Vocational Education and Training in Germany

Cost benefit to employers
to place and support trainees in the workplace

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Who we are

✓ The BIBB is the national and international center of competence for initial and continuing vocational education and training in Germany.

✓ It contributes to the improvement of vocational education and training by means of research, advisory services and development for politics and practice.

✓ The target group comprises stakeholders from VET planning and practice as well as the scientific community and the general public.
The German dual system of VET

Two venues for learning

In the company

At part-time vocational school

Responsibility of the Federal Government

Responsibility of the Länder
Learning in the dual VET system in Germany

- Conducted in: Companies
- Financed by: Companies providing training
- Carried out as: Learning within the work process
- On the basis of: Training contract
- Assisted by: In-company trainers
- Monitored by: Chambers or other competent bodies
- Part-time vocational school
- Public sector
- Classroom tuition
- Compulsory attendance at vocational school
- Vocational school teachers
- School supervision bodies

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The 5 VET quality features

1. **Shared responsibility of government, private sector and social partners**
   E.g. development of national training regulations

2. **Learning within the work process**
   E.g. in-company training = 70%

3. **Acceptance of national standards**
   E.g. occupational, training and assessment standards

4. **Qualified VET staff**
   E.g. trainers and VET teachers with a comprehensive professional qualification

5. **Institutionalised research and advice**
   E.g. National TVET Report, career guidance
Dual VET: benefits for all sides

Trainees
- 1.4 m trainees in 330 recognised training occupations
- High employment security (only 5% unemployed Dual VET graduates versus 20% unemployed among untrained)
- 43.8% of Dual VET graduates continue working in same occupational field
- Receive average training allowance of about 650 € per month as trainee

Employers
- 21.3% of companies in Germany train in the frame of Dual VET. Most of these are small and medium-sized enterprises (SME)
- Employers invest on average 15,000 € gross per apprentice per year (46% of which is training allowance)
- 76% of investment is refinanced by productive contributions of trainees during training period
- Saving recruitment and induction costs

Government
- Shares expenses for VET system with employers
- Public expenditure for Dual VET: 5.9 bn €
- 3.2 bn € for 1,600 public vocational schools providing part-time VET,
- 2.7 bn € for steering, monitoring and further supporting measures

National Economy / Society
- Strong SME competitiveness on international markets
- Relatively low youth unemployment in Germany (7.4%)
Engagement in dual VET

Young people

"I want to earn money"

"I want further qualification"

"I want to work in a skilled occupation"

"I want to learn something practical"

"I continue to attend upper secondary education"

"I want to become a …" (e.g. Mechatronics Fitter)

Seek and find a training place

- Scan for information on employers providing VET in the region
- Search for a training place offer
- Apply for training place at company
- Select a training company

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Engagement in dual VET

Employer

"I want employees who competently fulfil the tasks and duties needed in my company, now and in the future"

"I want the productive and innovative contribution of trainees"

"I have the social responsibility to train"

"I want workers to be loyal to my company"

"I want to save induction and retraining costs"

Seek and find a trainee

Â Be certified to train
Â Offer training place
Â Vet applications of trainees
Â Select young person for VET

"I want to train"
Engagement in dual VET

Government

"For national economic growth and development, highly skilled employees are needed"

"All youngsters should receive secondary education to become citizens"

"Youngsters should be ready for the labour market of today and tomorrow so that they can find employment"

"Government budgets for VET provision are limited"

"We need to strengthen and regulate Dual VET"

Supporting measures

- Set up legal framework to regulate Dual VET
- Delegate authority to stakeholders (chambers, employers, labour unions, government institutions)
- Open access to Dual VET for all, regardless of prior qualification
- Include Dual VET in compulsory secondary education
- Provide part of Dual VET in public vocational schools
- Ensure access of Dual VET graduates to higher education
- Monitor and develop Dual VET based on institutionalised VET research (BIBB)

"For national economic growth and development, highly skilled employees are needed"

"All youngsters should receive secondary education to become citizens"

"Youngsters should be ready for the labour market of today and tomorrow so that they can find employment"

“Government budgets for VET provision are limited”

“We need to strengthen and regulate Dual VET”

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Dual VET – the role of companies

- Role of companies in the development of standards
- Role of companies in training
- Role of chambers in accreditation + monitoring
- Role of chambers in examination + certification
**Dual VET – the role of companies**

**Outcome:**
- Highly qualified workforce
- Employability
- Inclusive through apprenticeship salary
- State of the art as in-company training
- Cost saving
- Win-win situation for each stakeholder
- Private sector in the driver's seat
Training benefits from the perspective of the companies

Proportion of those agreeing

- **Fully agree / tend to agree**
  - The best way of inducting employees into the company structure: 75%
  - Increases the value of the company: 72%
  - Is a major factor in promoting identification with the company: 68%
  - Positive public image for the company: 66%
  - A major contributor to future ability of the company to remain competitive: 64%

- **Agree partly**
  - The best way of inducting employees into the company structure: 16%
  - Increases the value of the company: 19%
  - Is a major factor in promoting identification with the company: 21%
  - Positive public image for the company: 23%
  - A major contributor to future ability of the company to remain competitive: 23%

- **Tend to disagree / fully disagree**
  - The best way of inducting employees into the company structure: 9%
  - Increases the value of the company: 9%
  - Is a major factor in promoting identification with the company: 11%
  - Positive public image for the company: 11%
  - A major contributor to future ability of the company to remain competitive: 13%

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What is in it for South Africa?

Issues for discussion:

- Establishment of SAIVCET
- Standards and curricula development: education + training
- Capacity-building: training of trainers
- Legal framework: Vocational Training Act
- Cluster approach (model developed in one sector), cost effectiveness if training becomes more practice-oriented
Further sources

Facts and figures

• BIBB TVET Report 2014 (link)
• Federal Statistical Office (link)
• BMBF Data Portal (link)

Dual VET standards

• BIBB Brochure: Vocational Training Regulations and the Process Behind Them (link)
• Example: training regulation and framework curriculum for Mechatronics Fitter (BIBB) (link)

Legal documents

• Vocational Training Act (link)

Web resources

• BMBF
• BIBB
• GOVET
• iMOVE

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“There is only one thing in the long run more expensive than education: no education.“

John F. Kennedy
Thank you for your attention!

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