



Dual Vocational Education and Training (VET) in Germany

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Overview

- **Organization, tasks and role of the Chambers of Commerce and Industry (CCI) in the field of VET**
- Dual Vocational Education and Training (VET) in Germany – the Dual System
- VET market in Germany – situation, challenges, chances

Organization and tasks of the CCI Nuremberg

145 000 member firms (industry, commerce and services in the Nuremberg region / compulsory membership)

250 employees

Offices in Ansbach, Erlangen, Fürth



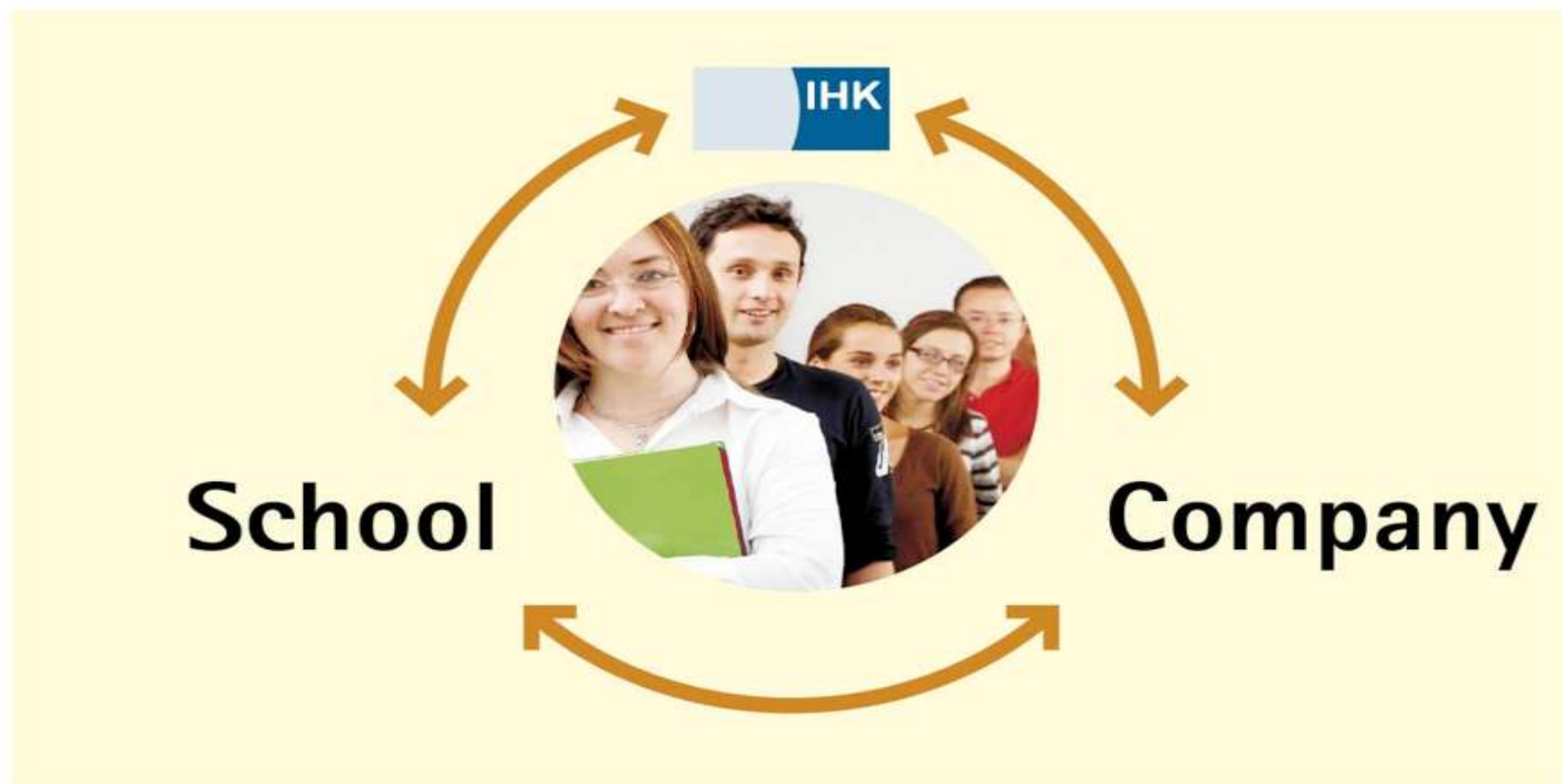
Member firms in the region of the CCI Nuremberg



