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Dual VET in Germany



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German Office for international Cooperation in Vocational Education and Training

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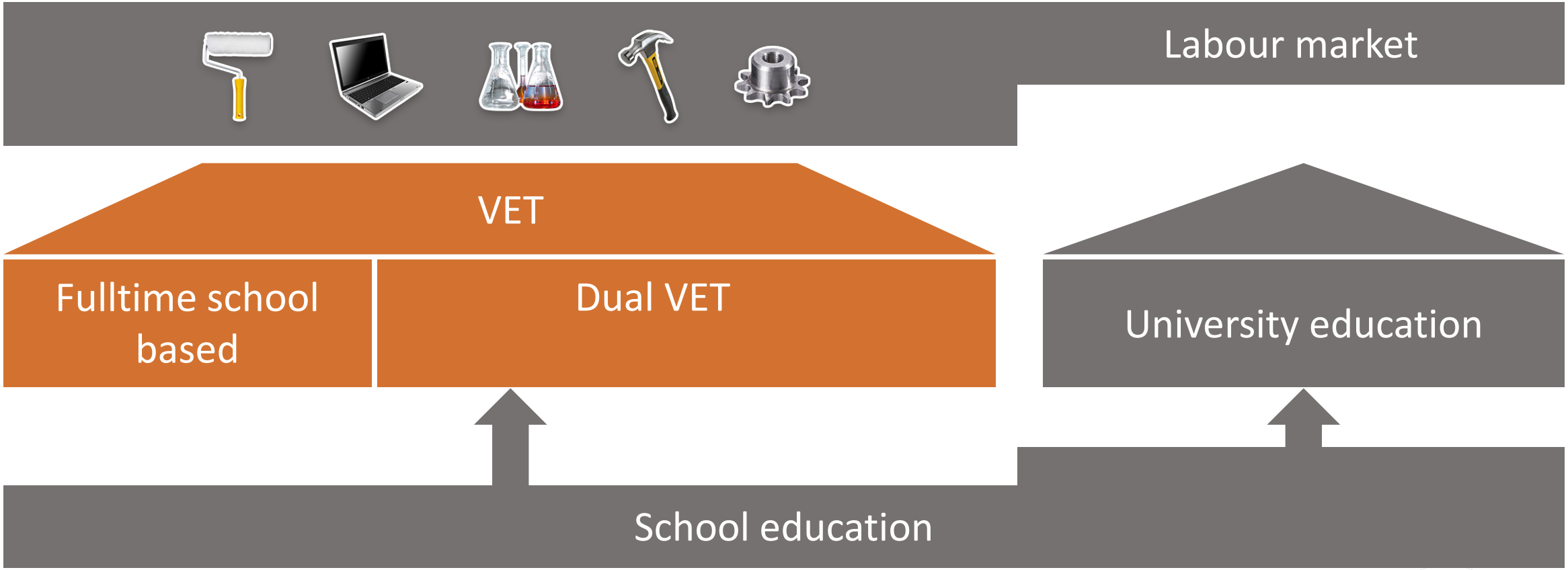
Dual VET:



Basics and Framework Conditions

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Dual VET in the German Education System at a Glance



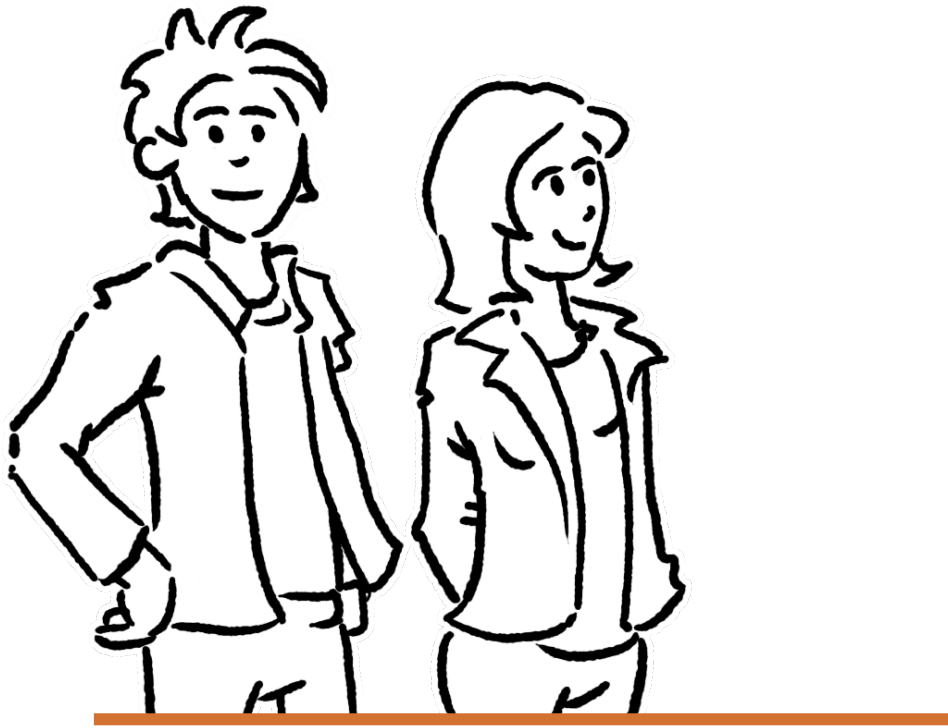
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Parties involved: Trainees

