



Federal Ministry
of Education
and Research

The German System of VET

Dr. Frank Petrikowski



	Liberal Market-Model Origin: England	State regulated Model Origin: France	Dual-corporative Model Origin: Germany
Who rules, how Vocational Education and Training is organized?	Is negotiated „on the market“ between representatives of employers, employees and institutions, organizations and companies who offer VET	The Government	State regulated, chambers of economic sectors
Where does VET take place?	e.g. in schools, companies, community colleges, in schools and companies, via e- and blended learning, etc.	in special state-run technical or business schools or training centers	in companies and schools in a fixed alternation („dual“ Model)
Who defines the contents of VET?	The „market“ or single companies depending on what is needed. No fixed/regulated contents.	The government (with consultation of the social partners). Priority is a more theoretical, general education and no direct combination to the needs of companies/labor market	Employers, Unions and Government decide together



	Liberal Market-Model Origin: England	State regulated Model Origin: France	Dual-corporative Model Origin: Germany
Who pays/finances VET?	Generally pupils, students, apprentices pay. Some companies finance special courses	Government collects fee from companies and finances via a funds VET for a limited number of applicants	Companies finance the VET inside the company with possibility of tax refund. Apprentices get paid according to tariff. VET-schools are state-financed.
What certificates are given at the end of VET and which opportunities are opened with these certificates?	There is no surveillance of VET and no generally (state or other) recognized final examinations.	State gives out certificates which entitle for continuous/further education in schools or partly also for Higher Education institutions	Certificates are state recognized for accessing a profession. They entitle also for continuous/further training and partly for Higher Education



Federal Ministry
of Education
and Research

1182 ac

First certified professional training scheme –
wood turner

a brief historical sketch.....



- **Medieval:** Training organized in guilds
- **18th / 19th century / industrial revolution:**
Development of the “dual system” (approximately 80% in-company training and 20% school education)
- **1869** First Trade Regulation (Craft Protection Law):
Definition of rights and duties of companies that offer training and apprentices in crafts and industry and commerce



- **since 1918:** trade unions involvement through collective bargaining (salaries of apprentices became subject of the collective bargaining contracts between unions and employer organizations)
- **1969** Federal Vocational Training Act: First `all-inclusive` regulation
- **2005** Reform of the Federal Vocational Training Act



Federal Ministry
of Education
and Research

Distribution of Schoolleavers to the sub-systems of education in Germany:

55% company-based dual system of VET

10% school-based VET

35% higher education



Present Facts and Figures on VET in Germany

- 346 state recognized professional training regulations; Training in the so-called “dual system”. For in-company training the responsibility lies with the Federal Government, the economy and its associations, for the school-part the Federal States (Länder) in 2.000 part-time vocational schools with approximately 130.000 teachers
- Duration of a training scheme: generally 3 years



- Federal Government issues for each profession a country-wide valid training regulation with qualification and examination requirements
- 1,6 million apprentices are trained in the “dual system”, (55% of one age-group each year, 41% women)
- 500.000 apprentices are in full-time vocational schools (responsible Federal States).



in the “Dual System”:

- Apprentice has a training contract under private law with the company that trains him/her. The contract contains articles like the beginning and duration of the training period, the organization of the training, the salary of the apprentice.
- Around 850.000 qualified trainers in companies (94% part-time, 6% full-time)



- Apprentice gets paid according to tariff. Tariffs are agreed on in collective bargaining between unions and employer organizations. Apprenticeship-salaries are around 1/3 of the salaries paid for trained workers



The surveillance of the training lies within the responsibilities of the regional chambers of commerce and trade, of crafts, of free professions, of agriculture as sovereign self-administrative, competent bodies of the economy.

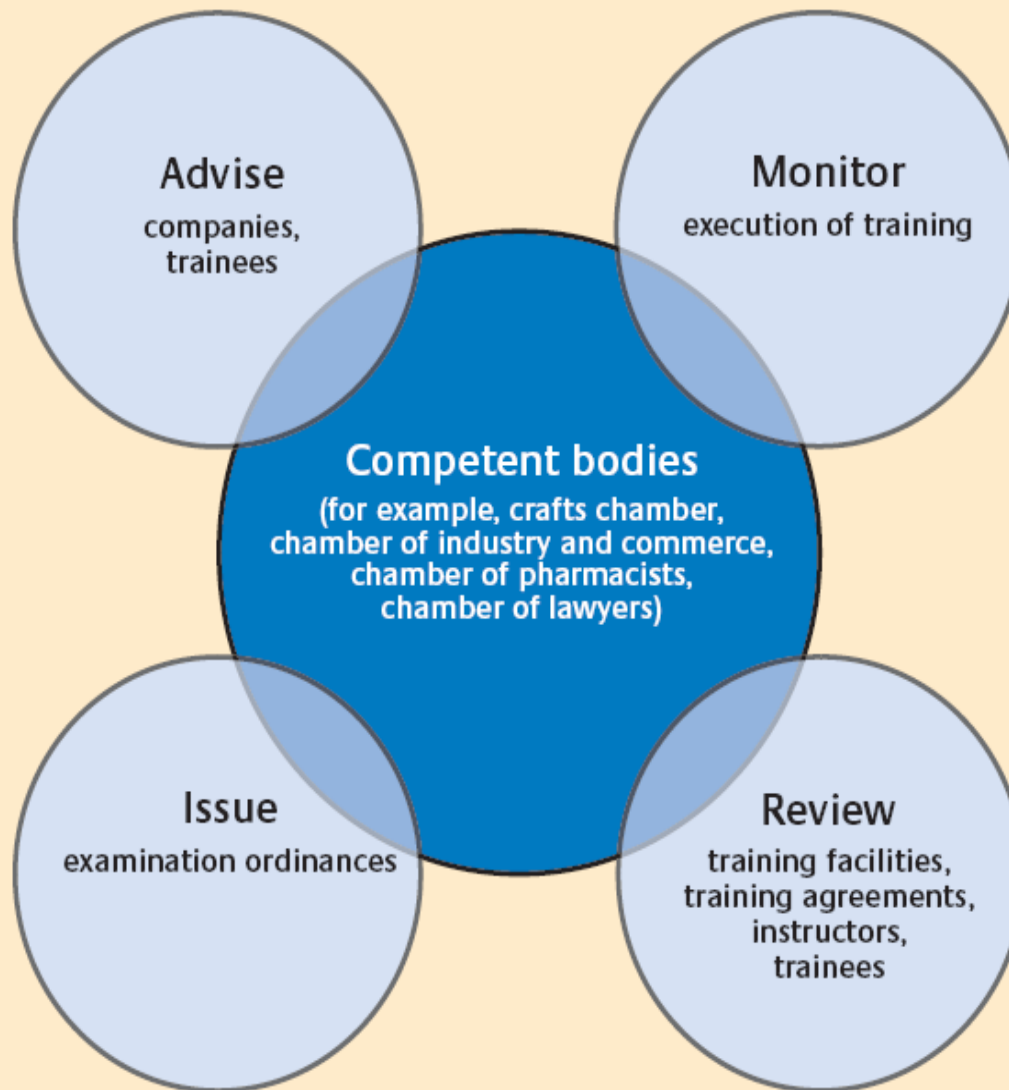
480 chambers

280.000 examiners in Germany

500.000 successful examinations per year

25.000 “external” examinations per year

150.000 examinations in the regulated continuous training schemes per year





- Germanys VET-System is a success-story, because it combines the educational system with the first labour market. The transition of young people from the educational system into the first labour market through a high standard training scheme is assured or at least well-paved.



