

Vocational Education & Training (VET) and the Chambers of Commerce in Germany - and elsewhere



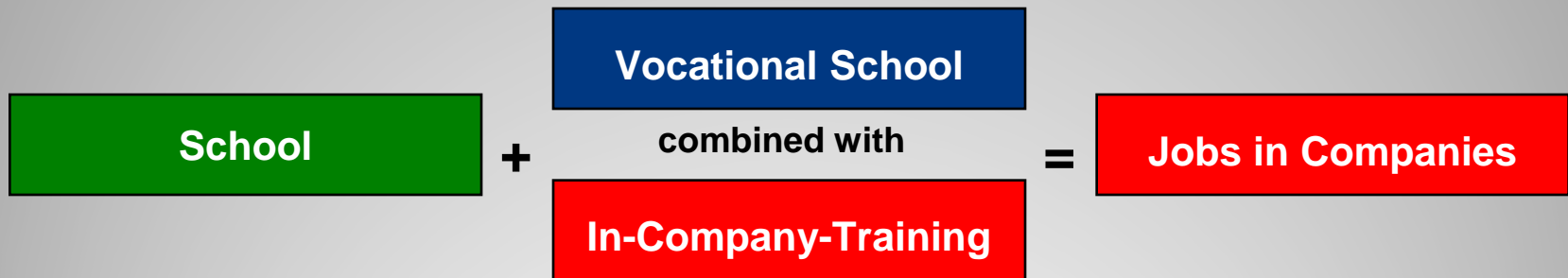
Yorck Sievers, DIHK,
Bonn, October 14, 2014

Content

- **The Dual System of Vocational Education and Training (VET) in Germany**
- Role of the German Chambers of Commerce
- Five Key Elements
- German VET as Activity of the Worldwide Network of German Chambers of Commerce

Transition from School to Work

Education/Training and Labour Market in **Germany**

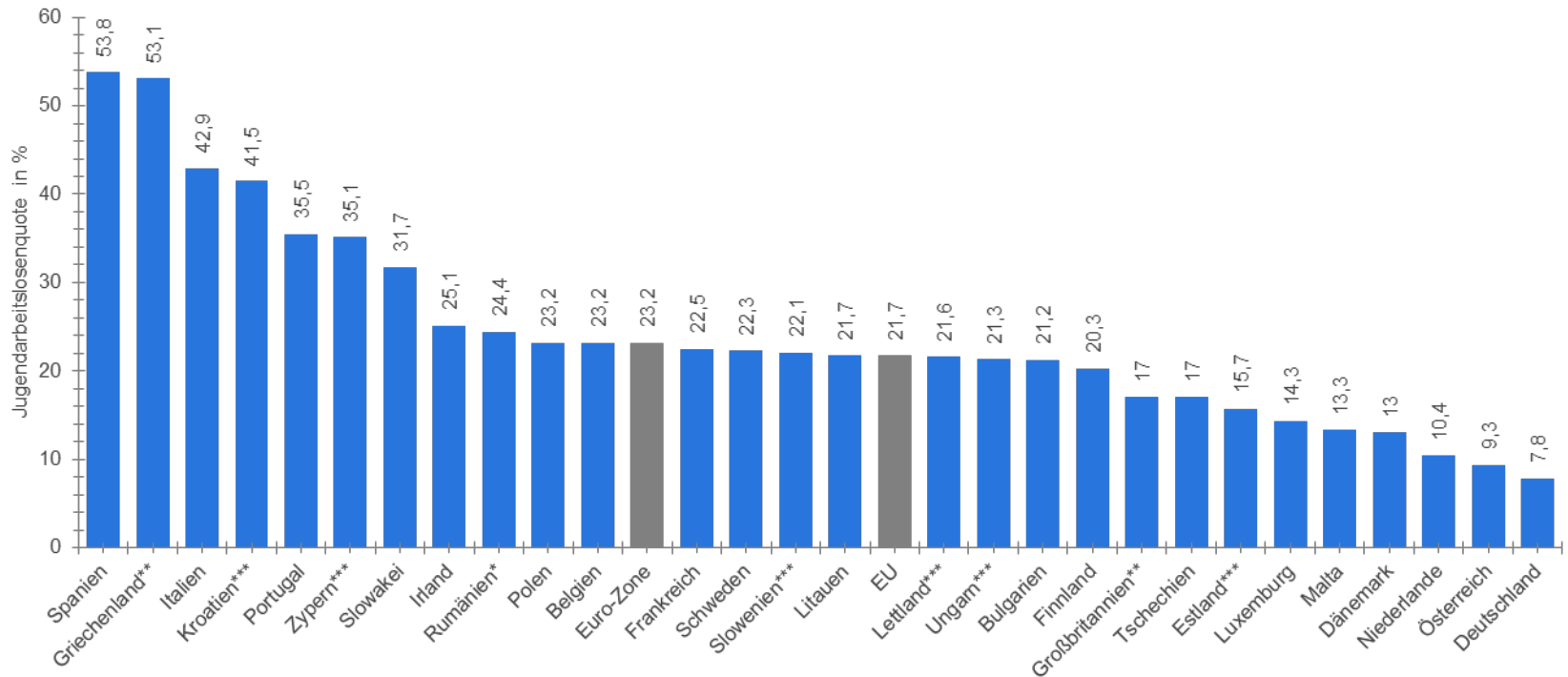


Match !!!