Organization and tasks of the CCI

- Body incorporated under public law.
- Not part of the public administration but independent from the state.
- As an autonomous organization the CCI are built on a democratic foundation. Companies determine the course of their CCI through the general assembly (parliament).
- Institution of self-administration of the regional economy.
- Representing the diversity of business interests on the level of the regional economy (representing the regional economy as a whole, not only single branches).
- Additionally, the CCI are entrusted with tasks of public authority (especially those concerning VET).

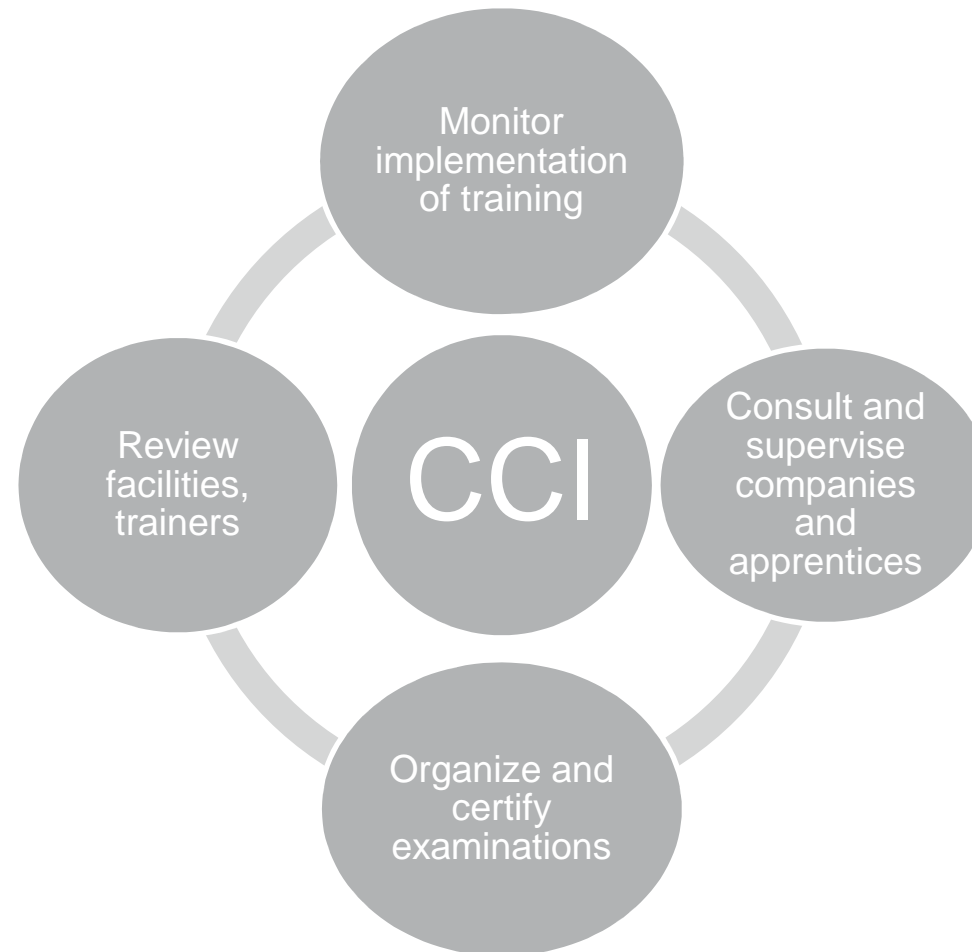
Role of the Chambers of Commerce and Industry (CCI) in the field of VET



Role of the CCI in the field of VET

- Monitor implementation of training (Vocational Training Act regulates the quality standards of VET, determines rights and duties, defines CCIs as competent bodies).
- Supervise training facilities, trainers (ensuring the quality of VET).
- Consult and supervise companies (in all matters concerning VET).
- Advice apprentices (in all matters concerning VET).
- Training contracts are registered in the list of training relationships.
- Regulate the admission of apprentices to the examinations and issue the certificates (recognized by the state).
- Organize and certify the intermediate and final examinations (comparable all over Germany).
Set up examination boards which consist of volunteer delegates of entrepreneurs, employees and trainers of VET-schools (guarantees the practical relevance).

