

HANDOUT 5.3.2 DUAL VET – VOCATIONAL EDUCATION AND TRAINING IN GERMANY

Read the questions below carefully and divide them up among the members of your small group. Watch the video “Dual VET - Vocational Education and Training in Germany.” Record the responses to your assigned questions, then discuss what you understood with the other members of your group.

Questions:

1. Why is the system called the “dual VET” system?
2. How much time is spent training with the company, and how much time at a vocational school?
3. What are the advantages of the dual VET system for employers?
4. Approximately how many training occupations are available to choose from?
5. How do prospective trainees learn about the companies offering training programs and the types of training offered by each?
6. What is the content of the apprenticeship contract?
7. How is the content of the apprenticeship contract determined?
8. What is taught at the vocational school, and what is taught at the company?

9. What is the purpose of the final exam, and who is involved?
10. What choices does a trainee have after receiving a training certificate?
11. Approximately how many people complete dual education and training each year?
12. How many companies provide training, and about how many of those companies offer employment to their trainees at the end?
13. What is the role of the German legislature in defining the legal framework of the system?
14. What is the role of the social partners (employee associations/unions)?
15. What are the standards set by the social partners?
16. What is the role of the chambers (competent authorities)?

HANDOUT 5.3.2 DUAL VET - VOCATIONAL EDUCATION AND TRAINING IN GERMANY**Key:**

1. Why is the system called the dual VET system?

Young people are trained in a 2-track system after they have finished school.

2. How much time is spent training with the company, and how much time at a vocational school?

Students spend 70% of their time at the training company, and 30% of their time at the vocational school.

3. What are the advantages of the dual VET system for employers?

The employer is always able to ensure enough skilled workers and is partially able to adapt the training content to the needs of the company.

4. Approximately how many training occupations are available to choose from?

There are approximately 330 occupations to choose from.

5. How do prospective trainees learn about the companies offering training programs and the types of training offered by each?

Companies advertise available apprenticeships. Potential trainees can learn about the company, as well as the training provided and can apply for the program.

6. What is the content of the apprenticeship contract?

The apprenticeship contract contains: duration, learning content schedule, training remunerations (wages), and holidays.

7. How is the content of the apprenticeship contract determined?

The majority of the apprenticeship contract is content regulated by law.

8. What is taught at the vocational school, and what is taught at the company?

General, basic theoretical knowledge is taught at the vocational school, while specific work steps are learned under real working conditions at the company.

9. What is the purpose of the final examination and who is involved?

During the final examination trainees must prove their mastery of skills. A representative of the employer and state vocational school teachers are involved in the final examination as members of the examination board.

10. What choices does a trainee have after receiving a training certificate?

Those who are fully trained can work in that occupation with many of their fellow trainees who accept employment at their training site. They may choose to add to their skills through continuing education or change to another profession.

11. Approximately how many people complete dual education and training each year?

Approximately 500,000 people complete VET certificates each year.

12. How many companies provide training, and about how many of those companies offer jobs to their trainees at the end?

More than 400,000 companies actively provide training and around 2/3 of them employ their trainees at the end.

13. What is the role of the German legislature in defining the legal framework of the system?

The German legislature finances, oversees, and inspects the vocational school system.

14. What is the role of the social partners (employee associations/unions)?

The social partners set the standards for the company training in cooperation with the state, oversee the training program, and are a member of the examination board.

15. What are the standards set by the social partners?

The standards set by the social partners are the duration of the training, the working hours, the expertise required, and the practical skills.

16. What is the role of the chambers (competent authorities)?

The chambers advise, test, and qualify the company providing the training and their training personnel and organize the final examinations for individual occupations.