Vocational Education & Training (VET) and the Chambers of Commerce in Germany - and elsewhere

Yorck Sievers, DIHK, Bonn, October 14, 2014
Content

- The Dual System of Vocational Education and Training (VET) in Germany
  - Role of the German Chambers of Commerce
  - Five Key Elements
  - German VET as Activity of the Worldwide Network of German Chambers of Commerce
Transition from School to Work

Education/Training and Labour Market in Germany

School + Vocational School combined with In-Company-Training = Jobs in Companies

Match !!!
because companies are deeply involved in Vocational Education and Training (VET)
Youth Unemployment in EU Member States

July 2014, Age: 14-25 years

Quelle: Eurostat, epp.eurostat.ec.europa.eu
Transition from School to Work

- Qualified jobs
- Dual training (60%)
- Full-time vocational schools
- Higher education
- Regulated vocational education and training
- Schools providing a general education
German VET – The “Dual System”

Training in Companies and Schools

2 - 3.5 Years Training Period

<table>
<thead>
<tr>
<th>on the job training in companies</th>
<th>theoretical training in vocational schools</th>
</tr>
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<tbody>
<tr>
<td>3 - 4 days a week</td>
<td>1 - 2 days a week</td>
</tr>
<tr>
<td>based on training contract between company and trainee</td>
<td>run by the state</td>
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</table>

- School
- Company
German VET – The “Dual System”

340 standard curricula defined by sector experts and decreed by the federal government

- **Specialized occupation**
- **Specialized but broadly employable occupations**
- **Occupations cutting across different branches**

Training occupations for every sector:

- Industry
- Commerce
- Skilled trades
- Office and Administration
- Health
- Agriculture
German VET – The Process

Making, Executing, Updating of Training Regulations and Occupations

- Competence and curricula development
- Marketing for new occupation
- Start of VET
- In-Company Training
- Under Monitoring
- Examination
- Certification
- Evaluation
- Need to update

Step by Step always based on the Needs and Demands of the Companies and Employers
Facts and Figures about VET in Germany

What we are talking about:

- **Dual Vocational Training**
  - 1,5 Mio. apprenticeships
  - 600,000 new contracts every year

- **Company activities**
  - 500,000 companies offering apprenticeship positions
  - 80% are SMEs
  - 320,000 company in-house trainers
  - 160,000 company jury members

- **Financial investment**
  - 23 bn. € companies
  - 3 bn. € government

Youth unemployment rate
- 7,9% Germany
- 23,6% EU average
German VET – Investment with Return

Input/output ratio of an apprentice for the companies

- Costs
- Earnings

Duration of apprenticeship 2 to 3.5 years
German VET – The “Dual System”

The Public-Private-Partnership is a triple win situation for...

**Companies**
- Recruitment of skilled employees
- Familiarity with workplace
- Reduced search costs
- Low fluctuation of workforce
- Positive image of the employer
- Ensuring competitiveness & innov. strength

**State**
- Low rate of youth unemployment
- Reduced budget for vocational training = Financial relief through strong commitment of companies

**Apprentices**
- Practice-oriented apprenticeship with perfect chances for employment
- Work experience during the training
- Nationally standardized certificate
- Wide career opportunities with an apprenticeship

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The Dual System of Vocational Education and Training (VET) in Germany

Role of the German Chambers of Commerce

Five Key Elements

German VET as Activity of the Worldwide Network of German Chambers of Commerce
Chambers of Commerce are responsible

- as “competent bodies” by law (VET act from 1969/2005)
- for organization, registration, examination, certification on a national level
- for quality assurance throughout the whole training process
- for representing and organizing the companies needs, interests and inputs – in co-operation with business associations

IHKs guarantee VET standards and quality by organizing and certifying VET
About us

