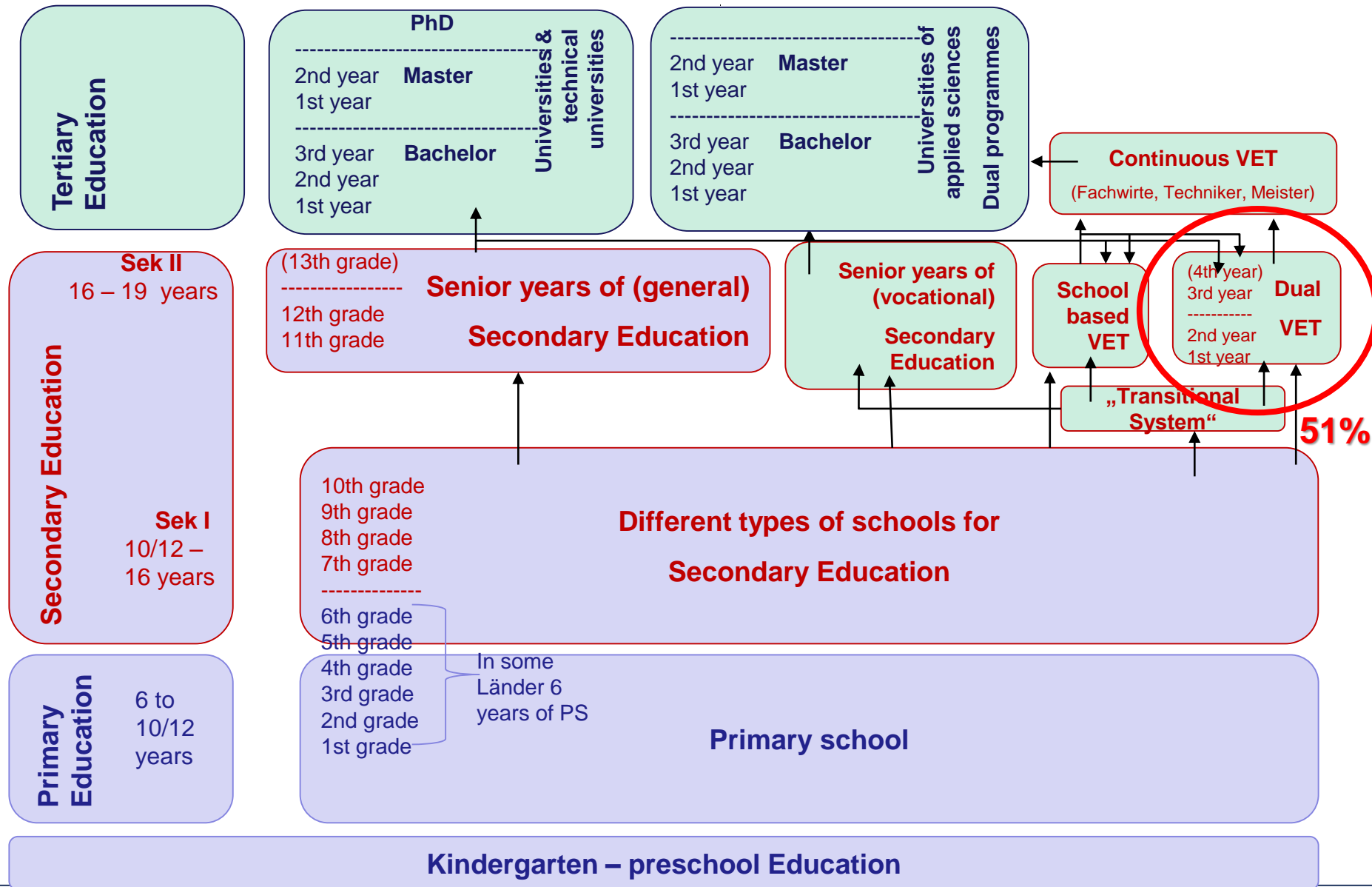




Employment aspects in dual training in Germany

Isabelle Le Mouillour
3 May 2017; Brussel

Education and Training system in Germany



The German Qualifications Framework: all qualifications

Levels	Qualification types
1	Vocational training preparation (Berufsausbildungsvorbereitung); Employment agency measures; Pre-vocational year
2	Vocational training preparation; Employment agency measures; Pre-vocational year; Introductory training for young people; Basic vocational training (Berufsfachschule)
3	Dual vocational education and training (2yrs); Full-time vocational school
4	Dual vocational education and training (3/3,5yrs); Full-time vocational school (assistant occupations); Full-time vocational schools (full vocational qualifications)
5	Certified IT-specialist; certified technician specialist, recognized advanced vocational qualification – advanced VET
6	Bachelor; Certified commercial specialist (Fachwirt); Certified business management specialist (Meister); Certified operative IT professional
7	Master (MA); Strategic IT professional
8	Doctoral studies

