

# The Dual System in Germany



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Hamburg

WorldSkills, 6<sup>th</sup> July 2013

## Overview:

- 1) From School to Work**
- 2) Dual Training: Learning in the Company / at School**
- 3) Dual Training: The Training Contract**
- 4) Training Occupations in the Dual System**
- 5) Arguments in Favour of Dual Training**
- 6) Facts and Figure**
- 7) Challenges for Vocational Schools**

# The Dual System in Germany



From school to work





# The Dual System in Germany



From school to work



## General education

### General education

- Multi-track system with different types of school governed by Länder law
- The Conference of Länder Ministers of Education (KMK) decides on common approaches, inter alia regarding national recognition of
  - types of school
  - standards
  - final qualifications

Further information: [www.KMK.org](http://www.KMK.org)

# The Dual System in Germany



From school to work



## Dual training

- Places of learning:  
Company and part-time vocational school
- Final qualification:  
State-recognized training occupation  
(chamber certificate)
- Prerequisites:  
Full compulsory education  
(no leaving certificate required)
- Duration:  
Two, three or three and a half years



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From school to work



## Full-time vocational schools

### Full-time vocational schools

- Places of learning:  
School, additional practical work placement, if applicable
- Final qualification:  
State-recognized occupation (school certificate)
- Prerequisites:  
Completion of general education, further requirements for specific occupations
- Duration:  
Two or three years



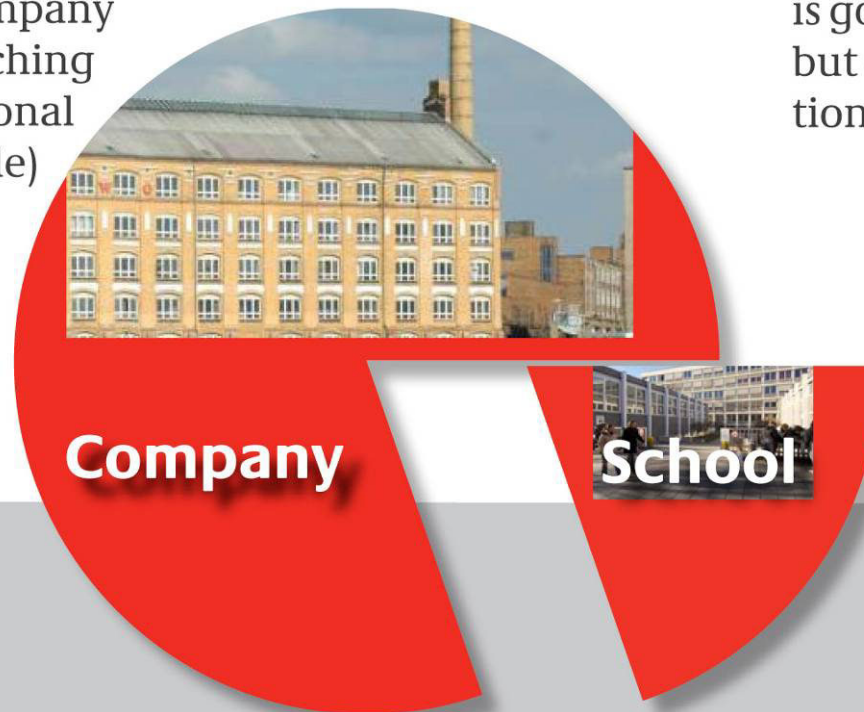
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## Dual Training

- 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.





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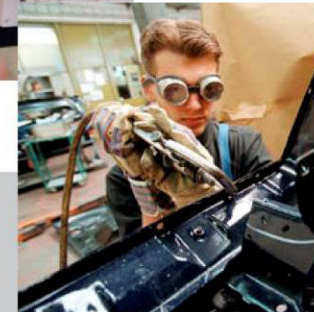


## Dual Training



**Learning  
in the  
company**

- 3-4 days per week
- on the basis of training regulations
- within the framework of a training contract
- mainly at the workplace





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## Dual Training



- 1-2 days per week on average
- on the basis of a framework curriculum
- general and vocational knowledge is taught within the framework of compulsory education