- 1.22 Mio. trainees p. a.
- in 324 recognised professions

That implies:

- 5 % of all employees are trainees



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Parties involved: Employers

- Every year, around 18,7 % of all companies employing staff subject to social insurance contribution engage in training (ca. 396,800 of 2.1 Mio.)
- Around 475,950 new trainees p. a.
- 79 % of them will be directly taken over after the training



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Businesses, Social partners and the Government ensure the Framework Conditions of Dual VET

- Chambers
- Social partners (Unions and Employers‘ associations)
- Government

Chambers and Social Partners: Define and check training contents in the companies

Government: Shapes the legal framework and provides the resources for school-based training

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Stakeholders: Chambers - the Competent Bodies

- Check and register training companies
- Monitor and check in-company training
- Train in-company training personnel
- Organise examinations
- Organise events and engage in consultancy

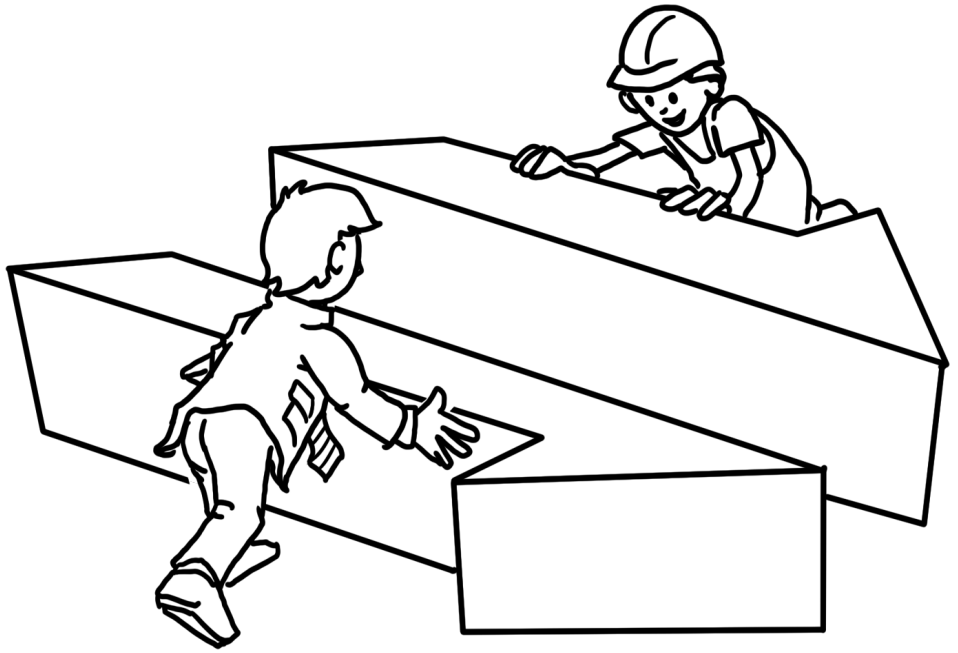


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Stakeholders: Social Partners

Unions and Employers‘ associations negotiate the standards (training regulations) for in-company training with each other and with the Government

- Training contents
- Trainees‘ remuneration
- Monitoring of in-company training
- Participation in examination boards



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Stakeholders: The Government – Providing the Framework

- Negotiates training regulations with the social partners (in-company training)
- Defines training in vocational schools: framework curriculum
- Finances and organises the public vocational school system
- Conducts VET research (BIBB)
- Supports people searching for an apprenticeship (e. g. teenagers, unemployed or disadvantaged people)

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The Framework: Standards

- Define the implementation of dual VET in companies and vocational schools
- Secure quality control and the promotion of dual VET
- Are valid and compulsory nationwide

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The Framework: Standards – Development

- **1. Employers** identify new tasks and qualifications in the companies
- **2. Social partners and the Government** negotiate and pass new training standards, moderated by the BIBB
- **3. The Government** adjusts framework curricula to the newly-defined training standards

The adopted standards are fixed in training regulations (in-company training) and framework curricula (school-based training).