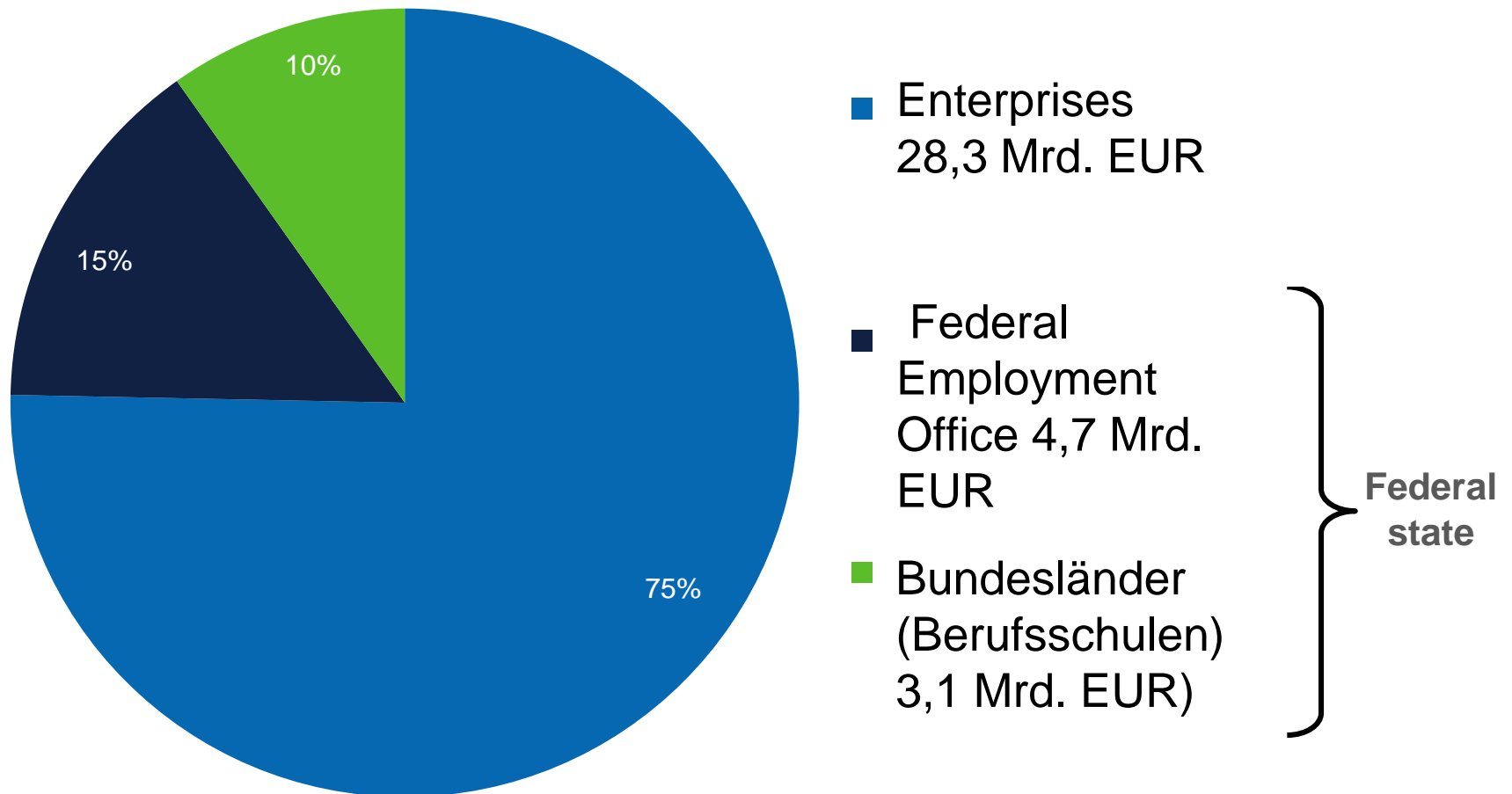


Some key data

New contracts for apprenticeship (Sept 2016)	520.300
Apprentices in total (2015)	1.34 Mio.
Apprentices in a age cohort Male: 66,8%; female: 46,1% Ausbildungsabsolventenquote: 41,9% (2015)	52,4%
Average age (2016)	19,7
Offer apprenticeship placements (2016)	563.800
Enterprises involved in apprenticeships	428.000 (=20%)
Cancellation of contracts	24,4 %
Recognised training occupations	326
Employment after apprenticeship	66 %
Average salary	854 €

Distribution of costs

Data from 2010 / 31,6 Mrd. EUR (total)



