



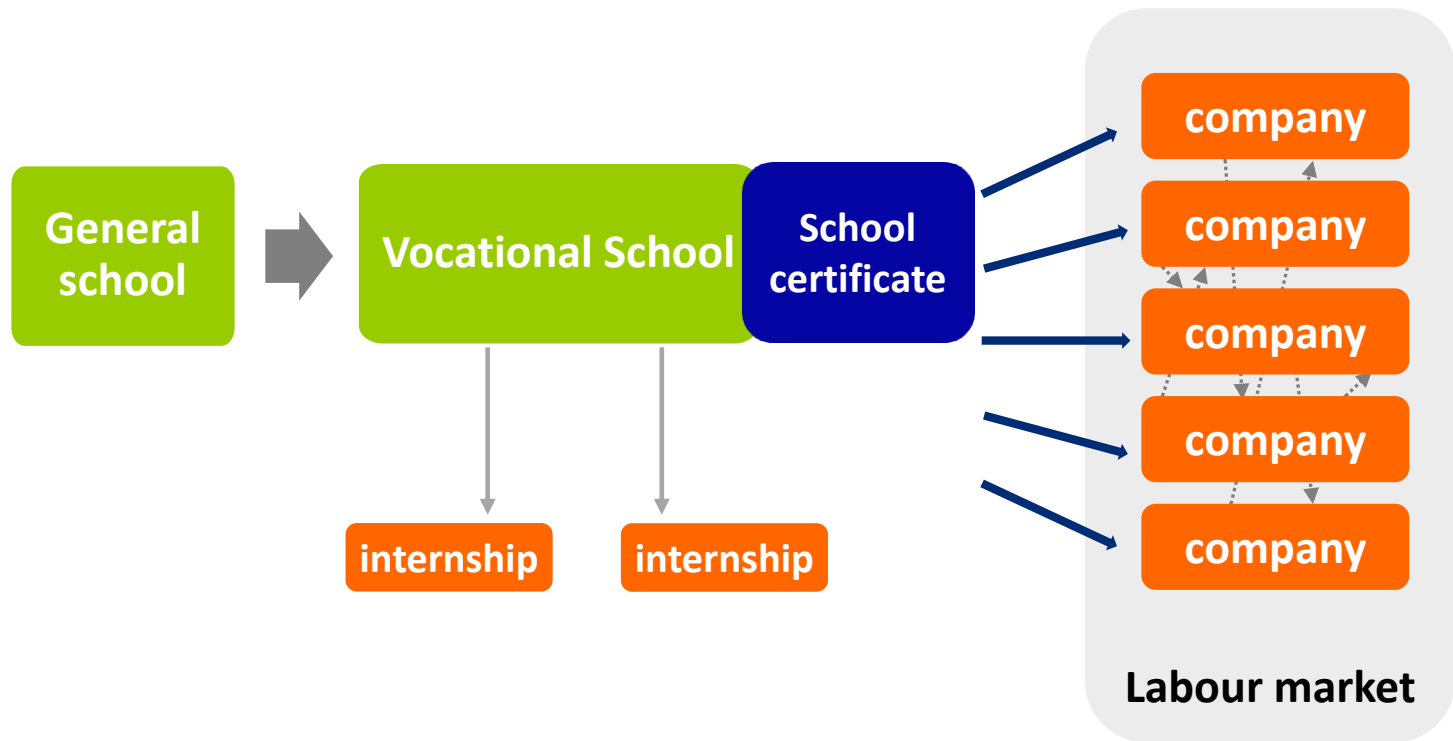
The German system of Dual Vocational Education and Training