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## Dual Training

The training contract covers the following in particular:

This is a form titled "Antrag auf Eintragung in das Verzeichnis der Berufsausbildungsstellen" (Application for entry into the register of vocational training positions) from the IHK Nord Westfalen. It is a "Berufsausbildungsvertrag" (Vocational Training Contract) form. The form contains various fields for personal data, training details, and company information. It includes sections for the trainee's personal data, the company's details, and specific clauses related to the training contract, such as the training period, contents, and termination conditions. The form is numbered "Antrag auf Eintragung in das Verzeichnis der Berufsausbildungsstellen" and "Berufsausbildungsvertrag".

- Training period: as stipulated in the training regulations
- 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



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## Training occupations in the dual system

### Training occupations for every sector

approx. 340 training occupations



Industry



Commerce



Skilled trades



Office/administration



Agriculture



Health



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Training occupations in the dual system

**Training occupations  
show different degrees  
of specialization.**

● Specialized occupations



e. g. custom tailor  
(Maßschneider/in)



e. g. biology laboratory  
technician  
(Biologielaborant/in)

● Specialized but  
broadly employable skills



e. g. industrial clerk (Indus-  
triekaufmann/kauffrau)

● Occupations cutting across  
different branches



e. g. mechatronics techni-  
cian (Mechatroniker/in)



e. g. office clerk  
(Bürokaufmann/  
kauffrau)



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## Training occupations in the dual system



- Uniform structure



e. g. optician  
(Augenoptiker/in)

- Specialization

wholesale trade clerk (Groß-  
handelskaufmann/kauffrau) or foreign trade clerk (Außen-  
handelskaufmann/kauffrau)



e. g. wholesale and foreign  
trade clerk (Groß- und Außen-  
handelskaufmann/kauffrau)

- Different options



e. g. chemical laboratory  
technician (Chemielaborant/in)



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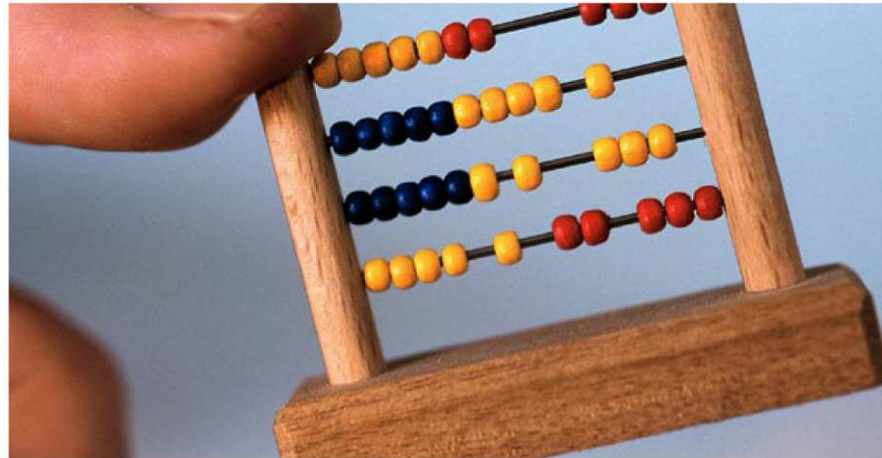
Training occupations in the dual system



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Arguments in favour of dual training



**Advantages  
for industry**



**Advantages  
for young  
people**



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# The Dual System in Germany



## Arguments in favour of dual training



### Advantages for industry

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





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Arguments in favour of dual training