because companies are deeply involved in
Vocational Education and Training (VET)

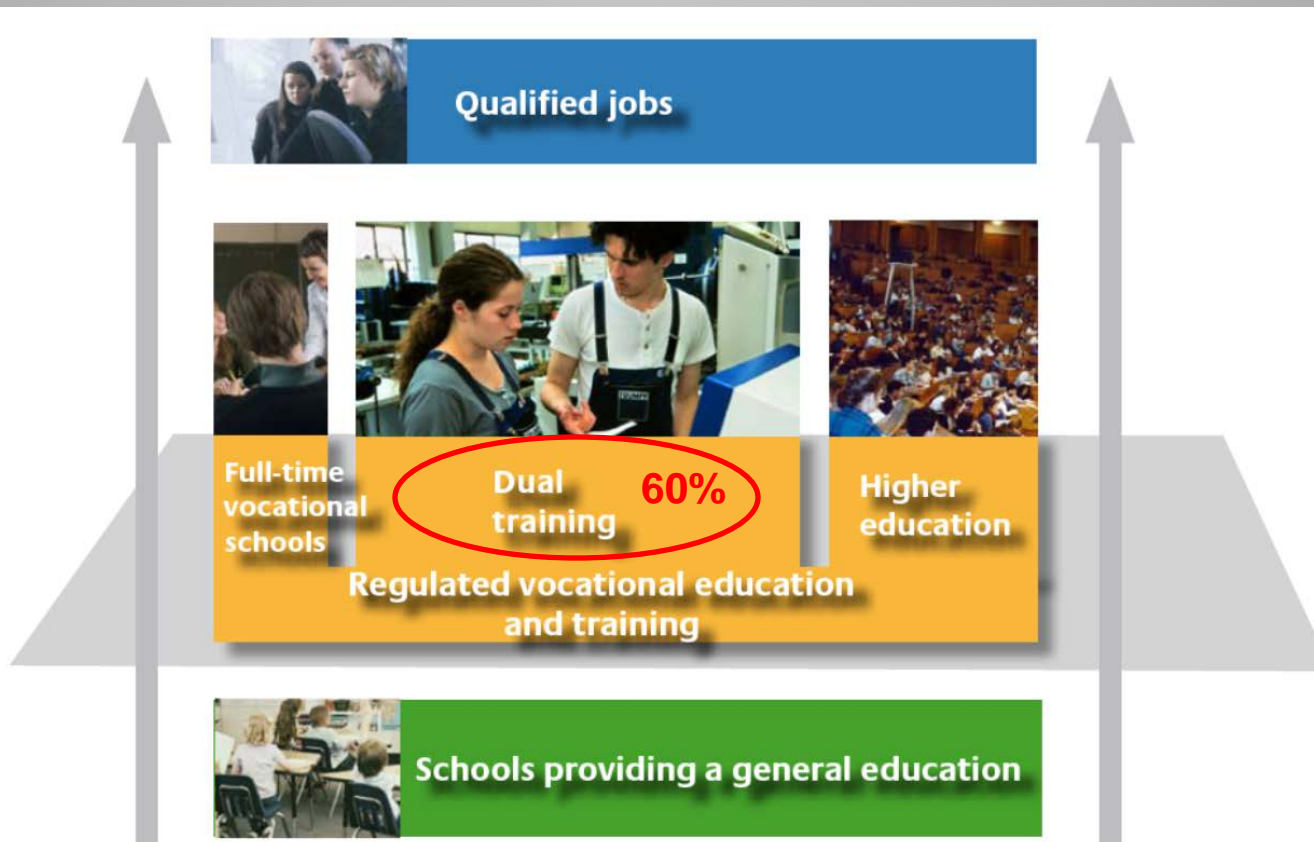
Youth Unemployment in EU Member States

July 2014, Age: 14-25 years



Quelle: Eurostat, epp.eurostat.ec.europa.eu

Transition from School to Work



German VET – The “Dual System”

