

Governing Dual VET Systems and involving social partners in Germany



Dual Training

The training contract covers the following in particular:

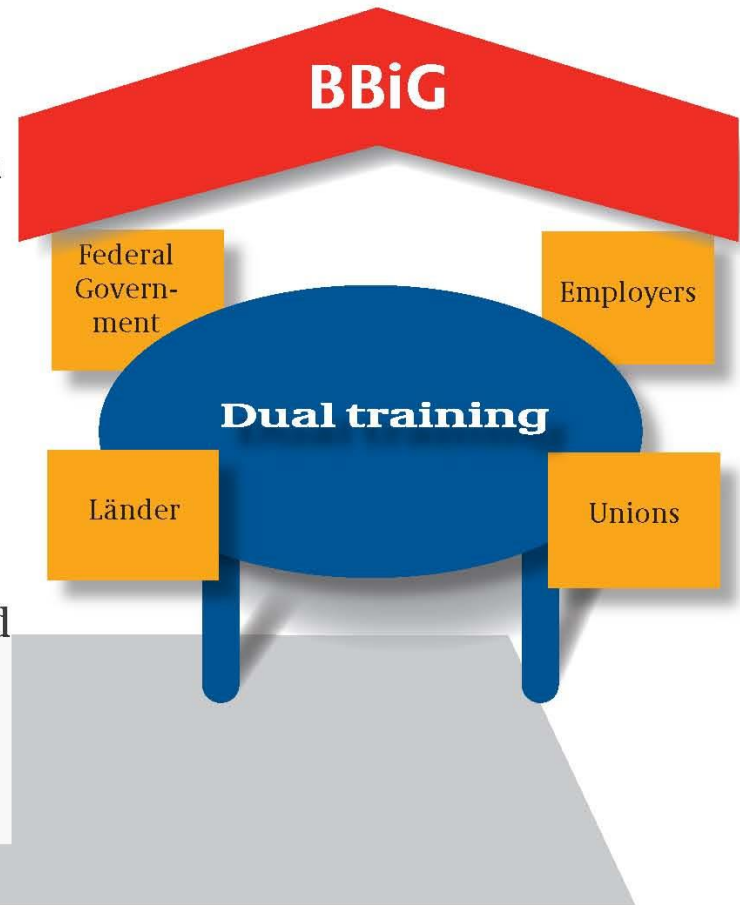


The form is titled "Antrag auf Eintragung in das Verzeichnis der Berufsausbildungsstellen zum nachfolgenden Berufsausbildungsvertrag". It includes sections for "Zwischen dem/er Auszubildenden (Auszubildende/r)" and "dem/dem Auszubildenden / der Auszubildenden". The form contains various fields for personal data, contact information, and training details, along with checkboxes for specific conditions and a list of professions.

- 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

Division of responsibilities in dual training

- The most important developments in dual training are discussed jointly by the Federal Government, the Länder and industry.
- Results on which a consensus can be achieved are put into practice by all stakeholders in their respective spheres of competence.
- Action by all stakeholders is governed by statutory federal framework legislation, in particular the Vocational Training Act (BBiG).