(1) Basic Elements of the Dual System

In-Company Training

Enterprise

Training regulations

Apprenticeship contract

Company training schedule

Vocational Training Act

Trainer

Chambers and other
competent bodies

Training enterprises

Learning venues

Legal basis for
recognised occupations

Legal basis for
training relationship

Content of training

Legal basis for training

Training personnel

Counselling and
monitoring

Funding

School Training

Vocational school

Framework curricula

Compulsory vocational school

Curriculum

School acts of the states

Vocational school teacher

District Presidents or
School supervisor

States, districts and
municipalities

Main learning location: company site

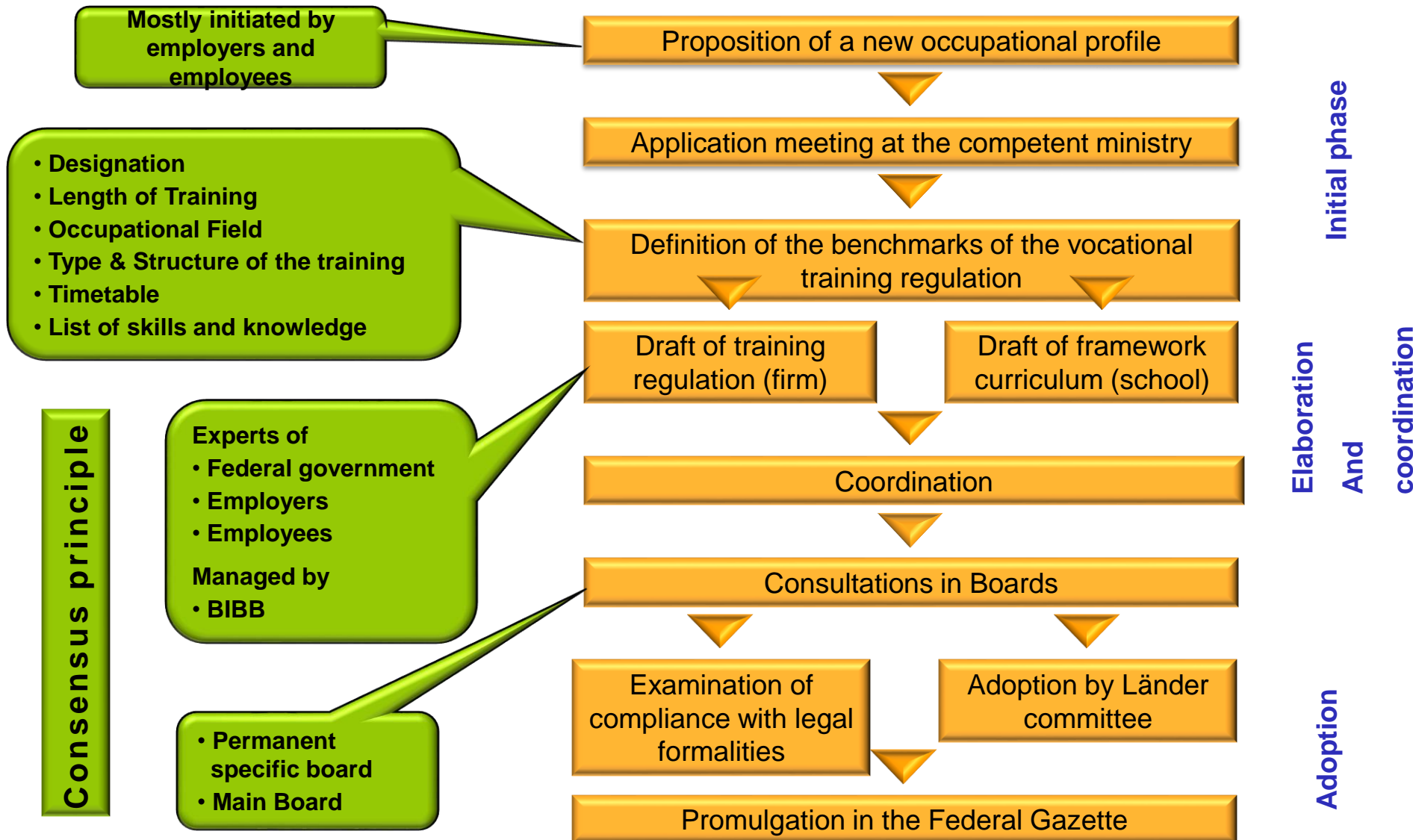
70% of VET
in company

30% of VET
in vocational school

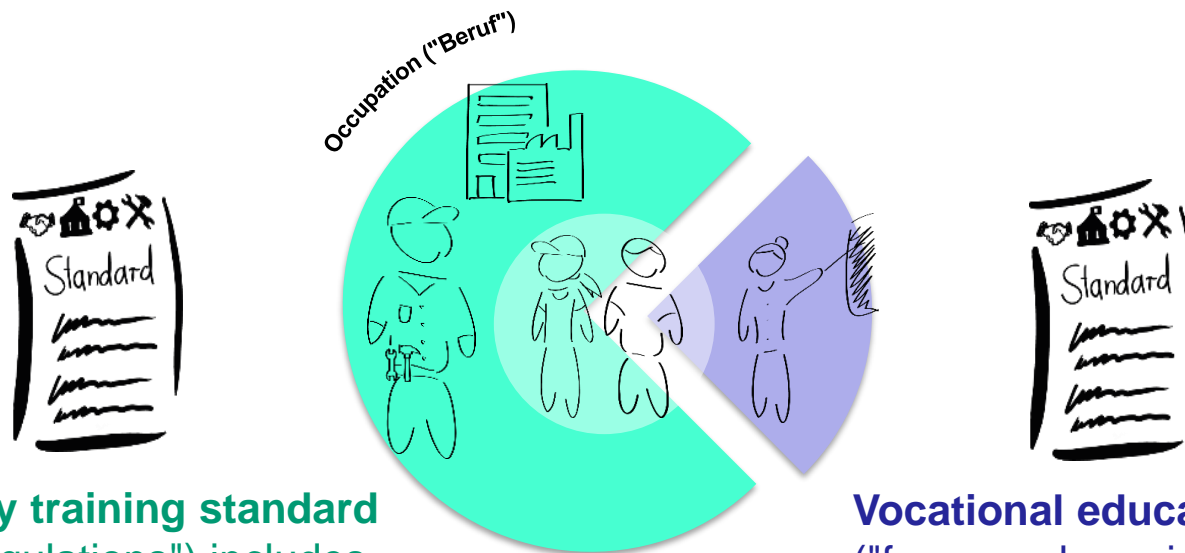
Monday	Tuesday	Wednesday	Thursday	Friday
In-company training <ul style="list-style-type: none">• Follows in-company training standards (minimum standards) defined in "training regulations"• Step by step, trainees take over duties and tasks in the workplace, and in the process contribute to production			Vocational school education <ul style="list-style-type: none">• Follows vocational education standards defined in the "framework curriculum" for vocational subjects (2/3 of schooling)• Follows school curriculum for general subjects (1/3 of schooling)• Classroom-based learning	

Bloc scheme as alternative: 3 weeks in-company VET, 1 week VET in the school) especially in occupations with few trainees or where working times of company are difficult to reconcile with schooling

Vocational Training Regulations – The Process behind them



Dual VET standards based on requirements of world of work



In-company training standard ("training regulations") includes

- Set of competencies of occupation to be trained (occupational profile/standard)
- How a company must teach this occupation, as minimum requirements (training standard)
- What a trainee needs to know in order to pass the exam (examination standard)