**By courtesy of Chamber Consult
HKS Hamburg Chamber of Commerce Services**

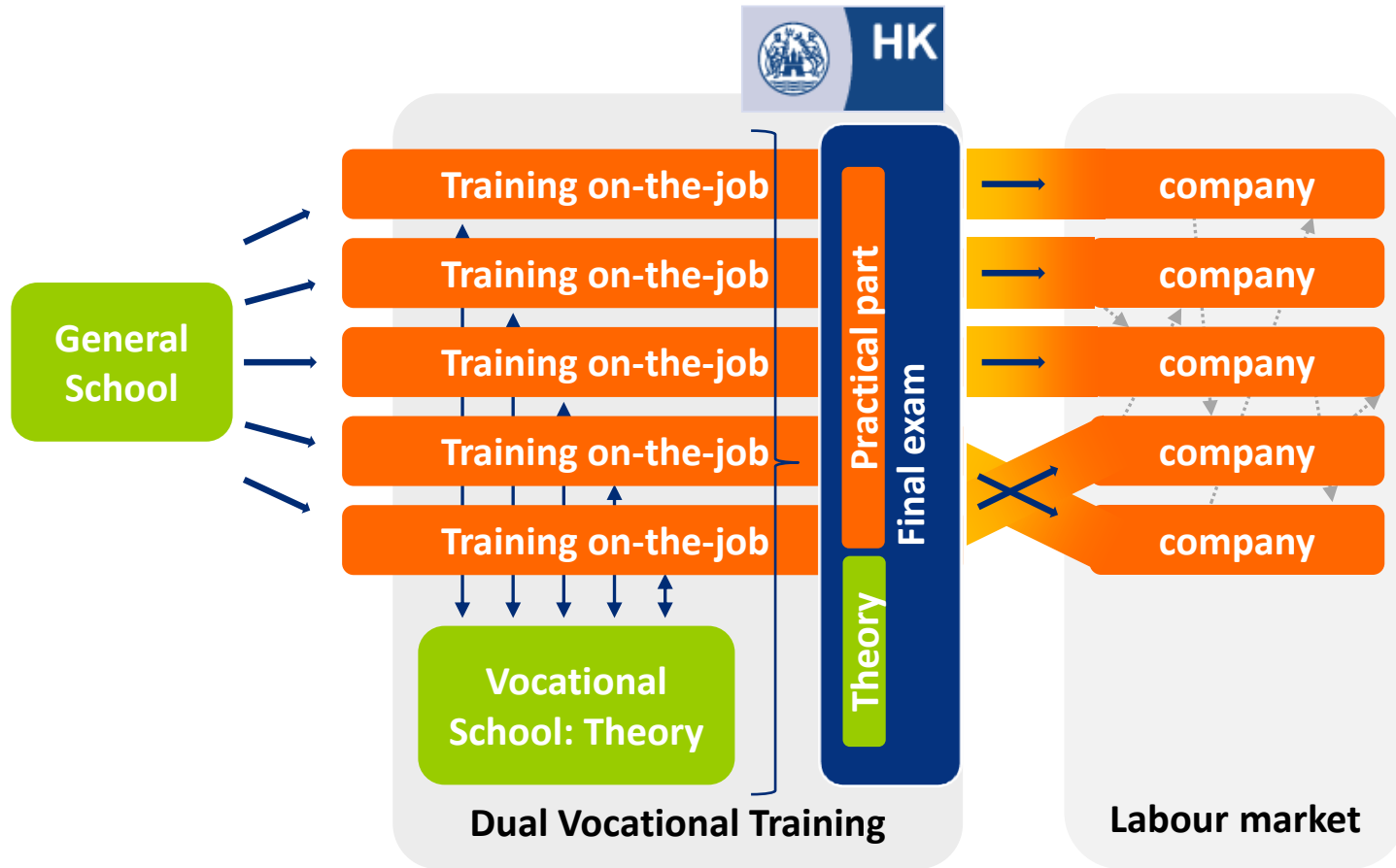


The gap between training and the demands of the labour market is a common complaint about vocational training





