The Dual Vocational Education and Training System in Germany

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by
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1. Role and Function of the Dual Vocational Education and Training System in Germany

2. Effectiveness and Efficiency of the Dual VET-System

3. Summary
1. Role and Function of the Dual Vocational Education and Training System in Germany
Education and Training System in Germany

- **Primary school**: 6 to 10 years
- **Secondary level I**: 10 to 15/16 years
- **Secondary level II**: 15 to 19 years
- **Tertiary level**: over 19 years

**Labour Market**
- **Dual VET-System**: (approx. 51%)
  - Company/part-time vocational school
- **Full-time vocational schools**: (approx. 12%)
- **Upper secondary grammar school**: (approx. 37%)

- **Continuing vocational training**
- **University**

**Source**: OECD “Education at a glance” 2003
The German VET-System

Dual VET-System
- On-the-job Training or In-company Training combined with Part-time Vocational School Training

Private Sector
- Public – Private Partnership

Public Sector
- Full-time vocational schools

Secondary level II
Characteristic Elements of Dual VET-System in Germany

**Organised by**
- Private Sector
- Public Sector

**Conducted in**
- Companies
- Part time vocational schools
- Classroom tuition

**Carried out as**
- Training at the work place
- Compulsory attendance at vocational school

**On the basis of**
- Training contract
- States

**Regulated by**
- Federal Government
- School supervision bodies

**Supervised by**
- Chambers
Funding of Vocational Education and Training (2000)

Total: € 20,92 billion

- Part-time Vocational schools: € 3,05 billion (13%)
- Full-time Vocational Schools: € 3,17 billion (14%)

Private sector (Enterprises) € 14,7 billion (73%)

Public sector
Stakeholders in Dual VET-System

Representatives of the
Federal Government
Federal Ministries of Education
and Research, Labour and
Economics, Interior

Representatives
of the States
State Ministries of Education,
Economics, Labour and
Interior

Representatives
of the Employer’s
Associations
Organisations of Employers/
Industries, Chambers

Representatives
of the Trade Unions

Involvement in
VET in Germany
Co-operation of Stakeholders in Dual VET-System

Federal Ministries, State Ministries, Employers associations and Trade Unions develop:

- qualification profiles/VET-standards
- examination requirements
- duration and contents of training programmes
- level of qualification
- criteria for quality assurance
Organisational Infrastructure through the Chambers

Some 430 in all sectors of the economy, predominantly commerce & industry & crafts act as public authorities in training matters.

- Accreditation of training companies
- Assessment, testing and certification
- Monitor and evaluate the training process
- Maintain training centres for continuing training
2. Effectiveness and Efficiency of the Dual VET-System
Benefits of Dual Structured VET

- For enterprises
  - next generation of skilled workers assured
  - low recruitment costs
  - influence on content and organisation of vocational training
Benefits of Training from the Viewpoint of the Enterprises

Approval rates

- Absolutely true / more true than false
- Partly true
- More false than true / absolutely false

The best way to introduce employees into the enterprise structure
- 75% Absolutely true / more true than false
- 16% Partly true
- 9% More false than true / absolutely false

Increases the business value of the enterprise
- 72% Absolutely true / more true than false
- 19% Partly true
- 9% More false than true / absolutely false

Avoidance of the risk of skills bottlenecks
- 61% Absolutely true / more true than false
- 23% Partly true
- 16% More false than true / absolutely false

Low recruitment costs
- 66% Absolutely true / more true than false
- 23% Partly true
- 11% More false than true / absolutely false

Contributes decisively to the future competitiveness of the company
- 64% Absolutely true / more true than false
- 23% Partly true
- 13% More false than true / absolutely false

Source: Beicht/Walden/Herget 2004
Influence on content and organisation of VET

Demand
- Enterprises
- Labour Market, Economy

Supply
- VET System: Organisation Training-standards
- Decision makers
  - Employer’s associations
  - Trade unions
Benefits of Dual Structured VET

For trainees

- labour market relevant training, i.e. improved chances in the labour market after completion of training; uniform qualification standards
- acquisition of social skills, personality development
- motivating situation (earning & learning)
Range of Qualifications obtained in Dual System

Personal & social competence

- motivation
- decision-making skills
- ability to work in a team
- willingness to cooperate
- awareness of the impact of technology and of scope for creativity

Occupational competence

- confidence in handing machinery and installations
- a thorough understanding of systems

Methodological competence

- abstract and logical reasoning
- problem-solving strategies
## Remuneration during Apprenticeship in selected sectors