Role of the Social Partners as central stakeholders of the dual system



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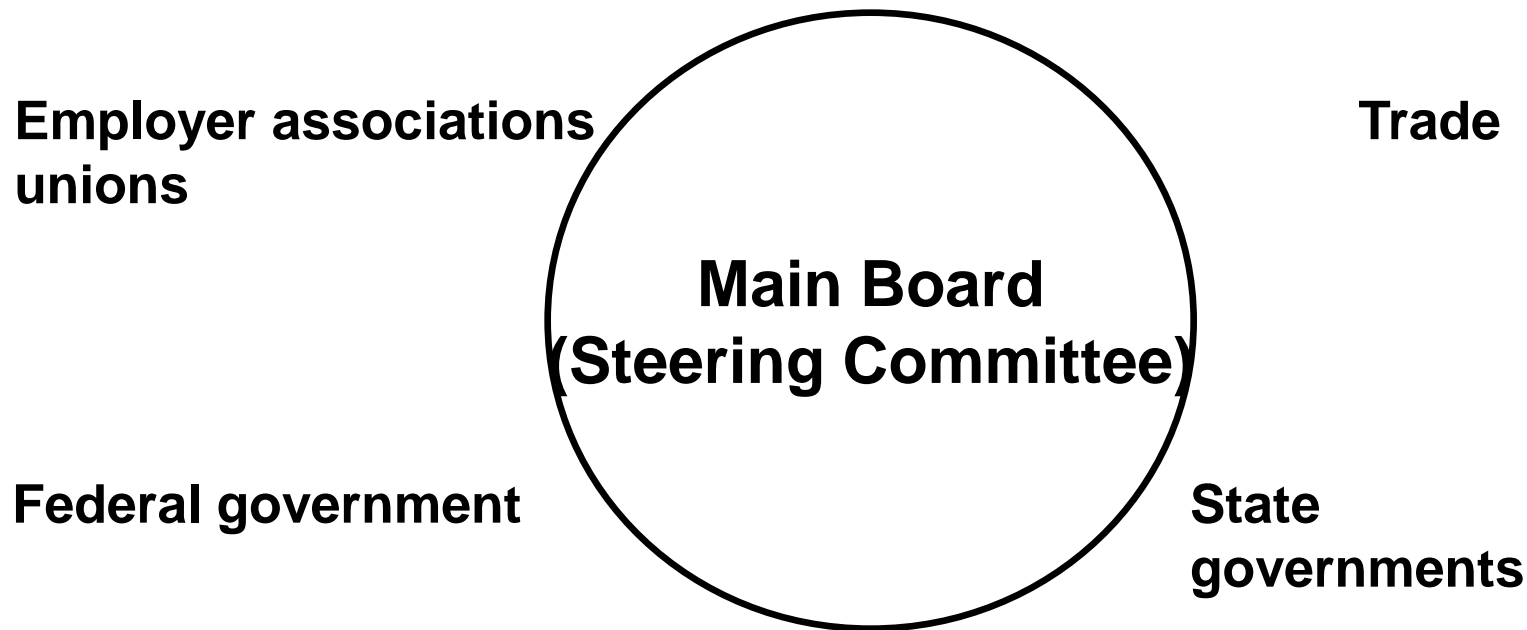
National level	Participation in the development of training regulations/standards; Give recommendations in all fields and aspects of vocational education and training
Regional level	State level Give recommendations in all fields of vocational education and training with regard to the coordination between school and enterprise Level of competent bodies Counselling; monitoring of the implementation of training in the enterprises; holding of examinations; granting of certificates/qualifications
Sectoral level	Negotiations on the supply of apprenticeships; wage agreements covering apprenticeship pay
Company level	Planning and carrying out training in the enterprises Works councils + Youth and trainee delegation (JAV)

On national level:

**BIBB Federal Institute for Vocational Education
and Training**



DGB



Permanent guests: Federal Employment Agency;
Umbrella associations of local authorities

Division of responsibilities in dual training

Industry

Employers and unions

- draft proposals for the creation of new and the updating of existing training occupations
- nominate experts for participation in the drafting of training regulations
- negotiate provisions in collective agreements, for example, concerning the amount of allowance paid to trainees.



Division of responsibilities in dual training

Industry

Self-governing bodies (chambers)

- advise the stakeholders in training
- supervise training in the company
- verify the aptitude of companies and training instructors
- register training contracts
- administer examinations.



On State level: State VET Councils (Tri-partite system)

Normally affiliated with a State government department responsible for VET affairs (Ministry of Labor, Ministry of Economy)

- Advising the State Government on VET policy matters
- Making recommendations (VET quality assurance, certification, credit transfer, ...)

The de facto relevance of the State VET Councils is far above the level of advise:

- Laid the foundation for the law on Adult Education Colleges and related directives;
- Access to chamber examinations for certificate holders of full-time school vocational education (Right of veto: DGB; Chambers; Employment Agency)
- Approving the establishment of full-time vocational education schools

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 77 – 80 BBiG German Vocational Training Act