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



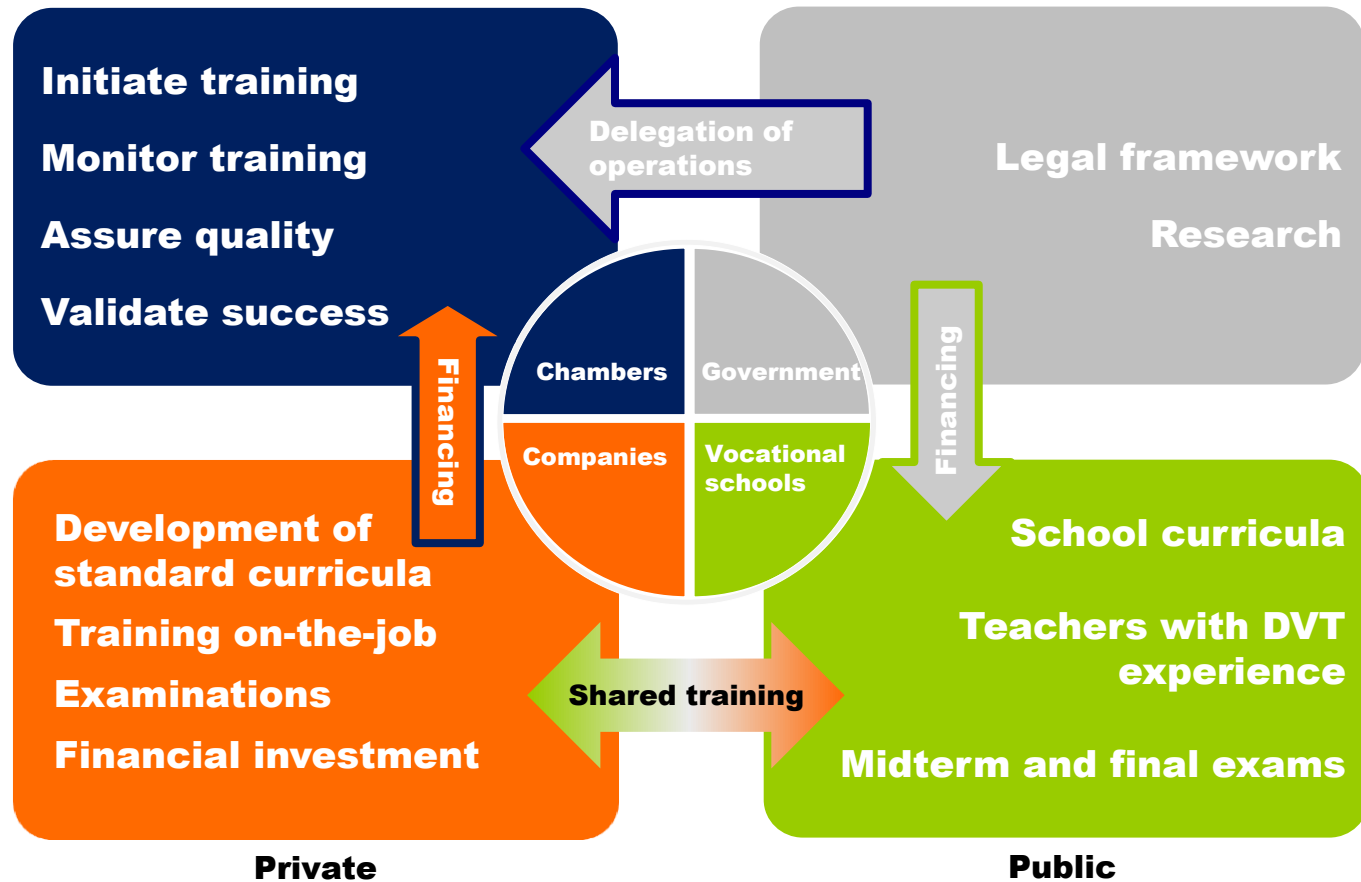
Health



