



Modernising Vocational Education and Training

BIBB International Advisory Services



Federal Institute for
Vocational Education
and Training

BiBB ▶

- ▶ Researching
- ▶ Advising
- ▶ Shaping the future

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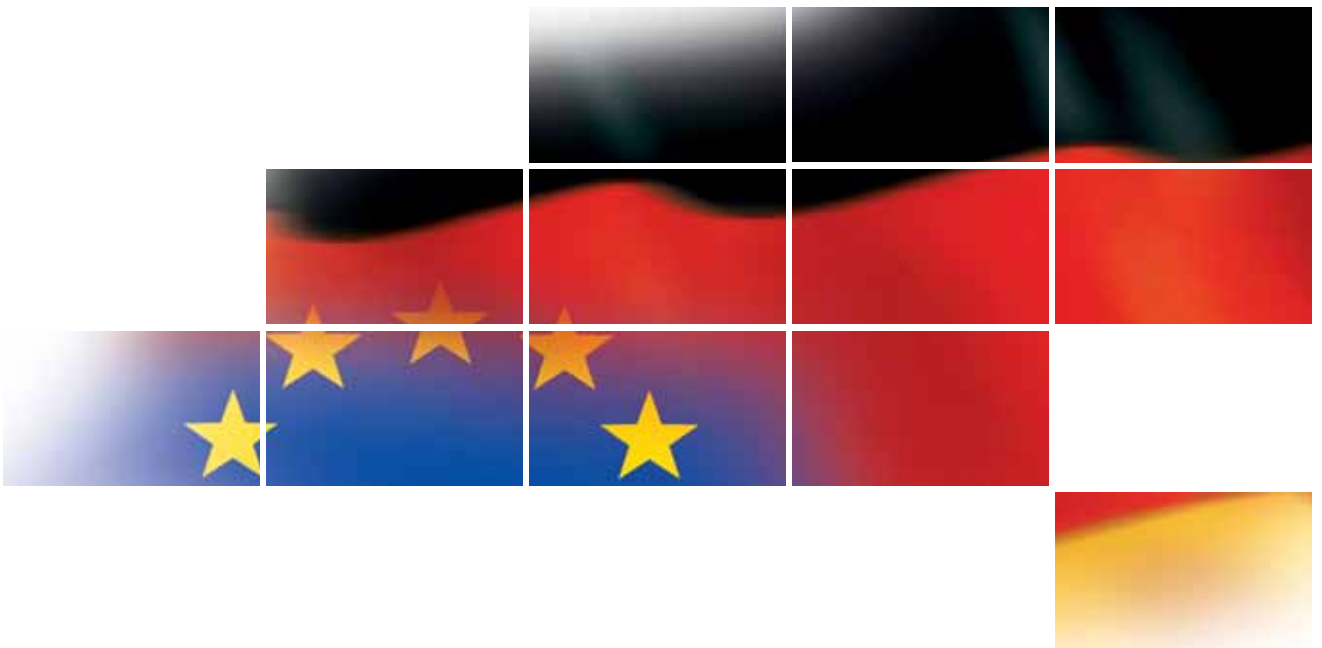
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Many countries today face the task of modernising their systems of vocational education and training. Demographic development, the globalisation of markets, new technologies and new work organisation models require new educational policy structures in order to respond to the demand for a qualified workforce.

In a large number of countries, formal vocational training remains school-based in terms of its organisation and does not sufficiently prepare those completing such training for the demands of working life. Employers complain of the lack of practical relevance of vocational training and of a shortage of staff with appropriate practical skills. Pupils frequently opt for vocational education and training courses only once they have failed to obtain a place in further education courses in the general education sector.



For these reasons, vocational education and training (VET) provision needs to be more closely aligned with the demands of the labour market and of enterprises. It also needs to be made more relevant to employability, while being structured in such a way so as to create pathways to general and higher education, thus rendering it more attractive to all participants.