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The Framework: Standards – Training Regulations

The common goal follows the **'occupation principle‘**

Training standards for in-company training are fixed in training regulations:

- Occupational title
- Training profile
- Contents
- Timeframe and temporal structure (training plan)
- Examination requirements

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The Framework: Standards – Framework Curriculum

Training in the vocational school provides the necessary professional theoretical expertise and expands general knowledge.

These standards are defined in the framework curriculum:

- Learning objective
- Contents
- Learning field

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The legal framework

Freedom of Occupation according to Article 12 of the Basic Law (Constitution)

Business Laws

- Vocational Training Act
- Law for the protection of young people at work
- Crafts and Trades Regulation Code
- Law on Collective Bargaining
- Law on the Chambers of Commerce
- Works Constitution Act

School Laws

- Compulsory schooling
- Regional school laws



Dual VET:



Motivation, Interests and Process

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Motivation and Measures – the Government



Motivation: Germany needs skilled workers to secure economic growth and development.

Insight: We need to strengthen and steer our dual VET system.

Measures:

- Provide and update the legal framework
- Mandate further stakeholders
- Analyse and develop the system (e. g. through BIBB)

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Motivation and Access – Young People

Motivation: „I want to become a … !“

Access:

- Find potential employers and screen openings
- Write application
- Undergo selection process
- Choose training company
- Sign training contract



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Motivation and Access – Companies

Motivation: „I need to be secure about filling all job openings.“

Access:

- Register as a training company
- Offer traineeships
- Analyse applications
- Choose trainees
- Sign training contracts



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The Training Contract

The professional training starts with signing the training contract between employer and trainee.

The training contract regulates:

- Duration
- Contents
- Probation period
- Temporal and factual structure
- Remuneration
- Rights and obligations of both parties

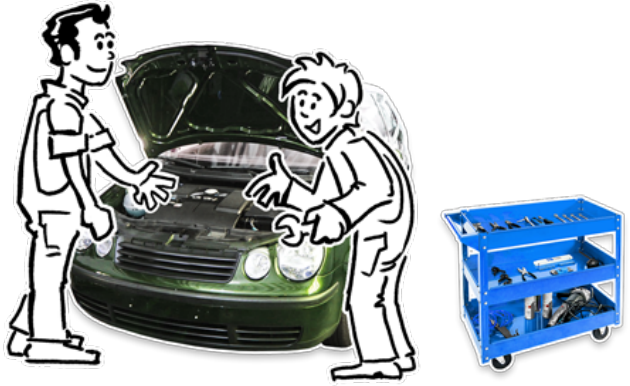


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Dual Learning at two venues

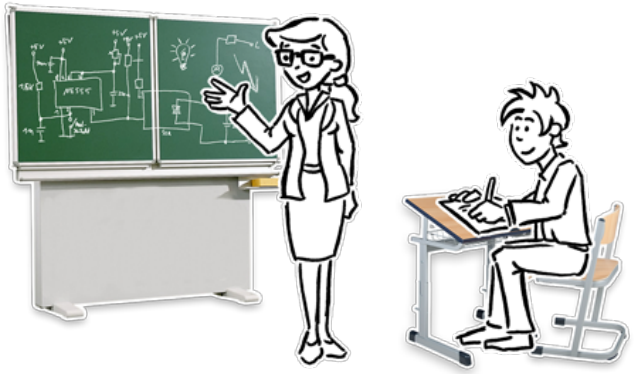
70 % Training in the company

- Structured training under real work conditions
- Trainees participate in actual business activities
- Trainees receive a remuneration



30 % Lessons in vocational school

- Lessons in class
- Occupation related (2/3) and
- General (1/3) subjects



Dual VET lasts from two to three and a half years.

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Examination

The Final Exam

- Organised by the chamber
- Theoretical and practical part
- Examination board with
  - Employers‘ representatives
  - Employees‘ representatives (Trade Unions)
  - Vocational school teachers (representing the Government)

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The Final Exam

Vocational Certificate

- Issued by the chamber
- Officially recognised

The successful examination ends the training. The professional career begins.