Vocational education standard ("framework curriculum") includes

- Learning objectives and content (structured in "learning fields") which form the basis for the schooling in vocational subjects in the vocational school
- Vocational subjects provide the vocational theory needed for working in a given occupation

Involvement of companies in apprenticeship

Betriebsgrößenklassen	Betriebe				Ausbildungsbetriebe				Ausbildungsbetriebsquote			
	2007	2014	2015	2014 bis 2015	2007	2014	2015	2014 bis 2015	2007	2014	2015	2014 bis 2015
	absolut	absolut	absolut	in %	absolut	absolut	absolut	in %	in %	in %	in %	%-Pkte
1 bis 4 Beschäftigte	1.287.579	1.304.208	1.300.531	-0,3	152.354	102.464	97.013	-5,3	11,8	7,9	7,5	-0,4
5 bis 9 Beschäftigte	346.210	367.379	374.770	2,0	122.903	104.696	103.327	-1,3	35,5	28,5	27,6	-0,9
Kleinstbetriebe	1.633.789	1.671.587	1.675.301	0,2	275.257	207.160	200.340	-3,3	16,8	12,4	12,0	-0,4
10 bis 19 Beschäftigte	189.054	211.478	216.928	2,6	84.599	84.128	84.862	0,9	44,7	39,8	39,1	-0,7
20 bis 49 Beschäftigte	123.463	140.574	145.393	3,4	66.680	71.071	72.237	1,6	54,0	50,6	49,7	-0,9
Kleinbetriebe	312.517	352.052	362.321	2,9	151.279	155.199	157.099	1,2	48,4	44,1	43,4	-0,7
50 bis 99 Beschäftigte	46.869	52.192	53.871	3,2	30.575	33.279	33.964	2,1	65,2	63,8	63,0	-0,7
100 bis 249 Beschäftigte	28.605	31.823	32.689	2,7	21.155	23.021	23.476	2,0	74,0	72,3	71,8	-0,5
Mittlere Betriebe	75.474	84.015	86.560	3,0	51.730	56.300	57.440	2,0	68,5	67,0	66,4	-0,7
Kleine/Mittlere Betriebe insg.	2.021.780	2.107.654	2.124.182	0,8	478.266	418.659	414.879	-0,9	23,7	19,9	19,5	-0,3
250 bis 499 Beschäftigte	8.661	9.560	9.832	2,8	7.146	7.601	7.713	1,5	82,5	79,5	78,4	-1,1
500 und mehr Beschäftigte	5.070	5.588	5.692	1,9	4.478	4.861	4.904	0,9	88,3	87,0	86,2	-0,8
Großbetriebe	13.731	15.148	15.524	2,5	11.624	12.462	12.617	1,2	84,7	82,3	81,3	-1,0
Insgesamt	2.035.511	2.122.802	2.139.706	0,8	489.890	431.121	427.496	-0,8	24,1	20,3	20,0	-0,3

Quelle: Betriebsdatei der Beschäftigungsstatistik der Bundesagentur für Arbeit; Stichtag jeweils 31. Dezember;
Berechnungen des Bundesinstituts für Berufsbildung

