

Some known and not so much known facts about Baden-Württemberg (federal state of Germany)



- Population: 10.8 Mio.
- Area: 36,000 km²
- GDP (gross domestic product) per capita: 38,716 € (113 % of German average)

DAIMLER



BOSCH
Invented for life



- Unemployment rate: 3.2 % (2017)
- Youth unemployment rate: 2.3 % (2017)
- 25 % of population has roots abroad

Going successfully into the professional future.

The Bildungswerk der Baden-Württembergischen Wirtschaft e.V. has been the strategic education service provider for companies and their associations, schools, universities, politicians and administration since 1971.

As a provider of professional further education courses, qualifications, re-training, career preparation and training, the educational center is an important partner in local economic development.



Subsidiaries

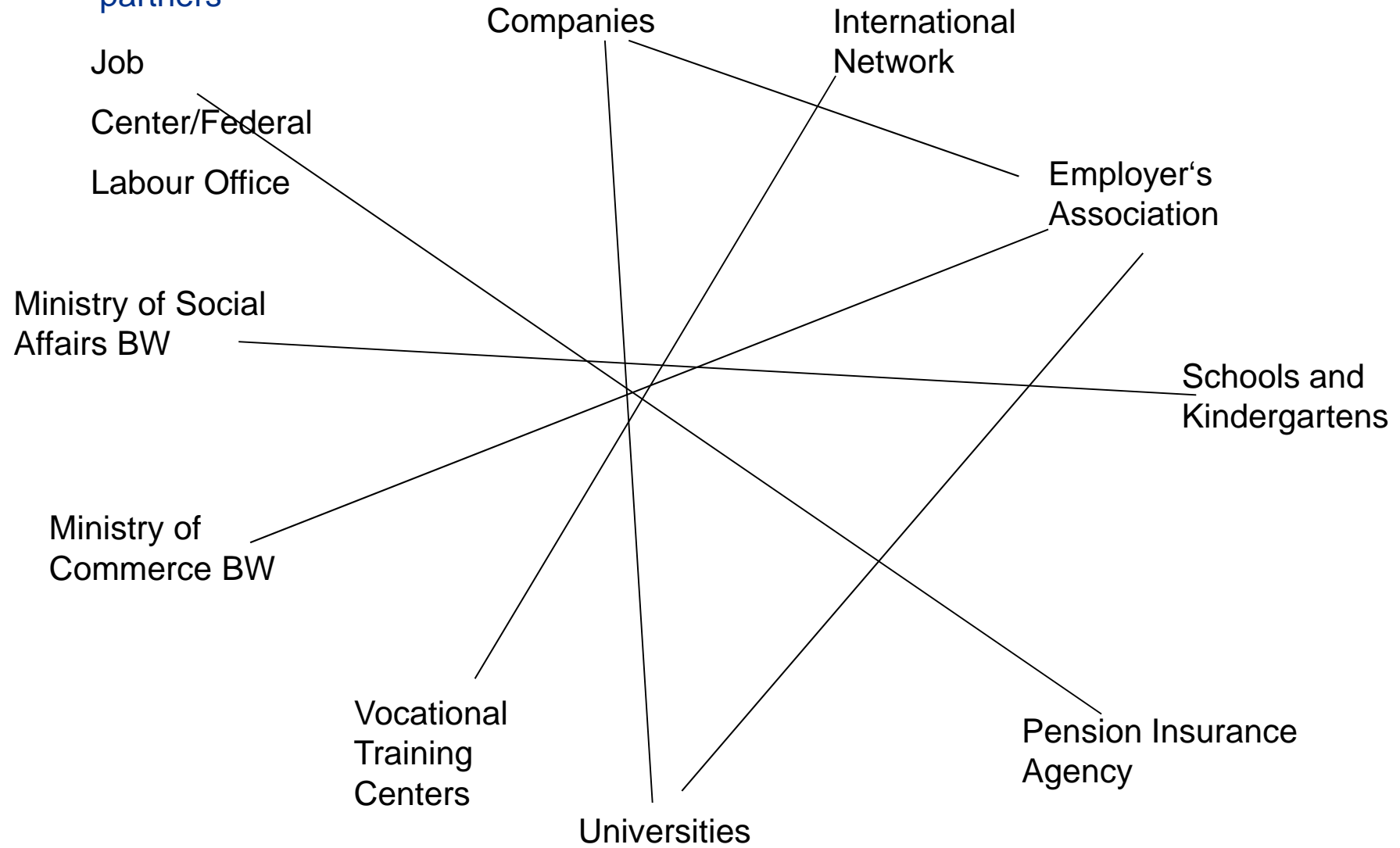
Academy for Personnel and
Organizational Development