BIBB advises partner countries on the modernisation of their VET systems. BIBB advisory services address national VET structures and are aligned towards future educational objectives and strategies. Thus they offer effective starting points for further developing and modernising vocational education and training.

*Manfred Kremer
President of the Federal Institute for
Vocational Education and Training*



The Federal Institute for Vocational Education and Training (BIBB)

The Federal Institute for Vocational Education and Training (BIBB) is the recognised centre of competence for research and further development of initial and continuing vocational education and training in Germany.

BIBB was established in 1970 on the basis of the Vocational Training Act (BbIG). Its present legal foundation is provided by the Vocational Training Act of 23 March 2005, which defines the Institute's tasks. Being directly accountable to the Federal Government, BIBB is funded from the federal government budget and is subject to the legal supervision of the Federal Ministry of Education and Research (BMBWF). Since 1999 its headquarters have been in Bonn.

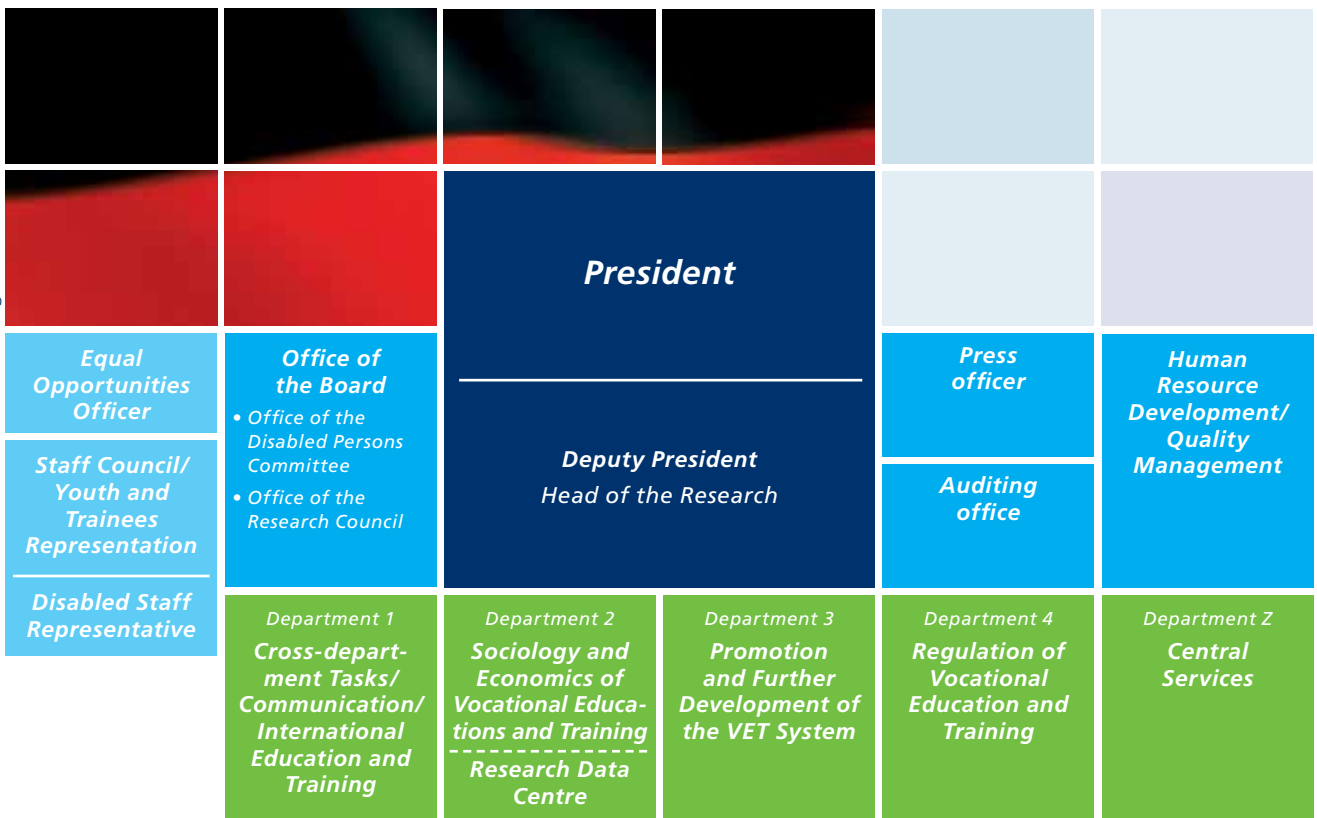
The President is the Institute's director and its public representative. The Board constitutes a point of contact for all issues regarding vocational education and training in Germany and acts as the statutory advisory organ to the Federal Government.