Training in Companies and Schools

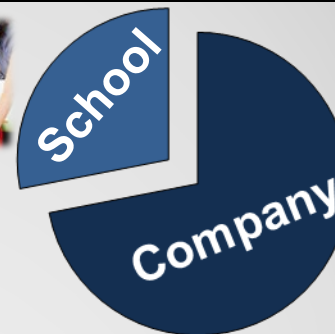
2 - 3.5 Years Training Period

**on the job training
in companies**

- 3 - 4 days a week
- based on training contract between company and trainee

**theoretical training in
vocational schools**

- 1 - 2 days a week
- run by the state



German VET – The “Dual System”

**340 standard curricula defined by sector experts
and decreed by the federal government**

Specialized occupation

Specialized but broadly
employable occupations

Occupations cutting
across different branches

Training occupations for every sector



Industry



Commerce



Skilled trades



Office and
Administra-
tion



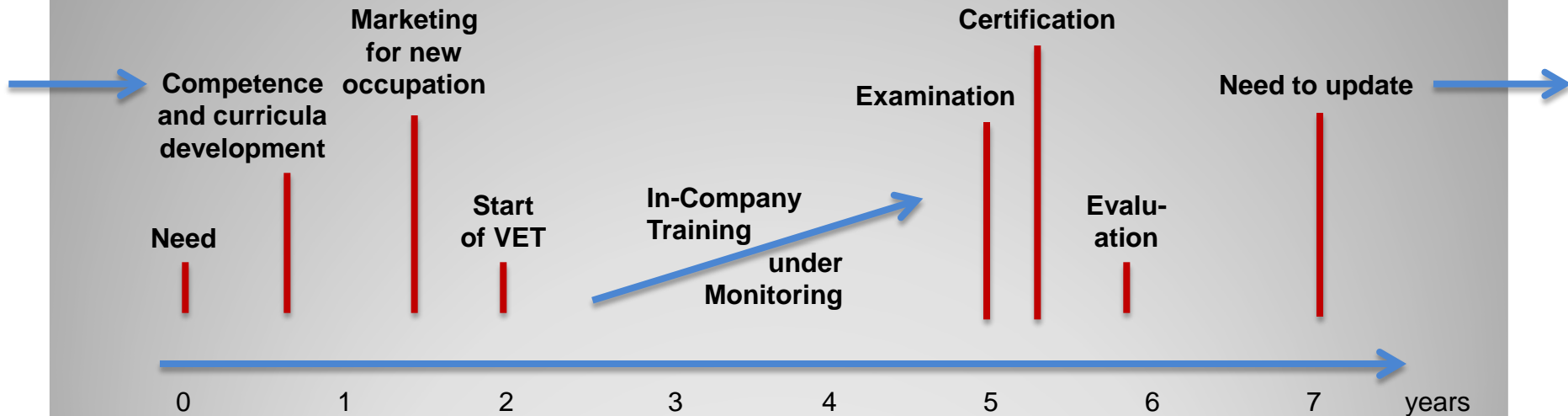
Health



Agriculture

German VET – The Process

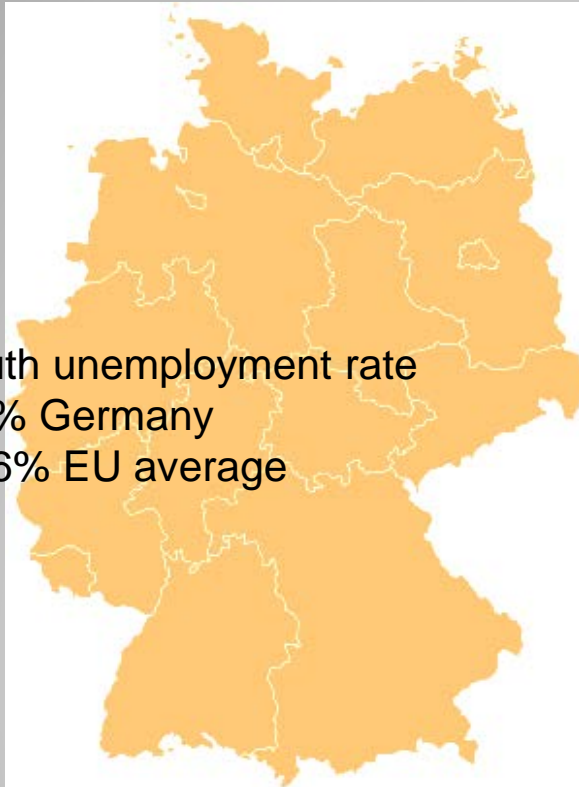
□ Making, Executing, Updating of Training Regulations and Occupations



□ Step by Step always based on the Needs and Demands of the Companies and Employers

Facts and Figures about VET in Germany

What we are talking about:



Dual Vocational Training

1,5 Mio. apprenticeships
600.000 new contracts every year

Company activities

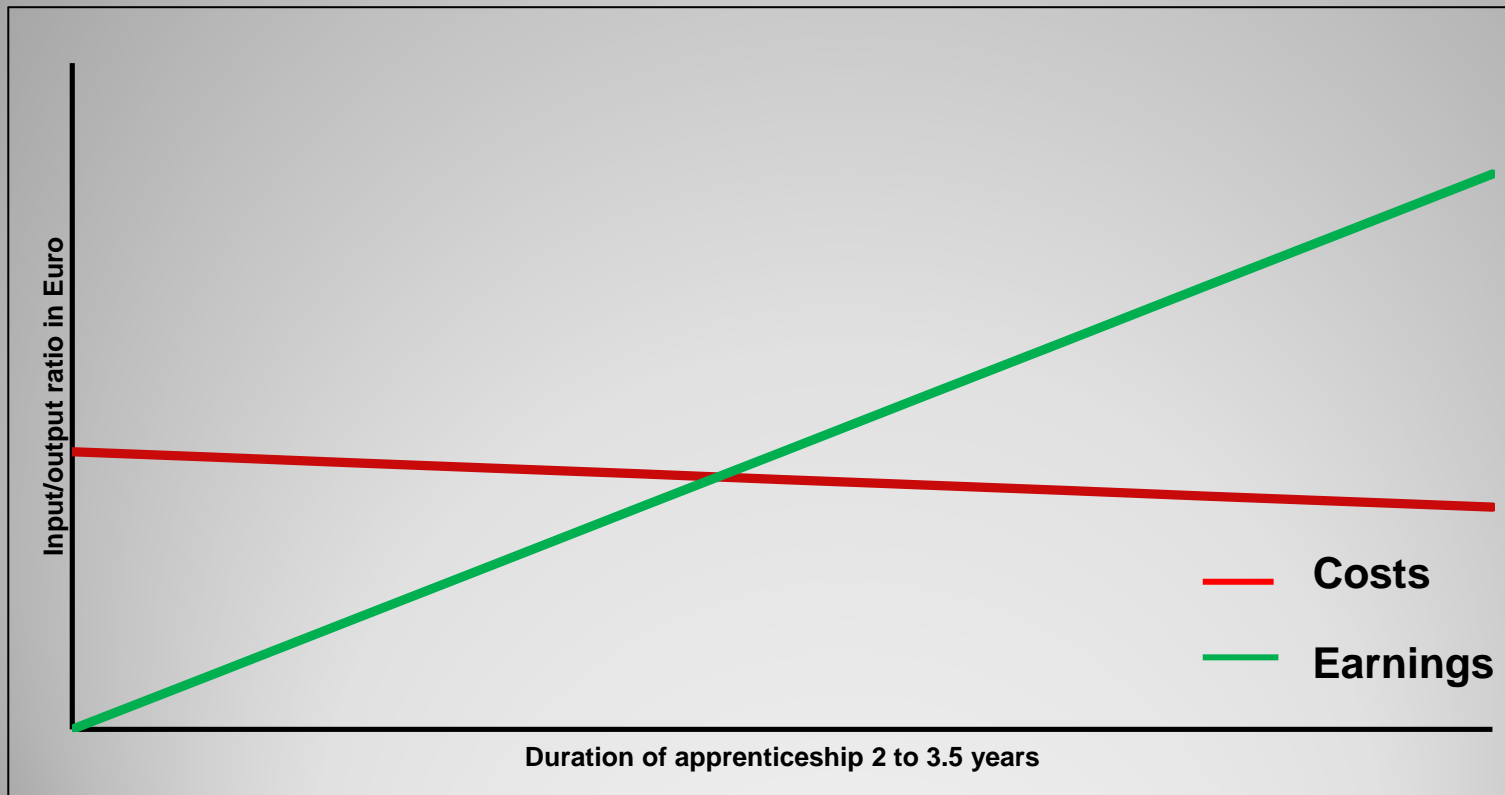
500.000 companies offering apprenticeship positions
80% are SMEs
320.000 company in-house trainers
160.000 company jury members

Financial investment

23 bn. € companies
3 bn. € government

German VET – Investment with Return

Input/output ratio of an apprentice for the companies



German VET – The “Dual System”

The Public-Private-Partnership is a triple win situation for...