IHK – 80x in Germany

1 Aachen 21 Düsseldorf 41 Kassel 61 Osnabrück
2 Arnsberg 22 Duisburg 42 Kiel 62 Passau
3 Aschaffenburg 23 Emden 43 Koblenz 63 Pforzheim
4 Augsburg 24 Erfurt 44 Köln 64 Potsdam
5 Bayreuth 25 Essen 45 Konstanz 65 Regensburg
6 Berlin 26 Flensburg 46 Krefeld 66 Reutlingen
7 Bielefeld 27 Frankfurt a. Main 47 Leipzig 67 Rostock
8 Bochum 28 Frankfurt (Oder) 48 Limburg a. d. Lahn 68 Saarbrücken
9 Bonn 29 Freiburg i. Br. 49 Ludwigshafen 69 Schwerin
10 Braunschweig 30 Fulda 50 Lübeck 70 Siegen
11 Bremen 31 Gera 51 Lüneburg 71 Stade
12 Bremerhaven 32 Giessen 52 Magdeburg 72 Stuttgart
13 Chemnitz 33 Hagen 53 Mainz 73 Suhl
14 Coburg 34 Halle 54 Mannheim 74 Trier
15 Cottbus 35 Hamburg 55 München 75 Ulm
16 Darmstadt 36 Hanau 56 Münster 76 Villingen-Schwenningen
17 Detmold 37 Hannover 57 Neubrandenburg 77 Weingarten
18 Dillenburg 38 Heidenheim 58 Nürnberg 78 Wiesbaden
19 Dortmund 39 Heilbronn 59 Offenbach a. Main 79 Würzburg
20 Dresden 40 Karlsruhe 60 Oldenburg 80 Wuppertal

14.10.2014 Yorck Sievers, DIHK, Berlin

Presented at Global Forum on 14-16 October 2014 Organized by UNESCO-UNEVOC
DIHK

- Registered Association
- Umbrella Organization of 80 Chambers of Commerce (IHK) in Germany
- All German Companies, by law, have to join a Chamber
- 3.6 Mill. IHK Member Companies
- 200 DIHK Employees in Berlin and Brussels
- Co-ordination of the Worldwide Network of German Chambers of Commerce (AHK) in 86 Countries
Assigned Responsibilities of IHKs

Advice
companies, trainees

Monitor
implementation of training

Issue
regulations, ordinances

Certification
interim and final examination

Review
facilities, instructors, trainees
German VET – The Process

Making, Executing, Updating of Training Regulations and Occupations

- Competence and curricula development
  - IHK Marketing for new occupation
- Need
  - IHK Registration
- IHK Start of VET
- In-Company Training under IHK Monitoring
- IHK Evaluation
- IHK Certification
  - Need to update

Step by Step always based on the Needs and Demands of the Companies and Employers
German VET – The “Dual System”

A Public-Private Partnership

- Legal framework
- Research
- Delegation of operations
- Chambers
- Government
- Companies
- Vocational schools
- School curricula
- Teachers with DVT experience
- Midterm and final exams
- Shared training
- Financing
- Private
- Public
- Financing
- Development of standard curricula
- Training on-the-job
- Examinations
- Financial investment
- Initiate training
- Monitor training
- Assure quality
- Validate success
The Dual System of Vocational Education and Training (VET) in Germany

Role of the German Chambers of Commerce

Five Key Elements

German VET as Activity of the Worldwide Network of German Chambers of Commerce
German VET

The Five Key Elements

- Co-operation of government and industry or public private partnership
- Learning within the work process
- Acceptance of national quality standards
- Qualified VET staff
- Institutionalized research and consultancy
The Dual System of Vocational Education and Training (VET) in Germany

Role of the German Chambers of Commerce

Five Key Elements

German VET as Activity of the Worldwide Network of German Chambers of Commerce
The Role of AHKs in Vocational Education and Training

Offer
- Local dual VET following the German approach
- Classification of VET into several quality categories
- Internationally standardized training of in-company trainers
- Examination is based on German assessment tasks
- Award of homogeneous certificates as quality brand for German VET

Clients & Partners
- Companies
- VET provider companies
- VET schools
- Vocational training institutes
- Political bodies, chambers and business associations

Locally established
Closely linked to Germany and the IHK-network
Access to IHK-VET-know-how
Showroom for VET “made in Germany”
System consultancy for institutions and politics
AHKs all over the world are active in VET

AHK-activities since 2010

AHK-activities before 2010

No activities/ no AHK

Yorck Sievers, DIHK, Berlin
Thank You for Your Attention!

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