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



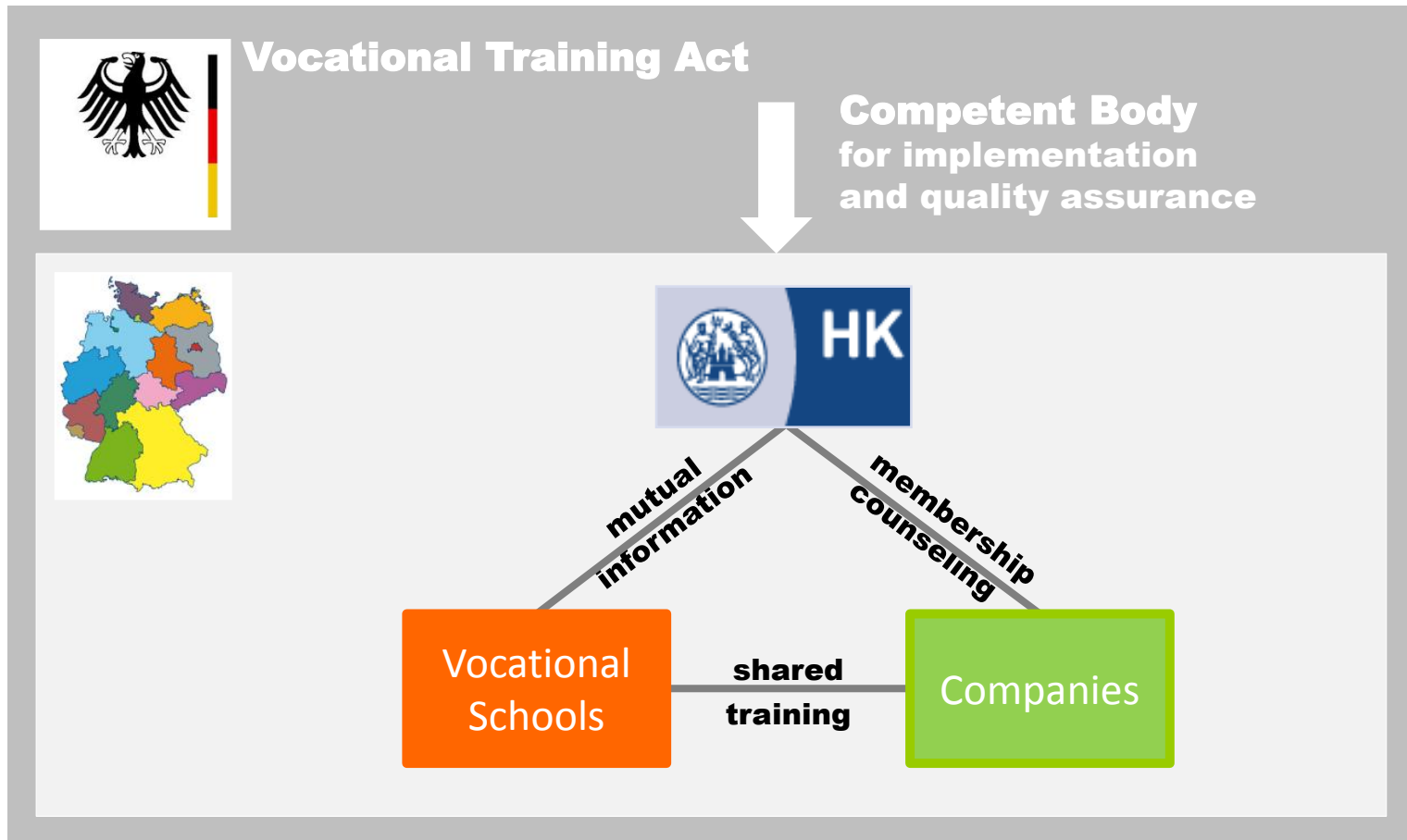
Formal recognition of training curricula