Role of the CCI in the field of VET



Overview

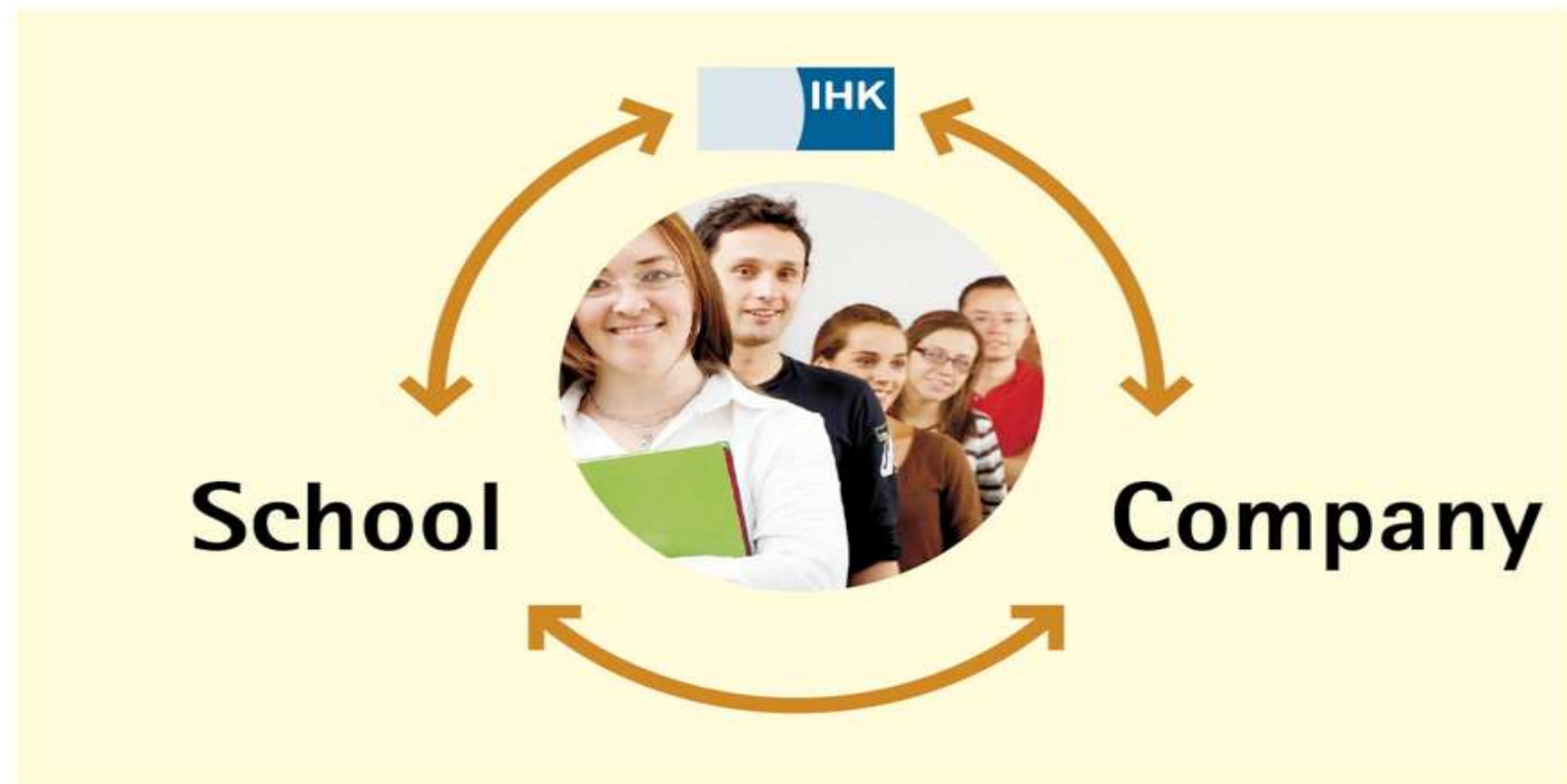
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Facts and Figures