The Research Council advises BIBB through official statements and recommendations regarding the research programme, the Institute's cooperation with higher education institutes and other research institutes as well as the annual reports on the results of BIBB research (§ 94 BbIG).

BIBB staff

- ▶ analyze structural developments on the vocational training places market and in continuing education and training,
- ▶ observe and study initial and continuing training practice in enterprises,
- ▶ test new methods in the field of initial and continuing education and training,
- ▶ identify future skills requirements through early detection,
- ▶ develop and update initial and continuing training occupations,
- ▶ support in-company VET practice with modern training materials and training media,





BIBB is organised in four specialised departments comprising 16 sections and a central services department. It currently employs a staff of around 500.

- ▶ develop concepts for qualifying company trainers,
- ▶ support and promote modern vocational education and training centres as a supplement to in-company initial and continuing training,
- ▶ assess the quality of VET distance learning programmes,
- ▶ manage and support national and international programmes and projects for the further development of VET,
- ▶ conduct internationally comparative research projects,
- ▶ provide advice and support for the further development and modernisation of vocational education and training systems in other countries.



Federal Ministry
of Education
and Research

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Vocational Education
and Training



- ▶ Researching
- ▶ Advising
- ▶ Shaping the future



BIBB in international cooperation

A qualified skilled workforce constitutes the main basis for the economic and social development of any country. Vocational education and training helps improve employability and is an important part of personal development. More and more countries are focusing on these two objectives as they reform their VET systems.

The German VET system offers a large number of potential tie-ins for the modernisation of VET systems in other countries. Vocational education and training secures the employability of its graduates while also fostering their general education. A prerequisite is close cooperation between the government and industry in the field of VET. The interest in cooperating with BIBB has grown enormously over the course of the past few years.

More and more domestic and foreign institutions and organisations are seeking BIBB's expertise in international VET and are looking to cooperate with BIBB in research and development projects as well as advisory services. This increasing international demand indicates the high level of interest in working with BIBB to adapt vocational education and training to the economic, technical and social developments of the respective foreign partners.

BIBB supports reform processes with the objective of shaping vocational education and training in a sustainable manner and geared towards employability. In this process, it cooperates with the following institutions:

- ▶ Government, private and civil society institutions in the respective countries



From BIBB's mission statement

We cooperate with international partners and offer services worldwide.

We advise international partners on the development and modernisation of vocational education and training.

We initiate and maintain international networks. This also enables us to foster the efficiency and competitiveness of the German system of vocational education and training and contribute to the creation of the European Education Area.

- ▶ Public and private institutions in Germany including
 - the Federal Ministry for Economic Cooperation and Development (BMZ), the German Agency for Technical Cooperation (GTZ), Capacity Building International (InWEnt), universities
 - chambers, consultants, associations
- ▶ International institutions, such as the European Commission, the European Training Foundation (ETF), the Asian Development Bank (ADB), the International Bank for Reconstruction and Development (IBRD), UNESCO-UNEVOC and international consultants.