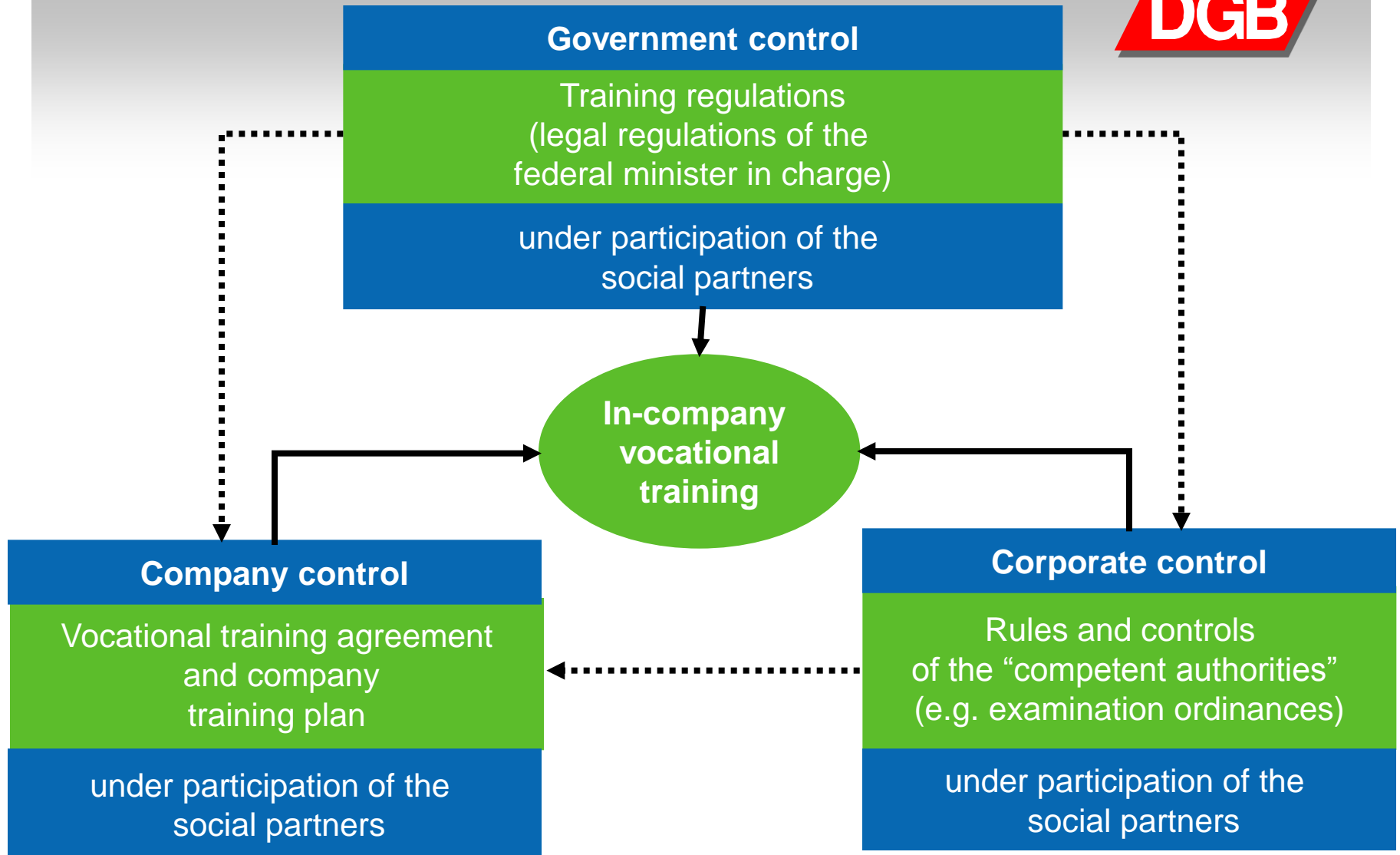


- 6 Employees' representatives (+ 6 proxies)
 - Appointed on the proposal of the trade unions or the employees' associations
- 6 Employers' representatives (+ 6 proxies)
 - Appointed on the proposal of the competent body (e.g. chamber)
- 6 Vocational school teachers (+ 6 proxies)
the teachers having the right to speak but not to vote.
 - Appointed by the authority competent under Land law

Nominees are approved by the authority competent under
Land law

Steering of In-company Vocational Education and Training

DGB



Monthly Apprenticeship Pay (bruto)
this is more or less 30-40% of the wage of skilledworkers in the sectors



DGB

989 € Inland bargeman (IC) Binnenschiffer

968 € Mason (IC) Maurer

910 € Electronics technician for buildings (IC)

904 € Industrial mechanic (IC)

896 € Insurance salesperson (IC)

875 € Industrial clerk (IC)

841 € Office clerk (Cr)

795 € Clerk in public administration (PS)

753 € Retail trader (IC) Kaufmann im Einzelhandel

744 € Car mechatronics(IC)

„There is only one thing
which is more expensive than Education

DGB

This is:

No Education!!!“

John F. Kennedy

Thank you for your Attention!

Thomas Giessler, Head of Unit

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http://www.bibb.de/images/inhalte/a14_berufsbildung-in-deutschland_englisch_high.wmv



Dual VET standards based on requirements of world of work



Impetuses for updating/development of national *Dual VET* standards by the economy

Duration: max. 1
year



Employers identify new tasks at the workplace requiring new occupational qualifications



Social partners and government negotiate and come up with new in-company training standards (training regulation) under guidance of BIBB



Dual VET standard



=



Dual VET standards guide delivery, monitoring, supervision and support of Dual VET nationwide



Development / updating of vocational education standard VET in vocational school (framework curricula) in coordination with in-company training standard (training regulation)



On national level: Planning VET

Example: Training regulation for skilled workers in the field of mechanical engineering

- 5) BIBB, employer associations' and trade unions' experts develop a curriculum (for the in-company training / practical training)
- 6) State Government officials and experts together with BIBB experts agree upon a syllabus for the vocational schools
- 7) BIBB Steering Committee approves the training regulation
- 8) The Federal Government issues a decree declaring the training regulation as legally binding and giving directives on national minimum requirements
- 9) The governments of the federal states enact a syllabus for the vocational schools

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 77 – 80 BBiG German Vocational Training Act



- BBA is to be informed on all important matters in connection with the vocational training:
 - opinions or proposals communicated by the competent body to other bodies and authorities, insofar as these concern the implementation of this Act or of regulations issued on the basis of this Act
 - construction of intercompany training centers of its own
 - decisions pursuant to subsection (5) as well as budget estimates adopted for the provision of vocational training, with the exception of personnel costs,
 - procedures for settling disputes arising out of initial training relationships
 - labor market issues, insofar as that they affect vocational training within the sphere of competence of the competent

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 79, subsection 4, (BerBiRefG) Vocational Training Reform Act

The logo for the DGB (German Confederation of Trade Unions) is located in the top right corner. It consists of a red parallelogram with the letters 'DGB' in white, bold, sans-serif font.

