

# Securing qualified employees through dual vocational training

## *Dual vocational training in Germany*

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- consists of 2 (3\*) partners who work together:

enterprise

school

(educational center\*)

\*only in craftsmanship

# *Dual vocational training in Germany - facts*

- regulated by laws e.g.:
  - vocational training act – „Berufsbildungsgesetz“
  - labour protection act – „Arbeitsschutzgesetz“
  - young persons employment act – „Jugendarbeitsschutzgesetz“
  
- ~1.331.000 trainees in Germany (2018)
  - for comparison ~2.868.500 students in Germany (2018)

# *Dual vocational training in Germany - exams*

- regulated by exam regulations for every qualified job
- e.g.

## **Examination regulations for the training occupation of automotive mechatronics engineer/automotive mechatronics technician**

### **§ 1 Duration of vocational training**

Training for the automotive mechatronics engineer and the automotive mechatronics technician lasts three and a half years.

# *Dual vocational training in Germany - exam regulation*

- determines admission requirements for examination
- postulate the appointment of an exam board
- defines the success of an exam
- defines the content of an exam

# *Dual vocational training in Germany - specifications in handicraft*

- regulated by a law (crafts code - „Handwerksordnung“)
- trainees have courses for specifications they can not learn in enterprise -> workshops at BTZ Schwerin



## *Dual vocational training in Germany - specifications in handicraft*

- every chamber of crafts defines on it's own which courses they offer for trainees (because of different requirements on trainees in different regions) – determination by elections
- guarantees the same high level apprenticeship for every trainee (do not matter for which enterprise a trainee works)
- makes the dual vocational training system unique

# *Dual vocational training in Germany - benefits*

for enterprises	for trainees
trainee = potential junior	practical experience
saves future for enterprise	social and international acceptance
instruct his own craftsman	regularly changes between theory and practice (high motivation)
obviates skill shortage	earn money
trainee knows every process in enterprise	easy career entry
good image for customer	possible basically with every graduate
additional manpower	high comprehension and connection theory and practice (job competence)



# *Dual vocational training in Germany - disadvantages*

Everybody says that if there are benefits, we have also disadvantages!

But is that real?

In relation to dual vocational training we say: **NO!**



## *Dual vocational training in Germany - summary*

- the skill shortage is as high as never before – enterprises have struggles
- the motivation of a young people to stay in enterprise is higher if they know it and identify with it
- the relation between trainee and employer will be strengthened
- **Result: Being a dual vocational trainee and the future is yours!**