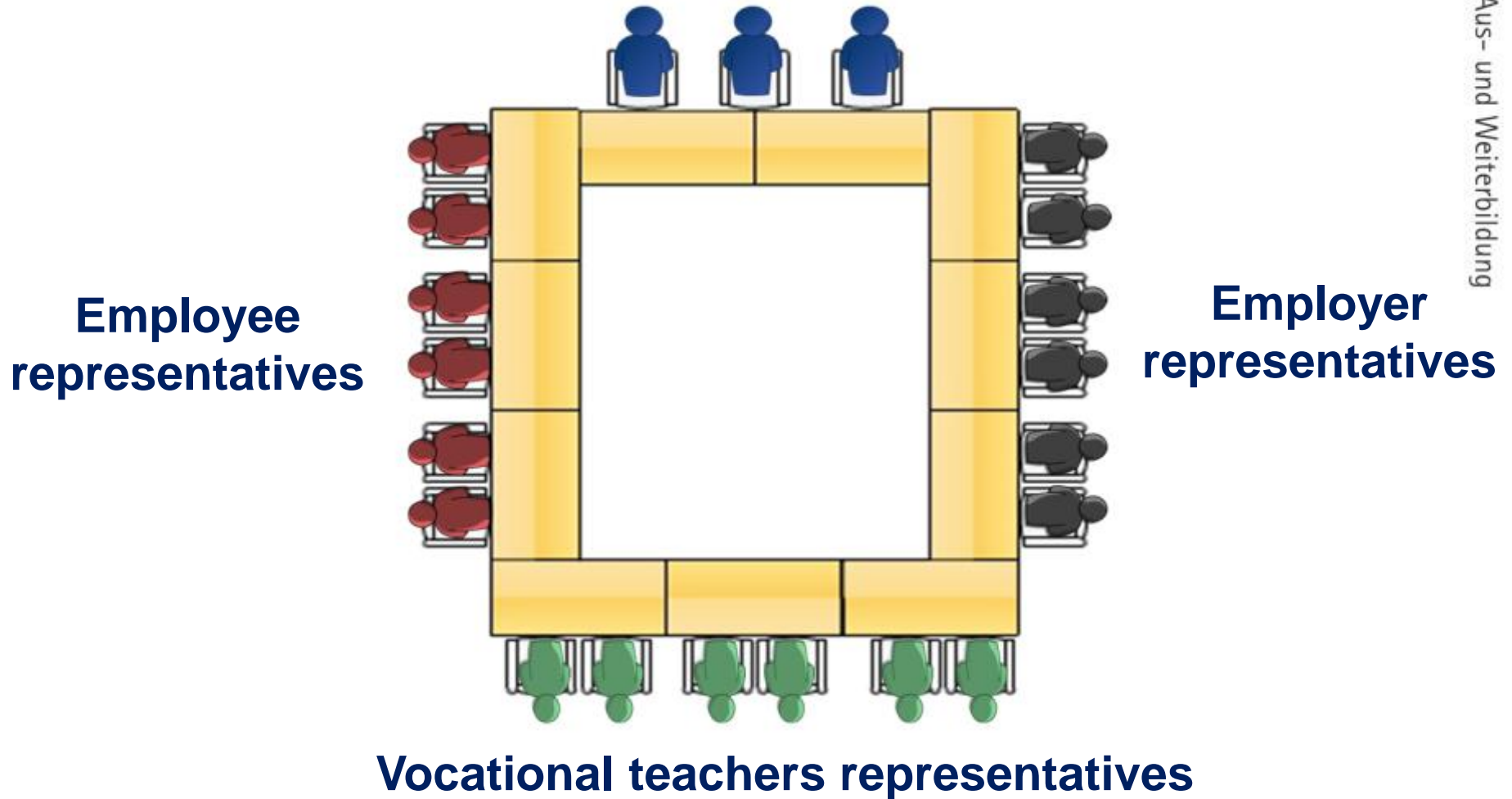
Advice
companies,
trainees

Monitor
implementation
of training

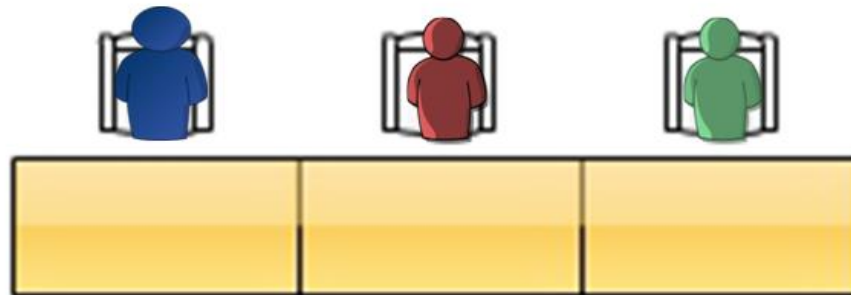
Issue
regulations,
ordinances

Certification
interim and final
examination

Review
facilities,
instructors,
trainees

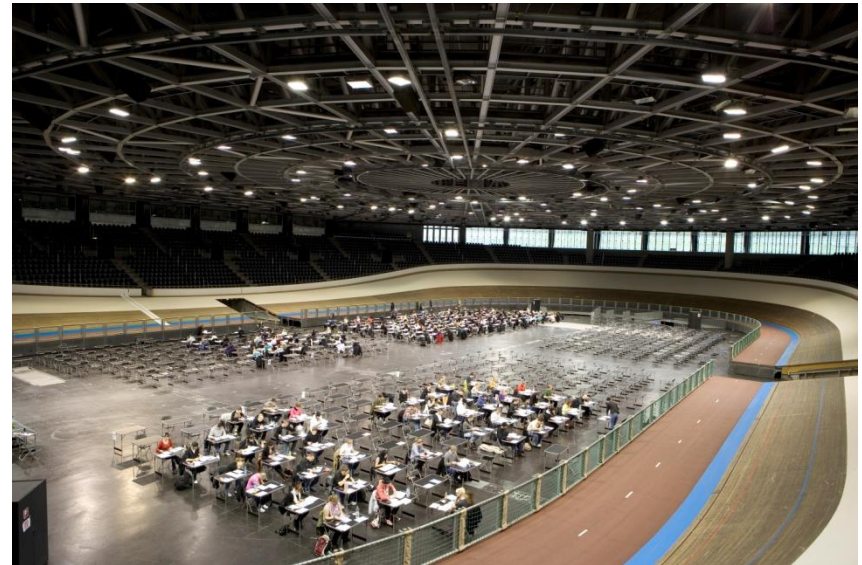


Employer Employee Teacher



Examinee

Organisation of interim and final exams

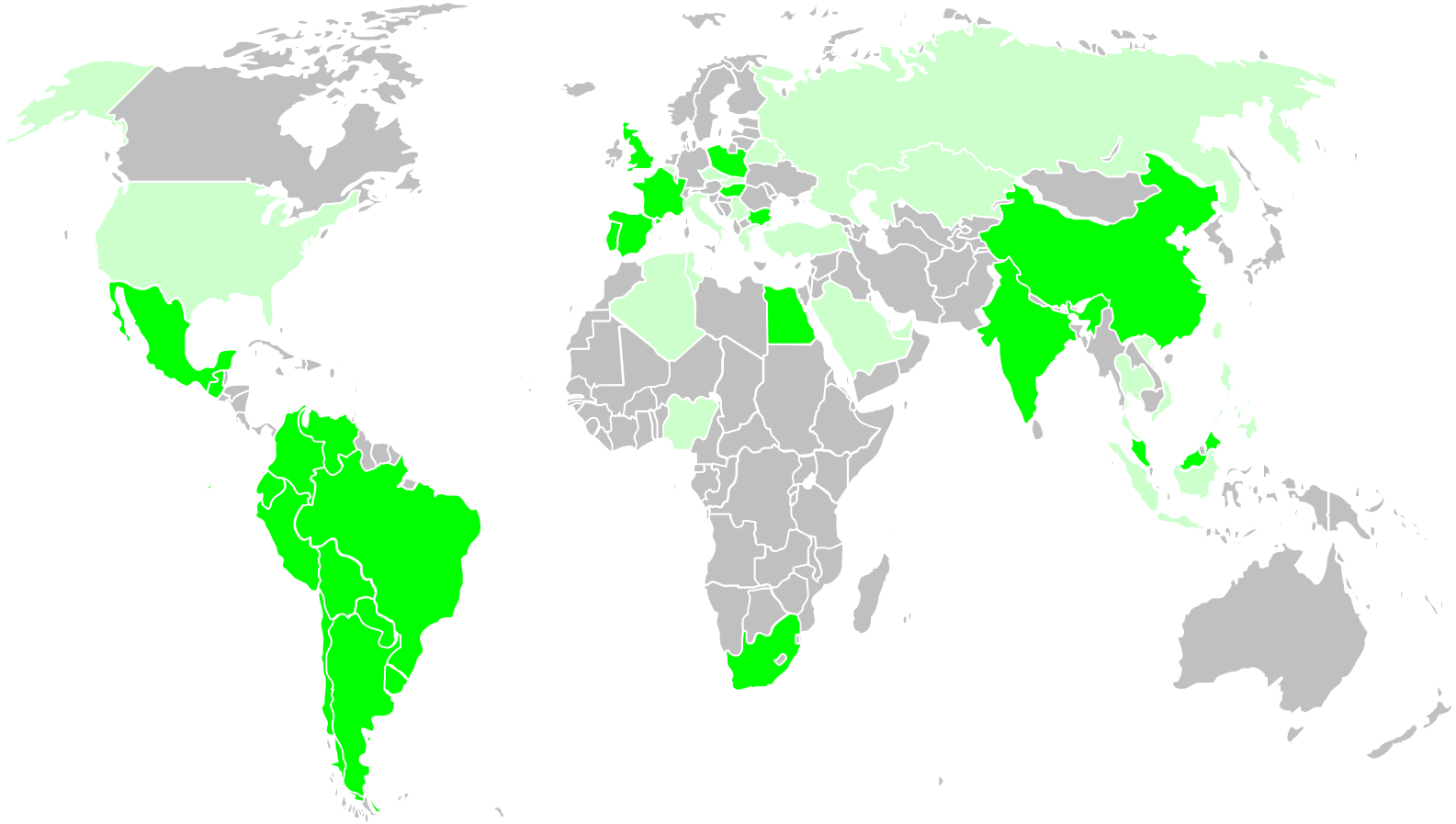


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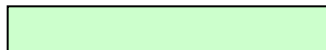
- enterprises co-determinate the contents of curricula
- training on the job combined with learning in vocational school
- qualified trainers in enterprises and schools