The vocational training committee has to decide on the regulations to be issued by the competent body on the basis of this Act for the provision of vocational training:

- Issuance of examination regulations
- supervising the personal and professional aptitude of trainers and training centers
- reduction of the period of initial training
- number and procedures of / for intermediate examinations
- VET promotion
- settling disputes arising out of initial training relationships
- **Tasks and number of training advisers**

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 79, subsection 4, (BerBiRefG) Vocational Training Reform Act

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- **BBA has to decide on the regulations to be issued by the competent body :**
 - The person entitled to represent the competent body may object to decisions violating laws or statutes
 - The objection must be substantiated and shall have suspensive effect
 - BBA shall review the matter and decide anew

On regional / chamber level

BBA Vocational Training Committees of the competent body

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Section 79, subsection 4, (BerBiRefG) Vocational Training Reform Act

- Decisions requiring more funding than provided for in the current budget for vocational training require the consent of the bodies responsible for the budget in order to become effective
- The same applies to decisions requiring funding in subsequent fiscal years that substantially exceed the expenditure for vocational training under the current budget

On regional / chamber level

Until we have reached this goal, we need

democratization within existing structures

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- Precisely defining the tasks and areas of responsibility in VET and drawing a clear distinction between these tasks and responsibilities and the lobby function.
- The regulatory competences of the BBAs with regard to the supervision of training companies should be expanded to also cover the examination system as well as the personnel development and financial matters.
- Giving the employees' representatives the right to take legal actions against chamber representatives applicable to infringements of the rights of the BBAs.
- Maintaining the principle of consensus.

On regional / chamber level

Examination Boards

Section 37 – 50, Vocational Training Act



- To be established by the competent body (chamber)
- Minimum number 3
- Equal number of employer and employee representatives
- Employee representatives are appointed on suggestion of the competent trade unions

Problems:

Volunteer work; exemption of work; Quality; Training

In the case of nomination difficulties, the chambers appoint board members by mandatory discretion!

Not only trade unions have problems – the employers just as well!!!

Need for action!!

Company – Level-Works Constitution Act works councils Youth and trainee delegation (JAV)



- **General provisions**

Section 1 Establishment of works councils

(1) Works councils shall be elected in all establishments that normally have **five or more**

permanent employees with voting rights, including three who are eligible.

The same shall

apply to joint establishments of several companies.

Division One

Youth and trainee delegation at the level of the establishment

Section 60 Establishment and function

(1) In establishments that normally employ **five or more persons under 18 years** of age

(young employees) or persons **under 25 years of age receiving vocational training,**

youth and trainee delegations shall be elected.

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 77 – 80 BBiG German Vocational Training Act



- **The members of the vocational training committee serve in an honorary capacity**
 - they shall be paid appropriate compensation for out-of-pocket expenses and loss of time, at a rate to be fixed by the competent body with the approval of the supreme Land authority.
- **Members may be removed from the committee for good cause after consultation with the parties involved in their appointment.**
- **BBA elects a member to serve as chair and another member to serve as deputy chair.**
 - The chair and the deputy chair shall not belong to the same group of members

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 77 – 80 BBiG German Vocational Training Act



- A quorum of the vocational training committee exists if more than half of the BBA members who are entitled to vote are present.
- Decisions shall be taken by a majority of the votes cast.
- In order for a decision of the committee to become effective, the subject of the decision must have been mentioned in the invitation to the meeting
- Or, it is subsequently placed on the agenda with the consent of two thirds of the members (8) who are entitled to vote.

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 80, (BerBiRefG) Vocational Training Reform Act



BBA is entitled to draw up its own rules of procedure

- These rules may contain provisions for the establishment of subcommittees
- The subcommittees may include persons other than members of the committee

On regional / chamber level

In the future, we need

democratization of the decision making structures



- The **dual function of the chambers** - a public-law institution on the one hand and the representation of enterprises on the other – has not proved successful in practice.
- In the **long-term perspective**, the tasks of chambers have to be transferred to a **neutral institution**
 - with tripartite advisory and decision-making bodies (employees, employer, public authorities).
- **The BIBB should have completing institutes for VET on state (Land) level.**

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 77 – 80 BBiG German Vocational Training Act



The vocational training committee is **to be informed of and consulted** on all important matters connected with vocational training:

- the issuance of administrative principles / directives concerning:
 - the suitability of initial training and retraining premises
 - the keeping of written initial training records
 - reduction of the period of initial training
 - early admission to the final examination
 - administration of examinations and the provision of intercompany and off-company training
 - issuance of administrative guidelines for vocational training