BIBB-Datenreport 2017

	Betriebliches Übernahmeverhalten und Absolventenverhalten															
	Anteil an unbefristet übernommenen Auszubildenden ¹				Anteil an befristet übernommenen Auszubildenden ¹				Anteil an Auszubildenden, die den Betrieb auf eigenen Wunsch verlassen ¹				Anteil betriebs- und notenbedingter Abgänge ¹			
	2014 ²	2015	2016	Ø ³	2014	2015	2016	Ø	2014	2015	2016	Ø	2014	2015	2016	Ø
1 bis 19 Beschäftigte	45,0	59,7	45,5	50,8	12,0	12,2	15,3	13,1	35,9	18,2	25,6	26,0	7,2	9,8	13,6	10,2
20 bis 99 Beschäftigte	41,7	45,1	33,9	40,2	26,1	31,1	23,5	26,9	21,2	12,1	26,1	19,9	11,0	11,8	16,5	13,1
100 bis 199 Beschäftigte	37,0	30,5	39,8	36,3	30,9	36,8	32,5	33,0	14,6	13,3	14,4	14,2	17,5	19,4	13,2	16,4
200 und mehr Beschäftigte	34,3	33,3	38,6	35,5	45,5	44,1	41,8	43,7	12,2	10,0	10,7	10,9	7,9	12,6	8,9	9,8
Land-, Forstwirtschaft, Bergbau	16,3	12,0	10,7	12,8	49,6	29,6	42,6	38,6	20,9	39,2	40,9	34,7	13,2	19,3	5,8	13,9
Verarbeitendes Gewerbe	38,4	45,0	45,5	43,1	41,0	41,4	36,4	39,3	15,6	8,3	12,3	12,2	4,9	5,4	5,8	5,4
Bauwirtschaft	42,9	76,6	32,7	55,3	19,9	13,8	22,6	17,9	27,6	5,2	32,6	18,8	9,6	4,4	12,1	8,0
Handel, Reparatur	48,6	45,8	41,4	45,5	22,0	28,8	27,1	25,8	21,8	9,3	20,0	16,9	7,6	16,1	11,5	11,7
Unternehmensnahe Dienstleistungen	36,7	48,8	35,7	39,9	24,2	29,8	25,4	26,3	26,7	15,4	23,6	22,3	12,3	6,0	15,2	11,4
Personenbezogene Dienstleistungen	33,8	39,4	51,8	42,1	24,8	23,8	18,2	22,1	29,8	24,1	20,7	24,7	11,6	12,7	9,3	11,1
Medizinische, pflegerische Dienstleistungen	60,9	29,3	32,3	39,9	11,4	27,2	19,6	19,8	22,7	28,9	22,4	24,8	4,9	14,6	25,7	15,4
Öffentlicher Dienst, Erziehung, Unterricht	21,6	37,1	22,9	27,8	35,1	25,2	31,3	30,3	15,7	7,1	10,8	11,1	27,5	30,7	35,0	30,8
Alte Bundesländer	40,9	46,0	38,6	41,9	27,0	28,5	28,3	27,9	22,6	13,5	20,1	18,6	9,5	12,1	13,1	11,5
Neue Bundesländer	33,6	42,7	46,0	41,0	31,9	27,7	24,4	27,8	20,3	17,2	17,5	18,3	14,1	12,3	12,1	12,8
Industrie-, Handelskammer ⁴	35,4	39,5	40,0	38,2	36,2	39,9	34,4	36,6	20,7	12,5	16,7	16,9	8,0	7,8	8,6	8,2
Handwerkskammer	43,6	69,8	36,5	52,2	13,1	11,6	15,1	13,0	33,5	6,1	36,2	23,2	9,8	12,3	13,0	11,6
Industrie-, Handels-, Handwerkskammer	49,7	34,6	33,3	39,7	21,5	30,2	24,8	25,9	15,9	17,2	13,8	16,0	12,0	18,6	28,3	18,5
Sonstige Kammer insgesamt, darunter:	40,5	44,3	43,9	43,3	19,9	19,2	20,6	20,0	22,2	22,9	19,9	21,4	17,2	14,2	15,8	15,5
Landwirtschaftskammer			13,4				9,5				64,9				13,9	
Freie Berufe			53,2				14,1				19,2				13,7	
Hauswirtschaftskammer			70,8				6,8				14,8				7,8	
Öffentlicher Dienst			29,7				35,6				13,2				21,2	
Insgesamt	40,1	45,6	39,6	41,8	27,6	28,4	27,8	27,9	22,3	13,9	19,7	18,6	10,0	12,1	12,9	11,7

¹ An allen betrieblichen Ausbildungsabsolventen mit erfolgreich bestandener Abschlussprüfung.

² Zeitreferenz ist das vorherige Kalenderjahr, z.B. für Erhebungswelle 2014 das Jahr 2013.

³ Durchschnittliche Zeitreihenanteile im Untersuchungszeitraum zwischen 2013 und 2015.

