

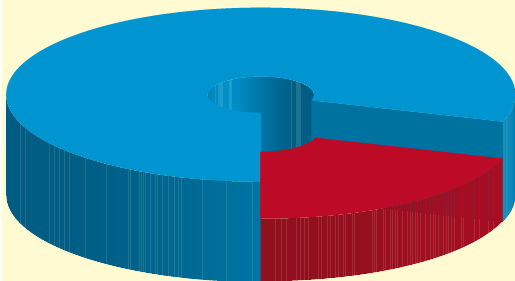
Dual Training in Germany

Dual Training

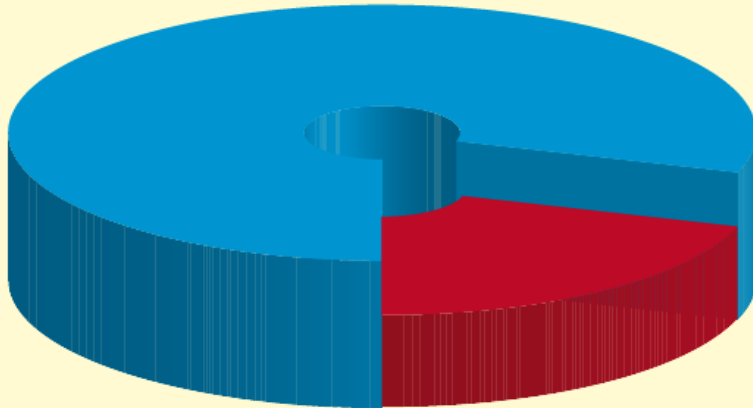
Training is mainly provided in the company – supported by teaching in part-time vocational school (Berufsschule)



Company
School

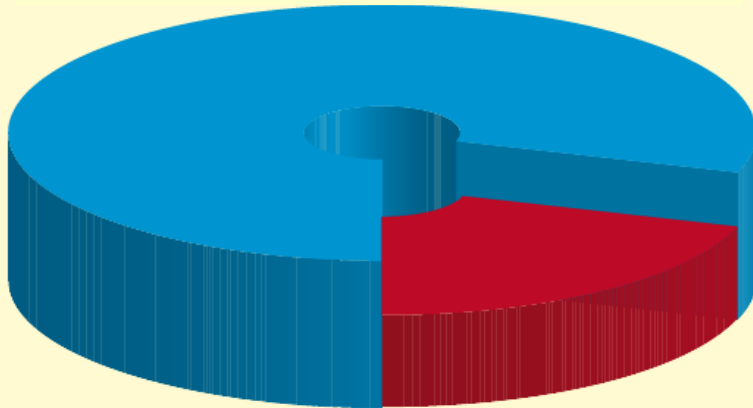


■ Learning at the company



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

■ Learning at the vocational training 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

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

Training occupations for every sector



Industry



Commerce



Skilled trades



Office and Administration

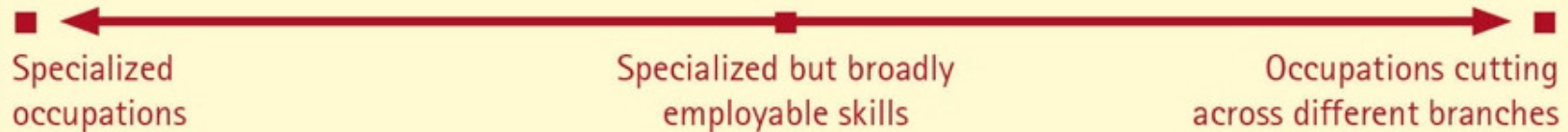


Health



Agriculture

Training occupations in the dual system



**Änderungs-
schneider**



**Biologie-
laborant**



**Industrie-
kaufmann**



**Mecha-
troniker**



**Büro-
kaufmann**

for enterprises:

- influence on content and organisation of vocational training
- at medium-term: low recruitment costs
- next generation of skilled workers assured

