

Dual Training “Made in Germany”

Basically in Germany there are three options to enter the labour market. This is shown in the graph on the right.

First of all, there are the full-time vocational schools. They offer training programmes which lead to recognized occupations and qualifications. The training may include company placements. It covers a period of two or three years, depending on the respective occupation. Admission to full-time vocational schools in most cases requires an intermediate school leaving certificate. Final qualifications are awarded on passing a school examination which is supervised by the education authority.

Universities and universities of applied sciences offer a lot of study programmes. Only some of them prepare students directly for a certain occupation. The aim is rather to provide students with a scientific background. In the course of European harmonization (according to the Bologna Process) Bachelor and Master degrees can be achieved.

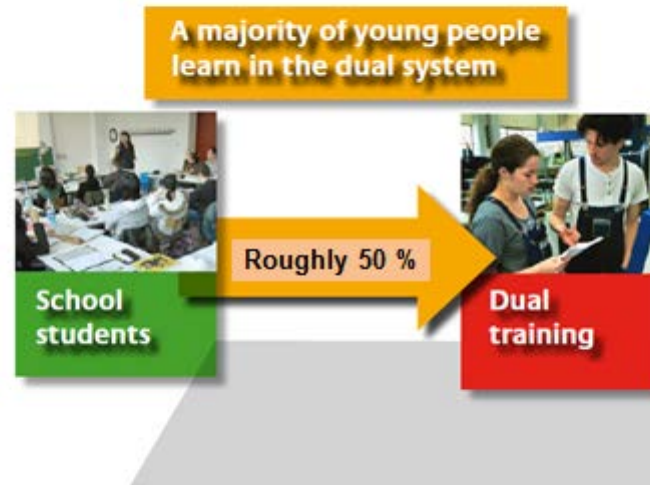
A very common way from school to the labour market is the work-based “Dual Training”, which is shown in the middle of this graph. Currently, a little less than 50 per cent of the school leavers in Germany embark on Dual Training.

Options: From School to Labour Market



Basically, there are no formal schooling requirements for entrance. However, the schooling background of the candidates is an important criterion for most companies when selecting their trainees. They are trained in the company and at the same time attend part-time vocational school in order to qualify for one of the recognized training occupations within a period of two, three or three and a half years – according to occupation and school leaving certificate achieved. Trainees conclude a training contract with a company. More about this later on. At the end of the training, the final examination is administered under public law. As companies see dual training as an investment, they are interested in ensuring that their trainees are successful. Candidates who have passed the final examination are awarded a certificate, which testifies the successful completion of training in a state-recognized training occupation.