The tasks assigned to BIBB regarding international cooperation are defined in the Vocational Training Act (BBiG) § 90 (3): "BIBB shall ... in accordance with the instructions of the competent federal ministry ... take part in international cooperation in the field of vocational education and training."



Vocational education and training “Made in Germany”

The success of German vocational education and training is based on five key characteristics which also represent added value for the development of VET systems in other countries.

1. Cooperation of government and industry

Together, government and industry set the framework for vocational education and training. It comprises shared funding, the development and implementation of curricula and the assessment and certification of competences.

2. Learning within the work process

The objective of German vocational education and training is to create the ability to work autonomously. Ideally, the necessary technical, personal and social competences are developed through a combination of both learning at school and at the work place.





5 good reasons for cooperating with Germany in the area of VET

EDVANCE acts as the umbrella brand for the activities of German VET stakeholders and consolidates the success factors of an international cooperation with Germany.

This initiative was jointly initiated by the Federal Ministry of Education and Research (BMBF) and the Federal Ministry for Economic Cooperation and Development (BMZ) in order to raise the profile of German contributions to international VET cooperation.

EDVANCE is coordinated by BIBB, GTZ, InWent and iMOVE. The EDVANCE coordination office is located at BIBB.

For further information, please visit: www.edvance-net.de

3. Acceptance of national standards

Constant quality is assured through nationwide occupational, training and assessment standards. Comparable qualifications and certificates form the basis for employability, mobility and social acceptance.

4. Qualified vocational education and training staff

Training is a major cornerstone of quality. An integrated VET concept requires teachers and in-company trainers to be both educators and skilled workers. VET management ensures quality and drives change processes.

5. Institutionalised research and career guidance

Educational and labour market research enable continuous adaptation of vocational education and training to meet technical, economic and social development. Vocational information and career guidance provide support for initial and continuing training and foster mobility and employability.



BIBB advisory service guidelines

BIBB adopts a systemic approach in its advisory services on the reform of vocational education and training.

Advisory services always tie in with existing structures within the partner country. Advice is viewed as providing an impetus for systemic development processes.

BIBB delivers advisory services on the basis of a comprehensive understanding of vocational education and training:

- ▶ Vocational education and training is considered part of personal development rather than merely preparing for work. Initial and continuing training foster employability and, at the same time, promote the willingness and ability to become actively involved in social processes.
- ▶ BIBB adopts a holistic view towards vocational education and training:

According to the demand, advisory services address all levels of the VET system:

- *the macro level regarding the development of strategies and policy documents;*
- *the meso level, i.e. involving capacity development of institutions;*
- *the micro level regarding the training of professional and management staff and multipliers.*

- The objectives of initial and continuing training are occupational competence and occupational proficiency.
- Vocational education and training geared towards employability follow the principle of holistic fulfilment of tasks and thus promote responsible and autonomous work.
- ▶ VET encompasses initial and continuing training and is thus part of lifelong learning. One important aspect is the development of learning competence, or "learning to learn".
- ▶ On the one hand, vocational qualifications have a value on the labour market. On the



Occupational competence encompasses technical competence, personal competence and social competence.

other hand, they qualify for participation in further education on the other hand. Pathways between general, vocational and academic education are particularly significant for the attractiveness and sustainability of VET.

- ▶ The recognition of informal learning opens up a considerable potential of qualified workers. This improves opportunities on the labour market and facilitates access to formal education.

The principles of successful advisory services are as follows:

- ▶ Endeavouring to involve all relevant stakeholders in the advisory initiatives; fostering cooperation between government, industry and non-governmental organisations (participation).
- ▶ Orientation towards the requirements of the partner. Promoting the development of VET systems and the alignment of initial and continuing training to the demands of the labour market (demand orientation).

- ▶ Consideration of the three dimensions of sustainability – ecological, economic and social.
- ▶ Integration of gender issues into the entire advisory process, and promotion of equal opportunities between the genders.

