



# Vocational Education and Training in the construction industry

- modernization of the training regulations

Bonn, October 24<sup>th</sup> 2023

# Overview

- Federal Institute for Vocational Education and Training (BIBB)
- The dual system of VET
- Skilled worker shortage
- VET in the construction industry

# Federal Institute for Vocational Education and Training (BIBB)

# Foundation and legal basis

- 1970 (headquarter located in Bonn since 1999)
- Vocational Training Act (§90 BBiG)
- Under legal supervision of the Federal Ministry of Education and Research
  
- Advise to the Federal Government
- Research activities & pilot schemes for modernisation
- VET statistics
- Regulatory work
- International Cooperation

# The organs of the BIBB

## President

... is the Institute's director and public representative.

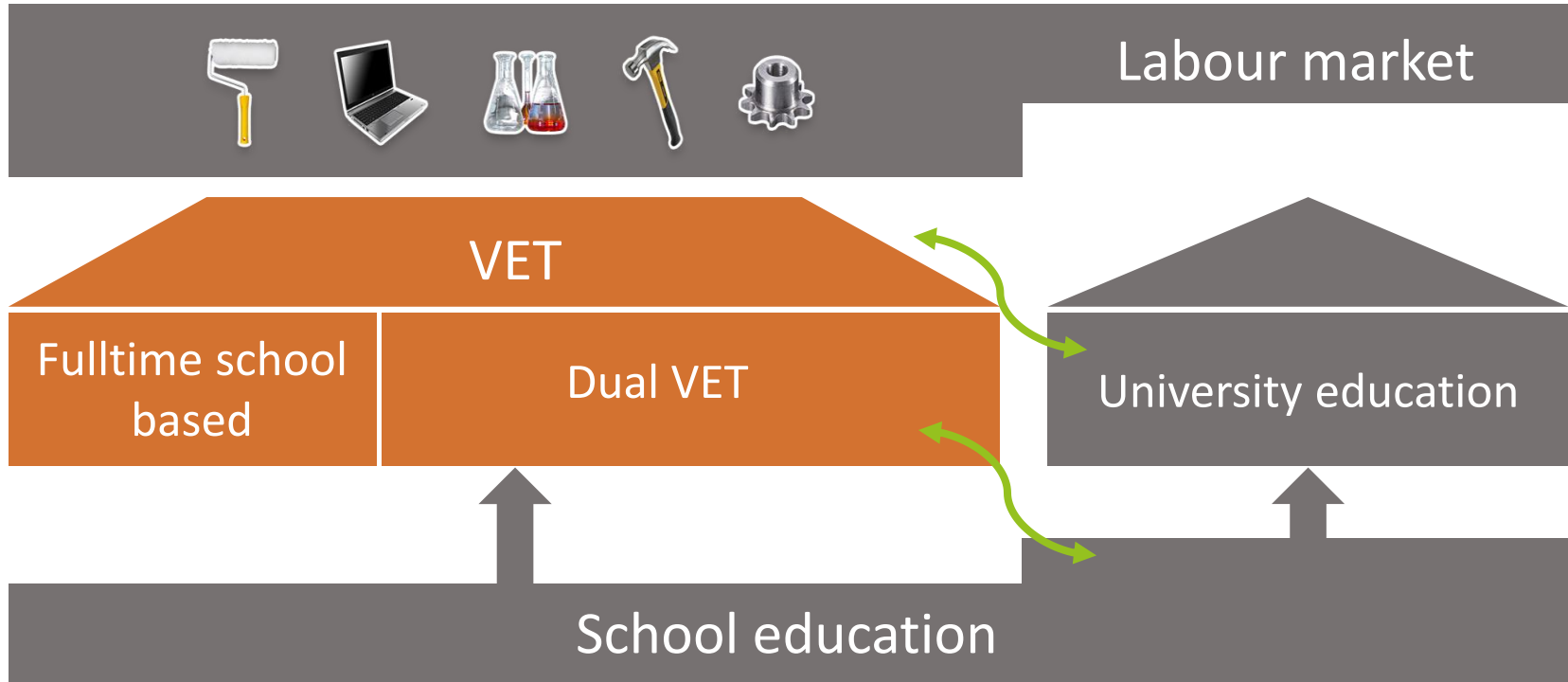
## The Board

... provides expertise on all issues relevant to vocational education and training (VET) in Germany, and acts as the statutory advisory body for the Federal Government.