Dual Training – The System

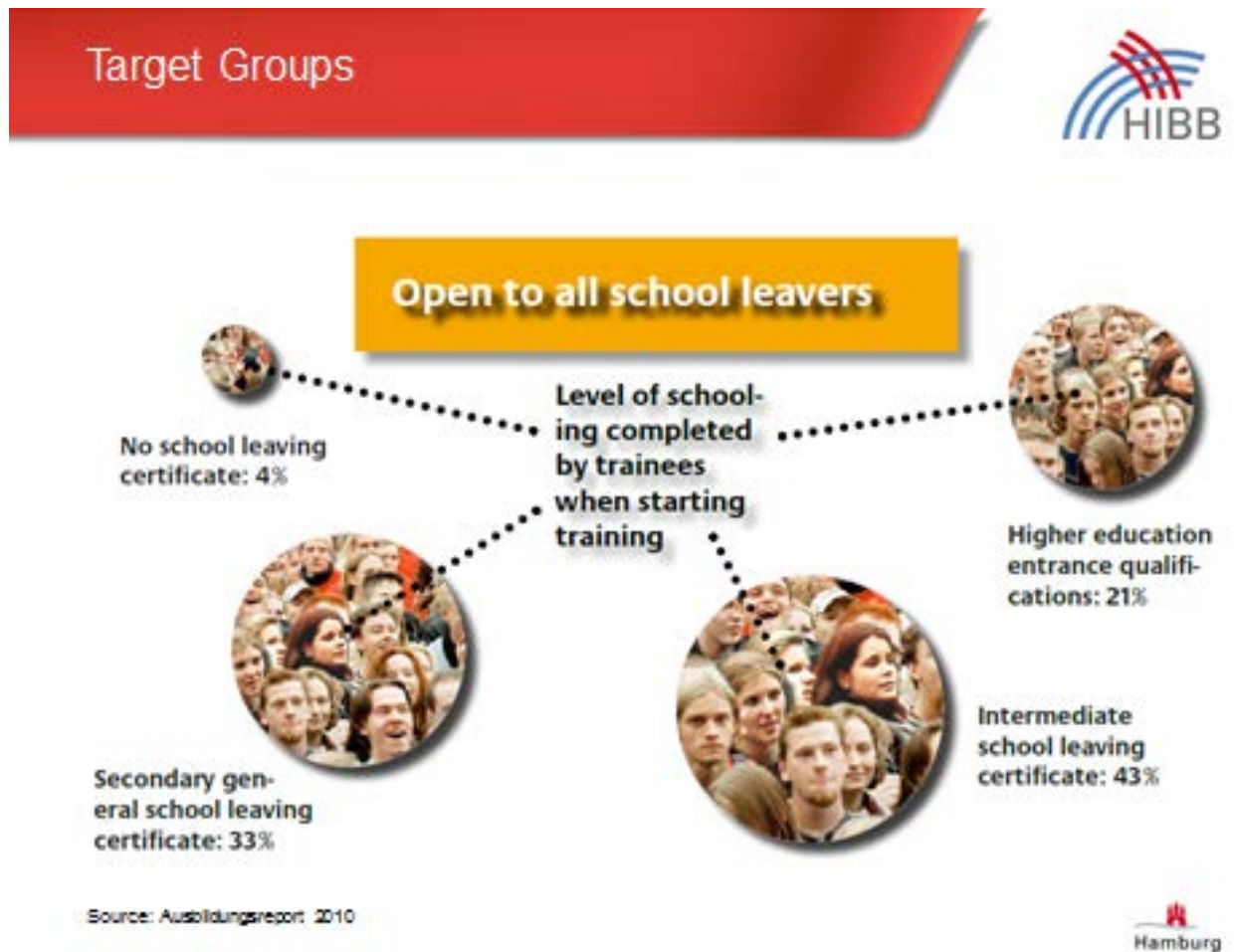


Source: Ausbildungsreport 2012

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There are no minimum requirements for the conclusion of a training contract under the dual system as long as the requirement of vocational education and training is met. The schooling background of trainees therefore varies. Most of them (43 %) have acquired an intermediate school leaving certificate (GCSE in Britain), about 4 % of the trainees have no school leaving certificate, whereas 21 % have even acquired higher education entrance qualifications. In Hamburg, they amounted to 38 % in 2013.



The expression “Dual Training” illustrates the principle:

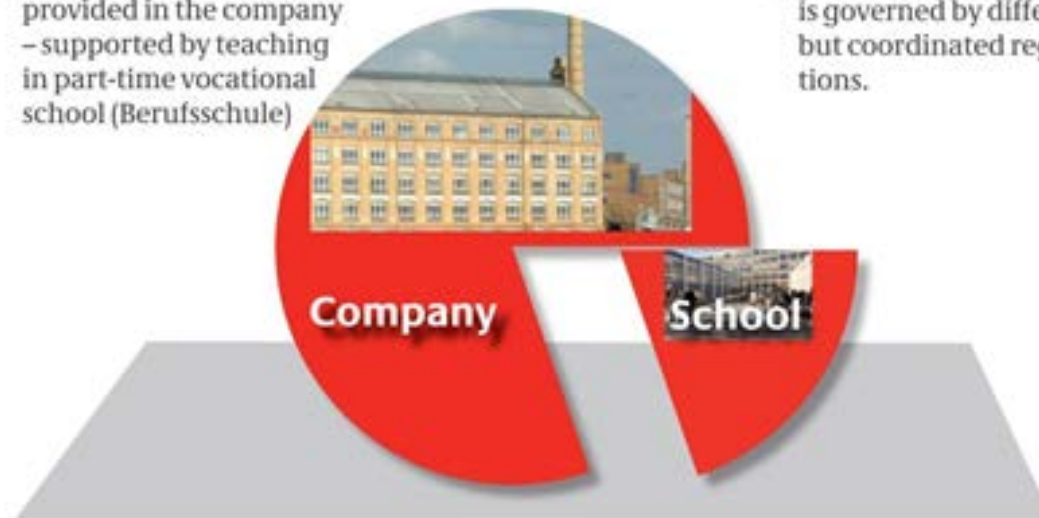
Two partners share the responsibility for vocational education and training: A company concludes a training contract with a young trainee and accepts the responsibility for teaching the required training contents.

