The Dual System in Germany

Rainer Schulz (CEO)
Hamburg Institute for Vocational Education and Training
Hamburger Institut für Berufliche Bildung (HIBB)

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Overview:

1) From School to Work
2) Dual Training: Learning in the Company / at School
3) Dual Training: The Training Contract
4) Training Occupations in the Dual System
5) Arguments in Favour of Dual Training
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From school to work

- Qualified jobs
  - Full-time vocational schools
  - Dual training
  - Regulated vocational education and training
- Higher education
- Schools providing a general education

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From school to work

General education

- Multi-track system with different types of school governed by Länder law
- The Conference of Länder Ministers of Education (KMK) decides on common approaches, inter alia regarding national recognition of
  - types of school
  - standards
  - final qualifications

Further information: [www.KMK.org](http://www.KMK.org)
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From school to work

Dual training

- **Places of learning:** Company and part-time vocational school
- **Final qualification:** State-recognized training occupation (chamber certificate)
- **Prerequisites:** Full compulsory education (no leaving certificate required)
- **Duration:** Two, three or three and a half years
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From school to work

Full-time vocational schools

- Places of learning:
  School, additional practical work placement, if applicable

- Final qualification:
  State-recognized occupation (school certificate)

- Prerequisites:
  Completion of general education, further requirements for specific occupations

- Duration:
  Two or three years

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Dual Training

- Training is mainly provided in the company – supported by teaching in part-time vocational school (Berufsschule)
- Learning at both venues is governed by different but coordinated regulations.
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Dual Training

- 3-4 days per week
- on the basis of training regulations
- within the framework of a training contract
- mainly at the workplace
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Dual Training

- 1-2 days per week on average
- on the basis of a framework curriculum
- general and vocational knowledge is taught within the framework of compulsory education
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Dual Training

The training contract covers the following in particular:

- Training period: as stipulated in the training regulations
- Beginning and end of training: the duration of training can be shortened or extended under certain conditions
- Training contents: A company training plan forms part of the contract (to which it is annexed)
- Termination of employment: trainees are largely protected against dismissal after the probationary period has expired
- Allowance paid to the trainee: amount is determined by the applicable collective agreement
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Training occupations in the dual system

Training occupations for every sector

approx. 340 training occupations

Industry

Commerce

Skilled trades

Office/administration

Agriculture

Health

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Training occupations in the dual system

Training occupations show different degrees of specialization.

- Specialized occupations
- Specialized but broadly employable skills
- Occupations cutting across different branches

- e.g. custom tailor (Maßschneider/in)
- e.g. biology laboratory technician (Biologielaborant/in)
- e.g. industrial clerk (Industriekaufmann/kauffrau)
- e.g. mechatronics technician (Mechatroniker/in)
- e.g. office clerk (Bürokaufmann/kauffrau)
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Training occupations in the dual system

Training occupations are differentiated in keeping with actual needs.

- Uniform structure
- Specialization
- Different options

- wholesale trade clerk (Großhandelskaufmann/kauffrau)
  or foreign trade clerk (Außenhandelskaufmann/kauffrau)
- e.g. optician (Augenoptiker/in)
- e.g. wholesale and foreign trade clerk (Groß- und Außenhandelskaufmann/kauffrau)
- e.g. chemical laboratory technician (Chemielaborant/in)

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Training occupations in the dual system

"Vocational training shall, through a systematic training programme, impart the vocational skills, knowledge and qualifications (vocational competence) necessary to engage in a form of skilled occupational activity in a changing working world. It shall also enable trainees to acquire the necessary occupational experience."

Section 1, para (3) Vocational Training Act (BBiG)
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Arguments in favour of dual training

Advantages for industry + Advantages for young people
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Arguments in favour of dual training

Advantages for industry

- Secures the skilled labour needed
- Reduces cost of settling-in
- Increases motivation and loyalty to company
- Job-specific qualification
- Productive performance of trainees

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Arguments in favour of dual training

Advantages for young people

- Good prospects on the labour market
- Recognized certificate
- Practical orientation
- Payment of an allowance
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Facts and figures

A majority of young people learn in the dual system

Roughly 60%

School students

Dual training

Currently about 1.6 million trainees in approx. 340 training occupations

Last update: 2007
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Facts and figures

Open to all school leavers

- No school leaving certificate: 2%
- Secondary general school leaving certificate: 30%
- Level of schooling completed by trainees when starting training
- Higher education entrance qualifications: 17%
- Intermediate school leaving certificate: 39%
- No data available on schooling background: 12%

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Challenges for Vocational Schools

• Delivery of individualised learning as well as on advanced learning environments at schools
• Self-regulated schools
• SMART goal agreements and quality management
• Inclusion of the handicapped in vocational education and training
• Providing assistance to show pathways for transition into training and workplaces (professions)
• Reducing the drop out rate from dual vocational education and training
Challenges for Vocational Schools

- Dual vocational preparation which aims at an access to vocational training (AvDual)
- Dual professional qualification as integral part of a vocational training (BQ)
- Providing better permeability to higher educational achievements
Thank you very much for your attention!