Employers, employees, the federal states (Länder) and the Federal Government are representatives of the Board. Hence it is also known as the “parliament of vocational education”.

# The dual system of VET

# Basics



# The dual system

## 70 % Training in the company

- Structured training under real work conditions
- Trainees participate in actual business activities
- Trainees receive a remuneration
- **In addition: Training in the inter-company training centres**

## 30 % Lessons in vocational school

- Lessons in class
- Occupation related (2/3) and
- General (1/3) subjects



# The Training Contract

The professional training starts with signing the training contract between employer and trainee.

The training contract regulates:

- Duration
- Contents
- Probation period
- Temporal and factual structure
- Remuneration
- Rights and obligations of both parties

# skilled worker shortage

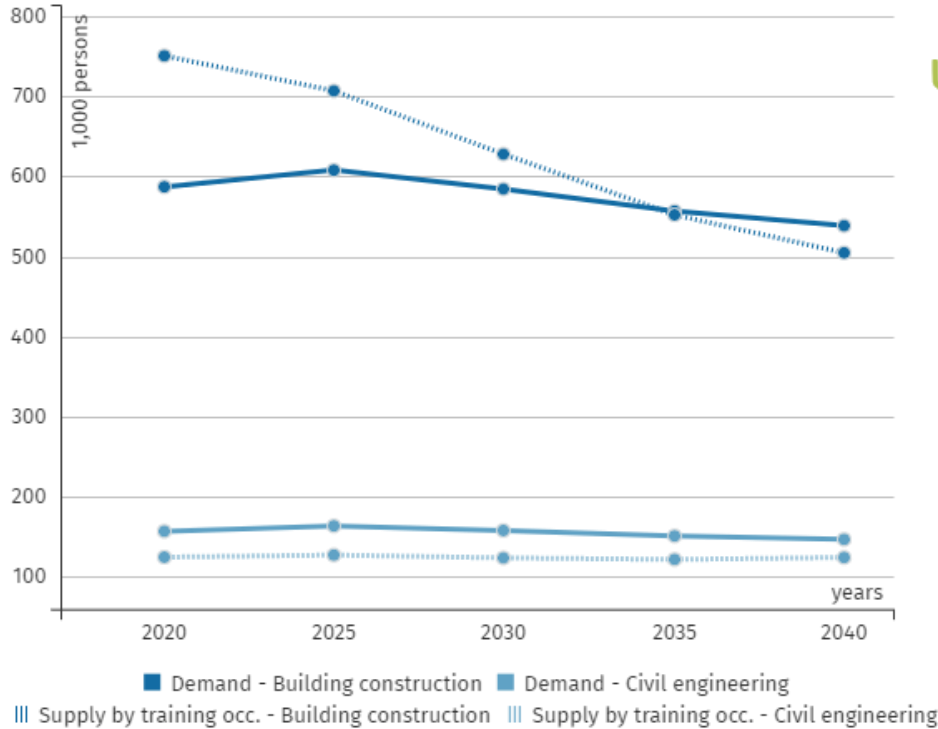
# shortage of skilled workers in the construction industry

gap between skilled worker demand and supply

- baby boomers will start their annuity within the next years
- many young people prefer to study
- many skilled workers gain higher qualifications
- a lot of unskilled / semiskilled workers

## Time series

Persons



source: BIBB-IAB Qualification and occupational groups projections ([www.qube-projekt.de](http://www.qube-projekt.de)):7th Wave (Basis projection). Database enquiry from QuBe Data Portal (Federal Institute for Vocational Education and Training).

