



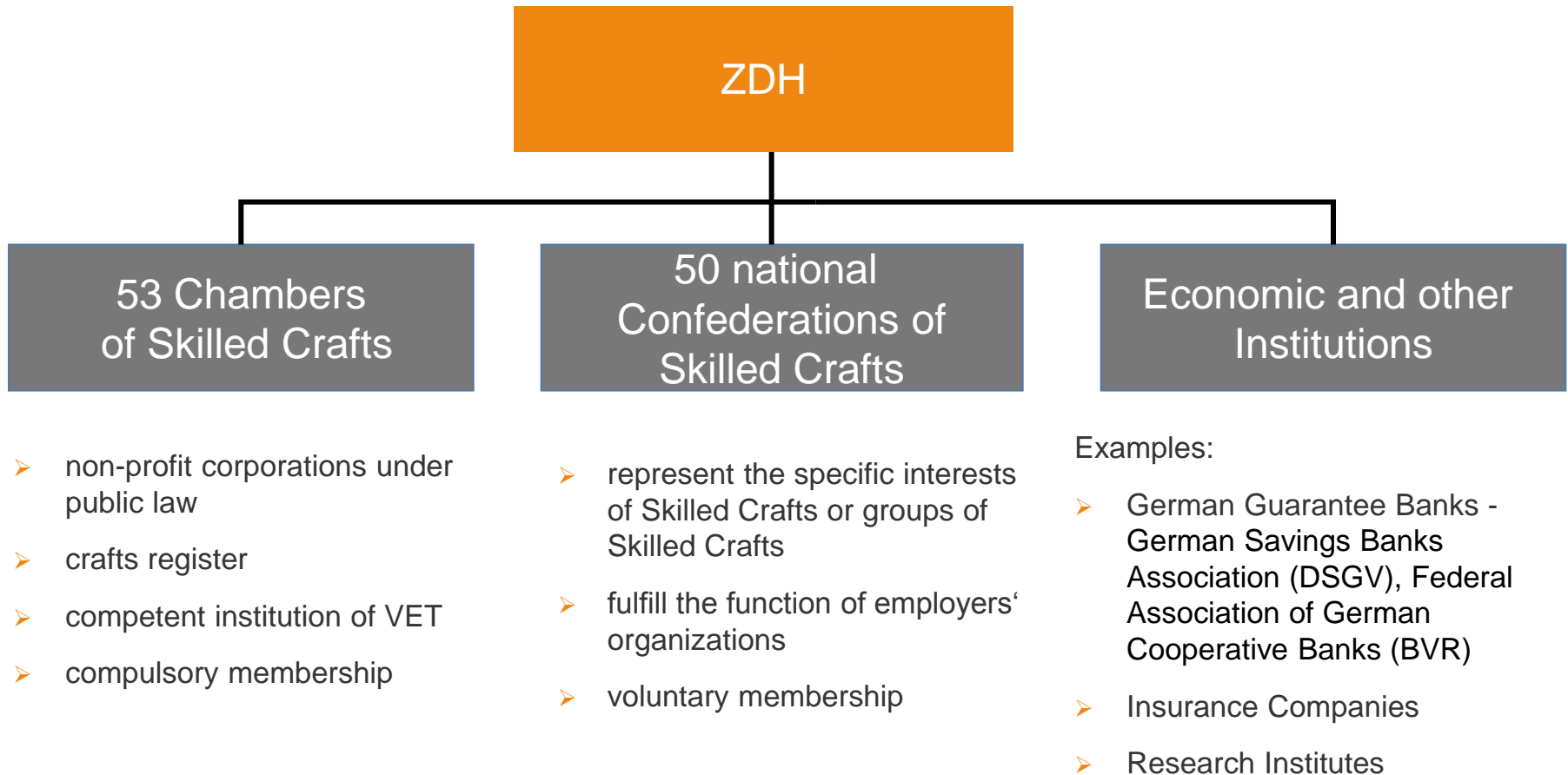
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ZENTRALVERBAND DES
DEUTSCHEN HANDWERKS