On regional / chamber level

BBA Vocational Training Committees of the competent body

Section 77 – 80 BBiG German Vocational Training Act



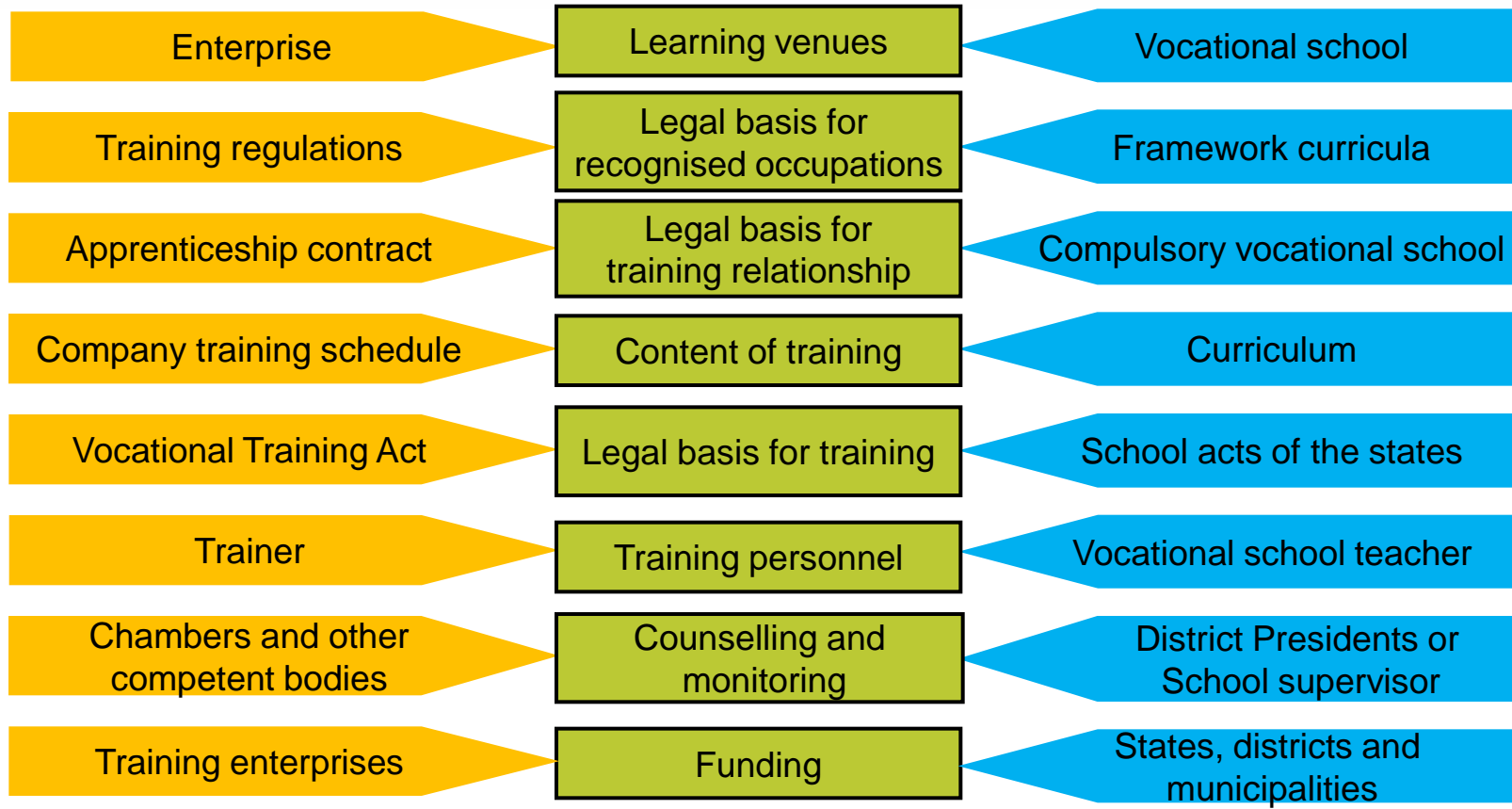
- BBA is to be **informed on all Important matters in connection with the vocational training:**
 - the number and nature of the vocational training preparation and retraining measures reported to the competent body as well as the number and nature of the initial training relationships entered in the register
 - the number and results of examinations administered as well as the experience gained in the process
 - activities of the training advisers pursuant to section 76 subsection (1), second sentence
 - new forms, subject matter and methods of vocational training for the geographical and technical sphere of competence of the competent body.

Basic Elements of the Dual System

DGB

In-company training

School training



- **Private-public partnership:** determines the role of the stakeholders, their rights and duties
- **Financing rules:** enterprises cover their own training costs (e.g. apprenticeship pay, cost of trainers, material). The government is funding vocational schools, research in the field of vocational education and training and training promotion programmes.
- **Organisational infrastructure through the chambers:** accreditation of training companies, registration of training and work experience agreements, examinations and certification
- **Core elements of vocational education and training:** determination of the learning venues, provision of the training duration and the examination requirements; provisions regarding the training agreement and the recognition of previous learning; apprenticeship pay etc.
- **Federal Institute for Vocational Education and Training (BIBB):** platform for dialogue by decision-makers, development and research institute. Carries out research, development and advisory services for politics and practice.