Scientific research on vocational training

Delegation of implementation to competent bodies on the local level ⇒ Chambers

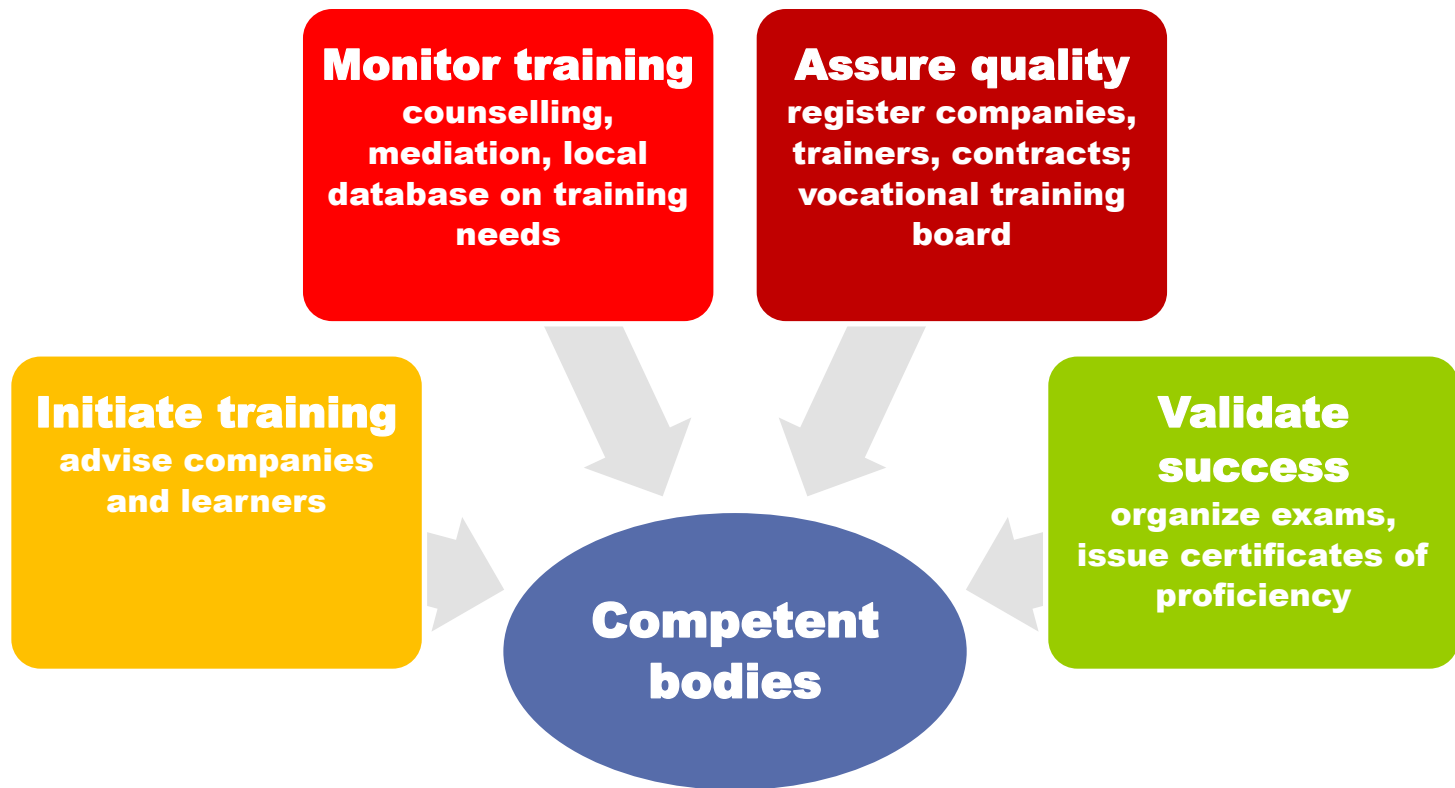


On the local level, chambers are the competent bodies in charge of coordinating vocational training