Companies

Recruitment of skilled employees

Familiarity with workplace

Reduced search costs

Low fluctuation of workforce

Positive image of the employer

Ensuring competitiveness & innov. strength

State

Low rate of youth unemployment

Reduced budget for vocational training =
Financial relief through strong commitment of companies

Apprentices

Practice-oriented apprenticeship with perfect chances for employment

Work experience during the training

Nationally standardized certificate

Wide career opportunities with an apprenticeship

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German VET – Key Element IHK

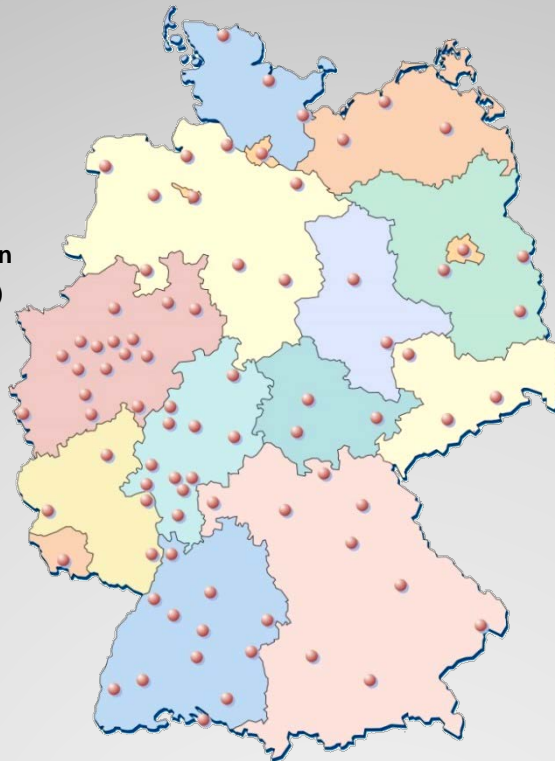
Chambers of Commerce are responsible

- as “competent bodies” by law (VET act from 1969/2005)
 - for organization, registration, examination, certification on a national level
 - for quality assurance throughout the whole training process
 - for representing and organizing the companies needs, interests and inputs – in co-operation with business associations
- ⊗ IHKs guarantee VET standards and quality by organizing and certifying VET

About us

IHK – 80x in Germany

- | | |
|-----------------|----------------------|
| 1 Aachen | 21 Düsseldorf |
| 2 Arnsberg | 22 Duisburg |
| 3 Aschaffenburg | 23 Emden |
| 4 Augsburg | 24 Erfurt |
| 5 Bayreuth | 25 Essen |
| 6 Berlin | 26 Flensburg |
| 7 Bielefeld | 27 Frankfurt a. Main |
| 8 Bochum | 28 Frankfurt (Oder) |
| 9 Bonn | 29 Freiburg i. Br. |
| 10 Braunschweig | 30 Fulda |
| 11 Bremen | 31 Gera |
| 12 Bremerhaven | 32 Giessen |
| 13 Chemnitz | 33 Hagen |
| 14 Coburg | 34 Halle |
| 15 Cottbus | 35 Hamburg |
| 16 Darmstadt | 36 Hanau |
| 17 Detmold | 37 Hannover |
| 18 Dillenburg | 38 Heidenheim |
| 19 Dortmund | 39 Heilbronn |
| 20 Dresden | 40 Karlsruhe |

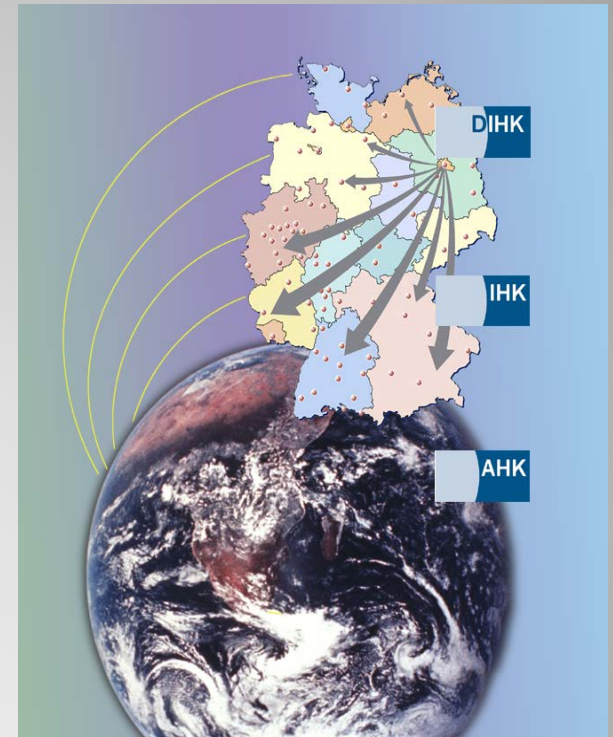


- | | |
|-----------------------|---------------------------|
| 41 Kassel | 61 Osnabrück |
| 42 Kiel | 62 Passau |
| 43 Koblenz | 63 Pforzheim |
| 44 Köln | 64 Potsdam |
| 45 Konstanz | 65 Regensburg |
| 46 Krefeld | 66 Reutlingen |
| 47 Leipzig | 67 Rostock |
| 48 Limburg a. d. Lahn | 68 Saarbrücken |
| 49 Ludwigshafen | 69 Schwerin |
| 50 Lübeck | 70 Siegen |
| 51 Lüneburg | 71 Stade |
| 52 Magdeburg | 72 Stuttgart |
| 53 Mainz | 73 Suhl |
| 54 Mannheim | 74 Trier |
| 55 München | 75 Ulm |
| 56 Münster | 76 Villingen-Schwenningen |
| 57 Neubrandenburg | 77 Weingarten |
| 58 Nürnberg | 78 Wiesbaden |
| 59 Offenbach a. Main | 79 Würzburg |
| 60 Oldenburg | 80 Wuppertal |