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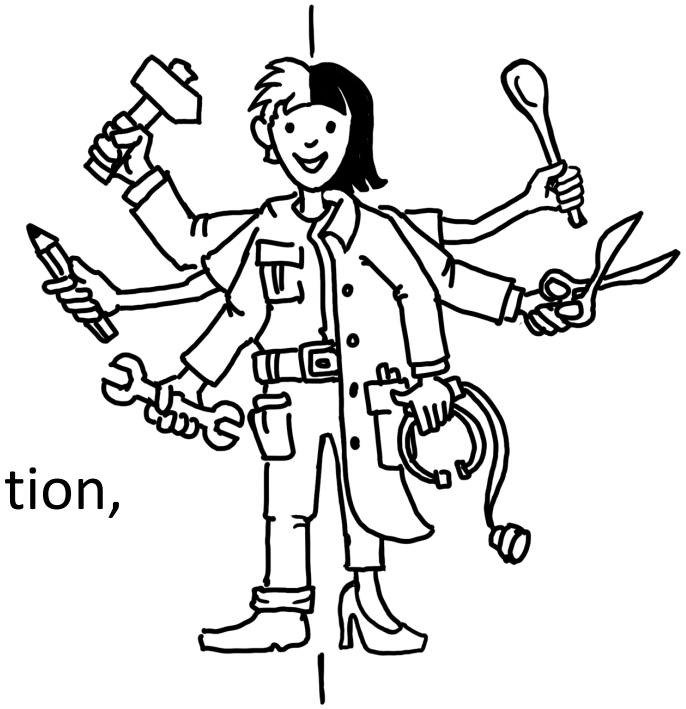
Beginning of the Vocational Career: Opportunities

On the Labour Market

- Employment contract with the initial training company
- Employment contract with another company
- Employment in another (neighbouring) vocational field

Continuation of Training

- Further training measures (building on existing qualification, if applicable)
- University studies („tertiary education“)



Dual VET:



The Success Model

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Summary

Process

- Training parallel in the company (70 %) and vocational school (30 %): „Dual“
- Training with defined contents and duration (Training contract)
- Training in actual business operations
- Final exam before an examination board



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Summary

Framework

- The Government provides the legal framework
- The Government organises the school-based part of training
- Chambers and social partners define contents and range of training
- Chambers as competent bodies monitor company-based training



Why is Dual VET in Germany Successful?

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Success factors

- Historically grown system
- High acceptance in society
- Win-win-situation for trainees and companies
- Training according to the demand for skilled labour
- Strong institutions (chambers, social partners, SME)
- Active contributions by all stakeholders
- High flexibility and adaptability of the system



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Cornerstones

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

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Benefits for trainees:

Dual VET is the ideal preparation for a professional career:

- Occupation specific competencies and qualification
- Real work conditions (equipment, procedures, work environment)
- Remuneration

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Benefits for companies:

Dual VET secures qualified personnel:

- Qualified workers, in accordance with company-specific requirements (as opposed to external applicants)
- Increased productivity (fast amortisation)
- Active participation of the business community in developing training standards
- Contribution to Corporate Social Responsibility (CSR)

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Benefits for the Government and Society:

Joint benefit, wealth and social peace:

- High economic performance and productivity
- Balance in the labour market (supply/demand)
- Social and economic integration of young people
- Contributions of all stakeholders



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Challenges from Trainees‘ Point of View

- Discrepancy between demanded and supplied training positions (lack of openings)
- Access to Dual VET
- Increasing occupational demands
- Lifelong learning

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Challenges from Businesses‘ Point of View

- Discrepancy between demanded and supplied training positions (lack of applicants)
- Unprepared trainees
- Inclusion of people with special needs
- Inclusion of migrants

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Challenges from the Point of View of the Government and Society

- Demographic change
- Foreseeable lack of skilled labour
- Trend of academisation
- Regional discrepancies
- Inclusion

Further Sources

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Facts and figures

- BIBB Data Report (link)
- VET Report BMBFSFJ (link)
- Federal Statistical Office (link)
- BMFTR Data Portal (link)
- BIBB Report 2/2025 (link)
- IAB-Forum (link)

***Dual VET* standards**

- BIBB Brochure: Vocational Training Regulations and the Process Behind Them (link)
- Example: training regulation and framework curriculum (link)

Legal documents

- Vocational Training Act (link)
- Works Constitution Act (link)

Web resources

- GOVET (link)
- BMBFSFJ (link)
- BMFTR (link)
- BIBB (link)

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