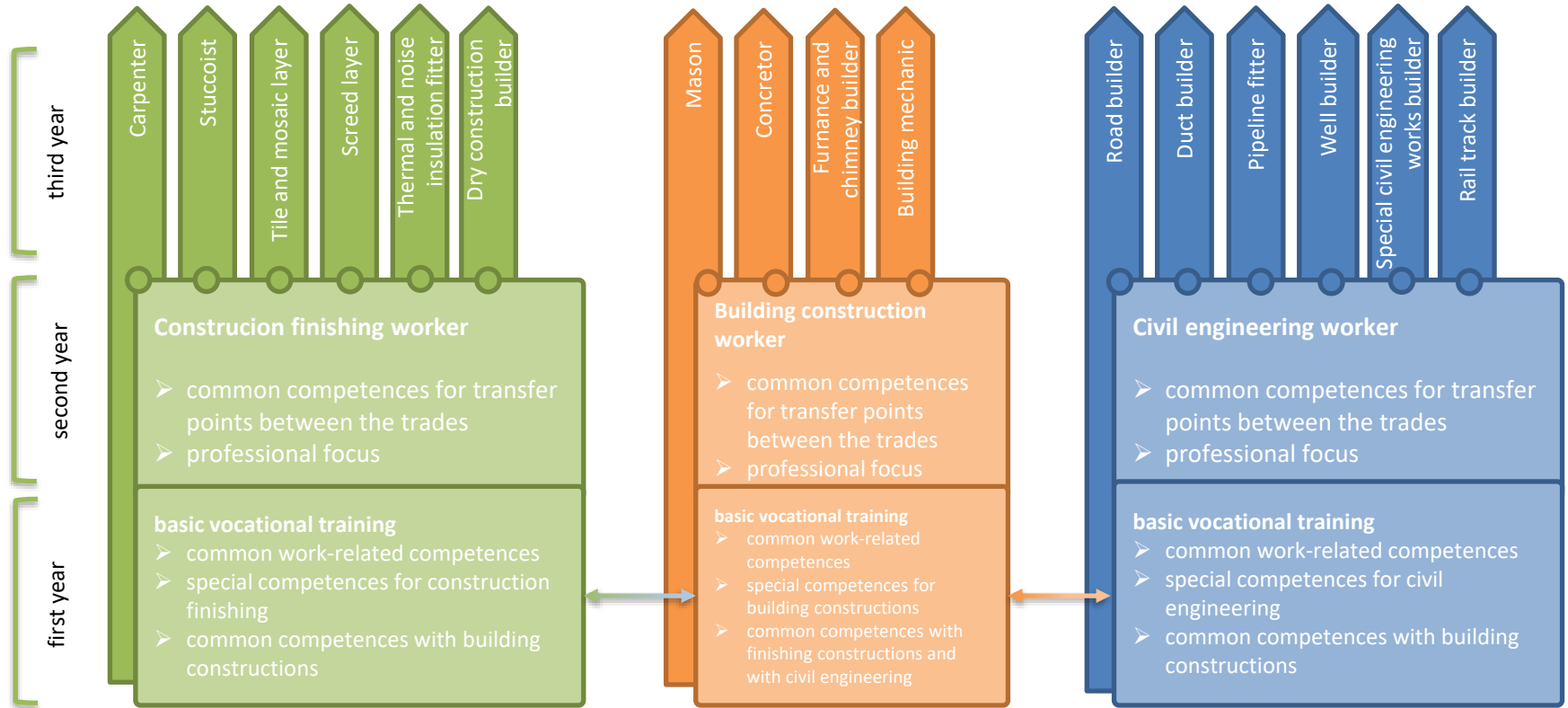
# How to deal with the skilled worker shortage?

We need...