Occupational proficiency

Occupational proficiency involves mastery of the skills, knowledge and abilities required for the exercise of a qualified occupational activity.



Main areas of BIBB expertise

Our advisory services are based on many years of experience in the following main areas:

► **Cooperation between policymakers, industry and research**

Together, government and industry develop new and update existing initial and continuing training regulations in Germany. Within the scope of its statutory duty, BIBB is responsible for moderating and shaping this process, and for ensuring that all stakeholders' interests are considered in order to establish a basis for a socially accepted consensus. Hence BIBB provides a platform for social dialogue between the Federal Government, the federal states, employers and employees.

► **Legal framework and funding models**

The legal basis and joint government and industry funding constitute the framework of the VET system. BIBB was significantly involved in the reform of the Vocational

Training Act (2005). The analysis of forms of funding for vocational education and training is a main research focus.

► **Training regulations**

Training regulations define the occupational, training and assessment standards for the individual training occupations. Thus, they secure VET quality, skilled workers' mobility and a supply of appropriately qualified young staff for enterprises. Regulatory work is BIBB's core business. It is based on research findings as well as pilot development projects and takes place in close cooperation with the social partners.

► **European cooperation**

BIBB supports European cooperation in the field of VET in order to create a European education area. This takes place at the national level regarding the development of instruments (qualifications framework, credit points) in cooperation with European





partner institutions. It also encompasses joint research projects conducted with renowned research institutions.

► **Vocational education and training research**

The objective of the vocational education and training research conducted by BIBB is to improve structures, processes and concepts. This is accompanied by the direct transfer of results into practice. This means that the requirements of VET practice and policy are linked with those of research and regulatory work.

► **Teaching and training staff**

BIBB conducts a wide range of activities to promote the training of VET staff. A new requirements profile for future trainers was developed together with the social partners, which serves as the national basis for the qualification of in-company trainers. Materials, tools and communication channels

for trainers are provided online on the platform www.foraus.de. The assessors' portal (www.prueferportal.org) is an information and communication platform for current and future assessors. It contains a wide range of information on the assessment system, assessment regulations, a calendar of events and materials.

► **Teaching, training and learning materials and media**

In cooperation with experts from in-company training practice, teaching, training and learning materials and media are developed and tested, taking into consideration didactic and methodological aspects. BIBB supports the practical implementation of new initial and continuing training regulations by providing explanations and guidance for in-company training staff.



BIBB advisory services

BIBB advises on the reform of VET systems in the following areas:

- ▶ Modernisation of the legal framework
- ▶ Design of funding models
- ▶ Development of concepts for the qualification of teaching and training staff
- ▶ (Further) development of national qualifications frameworks
- ▶ Modernisation of occupational, training and assessment standards and assessment procedures
- ▶ Design of modes of initial and continuing training:
 - Cooperation between schools, enterprises and other training venues
 - Short-term and long-term provision
 - New teaching, training and learning methods
- ▶ Development of teaching, training and learning materials and (digital) media
- ▶ Establishment and expansion of VET research
- ▶ Organisational development encompassing the establishment and process organisation for VET institutions including
 - Government VET institutions
 - Research and development institutions for VET
 - Committees/councils
- ▶ Establishment and modernisation of
 - Information and knowledge management systems relevant to VET
 - Communication platforms for VET
 - Instruments for the early recognition of skills developments



Selected examples

A VET system is more than the sum of its constituent parts. In its capacity as the centre of competence for vocational education and training, BIBB has an extensive and broad spectrum of expertise at its disposal. BIBB advisory services use this know-how as a basis for tying in its services to existing VET system structures.