About us

DIHK

- Registered Association
- Umbrella Organization of 80 Chambers of Commerce (**IHK**) in Germany
- All German Companies, by law, have to join a Chamber
- 3.6 Mill. IHK Member Companies
- 200 DIHK Employees in Berlin and Brussels
- Co-ordination of the Worldwide Network of German Chambers of Commerce (**AHK**) in 86 Countries



Assigned Responsibilities of IHKs

Advice
companies,
trainees

The logo for IHK (Industrie- und Handelskammer) is displayed in a rectangular box. It features a light blue curved shape on the left and a dark blue rectangle on the right containing the letters 'IHK' in white.

Monitor
implementation of
training

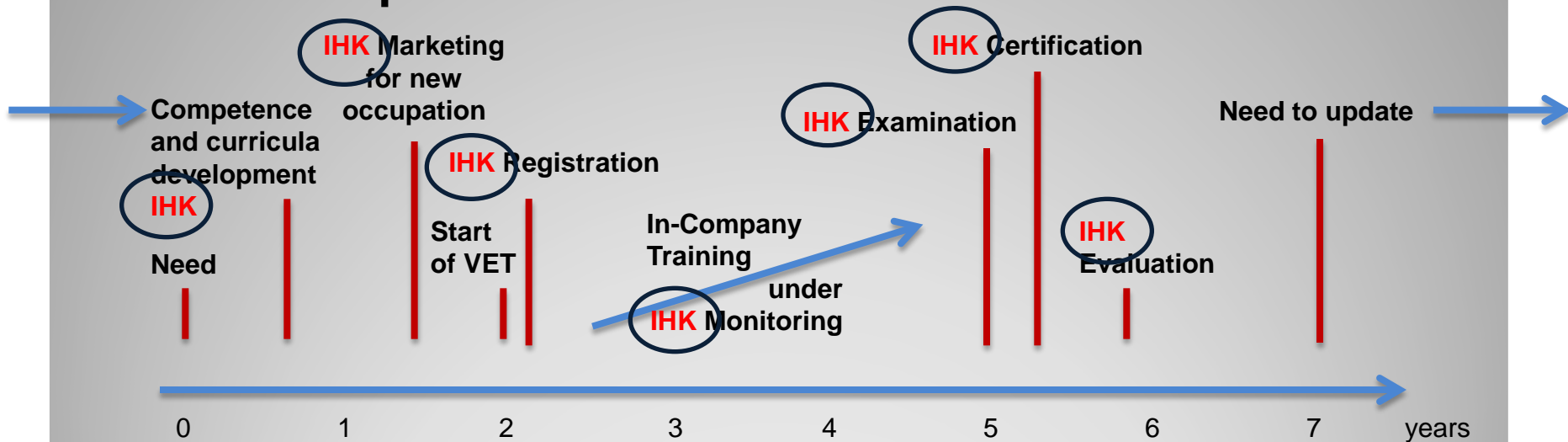
Issue
regulations,
ordinances

Certification
interim and final
examination

Review
facilities,
instructors,
trainees

German VET – The Process

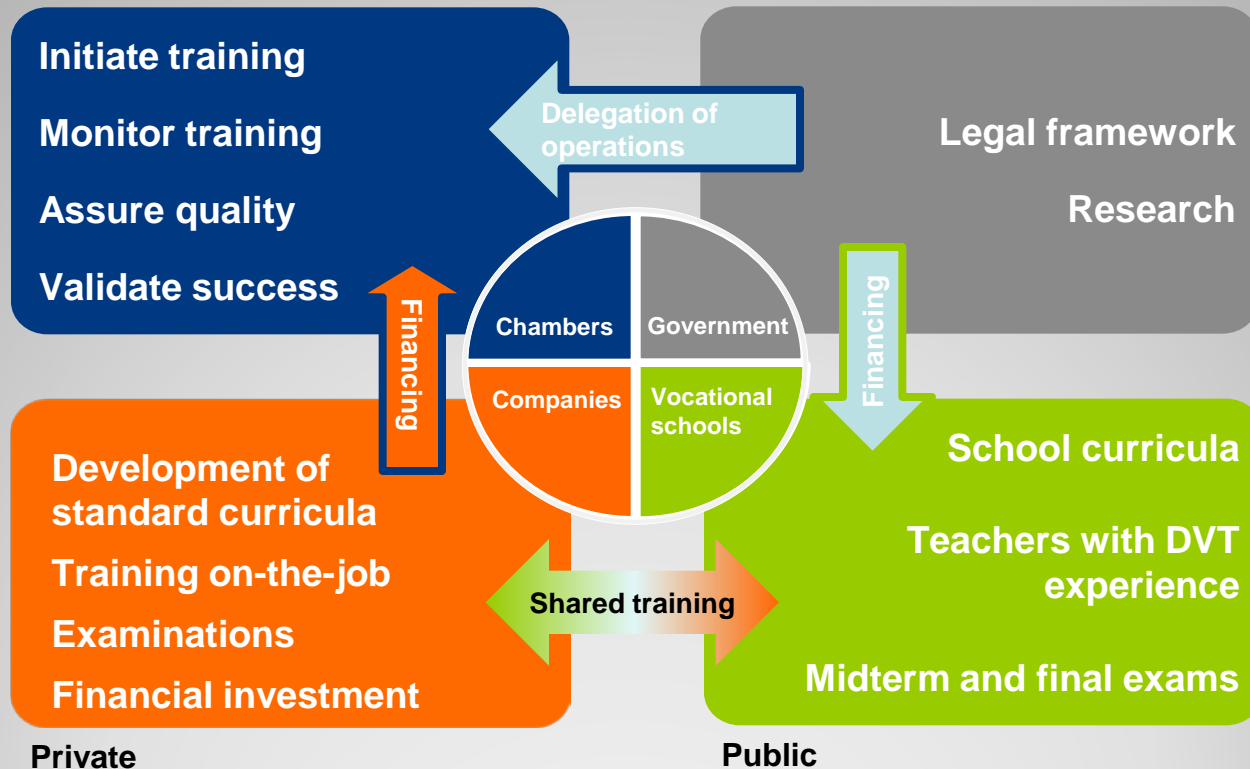
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German VET – The “Dual System”

A Public-Private Partnership



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German VET

The Five Key Elements

- **Co-operation of government and industry or public private partnership**
- Learning within the work process
- Acceptance of national quality standards
- Qualified VET staff
- Institutionalized research and consultancy

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Europa