<table>
<thead>
<tr>
<th>Western Germany</th>
<th>833 €</th>
<th>Mason</th>
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<tbody>
<tr>
<td></td>
<td>791 €</td>
<td>Scaffold builder</td>
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<tr>
<td></td>
<td>783 €</td>
<td>Insurance salesperson</td>
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<tr>
<td></td>
<td>721 €</td>
<td>Industrial mechanic</td>
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<tr>
<td></td>
<td>716 €</td>
<td>Electronic technician for building</td>
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<tr>
<td></td>
<td>690 €</td>
<td>Industrial clerk</td>
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<tr>
<td></td>
<td>660 €</td>
<td>Retail trader</td>
</tr>
<tr>
<td></td>
<td>652 €</td>
<td>Clerk in public administration</td>
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<tr>
<td></td>
<td>552 €</td>
<td>Cook</td>
</tr>
<tr>
<td></td>
<td>550 €</td>
<td>Office clerk</td>
</tr>
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</table>

Source: BiBB
Benefits of Dual Structured VET

For the state

• possibility of offering all school leavers vocational training
• private sector contribution eases the burden on public budgets
• finding partners for developing competitive national training standards
Supply of Training Places and Demand 1992 to 2003

<table>
<thead>
<tr>
<th>Year</th>
<th>Supply of training places</th>
<th>Demand for training places</th>
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<tbody>
<tr>
<td>1992</td>
<td>550,000</td>
<td>600,000</td>
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<td>1993</td>
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<td>2002</td>
<td>750,000</td>
<td>800,000</td>
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<tr>
<td>2003</td>
<td>700,000</td>
<td>850,000</td>
</tr>
</tbody>
</table>

Shortage of training places 1996 to 1999 and from 2002

Source: BiBB
Youth Unemployment in OECD countries

- Schweiz: 2.7% (5.7%)
- Niederlande: 2.6% (5.9%)
- Luxemburg: 2.4% (7.0%)
- Österreich: 4.5% (7.2%)
- Dänemark: 4.5% (7.2%)
- Irland: 3.7% (7.7%)
- Deutschland: 8.2% (9.7%)
- Großbritannien: 4.1% (11.0%)
- Portugal: 4.5% (11.5%)
- Norwegen: 3% (11.5%)
- Schweden: 4.2% (12.8%)
- Belgien: 6.2% (15.7%)
- Frankreich: 9.2% (20.7%)
- Finnland: 7.3% (20.7%)
- Spanien: 10.2% (22.2%)
- Griechenland: 8.6% (25.7%)
- Italien: 7.5% (26.3%)

Legend:
- Arbeitslosigkeit allgemein
- Jugendarbeitslosigkeit
Funding of Vocational Education and Training (2000)

Total: € 20,92 billion

- Private sector (Enterprises): € 14,7 billion (73%)
- Part-time Vocational schools: € 3,05 billion (13%)
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Public sector
Partners in Standard Setting

- Labour Market
- Enterprises
- Social Partners
- Federal Ministries of Education and Research, Labour and Economics, Interior
3. Summary
Dual System – its structural elements

- Responsibility shared between public and private sector
- VET takes place in companies and part-time vocational schools
- Approx. 360 nationwide recognised training occupations
- 1.6 mill. trainees, 41 % of which are women
- Approx. 484.000 companies providing training (approx. 23.3 % of all companies)
Preconditions for the Dual VET-System in Germany

**1) Strategic commitments**

<table>
<thead>
<tr>
<th>Requirement</th>
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<tbody>
<tr>
<td>A wide consensus in society to provide ALL school leavers with vocational education and training</td>
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<td>A powerful strategic concept for training young workers in cooperation with the enterprises</td>
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<td>A strategic top-down decision made by the government and employer sides to implement a cooperative system</td>
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<td>The willingness of the public sector (government, schools) to accept the private sector as an equal partner in vocational education and training</td>
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<td>The willingness of the private sector to accept quality control of its education and training activities</td>
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<td>A fundamental Vocational Education and Training Act which regulates the roles of the stakeholders</td>
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Preconditions for the Dual VET-System in Germany

(2) Legal commitment: the Vocational Training Act

<table>
<thead>
<tr>
<th>Private-public partnership:</th>
<th>determines the role of the stakeholders, their rights and duties</th>
</tr>
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<tbody>
<tr>
<td>Clear financing rules:</td>
<td>enterprises cover their own training costs (e.g. apprenticeship pay, cost of trainers, material), government funding of schools; research in the field of vocational education and training and training promotion programmes</td>
</tr>
<tr>
<td>Organisational infrastructure through the chambers:</td>
<td>accreditation of training companies, registration of training and work experience agreements, examinations and certification</td>
</tr>
<tr>
<td>Core elements of vocational education and training:</td>
<td>necessary components of vocational training standards; rules for the training agreement; rules for recognition of previous learning; apprenticeship pay etc.</td>
</tr>
<tr>
<td>Federal Institute for Vocational Education and Training (BiBB):</td>
<td>platform for dialogue by decision-makers, development and research institute, carries out research, development and advisor activities for politics and practice</td>
</tr>
</tbody>
</table>
Effectiveness and Efficiency of the Dual system

- Maximum exposure to job reality
- Relatively low rate of youth unemployment
- Comprehensive range of Competencies
- Match between supply and demand
- Better employability
THANK YOU FOR ATTENDANCE!

For further information : www.bibb.de/en