Examples:

- ▶ Advisory services in Egypt
- ▶ Advisory services in Serbia
- ▶ Advisory services in Turkey
- ▶ Advisory services in Vietnam



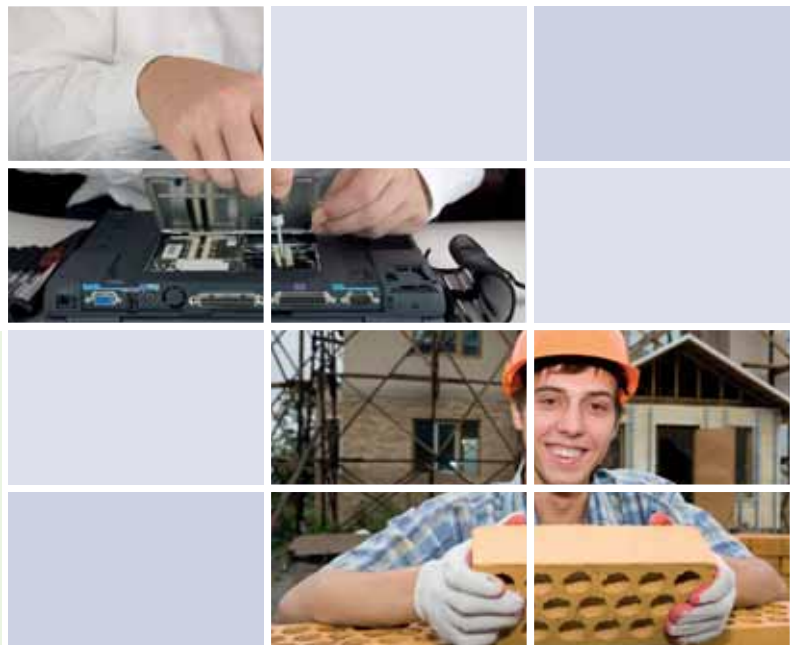
Advisory services

Egypt

Advice regarding

1. **Organisational development of a VET institute modelled on BIBB**
2. **Corresponding design of the legal framework and of sustainable funding models**
3. **Modernisation of occupational, training and assessment standards and of curricula, teaching, training and learning materials as well as assessment procedures**
4. **Improvement of VET research with regard to the early recognition of skills developments on the labour market**

Project duration: 2007 – 2008



Brief description of the project

How can one become a national centre of competence modelled on BIBB, being responsible for the overall management of the national VET activities? Which general conditions need to be considered? What should be the appropriate legal framework and organisational structure? How can vocational education and training be funded in a sustainable manner involving all stakeholders as far as possible?

With these questions, the Egyptian Industrial Training Council (ITC) approached BIBB. Joint work in conjunction with all further stakeholders has been going on since 2007 to draw up responses to these issues. The process began by preparing a series of basic studies and by conducting an analysis of the existing organisation. Based on these, BIBB supported the ITC with respect to organisational development and capacity building regarding staff as well as the institution as a whole. BIBB is acting as the twinning partner for ITC in this context.

BIBB is also advising ITC on the establishment or enhancement of procedures for the development of occupational, training and assessment standards, corresponding assessment mechanisms, curricula as well as teaching, training and learning materials. Quality assurance and VET research are major issues, to ensure that initial and continuing vocational education and training in Egypt continue to be aligned to the current and future demands of the labour market.



Advisory services

Serbia

Advice regarding

1. **Modernisation of occupational, training and assessment standards and of curricula, teaching, training and learning materials and media**
2. **Strengthening of assessment procedures**
3. **Organisational development and strengthening of the legal framework**
4. **Modernisation of VET research particularly with regard to the early recognition of skills developments on the labour market**

Project duration: 2003 – 2008

Brief description of the project

BIBB supports the Serbian national VET institute in the process of modernising its VET system and in the adaptation of the system to European standards. Appropriate measures were developed jointly in the context of workshops and training programs, as well as during study tours to Germany by Serbian VET experts.

The main focus of the advisory services delivered by BIBB is on activities within the field of revision of standards and curricula, particularly for commercial occupations. Skills development research constituted a further element of the services provided.