- 80 % of apprentices work one year after passing final examen in the first labour market as skilled laborers. 15% strive for Higher Education, Army or civil service. Youth unemployment (16-24 year olds) is constantly below or as high the general unemployment rate. “Graduates” from the dual system are hardly hit by unemployment: 3,4% one year after the examen



Flexibility of Germanys VET-System

In the last 10 years:

185 training regulations have been modernized

70 new professions with training regulations have been developed

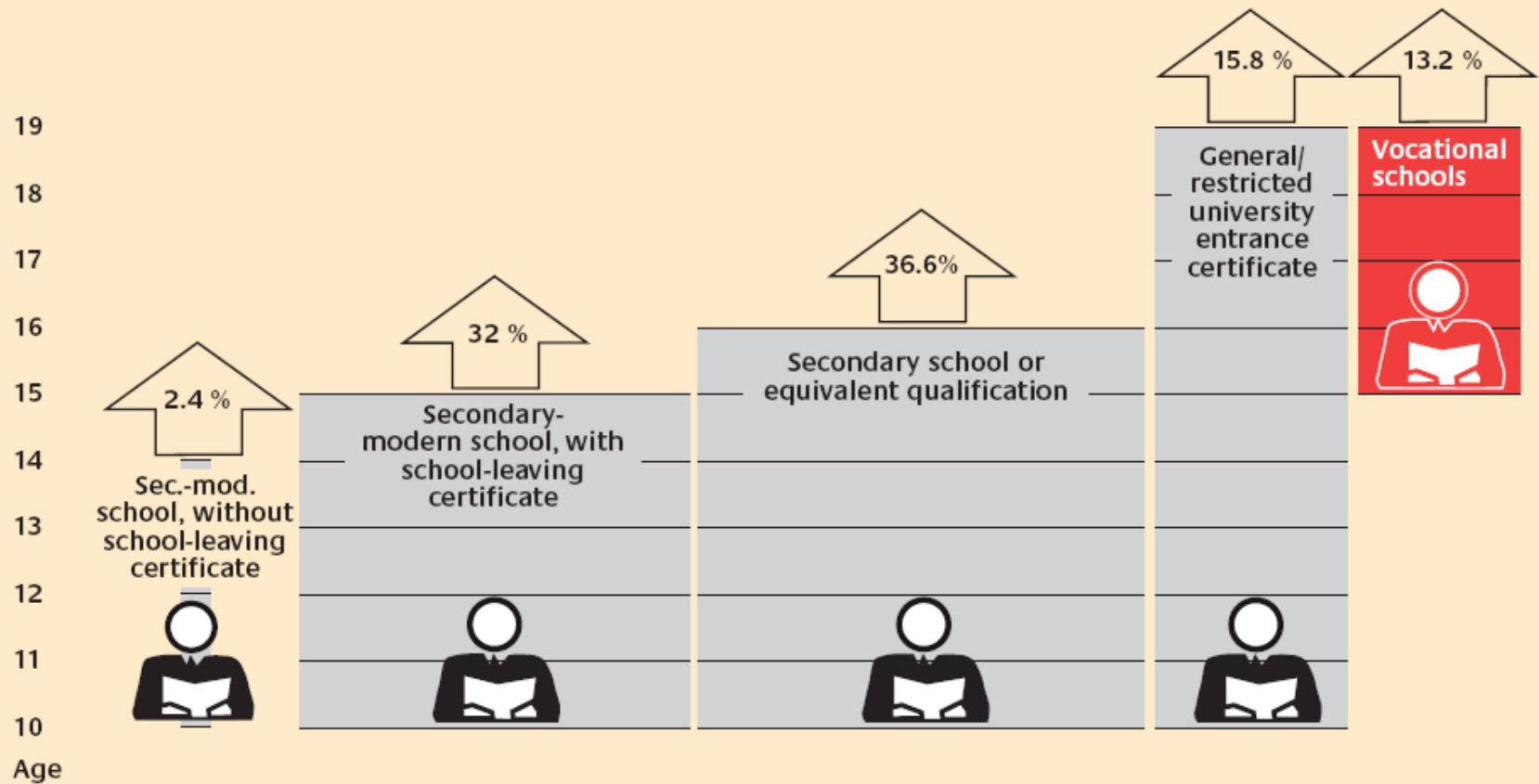
For 2006:

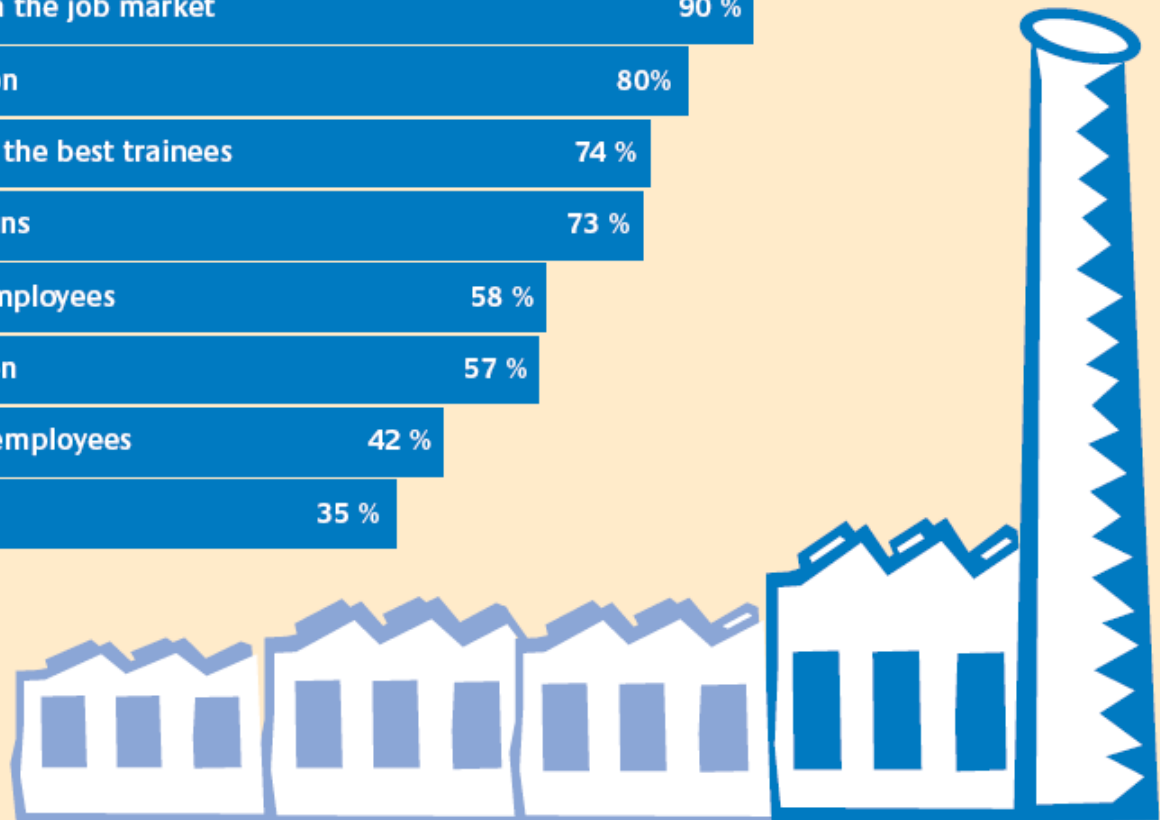
17 modernizations, 4 new professions

The system guarantees flexibility: 7 years after the examen, 50 % of former apprentices work in other professions than trained in.