⁴ Ein signifikanter Anteil der befragten Betriebe machte keine Angaben zu seiner Kammerzugehörigkeit. Diese Betriebe wurden prozentual auf die Angaben umgelegt.

THE TRAINING CONTRACT

Employer's obligations

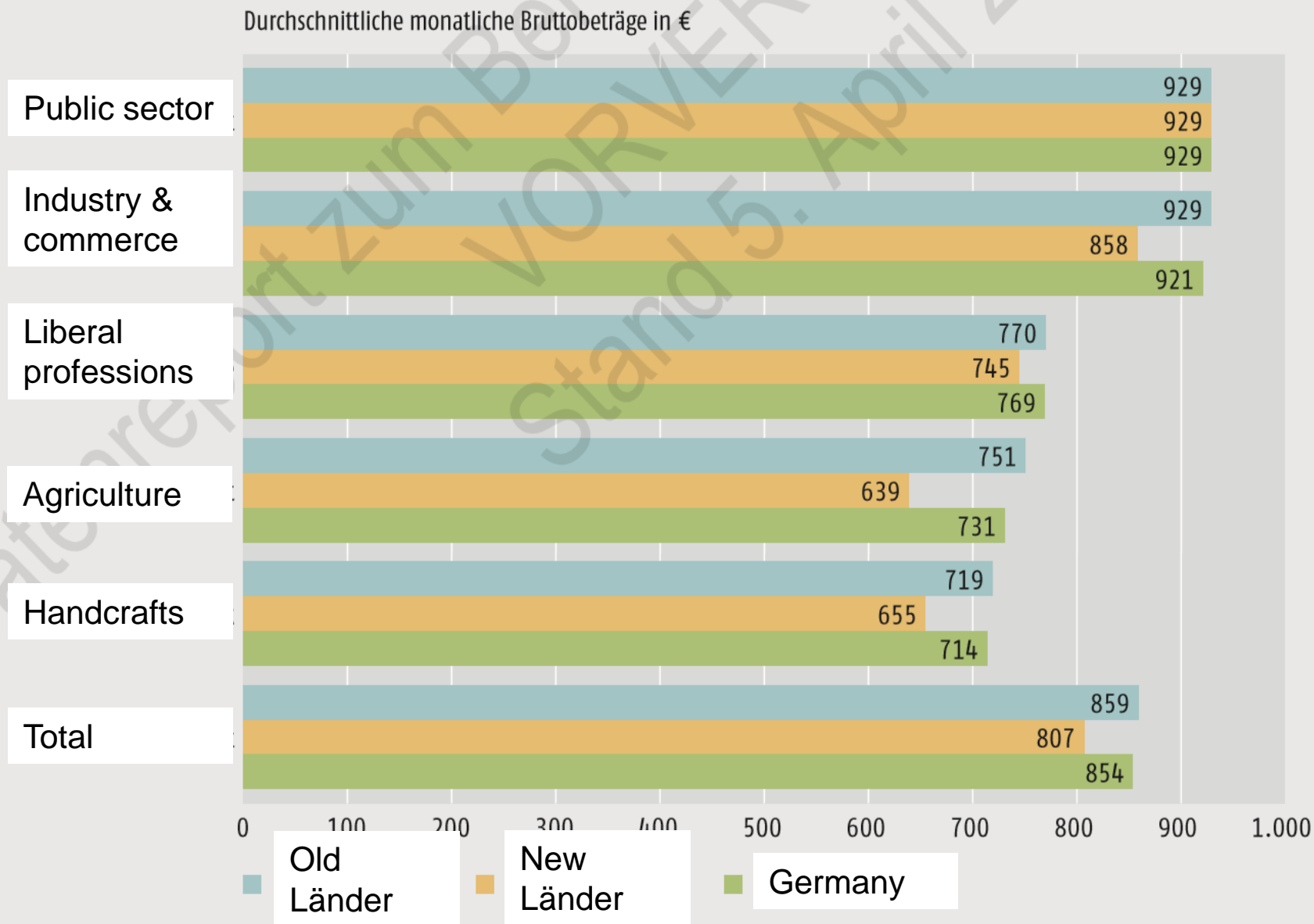
- Objective of the training
- Apprentice
- Initial training regulations
- Training aids
- Attendance of part-time vocational school and participation in training measures outside the training premises
- Keeping written records on initial training
- Training related activities
- Obligation to care
- Medical examinations
- Application for registration
- Registration for examination
- Training measures conducted outside the training premises

Apprentice's obligations

- Obligation to learn
- Instruction at part-time vocational school, examinations and other activities
- Duty to comply with instructions
- Company rules
- Duty of care
- Trade secrets
- Keeping written records
- Notification
- Medical examinations

Annex: Company training plan

Apprentices allowances (2016)





Requirements for companies as training premises (Federal VET law + BIBB recommendation)

Nature and equipment of the training premises are suitable for initial training

- The company must provide adequate equipment and tools for offering the training (minimum requirements for machines and tools in each occupation and training facilities ↔ Federal training regulations)
- The company must meet the requirements for health and safety instructions.

