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The dual system in Germany and the role of the chambers in the context of vocational education

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The dual system in Germany and the role of the chambers in the context of vocational education



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Agenda

- The dual system
- Stakeholders in the dual system
- Numbers, data, facts
- Chamber of Industry and Commerce and its role in the vocational education



The dual system

- Dual means that there are two places of learning:
 - The apprenticing company is responsible for the realization of the practical contents of the general training plan
 - The vocational school (“Berufsschule”) teaches the theoretical and often also practical basics of the occupations and the general education
- The dual system exists in every German-speaking country in Europe



The dual system

- The aim is to develop vocational skills
 - Professional expertise, social skills and personal competence
- Companies pursue also economic objectives:
 - Employees with knowledge at the latest developments of the sector
 - Guaranteeing of specialists
 - Highly qualified employees who can be employed flexibly in the company



The dual system

- In the tertiary sector also different models of the dual study exist:
 - In Baden-Württemberg a model of success since 1974
 - Sooner vocational academies (“Berufsakademien”), since 2009 dual universities (“Duale Hochschulen”) with 3’000 students at 8 locations
 - Contract partners are DHBW, students and company
 - Normally 6 semesters to the Bachelor, frequent change between study (3 months) and work in the company (3 months)



Stakeholders in the dual system

- The dual system is a interaction of state and market economy
- The federation and the states have regulative and supporting tasks
- The companies and the “zuständige Stellen” (chambers, regional councils...) have the main responsibility
- The states are responsible for the “Berufsschule” and for the majority of full-time apprenticeships



Stakeholders in the dual system

- The “social partners” (employers’ and employees’ associations) participate in the development and modernization of the rules for vocational training
- The federation coordinates the process of creating new rules for vocational training
- The “Bundesinstitut für Berufsbildung (BiBB)” (Federal Institute for VET) has an important role in coordination and research
- The “Agentur für Arbeit” (Jobcentre) is an important partner in the transition sector



Stakeholders in the dual system

- „Konsensprinzip (principle of consensus)“: coordination of administrative processes is subject to the principle of consensus
 - In case of opposition of the social partners against new training occupations, they are usually not implemented
- The companies and chambers as their representatives have an important role in the practical transfer



Numbers, data, facts

- Altogether 329 occupations that require training
 - Strong differentiation
 - In the region Hochrhein-Bodensee: 128 occupations that require training
- Every year there are reforms: new occupations or modernizations
- Nowadays the offer of occupations is bigger than the demand:
 - The retail sector and the catering trade have the largest need at trainees
 - In the region there are actually more than 7000 registered apprenticeships
 - Every year about 3000 new registrations



Chamber of Industry and Commerce

- All trading companies of a region belong to the Chamber of Industry and Commerce (exception: handicraft and agricultural cooperatives):
 - Industry, commerce and services
 - If they have to pay trade taxes
- Basis: laws of the federation and the federal states



Chamber of Industry and Commerce

- Chambers of Industry and Commerce represent the interest of the industrial and commerce sector
- Different tasks due to laws of the state
 - Sovereign tasks according to the BBiG
 - Especially in apprenticeship and further education
 - Also tasks in other sectors
- They are not responsible for the socio-political interests and the interests concerning industrial law



Chamber of Industry and Commerce

- 79 Chambers of Industry and Commerce in Germany
 - 12 in Baden-Württemberg
- IHK Hochrhein-Bodensee was created in 1973 from the chambers Konstanz and Hochrhein
 - Foundation of the chamber in KN on 10/04/1828
 - Administrative districts Konstanz, Waldshut and Lörrach
 - About 36.000 companies



Business sectors of the Chamber of Industry and Commerce

- Location policy
- Company start-ups and corporate support
- Apprenticeship / further education
- Innovation and environment
- International
- Law and taxes



Tasks of the Chamber of Industry and Commerce in the vocational apprenticeship

- Examination and granting of permits of vocational training for companies
- Examination and granting of permits of vocational training for trainers
- Foundation of examination boards
- Examinations:
 - 2014: 5285 participants
 - 2015: 5010 participants



Tasks of the Chamber of Industry and Commerce in the vocational apprenticeship

- Supervision of apprenticeships, support of training companies and trainees
 - Search for companies
 - Supervision of the proofs
 - Additional offers and support for trainees and trainers



Tasks of the Chamber of Industry and Commerce in the vocational apprenticeship

- Working groups with trainees of different occupations
 - In cooperation with trainers at vocational schools
- Support for creating new training occupations and reforms



Tasks of the Chamber of Industry and Commerce in the vocational apprenticeship

- Conduction of mediation matters in order to avoid legal disputes
 - Mediation committee of honorary members
(representatives of employers and employees)
- Recognition of foreign educational certificates
 - IHK-Fosa
 - Partial or complete equivalence



