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

Diklu Pils, 27th of May 2014

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

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Our Chamber Network

125 offices worldwide

80 offices in Germany

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History of German dual VET

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

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Partner company

learning at the company

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

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Partner “Berufsschule”

- 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

learning at the VET- School

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Knowledge – Skills – Competences

- 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

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Knowledge – Skills – Competences

Requirements of the companies

General and vocational knowledge

= Holistic education

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Facts and Figures

- 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

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German dual VET benefits for all stakeholder

- 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 Administration
- Health
- Agriculture
Training Regulations for every need

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)

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1 Federal Skill council - 350 Training Regulations

- Federal Ministry
- Training Regulations
- Employers and Chamber organisations
- Trade Unions
- State Ministries

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Structure of Training Regulations

- 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

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Main characteristics of dual VET

- 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.

<table>
<thead>
<tr>
<th>Basis</th>
<th>Chamber Act and Vocational Training Act</th>
</tr>
</thead>
<tbody>
<tr>
<td>Status</td>
<td>self administration of 3.6 Mio member companies by law</td>
</tr>
<tr>
<td>Companies</td>
<td>industry, trade and services</td>
</tr>
<tr>
<td>Mandate in general</td>
<td>taking care of business interests in total of the member companies in the district that the IHK is in charge of</td>
</tr>
</tbody>
</table>

**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

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Chamber administration - VET Committee

Employee representatives

Employer representatives

Vocational teachers representatives
Chambers - Examination Board

Employer  Employee  Teacher

Examinee
Organisation of interim and final exams
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Essential key elements for sustainable VET

- 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
Consultant German – Latvian Chamber of Commerce and Industry

- Quality assurance
- Examination
- Certificates

Chamber of Commerce and Industry

Partner/clients:
- Companies
- Vocational schools
- Vocational training institutions
- Educational institutions
- Economic institutions
- Politics

Tasks:
- Organisation
Conclusion

- 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

<table>
<thead>
<tr>
<th>Country</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deutschland</td>
<td>8,1</td>
</tr>
<tr>
<td>Österreich</td>
<td>8,5</td>
</tr>
<tr>
<td>Niederlande</td>
<td>9,8</td>
</tr>
<tr>
<td>Danemark</td>
<td>13,7</td>
</tr>
<tr>
<td>Luxemburg</td>
<td>18,6</td>
</tr>
<tr>
<td>Belgien</td>
<td>18,8</td>
</tr>
<tr>
<td>Finnland</td>
<td>18,8</td>
</tr>
<tr>
<td>Großbritannien</td>
<td>20,6</td>
</tr>
<tr>
<td>EU (15 Länder)</td>
<td>22,9</td>
</tr>
<tr>
<td>Schweden</td>
<td>23,0</td>
</tr>
<tr>
<td>Frankreich</td>
<td>25,5</td>
</tr>
<tr>
<td>Irland</td>
<td>29,9</td>
</tr>
<tr>
<td>Italien</td>
<td>36,5</td>
</tr>
<tr>
<td>Portugal</td>
<td>39,1</td>
</tr>
<tr>
<td>Spanien</td>
<td>55,9</td>
</tr>
<tr>
<td>Griechenland</td>
<td>57,0</td>
</tr>
</tbody>
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Dr. Achim Dercks, Association of German Chambers of Industry and Commerce (DIHK)