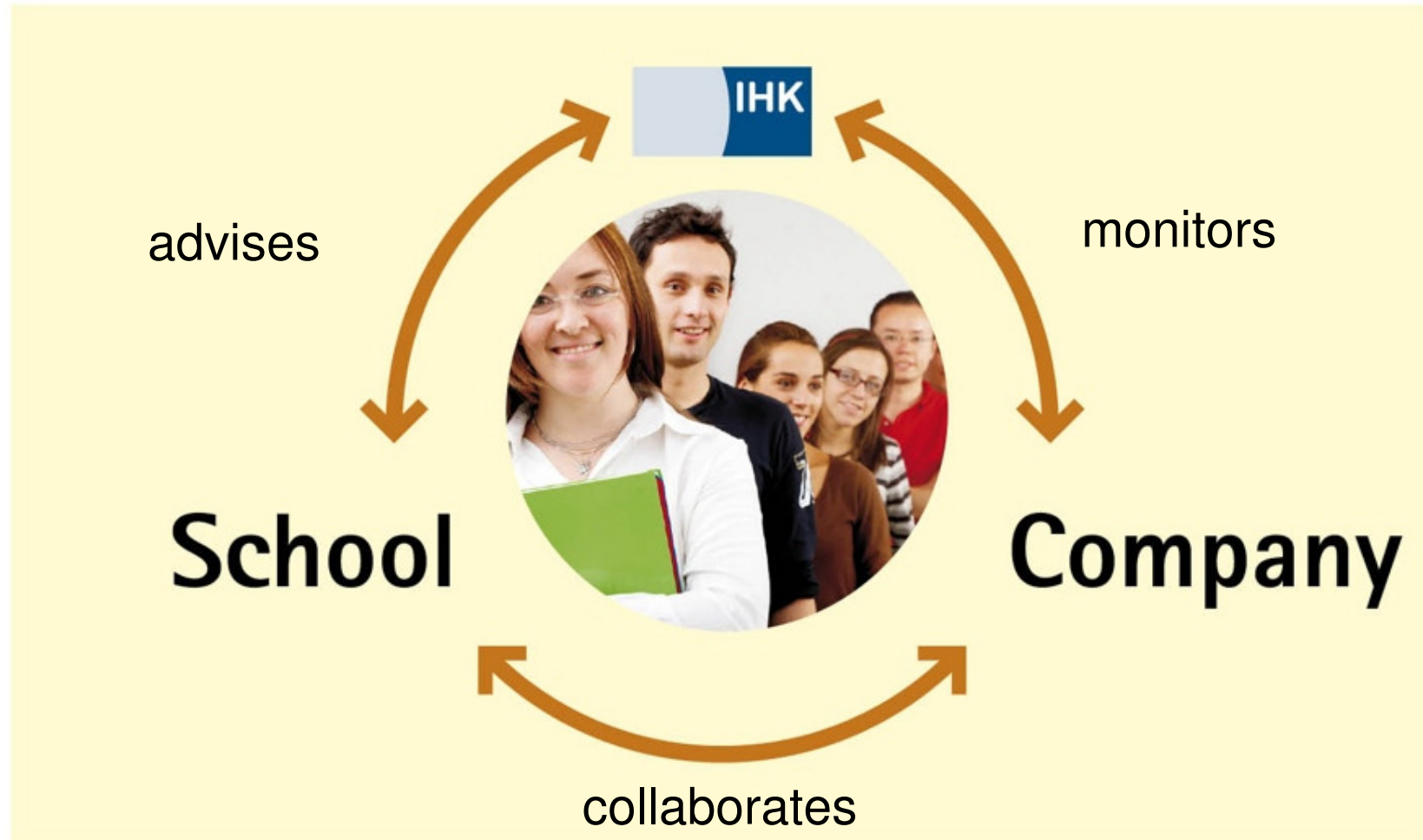
for trainees:

- labour market relevant training
- acquisition of social skills, personality development
- motivating situation (earning and learning)

for the state:

- private sector contribution eases the burden on public budgets
 - relatively low rate of youth unemployment
-

- German economy spends € 30 billion per year on vocational training
- approx. 350 nationwide recognized training occupations (270 in the field of industry, trade and services - 154 in NSW)
- over 1,6 Mio. trainees altogether (6.000 in NSW) , 566.000 new contracts (2.600 in NSW in 2011)
- approx. 500.000 companies providing training (1.600 in NSW)
- approx. 320.000 vocational training instructors only in the field of industry, trade and services (1.500 in NSW)
- over 160.000 professional experts work on a honorary basis in the examination boards of the CCIs (1.300 in NSW)
- average costs of a trainee in the dual system a year: € 18.000



- support and assist companies
 - that initially want to start vocational training
 - that need help during the vocational training
- support and assist the trainees (e. g. Europass)
- provide and register the training contracts
- conceive examinations (comparable all over Germany)
- examine trainees and instructors
 - intermediate examinations
 - final examinations
 - instructors examinations
- withdraw the training permission

Division for Vocational Education and Training: Partner for the CCI in the field of VET

- coordinate information and recommendation
- provide services, documents, material for instructors or examiners
- participate in developing qualification profiles / VET-standards
- provide good conditions and regulations for vocational training in the companies (2005: large update of the National Training Act)

2004: Agreement between Federal Government and DIHK, ZDH (skilled craft and small business), BDA (employers) to prevent the so-called training levy, a law, which was planned to force companies to either provide training places or pay money instead

- extended in 2007 and 2010
- concluded on a completely voluntary basis
- main aim: all applicants, who are capable and willing to start an apprenticeship, get an offer for qualification
- promises of the economy:
 - offer 60.000 new apprenticeship training positions
 - offer 40.000 positions for courses leading to a first qualification
 - acquire 30.000 new training companies