Vocational Education and Training in German Skilled Crafts

Washington, 2015-03-13





Skilled Crafts in Germany: facts & figures



1 million companies



5.4 million employees



380,000 apprentices
(27 % of all apprentices in Germany)



500 billion Euro annual
turnover

Training occupations in Skilled Crafts

The Skilled Crafts sector in Germany includes over 130 training occupations in the following areas:



Building and interior finishing



Electrical and metalworking,



Woodcrafts and plastics



Clothing, textiles and leather crafts



Food crafts



Health and body care, chemical and cleaning sector



Graphic design

- Dual VET
 - is chosen by approximately 56 percent of each age cohort
 - is possible in about 340 different training occupations, among them about 130 in skilled crafts
 - requires a contract with a company
 - Duration of training / beginning and end of training / termination of contract
 - Probation time / Vacation
 - Content of training
 - Training allowance (average 700 € p. m. differs due to profession, year of training, region)
- Dual training takes place in two coordinated learning venues
 - practical training in a company, legally legitimated by the federal government (national training standard!)
 - theoretical training in a public vocational school, legally legitimated by the federal states
- Dual training programs have a duration of 2 to 3,5 years
 - 70% of the program takes place in the company
 - 30% of the program takes place in the public vocational school

- Chambers of Skilled Crafts are
 - public bodies representing the interests of the skilled crafts companies at local/regional level
 - competent institutions for VET and as such
 - register training contracts
 - advising companies in VET (network of 185 training advisors)
 - monitoring and supervising apprenticeship training in the companies
 - legally in charge of the examination (multi-stakeholder examination boards composed of representatives of employers, employees and vocational teachers)
 - offering a broad range of services to companies and young people concerning VET such as training placement service, conflict management, transnational mobility etc.
 - VET-providers
 - inter-company training for apprentices
 - training for trainers
 - further vocational training

Involvement of social partners (1)

- Social partners
 - are represented in the governance structure of VET e.g.
 - VET-board of the chamber
 - examination boards
 - are involved in all relevant VET-committees on regional and national level (e.g. BIBB-Hauptausschuss – “Parliament of VET”)
 - are members of the “alliance for initial and further training”
 - are consulted in the process of VET-legislation („BBiG“ – Vocational Training Act / „HWO“ – Skilled Crafts Act)
 - negotiate the training allowance
 - develop and update in-company training standards (training regulations and curricula). Training regulations include
 - a set of knowledge, skills and competencies (occupational profile) which a company has to teach the apprentice(s)
 - what an apprentice needs to know in order to pass the exam (examination standard)

- **Process of developing and updating training regulations**
 - **Step 1:** Employers / Employer associations identify new tasks at the workplace requiring new occupational competencies or qualifications
 - **Step 2:** Social partners negotiate 'basic parameters' such as title, duration and occupational profile etc. to update an existing occupational qualification or to create a new one
 - **Step 3:** Social partners apply at the relevant Federal Ministries (Economics / Education and Research) for launching the process of developing and updating training regulations
 - **Step 4:** Ministry instructs the Federal Institute of Vocational Training (BIBB) to organize and monitor the process
 - **Step 5a:** Development of training profile and curricula with professional experts nominated by the social partners as well as representatives of research institutions (3 – 4 meetings)
 - **Step 5b:** Development of a framework curricula for the according vocational school education by experts from VET schools (3 – 4 meetings) nominated by the federal states
 - **Step 6:** Results are approved by several commissions in charge of VET
 - **Step 7:** Publication (Federal Gazette)

- Advantages
 - Low youth unemployment: 7,4% Germany – 21,9% EU-28 (November 2014)
 - Early integration of young people in the world of work
 - Good transition from training to the labor market
 - Qualifications correspond to the needs of the economy

- Challenges
 - Generally the number of training placements is depending on economic situation / cycle
 - Growing mismatch between supply of training placements and demand of young people due to
 - declining number of school leavers
 - high number of early school leavers (approx. 20%)
 - trend towards tertiary education

Thank you very much for your attention!