Network of partners



Cooperation partners



About BiWe

- Education and Training Association of employers from Baden-Württemberg
- Owned by 29 branch associations and companies (Bosch, DHU-Arzneimittel GmbH & Co. KG, Südwestmetall, ...)
- 550 employees
- 46 branch offices
- 3 training centres



Our competencies



Early age technical education



Further Training, for example modular VET



Vocational orientation



HR and Organizational development



Pre-vocational training and Dual VET

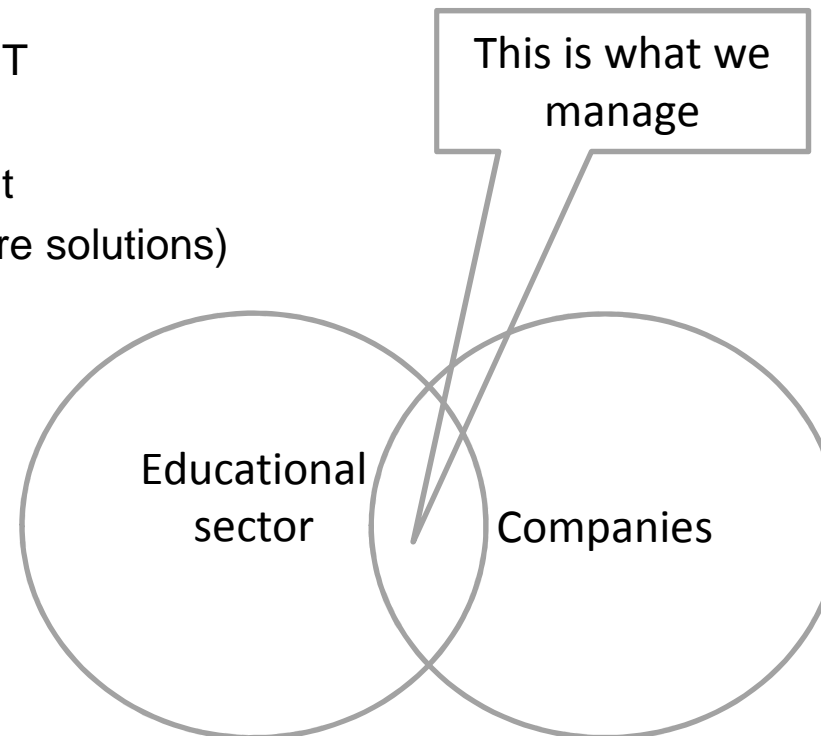


HR services (Outplacement, software solutions)

We accompany people along their entire educational biography.

Our competencies

- Early age technical education
- Vocational education
- Pre-vocational training and Dual VET
- Further training (modular VET, ...)
- HR and Organizational development
- HR services (Outplacement, software solutions)



Future-oriented education.

We use direct routes

On-the-job experience is our primary focus. This is why our offers take place directly in the companies with which we have a very close relationship.

Our staff offers individual consulting and helps in general questions or those regarding the job specifically.

- The integration of young people and job seekers into training or employment in the first labor market are the focuses of our business segments.
- In recent years we have expanded this profile with pilot projects in infant education, specific occupational orientation and projects relating to demographics.

International activities.

- **Transnational networks.**

- With our European partners we are committed to the transnational transfer of experience and developing joint concepts at European level. We support further and professional education and promote intercultural skills amongst employees and companies.
- The operational integration of people with a migration background, the professional further education of employees to a specialist level and the professional training in a European context round off our portfolio.

-

International activities.

▪ Our projects

- Since 2008 Go.for.europe (Trainee exchange program)
- Since 2008 SEMO (Hosting service for trainees/professionals from Europe)
- Since 2012 MOMO – More Mobility in Europe (Leonardo Partnership)
- Since 2013 M+E Cooperative Training in Baden-Wuerttemberg pilot project for trainees from Spain
- Since 2013 career-in-bw (Recruitment of international skilled employees)
- Since 2013 Project with Robert Bosch GmbH for trainees from Spain
- Since 2014 CET – Center for European Trainees

CET – Center for European Trainees

Center for **CET**
European Trainees

Robert Bosch **Stiftung**

 **Arbeitgeber**

- internationalizing vocational education
- developing cooperative forms of training in Italy and Spain
- promotion of training of young adults from Europe in Baden-Württemberg

Information. Advice. Support

CET – Center for European Trainees

▪ What does CET offer?