Company – Level-Works Constitution Act works councils Youth and trainee delegation (JAV)



Section 96 Promotion of vocational training

(1) The employer **and the works council** shall promote the vocational training of the staff

within the framework of **the manpower planning** for the establishment and in collaboration

with the bodies that are competent for **vocational training and for the promotion of**

vocational training. At the request of the works council the employer shall determine the

need for vocational training and consult it on matters relating to staff training.

The works council may make relevant proposals.

(2) The employer and the works council shall ensure that employees are given an

Company – Level- Works Constitution Act works councils Youth and trainee delegation (JAV)



Section 97 Vocational training facilities and programmes

- (1) The employer shall consult the works council on the establishment and equipment of
inplant training facilities, the introduction of vocational training programmes in the
establishment and participation in external vocational training programmes.
- (2) If the employer has planned or implemented measures as a result of which
the work of
the employees concerned is changed and their vocational knowledge and
skills are no longer
sufficient to discharge their duties, the works council shall participate in the
decisions relating
to the implementation of vocational training programmes in the establishment.
If no

Company – Level- Works Constitution Act Works Councils Youth and trainee delegation (JAV)



Section 98 Implementation of vocational training in the establishment

(1) The **works council** shall participate in the decisions relating to the **implementation of vocational training programmes** in the establishment.

(2) The works council may oppose the appointment of a training officer in the establishment or request his removal on the grounds that he **lacks the necessary personal or Technical qualifications** and in particular the necessary knowledge of the teaching methods required to give training in the occupation and processes concerned within the meaning of the **Vocational Training Act** or is negligent in the performance of his duties.

(3) If the employer provides vocational training in the establishment or releases employees to enable them to participate in vocational training programmes outside the **establishment or if**

Strengths

- Low Youth Unemployment
- Practice-oriented
- Motivating
- Nationwide uniform quality
- Vocational Mobility
- Possibilities for Career Advancement
- Self-responsibility of Social partners
- Broad-based

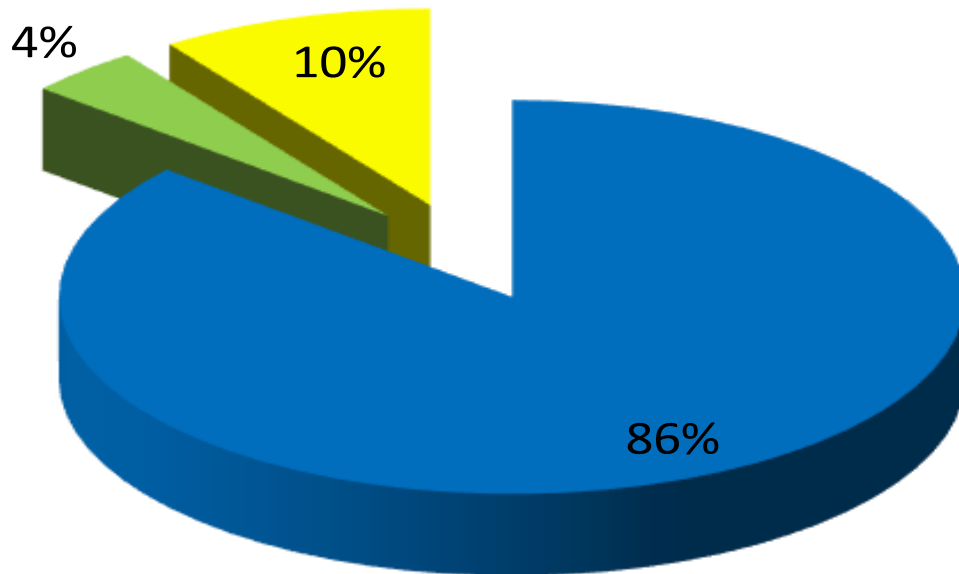
Weaknesses

- Dependent of economic situation
- Few integrated projects for Slow Learners
- Extremely complex
- Not really accepted by the European Education Politicians
- ...

