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# Spotlight on VET in Germany

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## The German VET System

- based on a cooperation between State, companies and social partners
- main pillar is the dual VET system, which combines two learning venues, companies and vocational schools
- approx. 50% of secondary school graduates choose a vocational education programme
- 70 % of all VET students participate in an apprenticeships
- **1.3m trainees** in **326** recognised training occupations
- Receive **average training allowance** of about € 854 per month

Source: CEDEFOP / GOVET/ BIBB Data Report (2017), Federal Statistical Office

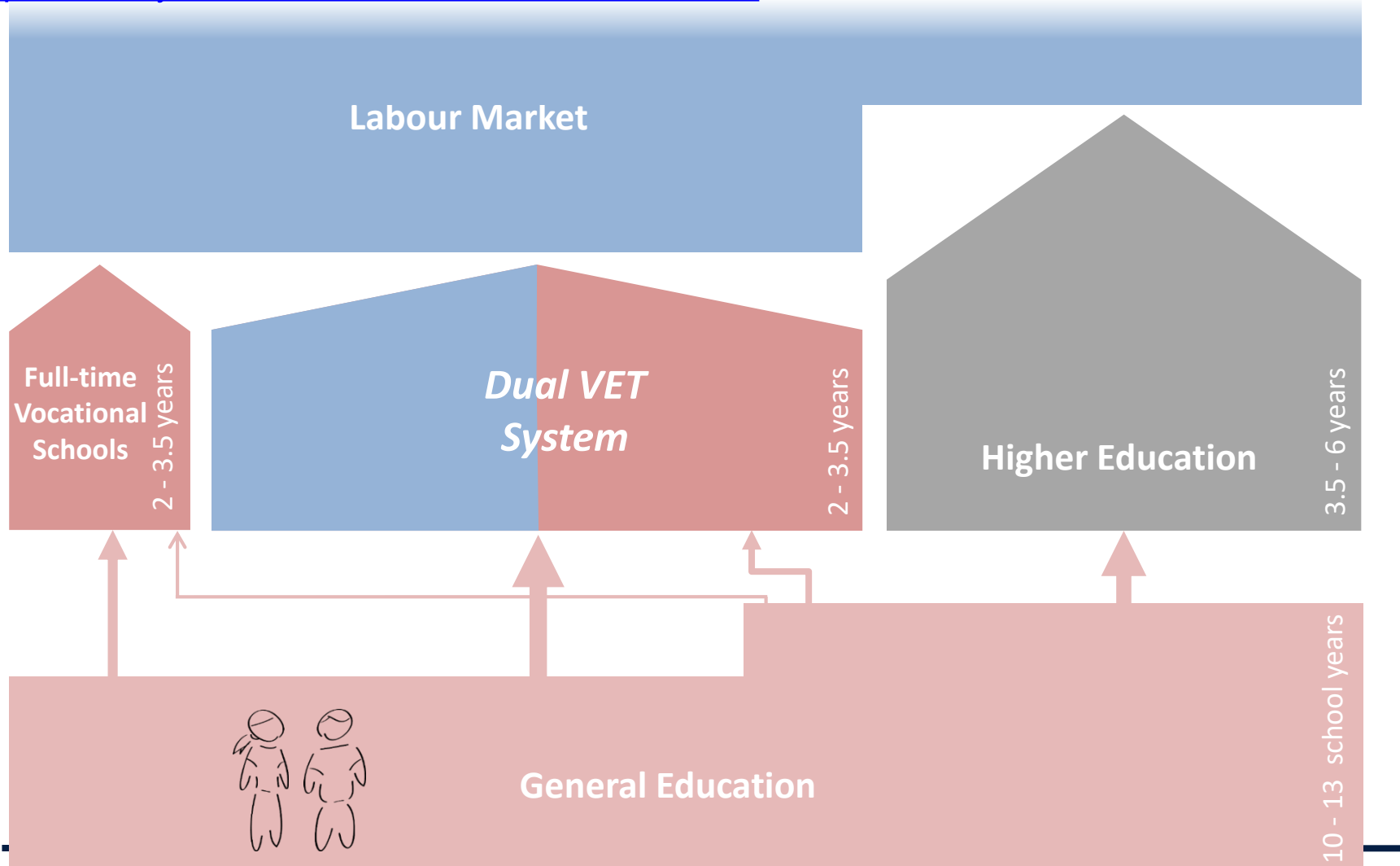
## The German VET System

- School-based VET programmes at upper-secondary level:
  - programmes at full-time vocational schools (Berufsfachschulen), e.g. child-, health-, and social care
  - general upper secondary programmes with a vocational component
- post-secondary level, specialised programmes who build upon the intermediate school-leaving certificate or initial VET and impart deeper occupational knowledge
- Advanced vocational training
- Dual-study programmes

Source: CEDEFOP / GOVET/ BIBB Data Report (2017), Federal Statistical Office

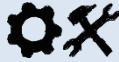
## Dual VET in Germany – Movie

<https://www.youtube.com/watch?v=sXhSRoSFXuU>



# Stakeholders in dual VET

## Chamber organisations



- Advise companies on VET
- Train in-company trainers
- Assess and certify companies and trainers for in-company training provision
- Monitor in-company training (facilities, instructors, etc.)
- Support companies in finding trainees
- Register training contracts
- Organise interim and final exams
- Mediate disputes between trainees and companies
- Organise events

## Social partners



- Labour unions and employer associations negotiate training allowances for trainees
- Works councils monitor in-company training
- Are involved in the development of in-company training standards
- Are part of the examination boards

## Government



- Finances, supervises and monitors public vocational school system
- Federal government conducts institutionalised VET research (BIBB)
- *Dual VET*
- Provides vocational orientation
- Raises awareness about *Dual VET*
- Organises the (continuous) development of *Dual VET* standards
- Provides support to the unemployed and disadvantaged to enter *Dual VET*
- Provides support for disabled people to enter

Source: GOVET

# Current challenges for Dual VET

## Trainees

- **Finding a *Dual VET* training place:** number of unplaced applicants for *Dual VET* (2012: 15,600, 2017: 23,700);
- **number of companies** (esp. SME) providing *Dual VET* decreasing from 24 % (2009) to 20.0 % (2015)
- **Increasing demands at the workplace / learning venue** (foreign languages, etc.)

## Employers

- **Finding young people for *Dual VET*:** number of vacant training places rising from 2009: 17,300 to 2014: 37,100, and to 2017: 48,900
- **Finding competent trainees** for *Dual VET* who have the skills, knowledge and attitudes necessary for entering *Dual VET* ("trainability")
- **Including disabled people**
- **Including large number of migrants since 2015**

Source: GOVET

# Current challenges for Dual VET

## Government

- **Dealing with expected shortage of skilled workers**
- **Dealing with** the decrease in the supply of young people for the labour market caused by demographic change
- **Countering the trend** of more and more young people choosing **university over *Dual VET***
- **Dealing with strong regional disparity** with regard to *Dual VET* training place demand and supply
- **Including disabled people**
- **Including large number of migrants**

Source: GOVET

## Further Information

- GOVET: [www.bibb.de/govet](http://www.bibb.de/govet)
- Cedefop: [www.cedefop.europa.eu/de/publications-and-resources/publications/8116](http://www.cedefop.europa.eu/de/publications-and-resources/publications/8116)