In-company training plan

Ratio between number of apprentices to number of training places or number of skilled staff employed is appropriate

- The training company is responsible for the whole training in general, meaning the company has to provide the appropriate professional training staff and must create the necessary conditions for the training staff to fulfil the respective training tasks.
 - Part-time trainers (1 to max. 3 apprentices)
 - Skilled staff (1-2 to 1 apprentices; 3-5 to 2 apprentices; 6-8 to 3 apprentices)
 - Certified trainer (1 to 16 apprentices)



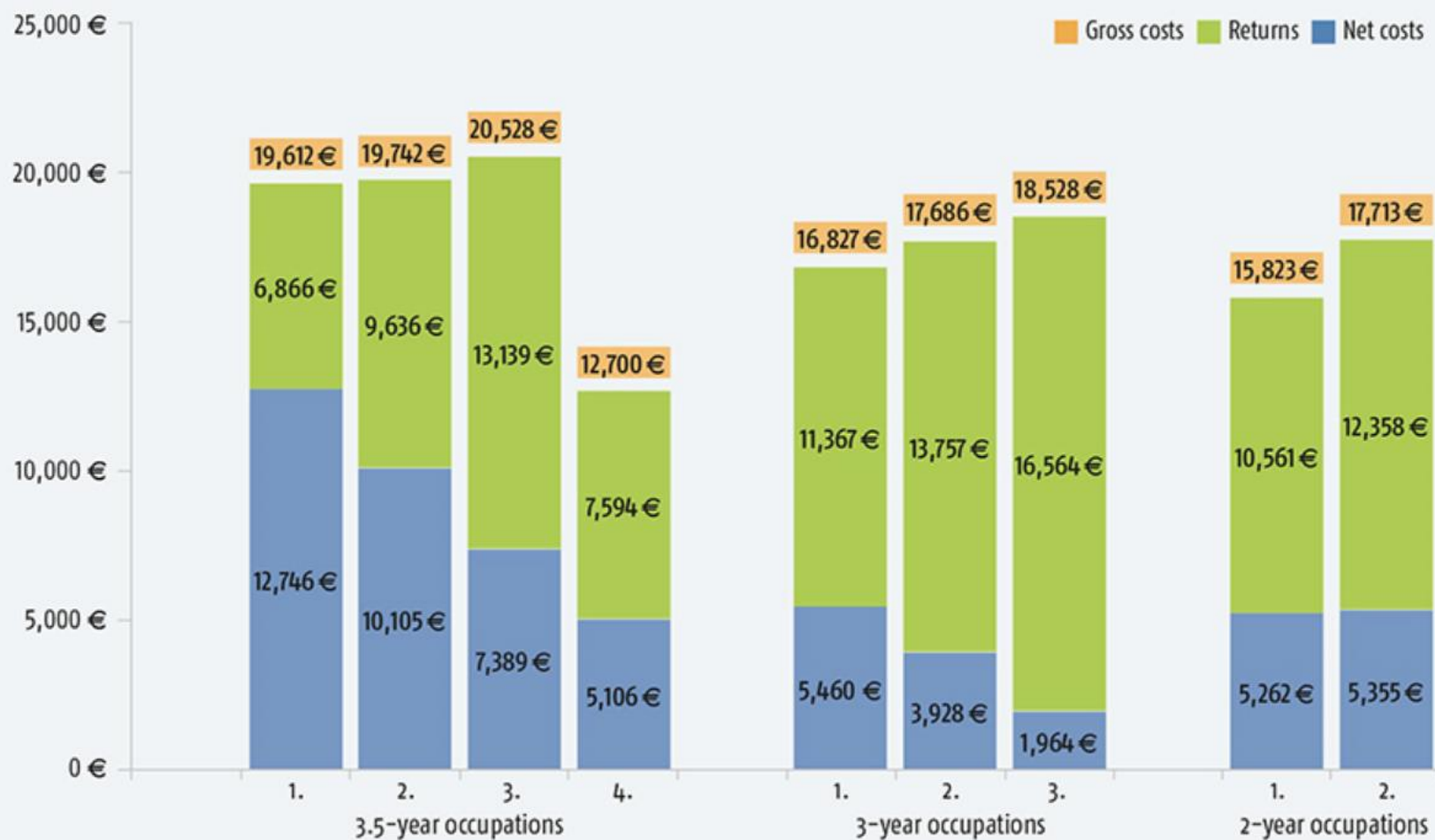
Requirements for companies as training premises (Federal VET law + BIBB recommendation)

Training premises where the necessary vocational skills, knowledge and qualifications cannot be imparted in their entirety shall be deemed to be suitable if these can be imparted through initial training measures taking place outside the training premises

- ➔ The competent body shall satisfy itself that training premises are suitable and that persons have the necessary personal and technical qualifications.
- ➔ If shortcomings are discovered and a remedy is possible without a likelihood of danger to trainees, the competent body shall order the training employers concerned to remedy the shortcomings within such period of time as it may specify.
- ➔ If no remedy is possible ... inform the authority competent under Land law.