- | | | | |
|-------------------------|----------------|-------------|------------|
| Aserbaidschan | Griechenland | Mazedonien | Schweiz |
| Belgien | Großbritannien | Niederlande | Serbien |
| Belarus | Irland | Norwegen | Slowakei |
| Bosnien und Herzegowina | Italien | Österreich | Slowenien |
| Bulgarien | Island | Polen | Spanien |
| Dänemark | Israel | Portugal | Tschechien |
| Estland | Kroatien | Rumänien | Türkei |
| Finnland | Lettland | Russland | Ukraine |
| Frankreich | Litauen | Schweden | Ungarn |

Asien

- | | |
|-------------|------------------------------|
| China | Saudi-Arabien |
| Hongkong | Singapur |
| Indien | Taiwan |
| Indonesien | Thailand |
| Irak | Turkmenistan |
| Iran | Usbekistan |
| Japan | Vereinigte Arabische Emirate |
| Kasachstan | Vietnam |
| Korea | Zentralasien |
| Malaysia | |
| Philippinen | |

Amerika

- Argentinien
- Bolivien
- Brasilien
- Chile
- Costa Rica
- Dominikanische Republik
- Ecuador
- El Salvador
- Guatemala
- Honduras
- Kanada
- Kolumbien
- Mexiko
- Nicaragua
- Panama
- Paraguay
- Peru
- Uruguay
- USA
- Venezuela
- Zentralamerika
- Karibik

Afrika

- Ägypten
- Algerien
- Angola
- Ghana
- Kenia
- Marokko
- Nigeria
- Tunesien
- Südafrika

Ozeanien

- Australien
- Neuseeland

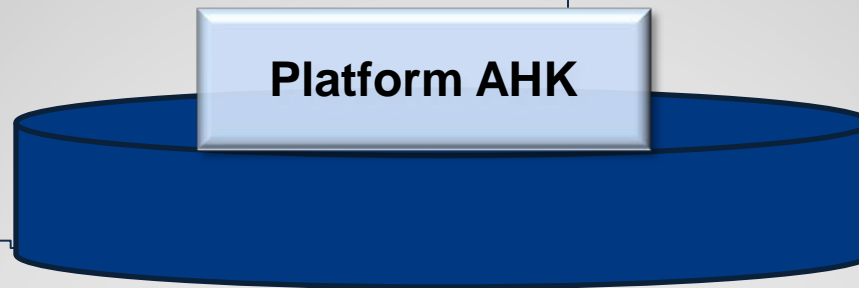
The Role of AHKs in Vocational Education and Training