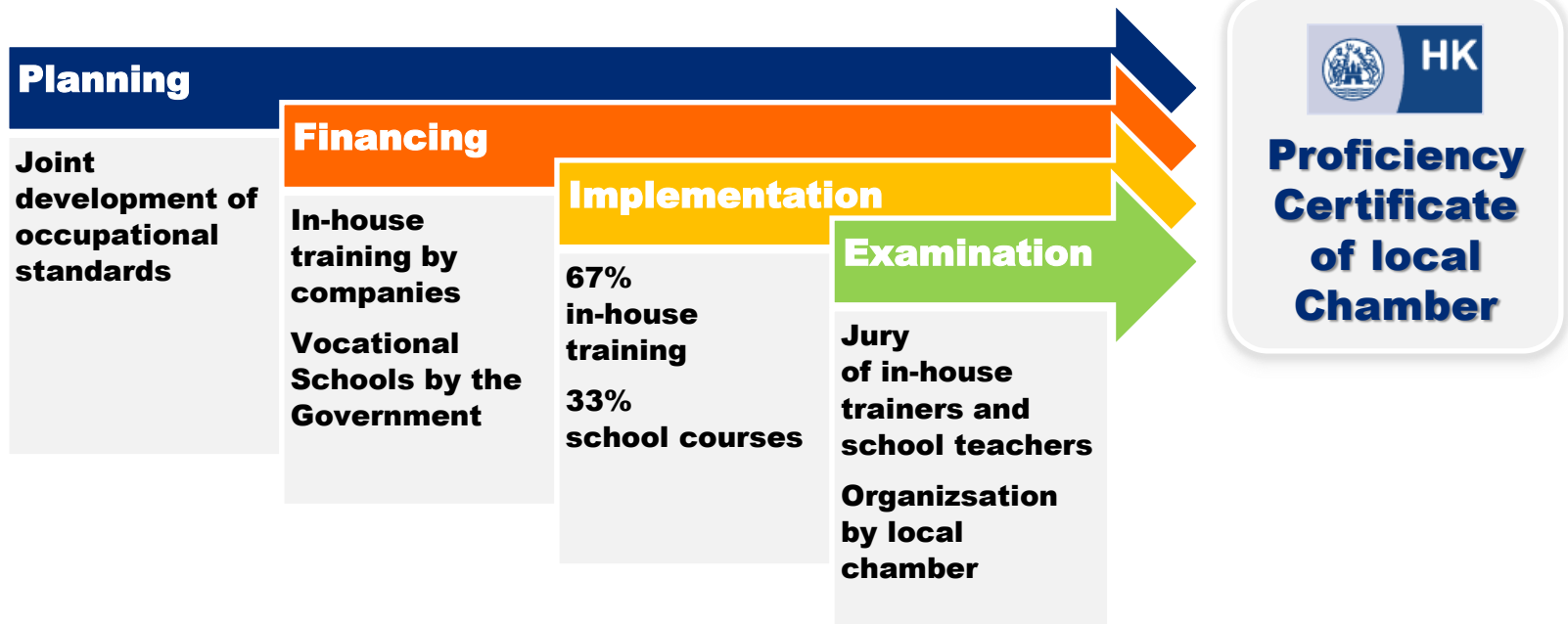


The local chambers coordinate companies and schools, assure quality and issue proficiency certificates





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

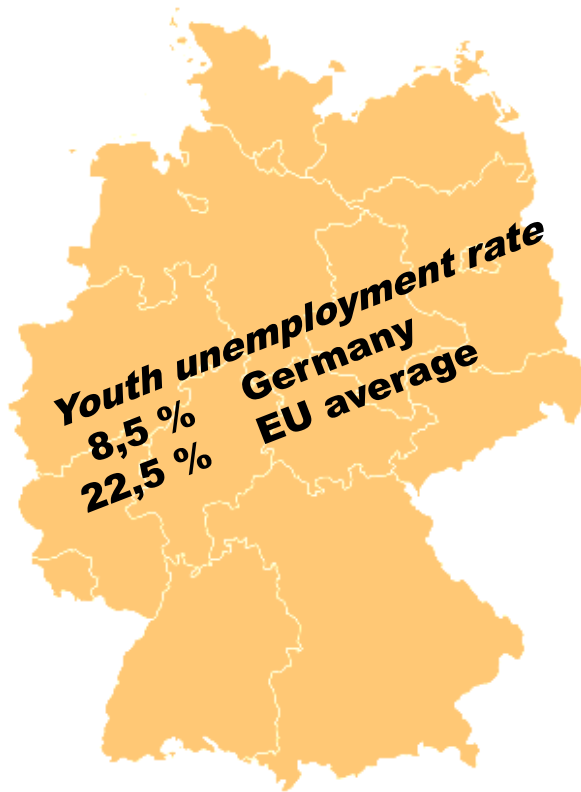
Demand for occupations

Work experience during the training

Nationally standardised certificate



German companies and the government invest in vocational training and benefit from low youth unemployment



1,6 Mio.
600.000
Dual Vocational Training
apprenticeships
new contracts every year

500.000
80%
320.000
160.000
Company activities
companies offering
apprenticeship positions
are SMEs
company in-house trainers
company jury members

30 bn. €
3 bn. €
Financial investment
companies
government



HK

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