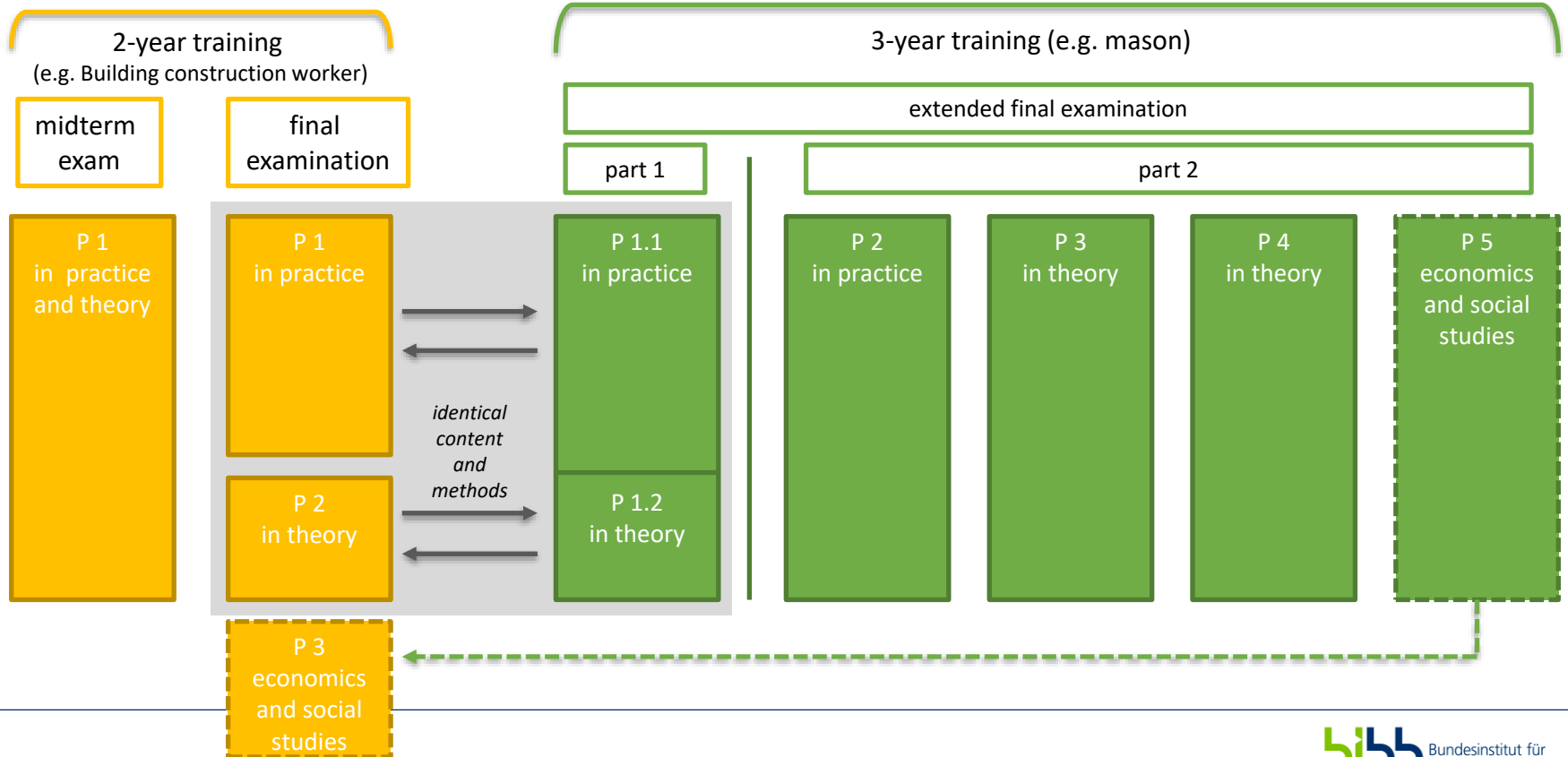
- „attractive“ vocational training
- vocational training with high standards
- modern vocational training (e.g. topics: digitalization, sustainability, ...)
- opportunities for advancement / upgrading trainings

# VET in the construction industry

# Structure of the VET in the construction industry



# Step-through model and fallback option





# Digitalization

- Job profile position „Carrying out measurements using both analog and **digital measuring devices**“
  - in all 19 professions, over at least the first two years
  - area-specific content in the third year (building construction and civil engineering profiles)
- Learning goal „use digital devices and use **industry-specific software**“ in all 19 professions
- main focus for some professions, for example carpenter „differentiate the use and functionality of **programmable machines**“
- Standard job profile position „**Digitalised world of work**“

# Sustainability

- Job profile position „**Remodeling and dismantling of buildings**“ in all 19 professions (main focus Building mechanics)
- Learning goal „**reflect** the use of building materials and construction materials in terms of their **ecological impact**“ in all 19 professions in the first year
- in all 19 professions: several learning goals for topics like **circular economy** and **separation of waste materials and recyclables**
- Job profile position „**Carrying out energy efficiency measures** as well as noise and fire protection measures in and on buildings and components “ in all professions of construction finishing and building construction
- Standard job profile position „**Environmental protection and sustainability**“

# Thank you for your attention!

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