Who Pays the Costs? - Financing of VET

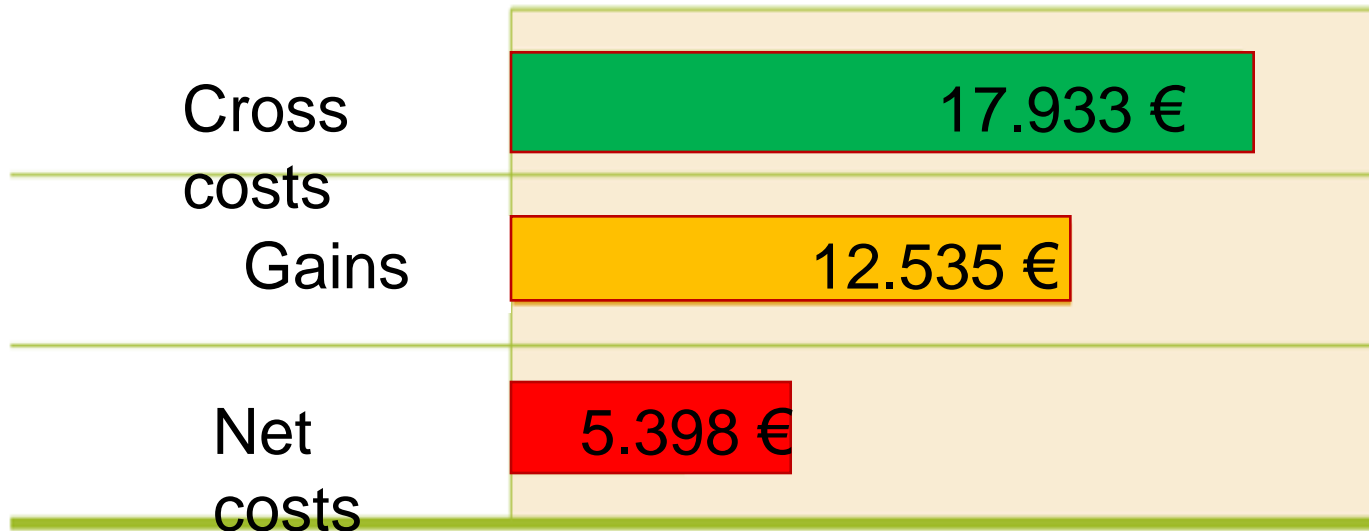
DGB

Figures for the year 2013

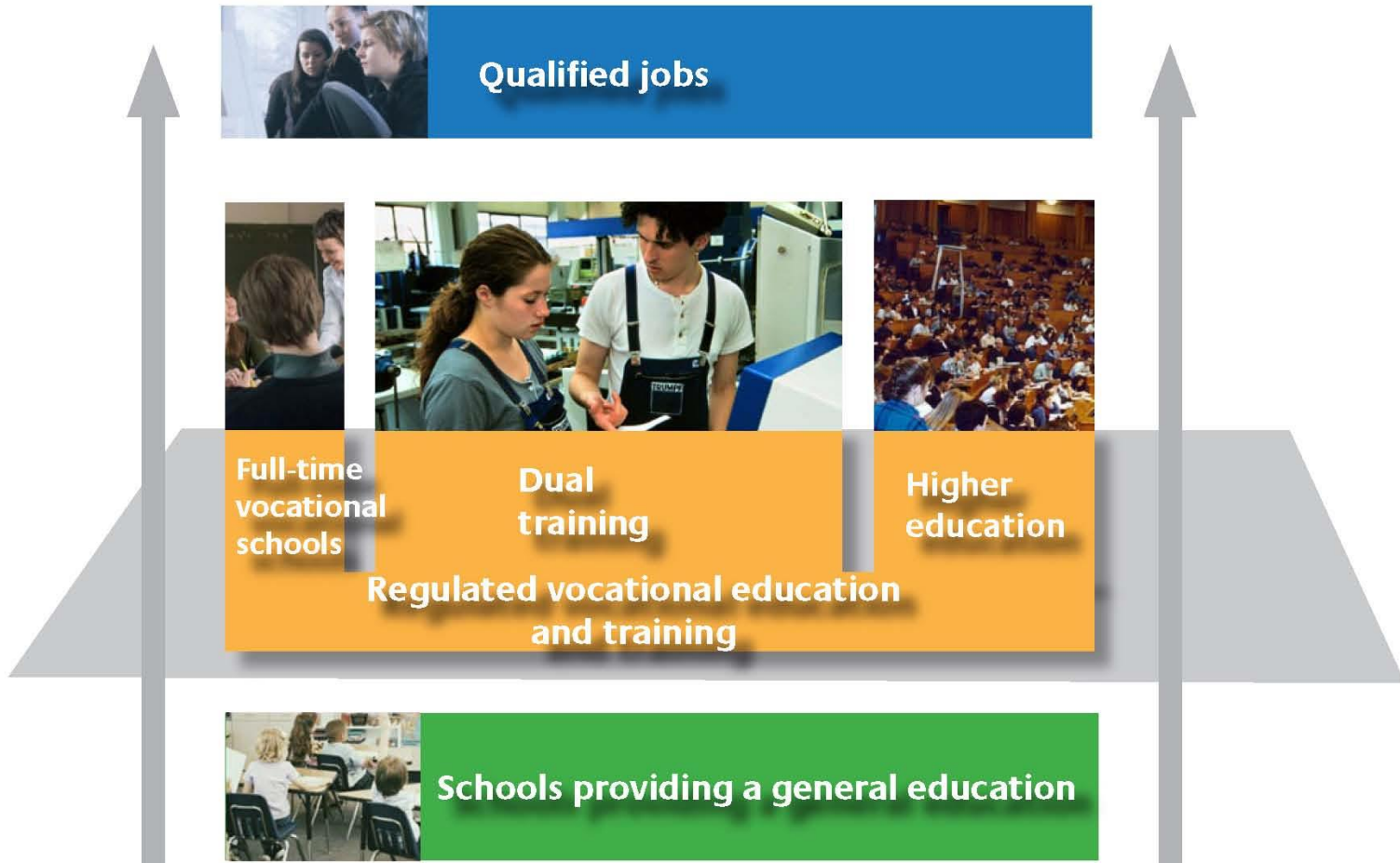


- Companies 25.6 billion €
- Federal employment agency 4.0 billion €
- Federal States (Vocational Schools) 2.9 billion €

Gross costs, gains and net costs per trainee and year (2013)

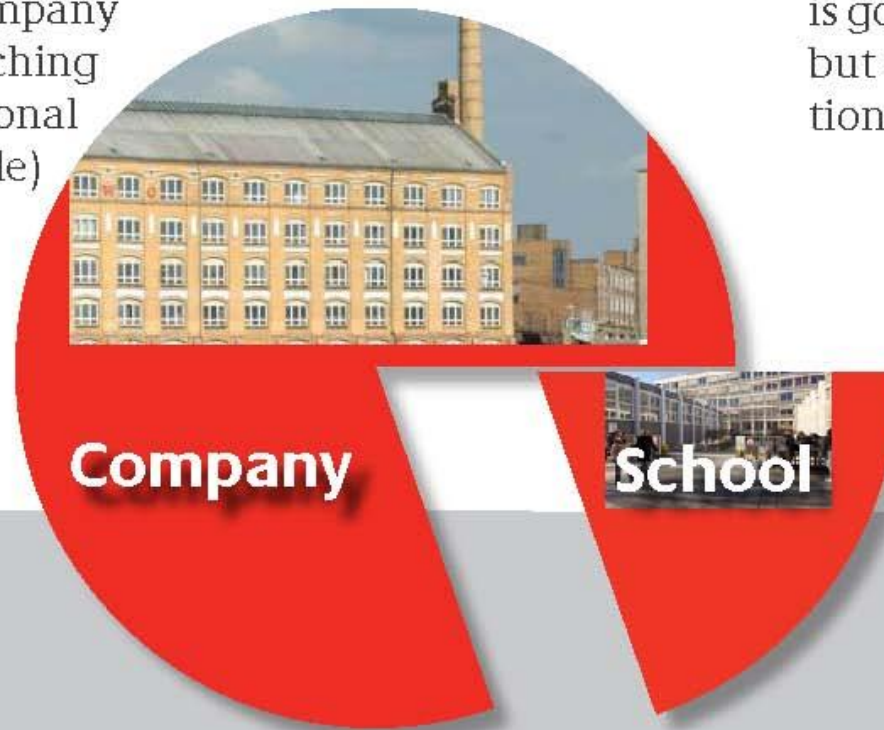


From school to work



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.





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



Dual Training

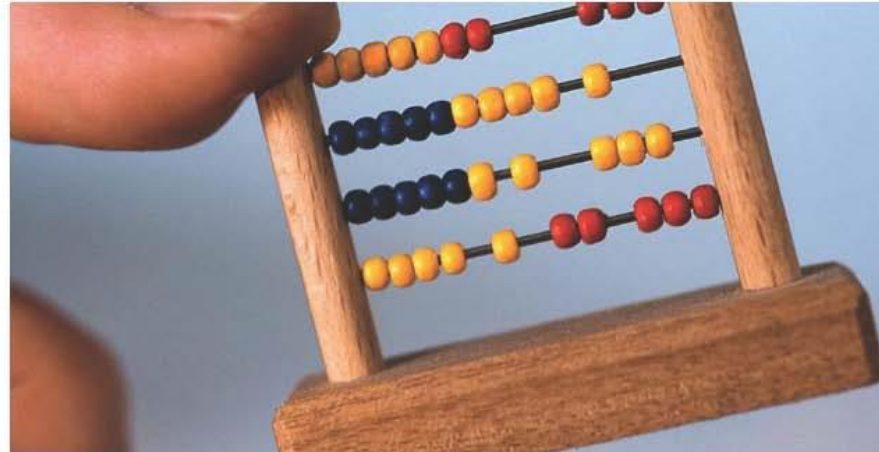


Learning
at school

- 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



Arguments in favour of dual training



**Advantages
for industry**



**Advantages
for young
people**

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



Arguments in favour of dual training



Advantages for young people

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



Training occupations in the dual system



Vocational competence

“Vocational training shall, through a systematic training programme, impart the vocational skills, knowledge and qualifications (vocational competence) necessary to engage in a form of skilled occupational activity in a changing working world. It shall also enable trainees to acquire the necessary occupational experience.”

Section 1, para (3) Vocational Training Act (BBiG)