- “Personally apt trainers make sure that the young people are not endangered and their character development is promoted.
- Trainers are professionally apt if they have the required occupational skills and the professional and pedagogical knowledge. This is the case when they are at least 24 years old and have completed a corresponding course of vocational training or possess sufficient professional experience. The professional and pedagogical knowledge must be verified pursuant to the Trainer Aptitude Regulation (AEVO).” (BIBB 2015)
- Recommendation: further training of 115 hours

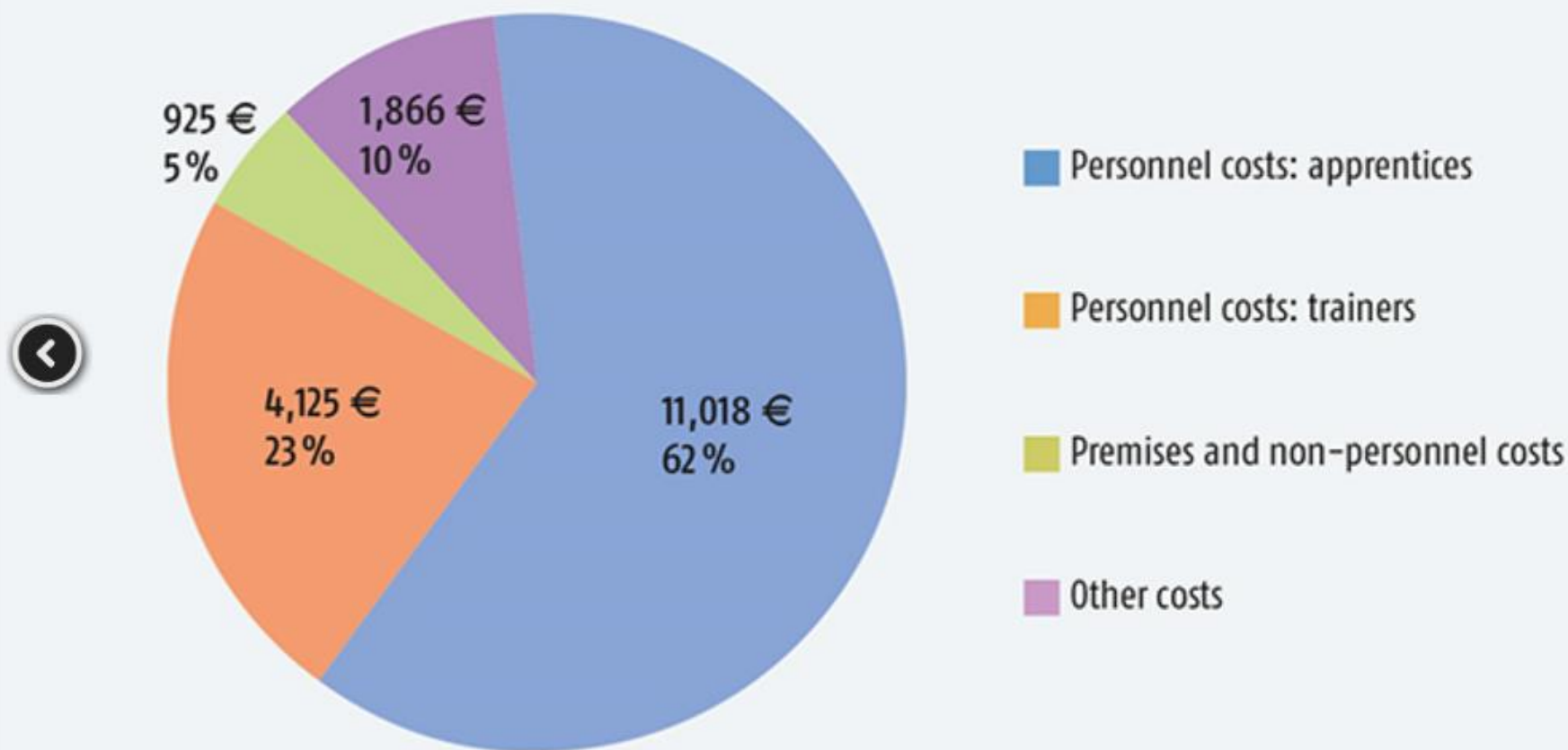
Figure 4: Gross costs, returns and net costs per apprentice, by training years³ and duration of training (in euros)



Source: BIBB-CBS 2012/13

³ It should be borne in mind that the fourth year of training only lasts for half a year.

Figure 2: Breakdown of gross costs per apprentice and year by cost categories (percentage and euros)



Source: BIBB-CBS 2012/13



Thank you for your attention!





Further Information

- VET Data Report 2016 (German)

http://www.bibb.de/dokumente/pdf/BIBB_Datenreport_2016.pdf

- Refernet Country Report Germany:

http://www.refernet.de/images_content/DE_Country_Report_2012_mit_Annexe.pdf

- Film on the Dual System (different languages):

<http://www.bibb.de/de/50.php>

- Apprenticeship Toolbox

<http://www.apprenticeship-toolbox.eu>