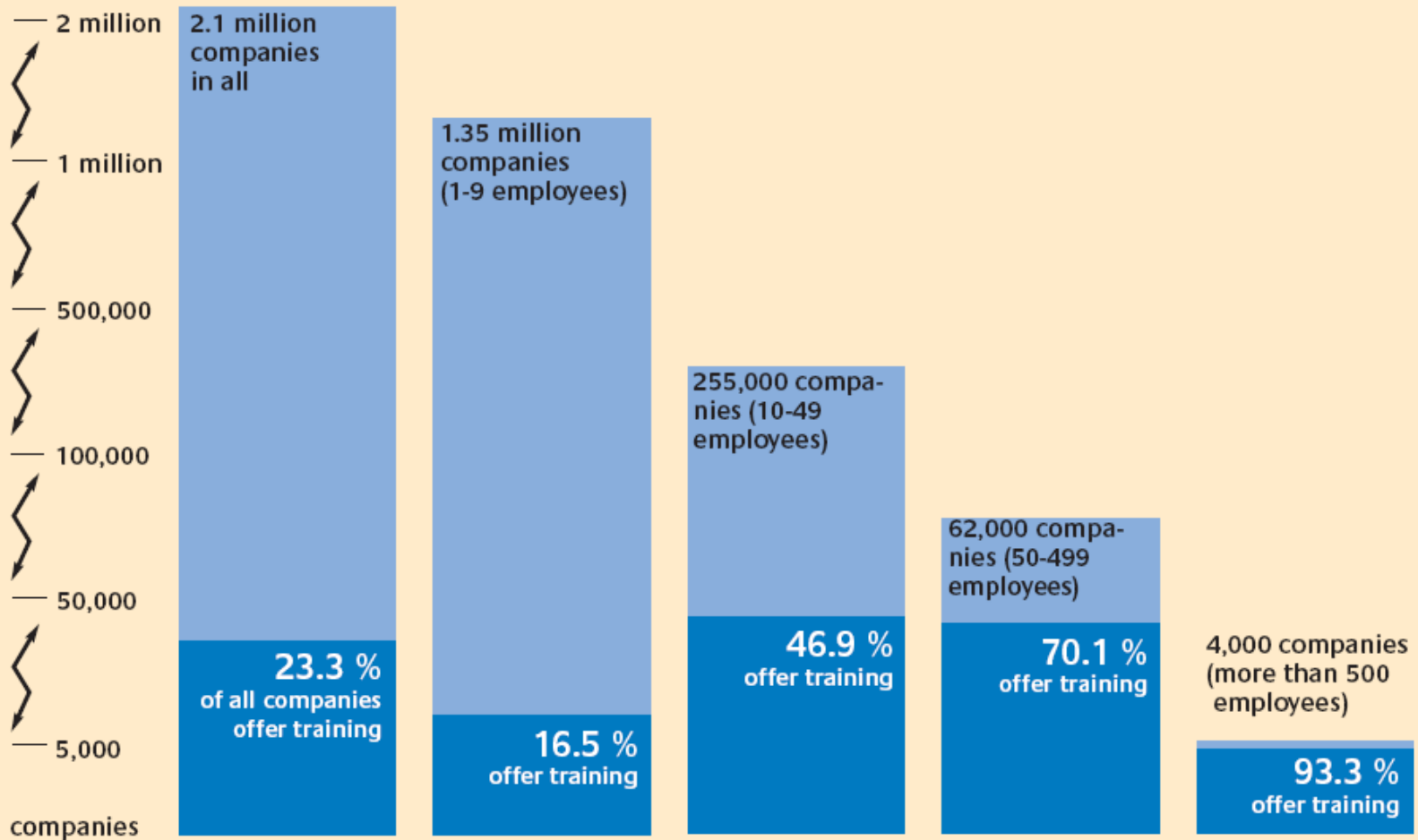
Dual system





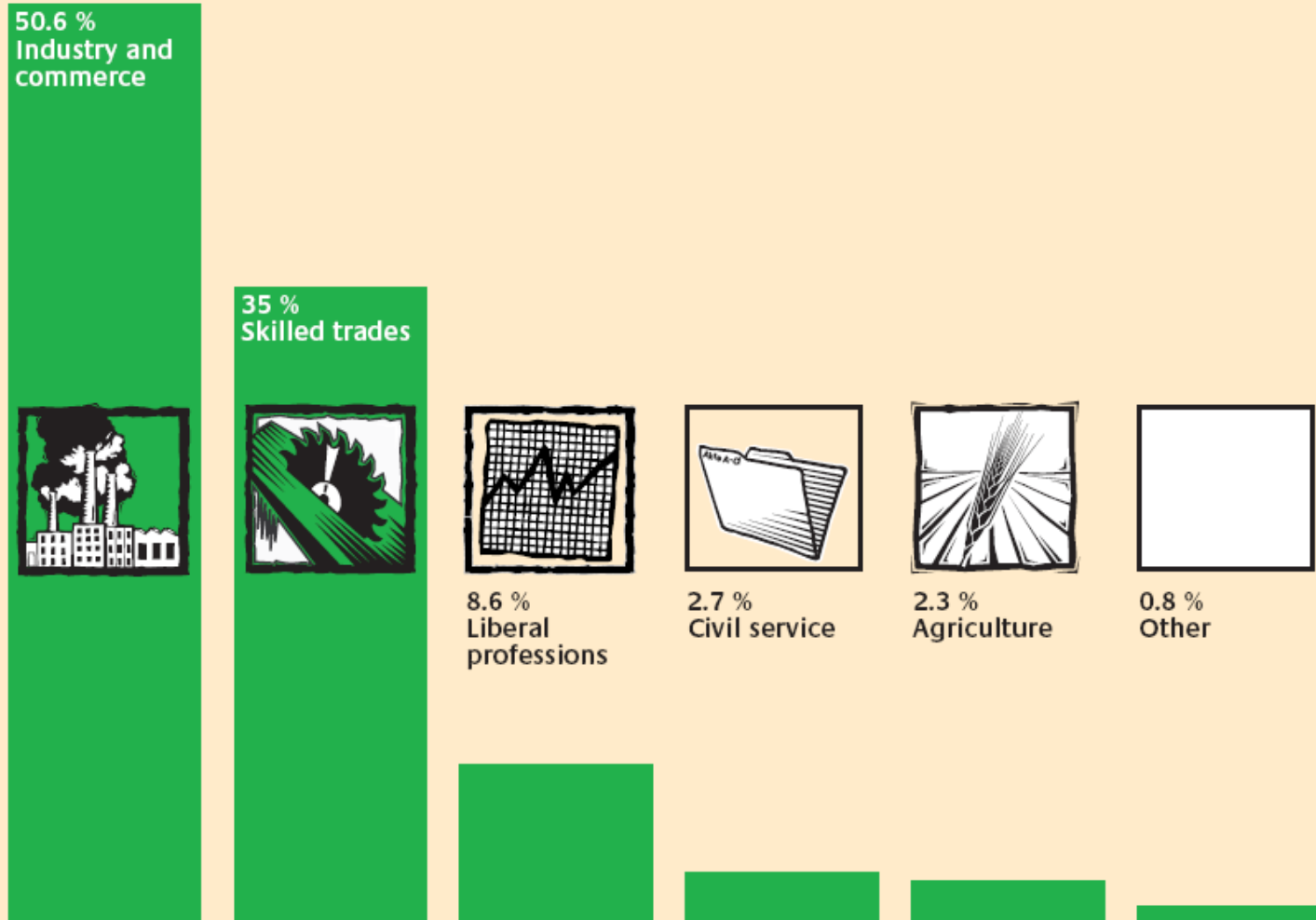


Participation in training, by company size





Trainees, by training areas





The ten most popular occupations requiring formal training

10

– young men New contracts overall: relevant percentages with respect to all new trainees

Motor vehicle mechanic	22,980	6.5 %
Painter and lacquerer	15,818	4.5 %
Electrical fitter	13,694	3.9 %
Joiner	13,648	3.9 %
Business specialist, retail trade	13,337	3.8 %
Cook	11,522	3.3 %
Business specialist, wholesale and foreign trade	10,241	2.9 %
Mechanical engineer, metal structures	9,400	2.7 %
Bricklayer	9,291	2.6 %
Information technology specialist	8,365	2.4 %
Total	128,296	36.2 %