Projects in the business sector „apprenticeship“

- BORIS „Berufswahlsiegel“
- „Bildungspartnerschaften“ (Education partnership)
- „Ausbildungsbotschafter“ (Ambassador for apprenticeship)
- Internship in foreign countries :
 - „Go.for.europe“
 - „xChange“
 - „Euregio-Zertifikat“
- Integration of refugees





Further education

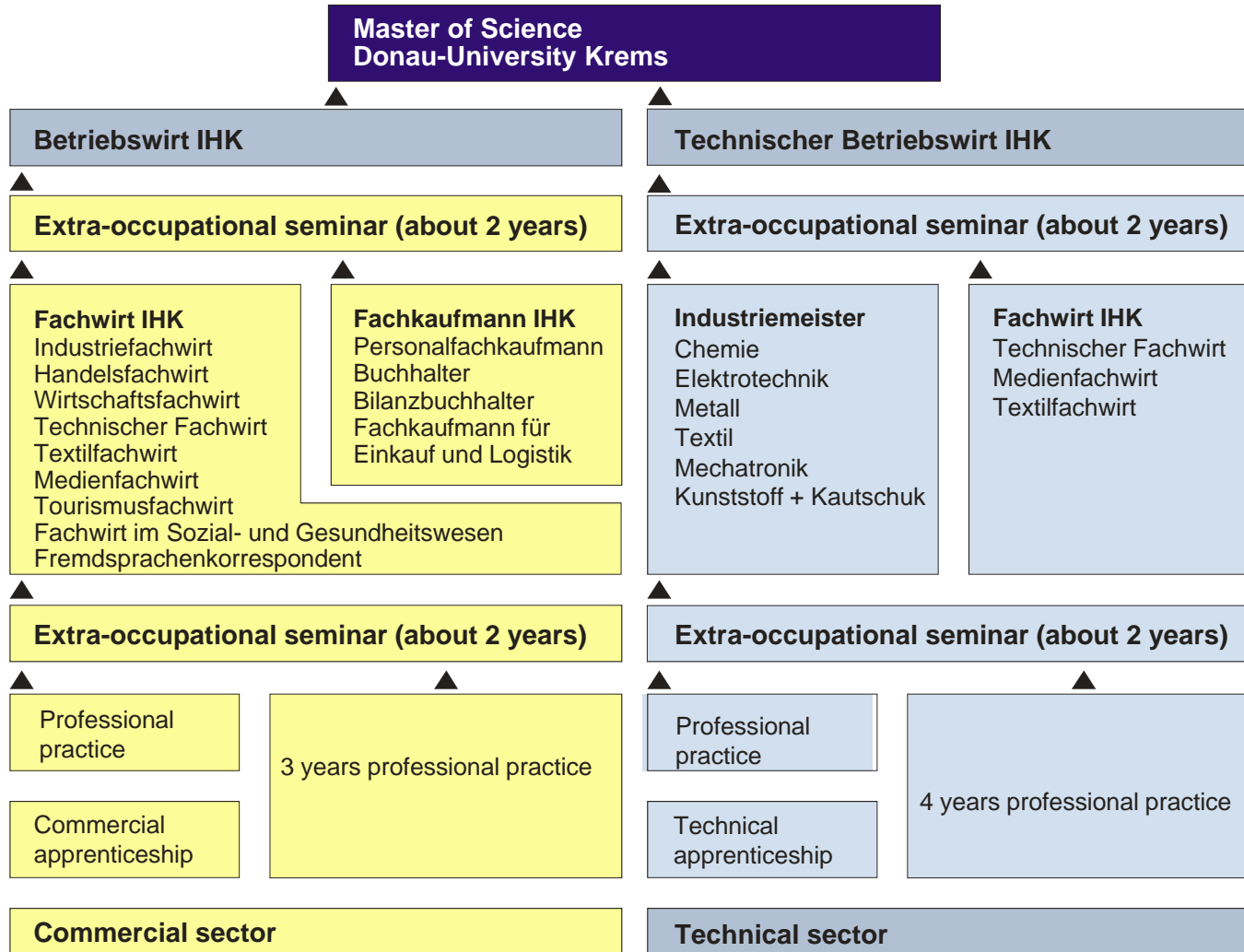
- Service of the Chamber of Industry and Commerce
http://www.konstanz.ihk.de/berufliche_bildung/weiterbildung/
 - Competition with other educational opportunities
- Different courses with different final certificates
 - Nowadays permeability in the educational system
- Seminars for different groups
- Inhouse-offers for companies
- Online-learning-platform



Overview further education:



Ausbildung | Weiterbildung





THANK YOU FOR YOUR ATTENTION!