- independent quality assurance all over the training process
- comparable curricula and examinations nationwide

Can take place in Latvia and elsewhere

Chambers abroad and VET Activities 2014



AHK-Aktivitäten vor 2010



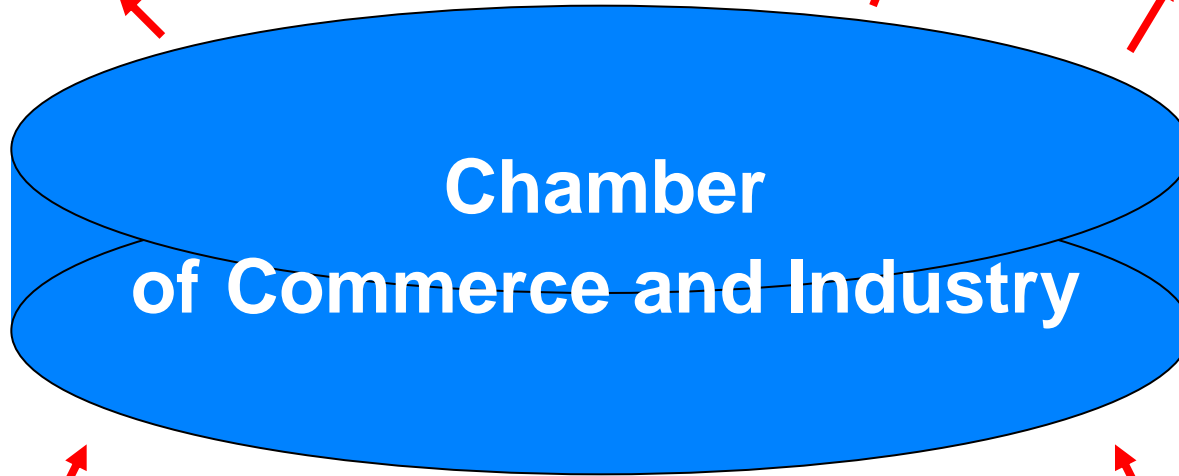
AHK-Aktivitäten ab 2010



Noch keine Aktivität/ keine AHK

Tasks

Organisation Quality assurance Examination Certificates



Companies

Vocational schools

Vocational training
institutions

Politics

Economic institutions

Educational institutions

Partner/clients

- German dual training is an excellent system for qualifying skilled workers
- it leads to a win-win-situation for companies, government and young people, altogether
- German dual system is very complex and well balanced
- no need to “copy and paste” – **five key elements** and a **Roadmap** are crucial
- companies needs to be committed and can determine contents as well as procedures
- independent chambers or associations of the economy itself can assure the quality and are ideal integrators and
- German-Lativan Chamber of Commerce is a perfect partner for cooperation's and consulting

Thank you for your kind attention!



RA Steffen Gunnar Bayer

Director of German Vocational Education and Training abroad
Association of German Chambers of Industry and Commerce

Youth unemployment rate in Europe