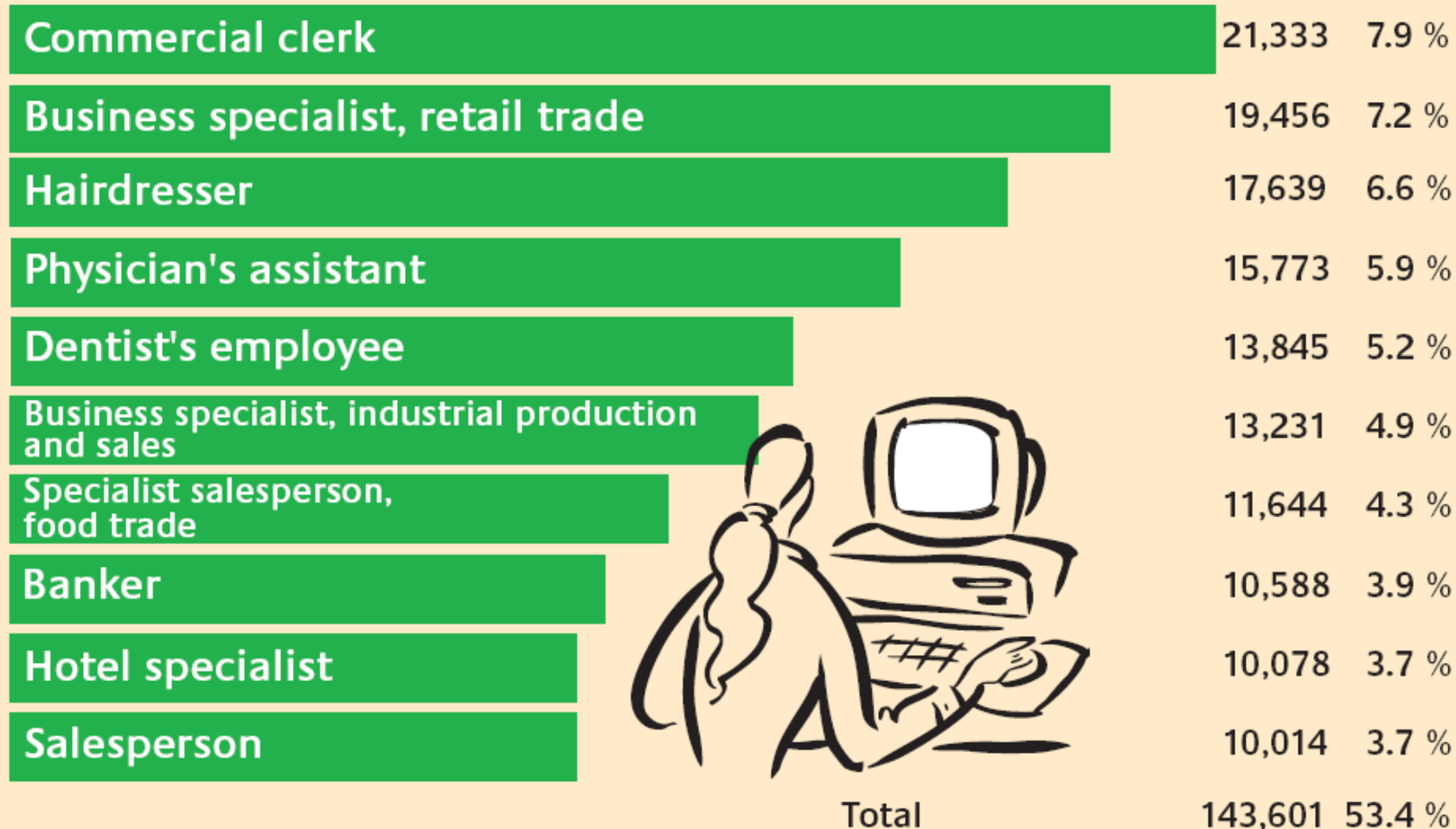


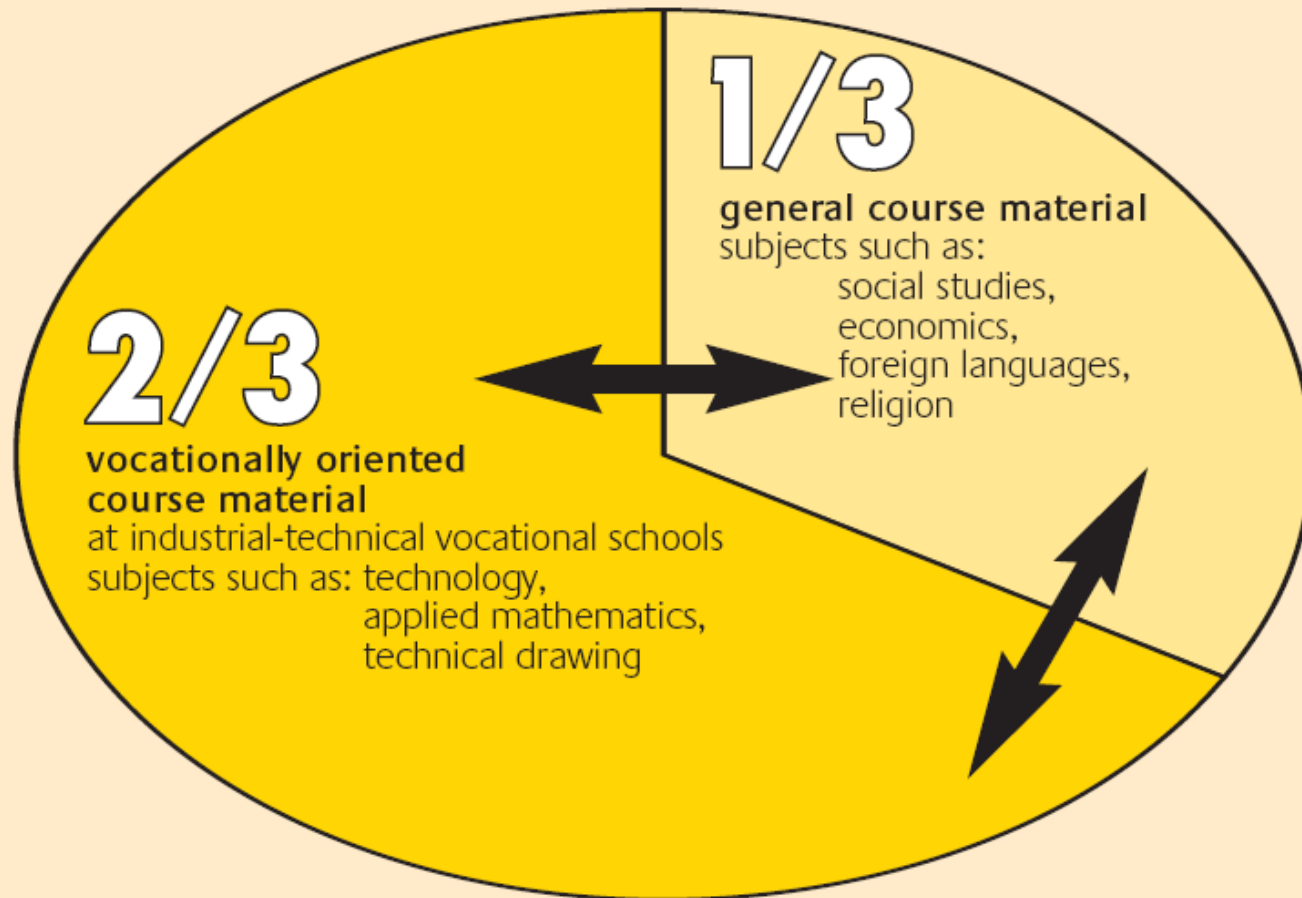


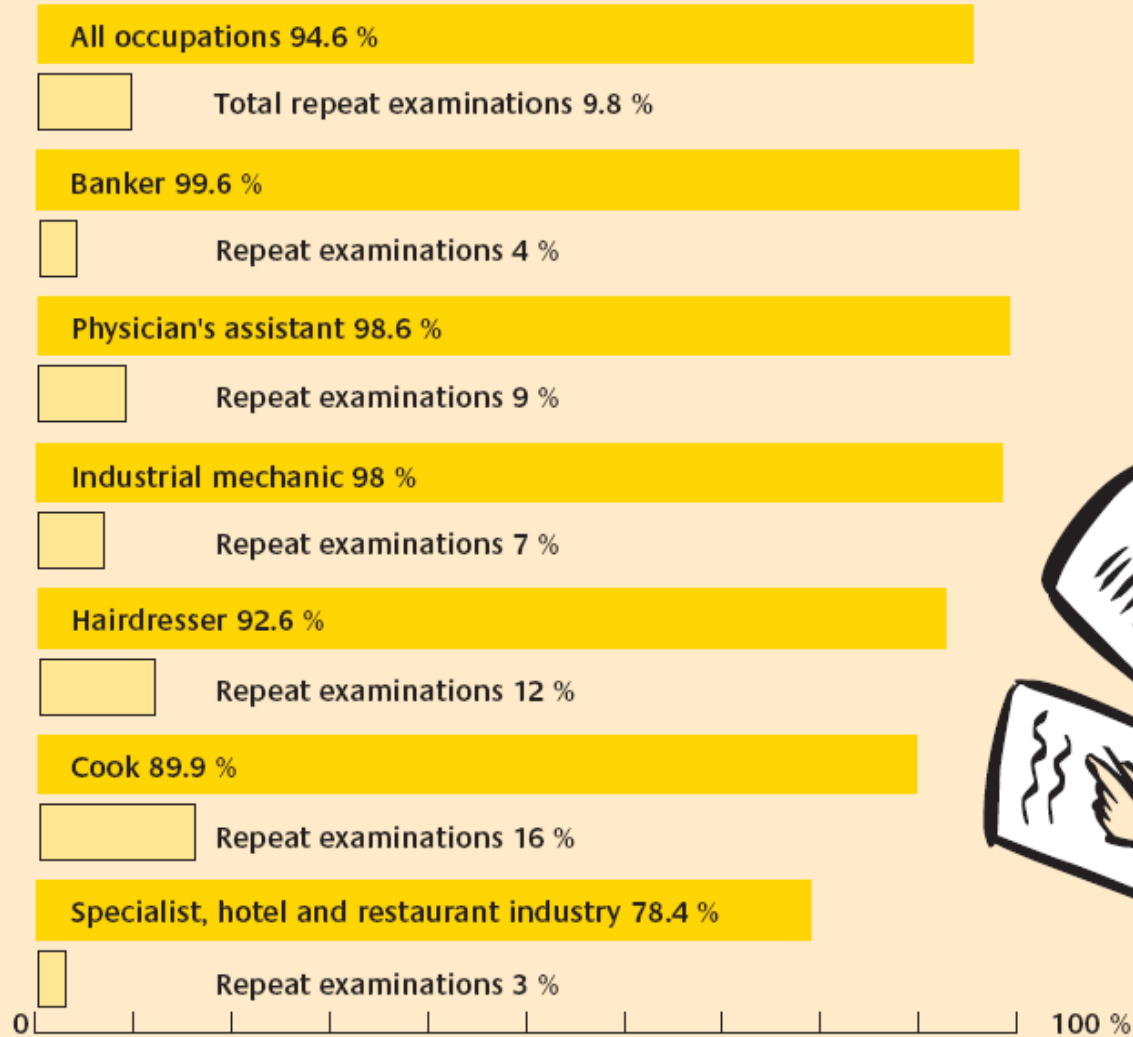
The ten most popular occupations requiring formal training

