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Spotlight on VET in Germany
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

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

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)
- 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 Dual VET

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

• Cedefop: www.cedefop.europa.eu/de/publications-and-resources/publications/8116