Dual Training



- Training is mainly provided in the company – supported by teaching in part-time vocational school (Berufsschule)

- Learning at both venues is governed by different but coordinated regulations.



The company organizes learning on an average of three days per week on the basis of a training plan, which forms part of the training contract concluded with the trainee. Practical training is mainly provided at the workplace. This is the central point in which the German dual system differs from the school-based training model of other countries: In-company training familiarizes the trainees with the technological and organizational aspects of the current work processes. In addition, trainees contribute to the company's productivity during their training, which reduces the overall cost of vocational training for both the companies and society at large.

Training in the company is based on training regulations which the Federal Government has issued for each occupation. These regulations stipulate for example the minimum vocational skills as well as the examination requirements. This ensures a comparable level of training and examinations in a specific occupation throughout Germany. Transparency on the labour market can thus be increased for both employers and employees.

Dual Training



The infographic is set against a red background. On the left, a circular image shows a large industrial building. Below it, the text 'Learning in the company' is written in white. To the right, a white box contains a bulleted list of four points. Further right, there are three smaller images: a woman using a blue tool on her face, a woman at a computer, and a man working with machinery.

Learning in the company

- 3 days per week
- on the basis of training regulations
- within the framework of a training contract
- mainly at the workplace

Trainees attend part-time vocational school on an average of two days per week, where they are mainly taught theoretical and practical knowledge related to their occupation; in addition they attend classes on general subjects such as economics and social studies and also sometimes foreign languages – depending on the requirements of their occupation. By the way, English is a compulsory subject in all vocational schools in Hamburg.

Systematic teaching at vocational school is a necessary supplement to process-oriented training in the company, which is rather more based on specific in-house requirements. Teaching is structured according to the “learning segment” concept, in which lessons concentrate on relevant situations and how to master them by using the skills immanent to the subjects. This concept is practised in vocational schools in Germany. It is also named “teaching in learning areas”.

Dual Training

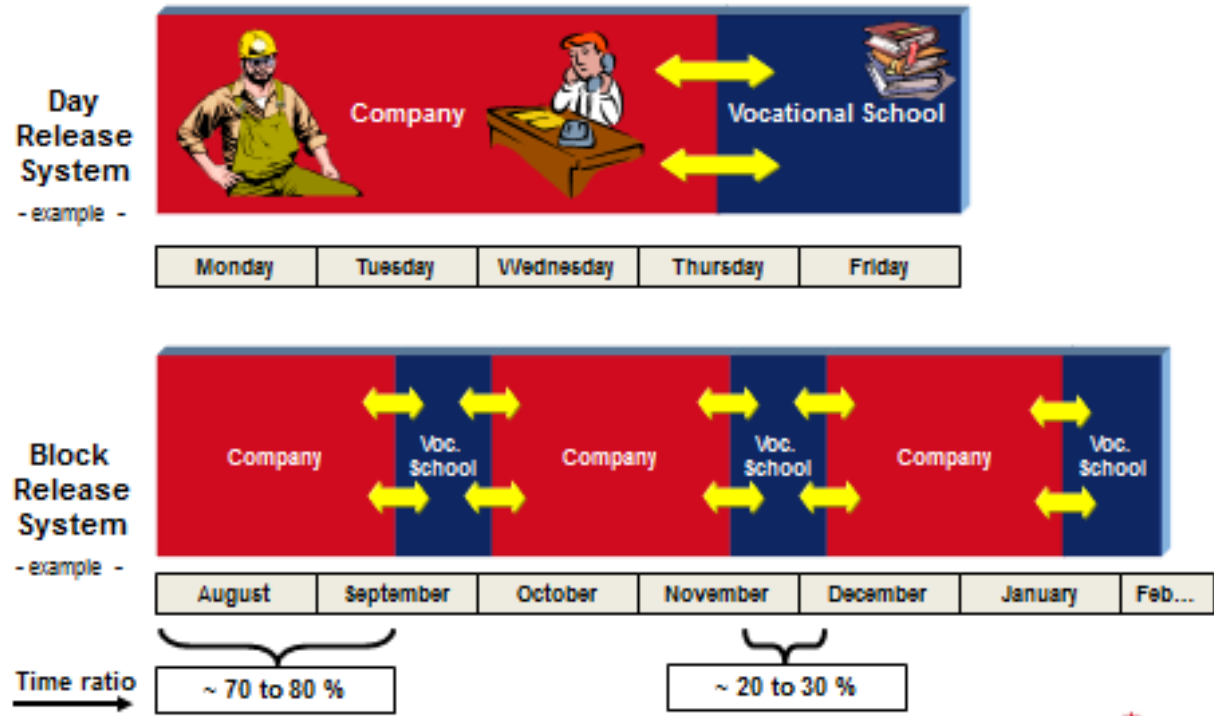


- 2 days per week
- on the basis of a framework curriculum
- general and vocational knowledge is taught within the framework of compulsory education
- Learning areas