11

– young women New contracts overall: relevant percentages with respect to all new trainees









High and low wages during training





Expenditures for the dual system, by financial contributors in 2000/2001

21.8 Billion €

Total expenditures

14.7 Billion €

Companies' net costs 67.5 %

3.1 Billion € Part-time vocational schools

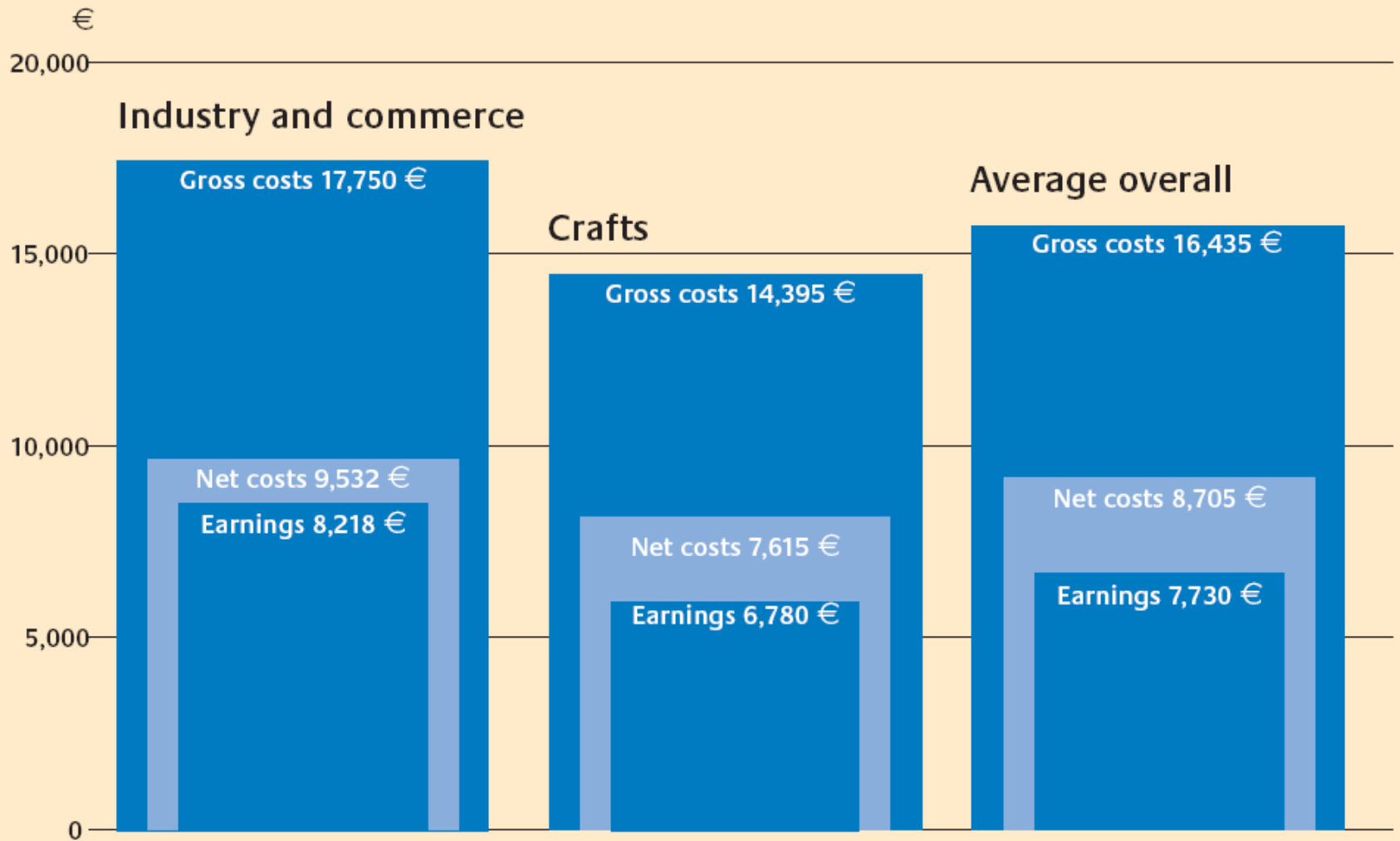
0.3 Billion € Training programmes,
support for regional vocational training centres

Federal Government and Länder 15.5 %

3.7 Billion €

Federal Employment Services 17 %







Federal level

- Federal Ministry of Education and Research (BMBF)
- Other relevant ministries (with regard to subject area)
- Federal Institute of Vocational Training



Länder level

- Länder ministries
- Standing Conference of the Ministers of Education and Cultural Affairs of the Länder in the Federal Republic of Germany (KMK)



