Employability and Skills Development Through Work-Based Learning: Dual TVET

Germa
1st Annual Dual Vocational Training Business Summit
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Speaker: Peter Pfaffe
The German Training Industry is rooted in the German Dual VET system ...

... with its 5 Quality Features:

1. Learning within the work process
2. Qualified VET staff
3. Acceptance of national standards
4. Cooperation of government, business community and social partners
5. Institutionalised research and advice
5 Quality Features of the German system of Dual TVET

1. Learning within the work process
   E.g. in-company training = 70%

   70% of VET in company
   In-company training
   - Legal basis: training contract
   - Company which trains, pays trainee a "training allowance"
   - Company provides systematic training under real-life working conditions (in-company trainer, up-to-date equipment, etc.)

   30% of VET in vocational school
   Vocational school education
   - Legal basis: compulsory education law
   - Provided free of charge
   - Local government finances public vocational schools (facilities, teachers, etc.)

   Approx. duration of Dual VET: 2 – 3.5 years
5 Quality Features of the German system of Dual TVET

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<td>• Follows <strong>in-company training standards</strong></td>
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<td>(minimum standards) defined in &quot;training regulations&quot;</td>
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<td>• Step by step, trainees take over duties and tasks in the workplace, and in the process contribute to production</td>
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<td><strong>Vocational school education</strong></td>
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<td>• Follows <strong>vocational education standards</strong></td>
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<td>defined in the &quot;framework curriculum&quot; for vocational subjects <strong>(2/3 of schooling)</strong></td>
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<td>• Follows school curriculum for general subjects <strong>(1/3 of schooling)</strong></td>
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<td>• Classroom-based learning</td>
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In-company VET and vocational school education may instead also take place provided each in separate long-term blocks
5 Quality Features of the German system of Dual TVET

2. Qualified TVET staff
E.g. competent trainers and VET teachers

**In-Company Trainer:**
- Experts in their profession
- Experienced worker with pedagogical skills - knows how to teach on the shopfloor
- Having passed the “trainer aptitude test” (Ausbildereignungsprüfung)
- On the payroll of the company

**Vocational School Teachers:**
- Teach vocational contents and comprehensive topics in theory
- Are civil servants, paid by the state government
3. Acceptance of national standards

Dual VET standards based on requirements of world of work

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

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

Dual VET standards guide delivery, monitoring, supervision and support of Dual VET nationwide
5 Quality Features of the German system of Dual TVET

4. Cooperation of government, business community and social partners:
The Government sets up the legal framework, the stakeholders do the work

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<th>Chambers</th>
<th>Social Partners</th>
<th>Government</th>
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| • Advise companies on VET  
• Train in-company trainers  
• Assess and certify company and trainers for in-company training provision  
• Monitor in-company training (facilities, instructors, etc.)  
• Support company in finding trainees  
• Register training contracts  
• Organise interim and final exams  
• Mediate disputes between trainee and company  
• Organise events | • Labour unions and employer associations negotiate training allowance to be paid to trainees  
• Works Councils monitor in-company training  
• Are involved in the development of in-company training standards  
• Are part of the examination board | • Finances, supervises and monitors public vocational school system providing part-time VET  
• Federal government conducts institutionalised VET research (BIBB)  
• BIBB organises Dual VET standard development  
• Provides support to unemployed and disadvantaged to enter Dual VET  
• Provides support for disabled people to enter Dual VET  
• Provides vocational orientation and raises the awareness for Dual VET |
5 Quality Features of the German system of Dual TVET

5. Institutionalised research and advice

✓ The BIBB is the national and international **centre of competence** for initial and continuing vocational education and training in Germany.

✓ It contributes to the improvement of vocational education and training by means of **research, advisory services** and **development for politics and practice**.

✓ The **target group** comprises stakeholders from VET planning and practice as well as the scientific community and the general public.
How are costs in the dual system shared?

Employers

- 438,000 out of a total 2.1m companies provide training (20.7%), most of them SME
- Contribute €7.7bn (= overall net cost of Dual VET; gross cost = € 25.6bn)
- Train more than 500,000 new trainees every year
- Hire 66% of Dual VET trainees as employees after training
- Invest on average €18,000 per apprentice per year (62% of which is training allowance)
- 70% of investment is refinanced by the productive contribution of trainees during the training period

Apprentices

- Receive an average training allowance of 854 € gross per month (2016)
- Visit vocational schools free of charge

Government

- Shares expenses for VET system with employers
- Public expenditure for Dual VET: €5.4bn
- €2.9bn for 1,600 public vocational schools providing part-time VET
- €2.5bn for steering, monitoring and further supporting measures

Source: BIBB Datenreport zum Berufsbildungsbericht (2017), Statistisches Bundesamt
Conclusion: Costs vs. benefits

**Costs**
- Equipment: ~5%
- Other costs: ~10%
- Salaries of trainers: ~23%
- Apprentices’ benefits: ~62%

**Benefits**
- Custom-fit training
- Selection of staff
- Subsidies for the disadvantaged
- Avoiding shortage of skilled labour
- Improved employee loyalty
- Savings: Recruitment and induction costs
- Image, CSR

**Savings**
Skilled and unskilled tasks
Basic Principles

• The German dual system as a whole is not an export commodity, but some of its elements are.

• Work-based learning is a core element of the dual system.

• There are many German training providers who are experts for work-based learning and who want to internationalize their training offers.

➢ iMOVE helps to establish business contacts of German providers with international partners.
Thank you for your attention?

Federal Institut for Vocational Education and Training

iMOVE: Training – Made in Germany

Peter Pfaffe
Regional Manager Sub-Saharan Africa

Robert-Schuman-Platz 3
53175 Bonn
Tel.: +49 (0)228 107-1702
pfaffe@imove-germany.de

www.imove-germany.de
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