The Serbian partner institute is putting Germany's experience to good use and is cooperating with BIBB in the development of its own surveying instruments in order to be able to react to future skills developments in a timely manner.



Advisory services

Turkey

Advice regarding

1. Creation of a national consensus on a system of training standards
2. Development of occupational, training and assessment standards
3. Implementation of a national database for training and assessment standards

Project duration: since 1994



Lütfi Paker, Board Member of the Turkish Textile Federation: "Quality is an easy and attractive word to write, but you can only actually achieve it through well-trained people."



Brief description of the project

The development of occupational, training and assessment standards and the establishment of such standards at the national level are among BIBB's core competences. BIBB has been supporting the Turkish Ministry of Labour in the initiation of this VET project since 1994, at first in the context of a World Bank project. BIBB accompanies these activities by conceptual development measures, by supporting the establishment of a national qualifications authority and a national documentation centre as well as through qualification schemes for trainers.

This has enabled the development of around 250 occupational standards on up to three levels and has also led to the creation of relevant procedures and structures for the practical and theoretical assessment and certification of workers based on these standards. Closely tied to this was the concurrent establishment of the "Turkish Institute for Vocational Standards".

BIBB provided important support in setting up the first Turkish Employers' Association's Textiles Occupations Centre, a new VET centre which opened near Istanbul in 2007. This centre has begun to offer initial and continuing vocational education and training in the four textiles occupations of spinning, weaving, finishing and laboratory-based work as well as in the field of mechatronics. The three-year training courses are based on the dual model of vocational education and training in Germany.

BIBB also assisted in opening a further vocational education and training centre in Adana in 2008.



Advisory services

Vietnam

Advice regarding

1. **Strengthening of the institutional and legal framework**
2. **Organisational development**
3. **Development and institutionalisation of networks**
4. **Establishment of information and communication platforms**

Project duration: since 2004

Brief description of the project

BIBB is advising the National Institute for Vocational Training (NIB) in the strategic restructuring of the Vietnamese VET system. This includes strategic development and advice regarding the modernisation of the legal framework as well as the design and establishment of the relevant institutions (organisational development). Through workshops, conferences and continuing training measures, BIBB made a significant contribution to the further development of NIB in both human resources and institutional terms.

A further main focus is on the (demand-oriented) modernisation of training occupations, particularly in the field of information and communication technology. The participation of industry in the definition of occupational, training and assessment standards plays a large role in this process. Together, corresponding skills requirements surveying instruments were developed. BIBB advises NIB regarding VET research with the aim of further enhancing the research and development activities conducted by the latter, and of networking these activities with those of other national and international institutions. This research provides the basis for the further structuring of the VET system. NIB is planning the establishment of information and communication platforms for vocational education and training. The Vocational Training Communication and Information System located at BIBB (www.kibb.de) is to serve as the role model for this. BIBB is providing the relevant advisory services.

Further fields of cooperation include quality assurance, qualifications framework, pathways to general and higher education, funding concepts and financing mechanisms for VET.



Advisory service instruments

BIBB makes its knowledge available and adapts it in accordance with the requirements of its partner countries.

BIBB facilitates access to its network of VET institutions in Germany and Europe at all levels, in particular to:

- ▶ Government and federal state ministries
- ▶ Subordinated government authorities
- ▶ Vocational schools
- ▶ Inter-company vocational training centres and centres of competence
- ▶ Employers' and employees' organisations
- ▶ Associations, universities and research institutions
- ▶ Chambers and individual enterprises

Reform processes within VET systems are supported by

- ▶ Process advice
- ▶ Coaching of professional and management staff
- ▶ Monitoring and evaluation

Capacity development at all levels within the partner system is supported by

- ▶ Workshops on various aspects of the respective VET reform
- ▶ Training courses
 - on specific VET policy and development issues
 - in Germany and in the partner country
 - short-term and long-term
- ▶ Studies, analyses and concepts as a basis for decision-making and implementation





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