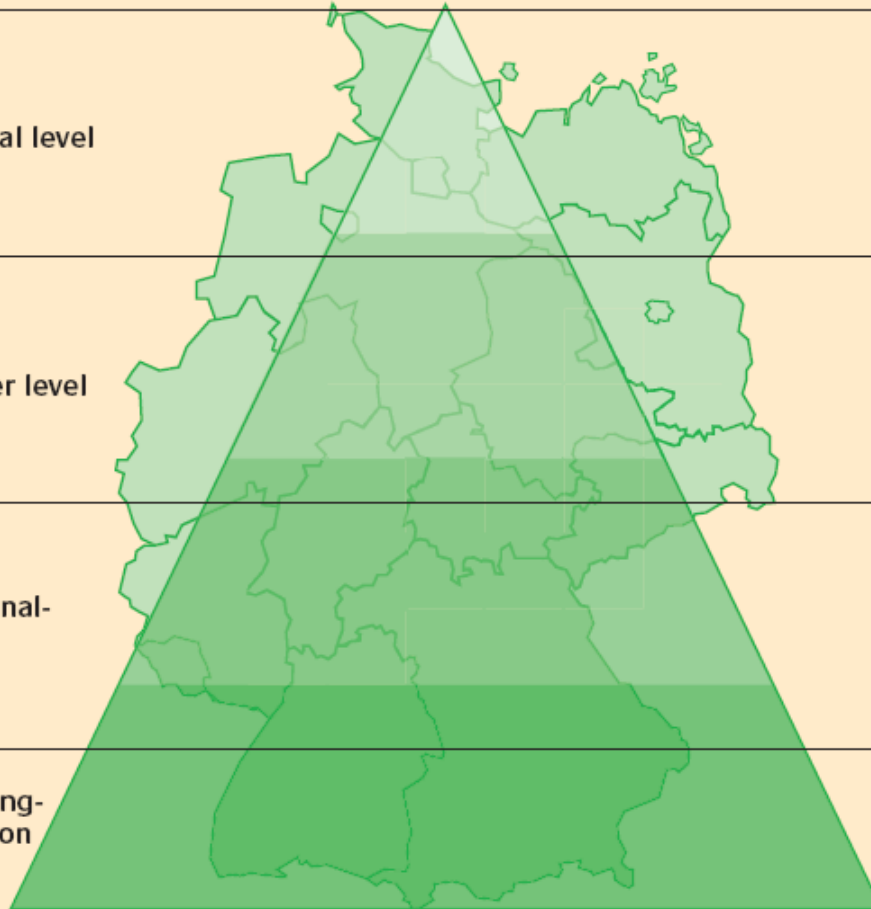
Regional-level

- Competent bodies (chambers)



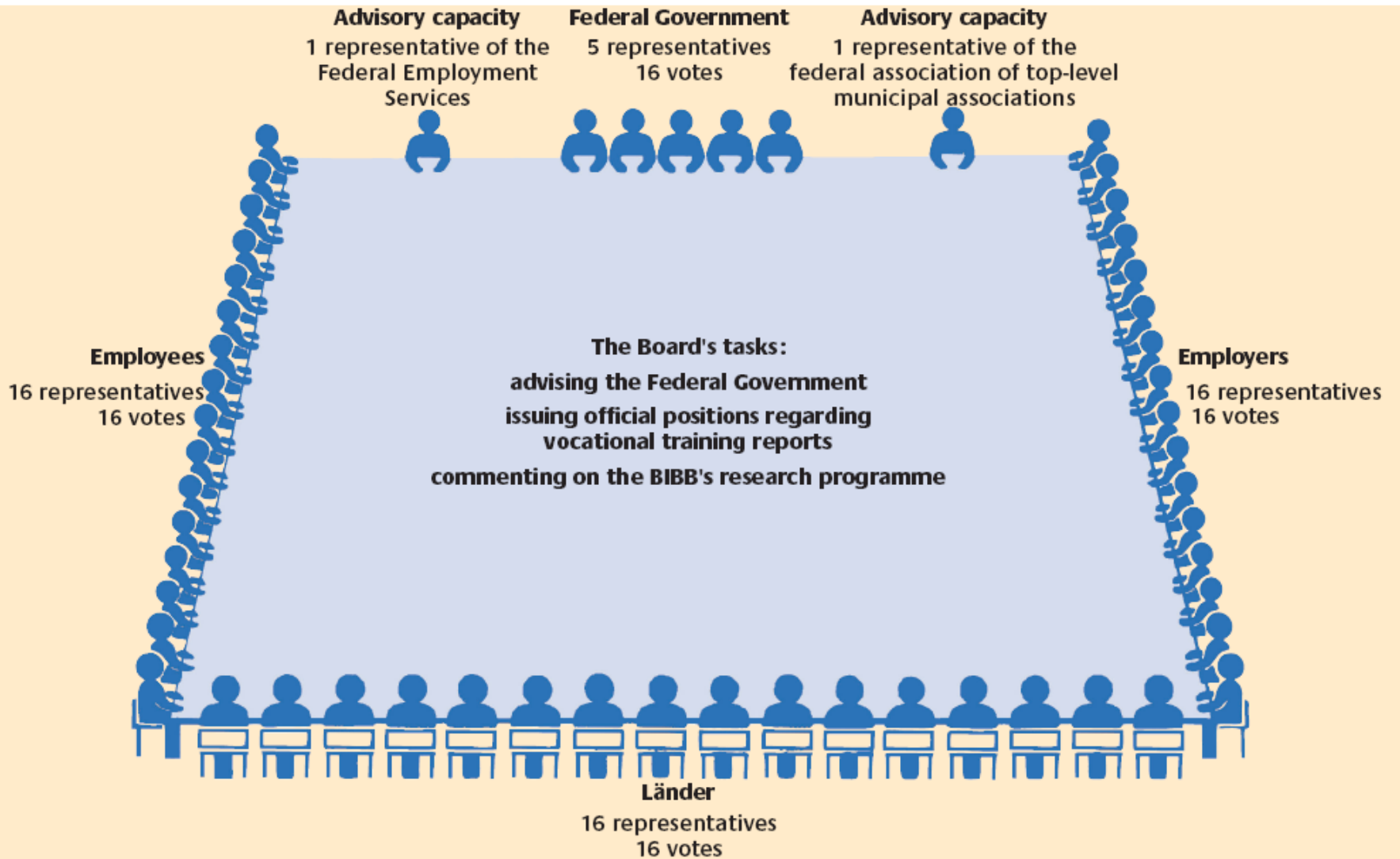
Training-location level

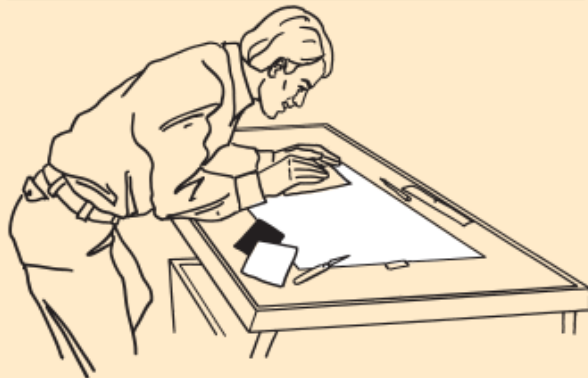
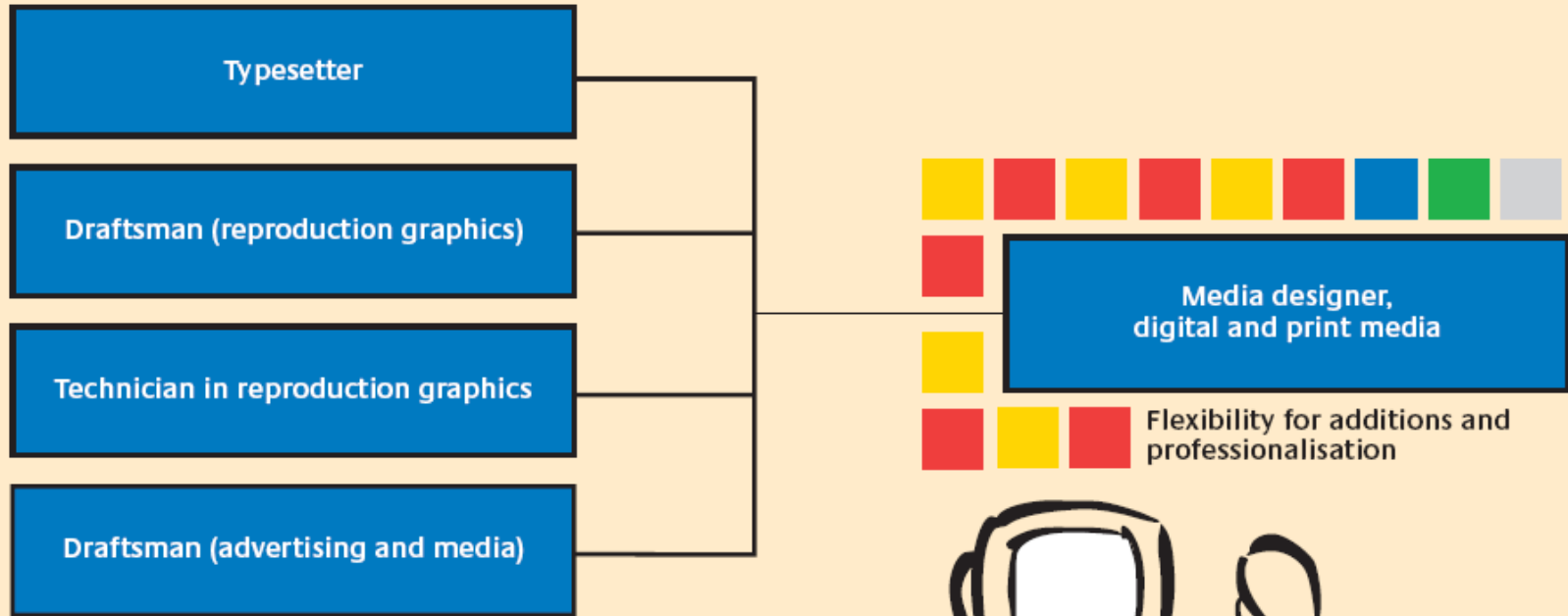
- Companies offering training
- Vocational schools



