The German system of Dual Vocational Education and Training

By courtesy of Chamber Consult
HKS Hamburg Chamber of Commerce Services
The gap between training and the demands of the labour market is a common complaint about vocational training.
The German system combines training on-the-job with theory classes in vocational schools.
The system is called “dual” for the parallel training at the workplace and in vocational schools.

- Training on-the-job: 3-4 days per week
- Qualified in-house trainers
- Standard training curriculum
- Apprenticeship contract

- Vocational School: 1-2 days per week
- Vocational school teachers
- School curriculum
- Governmental framework
350 standard curricula across all sectors are defined by sector experts and decreed by the federal government.

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

- Industry
- Commerce
- Skilled trades
- Office and Administration
- Health
- Agriculture
The German system of Dual Vocational Training has been established as a Private-Public-Partnership since 1969.
The German federal Vocational Training Act is the national framework for vocational training

Framework on quality standards for companies, trainers, examiners, training contracts

Formal recognition of training curricula

Scientific research on vocational training

Delegation of implementation to competent bodies on the local level ⇒ Chambers
On the local level, chambers are the competent bodies in charge of coordinating vocational training.
The local chambers coordinate companies and schools, assure quality and issue proficiency certificates

Monitor training
- counselling, mediation, local database on training needs

Assure quality
- register companies, trainers, contracts; vocational training board

Initiate training
- advise companies and learners

Validate success
- organize exams, issue certificates of proficiency

Competent bodies
The issuing of proficiency certificates by the chambers is a result of the private-public-partnership.
The Private-Public-Partnership is a triple win situation for companies, government and apprentices.

**companies**
- Demand driven
- Familiar with the workplace
- Reduced search costs
- Low fluctuation
- Positive employer image

**government**
- Reduced costs for youth unemployment
- Reduced budget for vocational training

**apprentices**
- Demand for occupations
- Work experience during the training
- Nationally standardised certificate
German companies and the government invest in vocational training and benefit from low youth unemployment

**Dual Vocational Training**
- 1,6 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**
- 30 bn. € companies
- 3 bn. € government
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