VET Germany (including craft sector, free professions, public sector, agricultural sector)	VET Chamber of Commerce and Industry Nuremberg (responsible for the region of Middle Franconia)
<ul style="list-style-type: none">• 326 nationwide recognized training occupations• approx. 1,3 Mio. young people are currently participating in VET in Germany• over 500.000 new contracts/year• approx. 430.000 training companies	<ul style="list-style-type: none">• 169 nationwide recognized training occupations• approx. 21.000 apprentices• approx. 8.400 new contracts/year• approx. 4.600 training companies

Dual Vocational Education and Training in Germany



Dual Vocational Education and Training in Germany



Dual Training

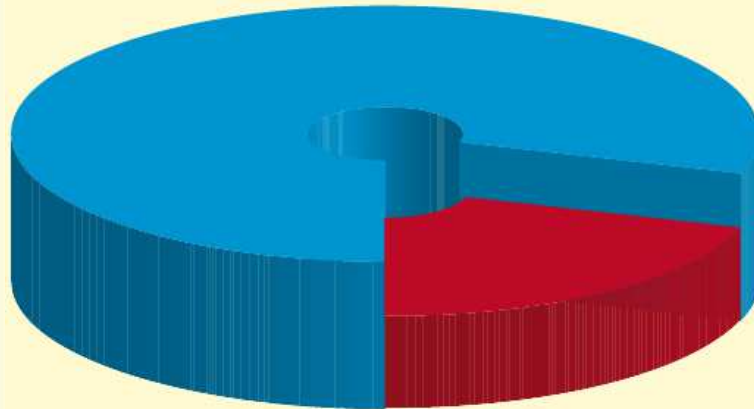
Training is mainly provided in the company „learning by doing“– supported by teaching in part-time vocational school (Berufsschule)



■ Company
■ School



■ Company



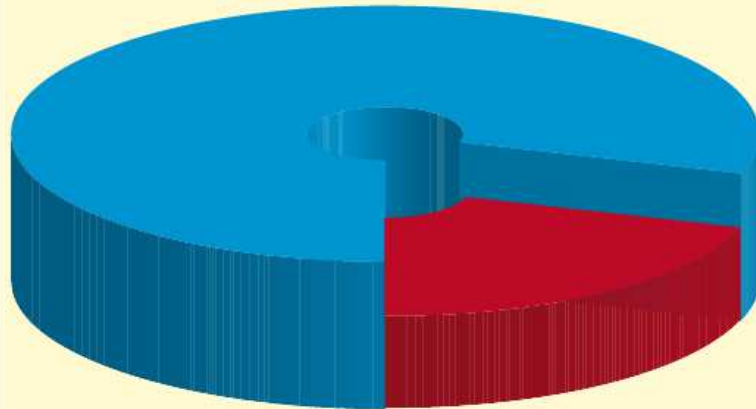
- 3-4 days a week
- teaching specialized training skills and providing occupational experience on the basis of training regulations (quality standard guaranteed across Germany)



Vocational school



■ School-based training vocational school



- 1-2 days a week
- providing specialized theoretical knowledge for the relevant occupation on the basis of a framework curriculum and improving the level of general education



Dual Vocational Education and Training in Germany



Training in the company	Vocational school
Legal basis: Vocational Training Act (1969)	Legal basis: School legislation in the federal states
Vocational training regulations – Regulated at a national level (standard guaranteed across Germany)	Framework curricula in federal states – Nationally coordinated
Contractual obligation: Training contract	Contractual obligation: Compulsory vocational school attendance
Three to four days per week in the company	One to two days per week or block sessions in specialised classes
Chamber of Commerce and Industry (CCI) exam	



Training occupations for every sector



Industry



Commerce



Skilled trades



Office and Administration

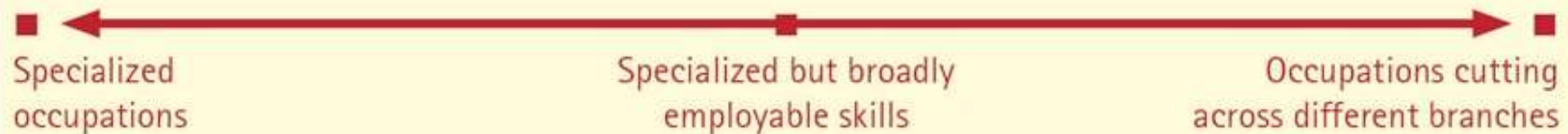


Health



Agriculture

Training occupations in the dual system



**Alteration
tailor (m/f)**



**Biological
laboratory
technician
(m/f)**



**Industrial
clerk (m/f)**



**Mechatronics
engineer
(m/f)**



**Management
assistant
(m/f)**

Benefits of the Dual System



For enterprises:

- Enterprises can decide freely whether to offer VET (> high job creation effect).
- At medium-term: low recruitment costs.
- Next generation of skilled workers assured.
- Inhouse trained employees meet exactly the operational requirements of the companies which recruit them.

For apprentices:

- Labour market relevant training.
- Acquisition of social skills, personality development.
- Salary from companies.

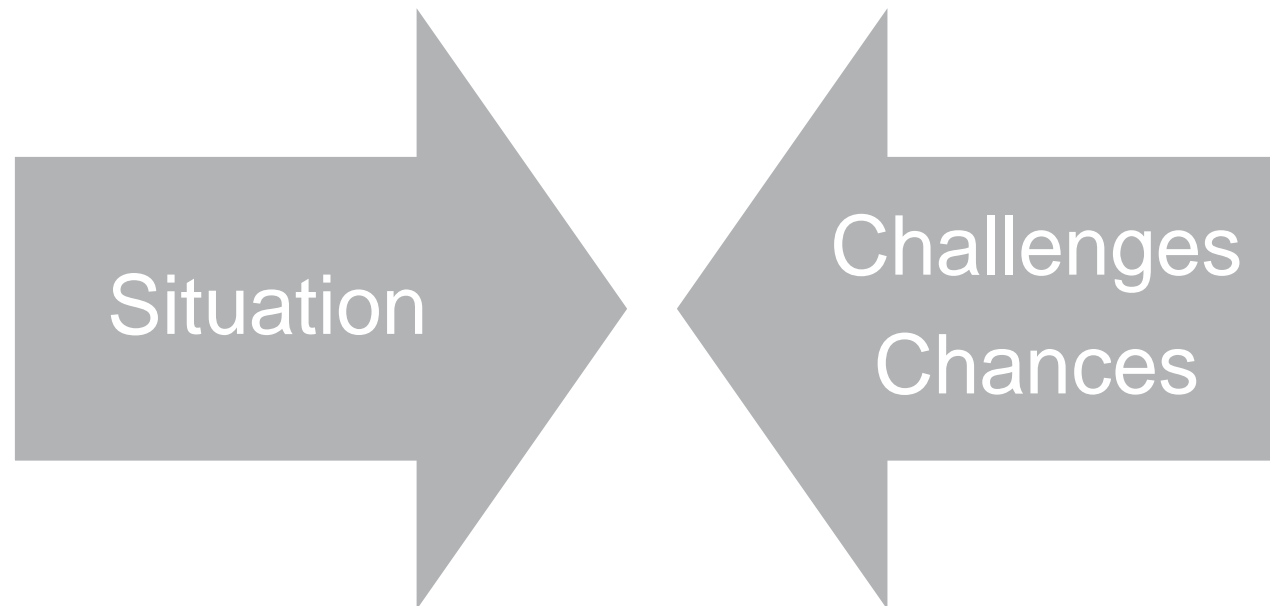
For the state:

- Lower costs for VET.
- Low rate of youth unemployment.

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VET market in Germany – situation, challenges, chances

Situation

- Positive development of the German economy -> companies have an increasing need of skilled workers to process their orders.
- Increasing shortage of skilled workers as a significant business risk -> more than every second company affected.
- Forecast 2018: Companies mainly intend to increase their offer in the field of VET.

VET market in Germany – situation, challenges, chances

Challenges

- Demographic change – fertility rate has decreased.
- Increasing number of students in the field of higher education → however in the year 2025 the shortage of skilled workers will be mainly in the field of VET (90%), not in the academic field.
- Employing apprentices becomes more and more difficult for companies (about every third training vacancy can't be filled).

VET market in Germany – situation, challenges, chances

Chances

- Applicants for VET have increasing chances to get a training contract.
- Many companies offer additional contributions besides salary.
- Very good chances to get a labour contract as skilled worker after apprenticeship.