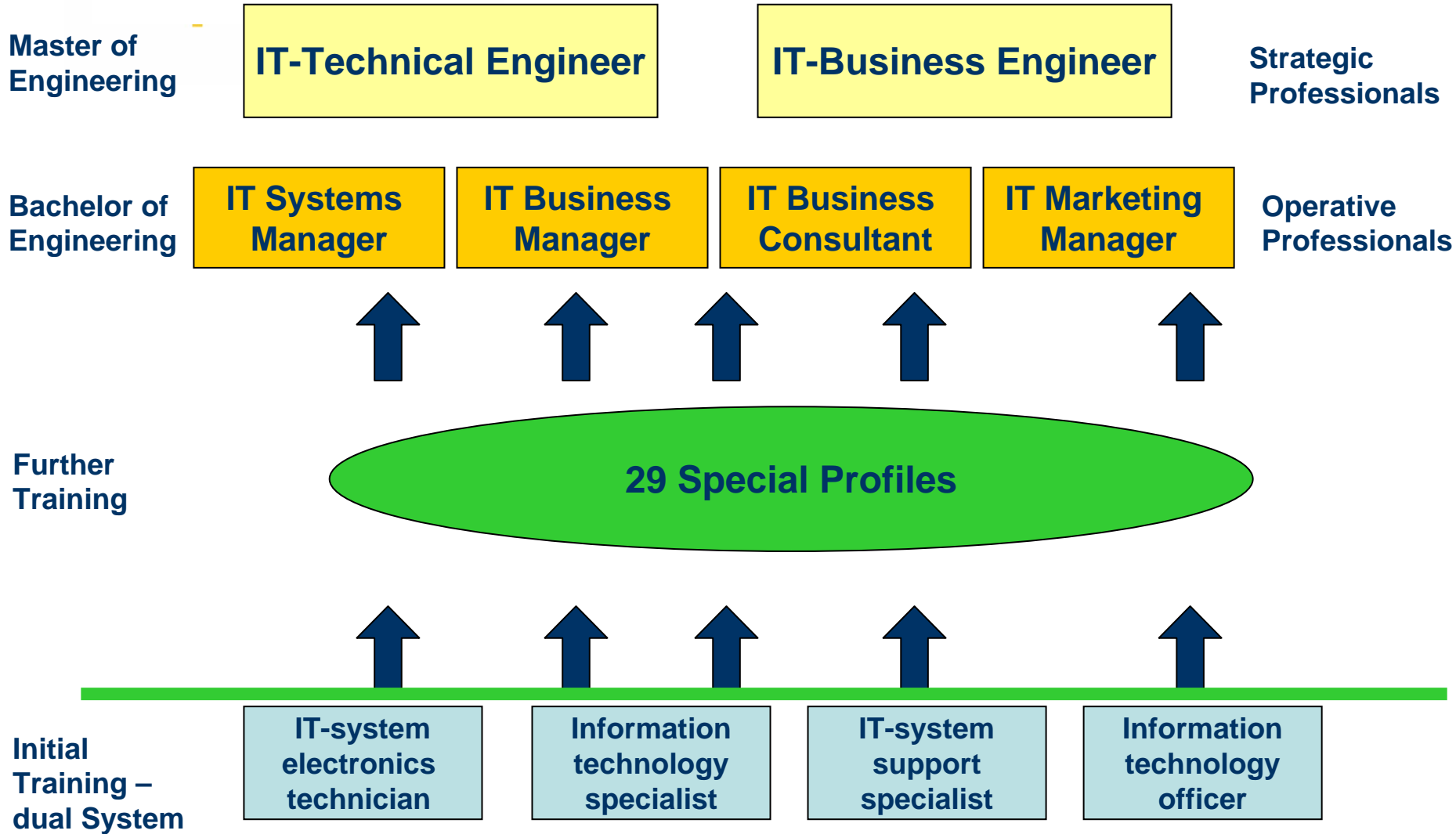


The BIBB Board





NEW CONCEPTS OF CONTINUING VOCATIONAL TRAINING IN THE ICT SECTOR





What does the 3-year training mean for:

The individual

- the transition from school to work is facilitated by the 2 to 3-year period of training
- working and learning are combined
- investigation of opportunities and own abilities
- attainment of social standing and income

the company

- competent workforce for the future
- low personnel recruitment costs
- low labour costs

the government

- uniform national qualifications standards are guaranteed
- maintenance of Germany's competitiveness
- lower training costs for the government
- social stability - social dialogue



Federal Ministry
of Education
and Research

Important Links:

www.bmbf.de

www.berufenet.de (all professions + contents)

www.bibb.de (profession-profiles in E and F)

www.imove-germany.de (Agency promoting
German Training Providers)



Federal Ministry
of Education
and Research

Thanks 4 your Attention!

Dr. Frank Petrikowski

Bundesministerium für Bildung und Forschung

Heinemannstr. 2, 53175 Bonn, Germany

Fon: 49-228-57-3850, www.bmbf.de

E-Mail: Frank.Petrikowski@bmbf.bund.de