There are different forms of organization. The day release system is very common. This means the trainees spend three and a half days in a company and the rest of the week at vocational schools (for example hairdressers or cooks). Alternatively, there is the block release system which means the trainees spend several weeks in the company and at school, without interruptions (for example bankers or industrial clerks). However important for both is one third at vocational school and two thirds in companies.

The Dual System – Organisation



Training in the company is provided within the framework of a contract which is based on general labour law and includes some special regulations concerning:

- Training periods
- Training plans
- Termination of employment
- and money paid monthly.

The Contract



The training contract covers the following in particular:

A sample German training contract form from the state of North Rhine-Westphalia. The form is titled 'Arbeitsvertrag mit Ausbildungsstellenbeschreibung' and includes sections for personal data, training details, and legal declarations. It is presented as a document on a tablet screen.

- Training period: as stipulated in the training regulations (**ranging from 2.5 to 3.5 years**)
- Beginning and end of training: the duration of training can be shortened or extended under certain conditions
- Training contents: A company training plan forms part of the contract (to which it is annexed)
- Termination of employment: trainees are largely protected against dismissal after the probationary period has expired
- Allowance paid to the trainee: amount is determined by the applicable collective agreement

Dual training aims to enable people to work independently in a specific profession. Completion of a relevant training course is the criterion usually applied when staff is recruited for a job and the salary fixed. Vocational qualifications are considered proof of the skills needed for the respective job.

There are state-recognized training occupations in all sectors of the economy and administration.

Currently, there are 333 recognized training occupations in Germany - approximately 250 in Hamburg in 2014.

They are continuously updated, as necessary.

Training Occupations in the Dual System



The aim of all training regulations is to ensure **vocational competence**. It is therefore not sufficient to teach only **specialized skills**. Vocational competence also includes the ability to plan, carry out and supervise work independently, which is generally termed **methodical skills**. Furthermore, graduates of dual training must also be able to interact adequately with colleagues, supervisors and customers. That is, they must have **social skills**.

Vocational Competence



"Vocational training shall, through a systematic training programme, impart the vocational skills, knowledge and qualifications (vocational competence) necessary to engage in a form of skilled occupational activity in a changing working world. It shall also enable trainees to acquire the necessary occupational experience."

Section 1, para (3) Vocational Training Act (BBiG)

Graduates of dual training are familiar with company processes and have worked together with company staff for several years. They are qualified for their specific job and usually show an above-average loyalty to their company. Furthermore, they contribute considerably to corporate value while training in the company.

Advantages for the Labor Market



Effects

- Secures the skilled labour needed
- Reduces cost of settling-in
- Increases motivation and loyalty to company
- Job-specific qualification
- Productive performance of trainees



However, the young people also benefit from dual training. The certificate attests vocational qualifications. These are recognized throughout Germany and give them a competitive advantage over graduates of non-company training programmes. This is because of the practical orientation of dual training. Graduates therefore have good prospects on the German labour market if they want to transfer to another employer. Last but not least, the allowance which trainees are paid during dual training provides a certain degree of independence to them. Many trainees are offered an unlimited work contract by their own training company after having passed their final examinations.

Advantages for Young People



Effects

- Good prospects on the labour market
- Recognized certificate
- Practical orientation
- Payment of an allowance



The final examination consists both of practical and written parts, covering a couple of days. They may include role simulations as well as theme papers, depending on the area of profession.

Specific tools are available for providing guidance and supervision during training. The decisive factor, however, is the final examination administered under public law.

The Final Examination ...



... consists of **practical/oral and written parts.**

... is certified according to the Vocational Training Act (BBiG).

Results documented:

- **by the chambers:** the total results achieved as well as the results of the partial examinations
- **by the vocational schools:** the marks achieved in the subjects

The **examination board** consists of at least 3 members:

- one delegate representing the **employers**
- one delegate representing the **employees**
- one **teacher** of a vocational school

More detailed information can be found at:

<http://www.bibb.de/de/wlk32526.htm> (Film in different languages)

http://www.na-bibb.de/fileadmin/user_upload/Glossare/introduction_Addendum_slides.pdf