## Advantages for young people

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



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## Facts and figures

**A majority of young people learn in the dual system**



**School students**

**Roughly 60%**



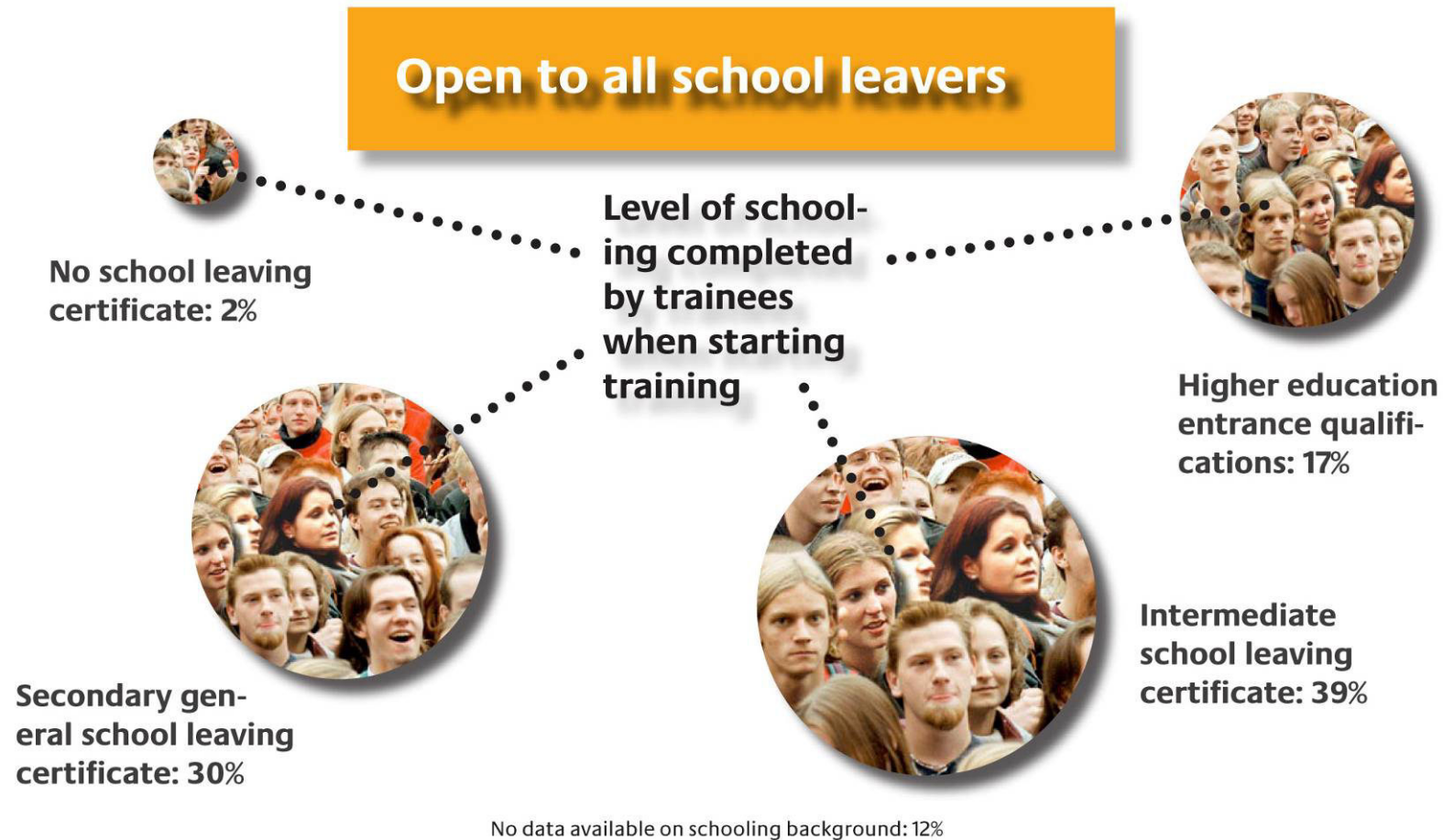
**Dual training**

Currently about 1.6 million trainees in approx. 340 training occupations

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## Facts and figures



## Challenges for Vocational Schools

- **Delivery of individualised learning as well as on advanced learning environments at schools**
- **Self-regulated schools**
- **SMART goal agreements and quality management**
- **Inclusion of the handicapped in vocational education and training**
- **Providing assistance to show pathways for transition into training and workplaces (professions)**
- **Reducing the drop out rate from dual vocational education and training**



## Challenges for Vocational Schools

- Dual vocational preparation which aims at an access to vocational training (AvDual)
- Dual professional qualification as integral part of a vocational training (BQ)
- Providing better permeability to higher educational achievements

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Thank you very much for your attention!



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