Offer

- Local dual VET following the German approach
- Classification of VET into several quality categories
- Internationally standardized training of in-company trainers
- Examination is based on German assessment tasks
- Award of homogeneous certificates as quality brand for German VET

Clients & Partners

- Companies
- VET provider companies
- VET schools
- Vocational training institutes
- Political bodies, chambers and business associations



Locally established

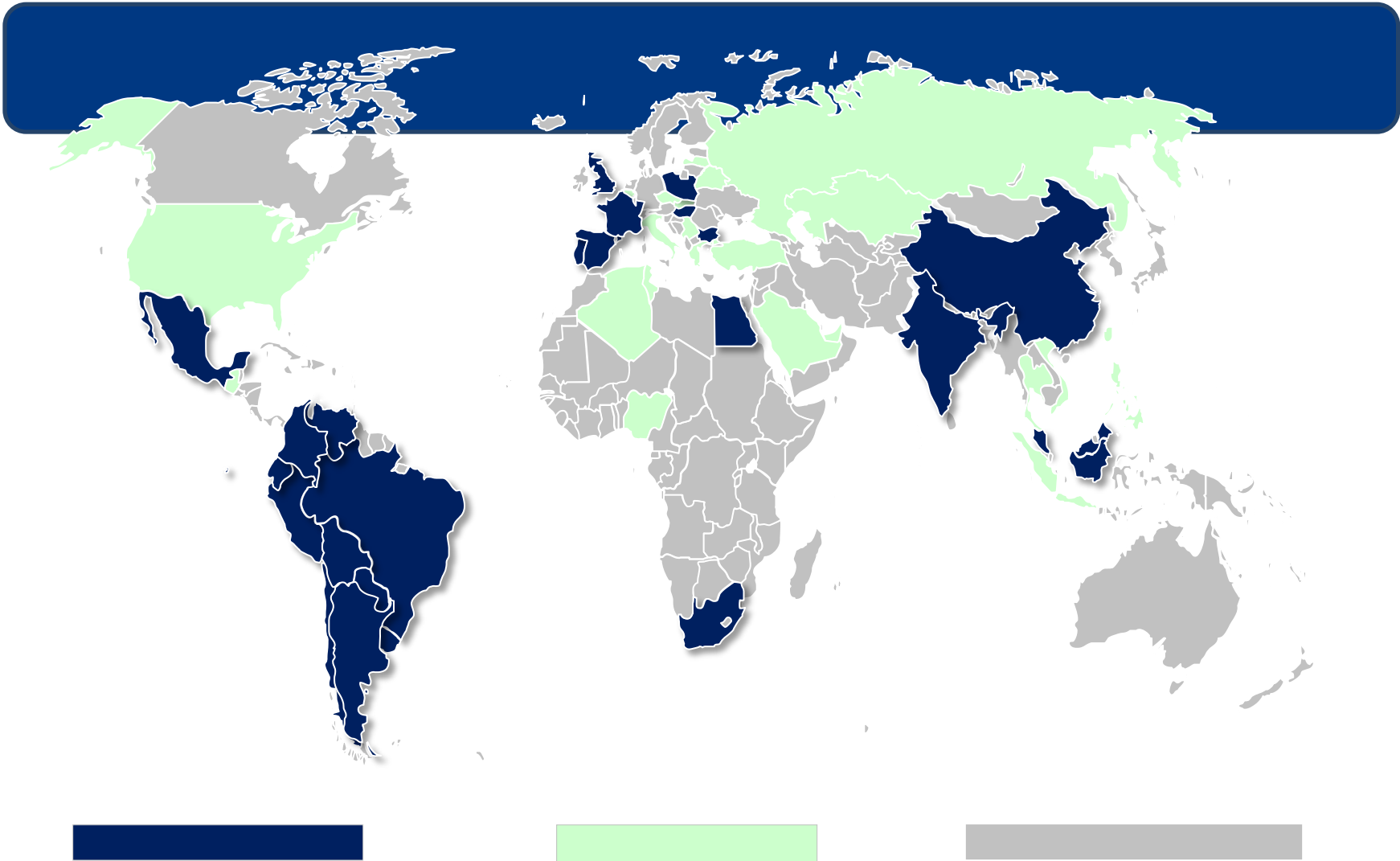
Closely linked to Germany and the IHK-network

Access to IHK-VET-know-how

Showroom for VET „made in Germany“

System consultancy for institutions and politics

AHKs all over the world are active in VET



AHK-activities before 2010

AHK-activities since 2010

No activities/ no AHK

Thank You for Your Attention!



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