- Information and advice on securing and supervising trainees from Italy and Spain
- Information and training sessions on cooperative vocational training in Italy and Spain
- Development of cooperative and practical forms of training
- Qualification of personnel and training managers
- Networking for companies in Baden-Württemberg and young adults from Italy and Spain interested in training
- Exchange platform for companies, chambers of commerce, associations, educational organizations and institutions in Italy, Spain and Baden-Württemberg

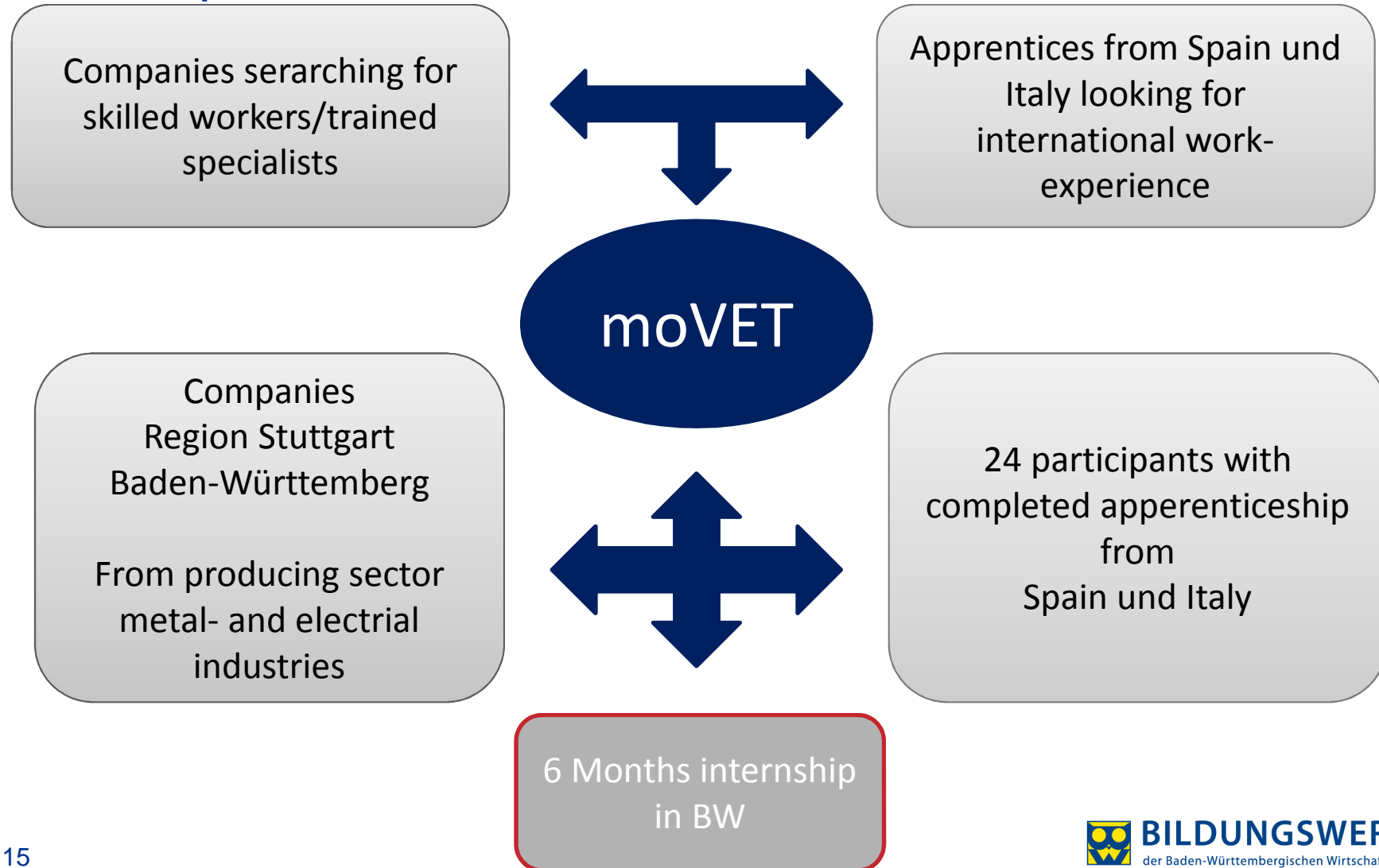
International Projects

- **moVET.europe = Mobility for VET-Learners in Europe**
 - Promoted by European Commission, primary responsibility implemented by BBQ Berufliche Bildung gGmbH
 - **International pilot project** (Germany – Baden Württemberg, Italy, Spain)
 - Main project goals:
 - Structural development of international long-term mobilities for apprentices
 - Promotion of European culture of mobility
 - Strengthening of employability policies for the labour market

moVET.europe

- **EU-commission provides financing**
- German language courses in Italy and Spain – Level B.1
- Intensiv language course in Germany
- Travel expenses for participants
- Coverage of accomodation expenses throughout the internship
- Continous support/coaching of participants
- Group activities and excursions in Germany

moVET.europe





Dual VET



Vocational Education and Training in Germany

Gefördert durch:



aufgrund eines Beschlusses
des Deutschen Bundestages

.de

Federal Institute for Vocational Education and Training

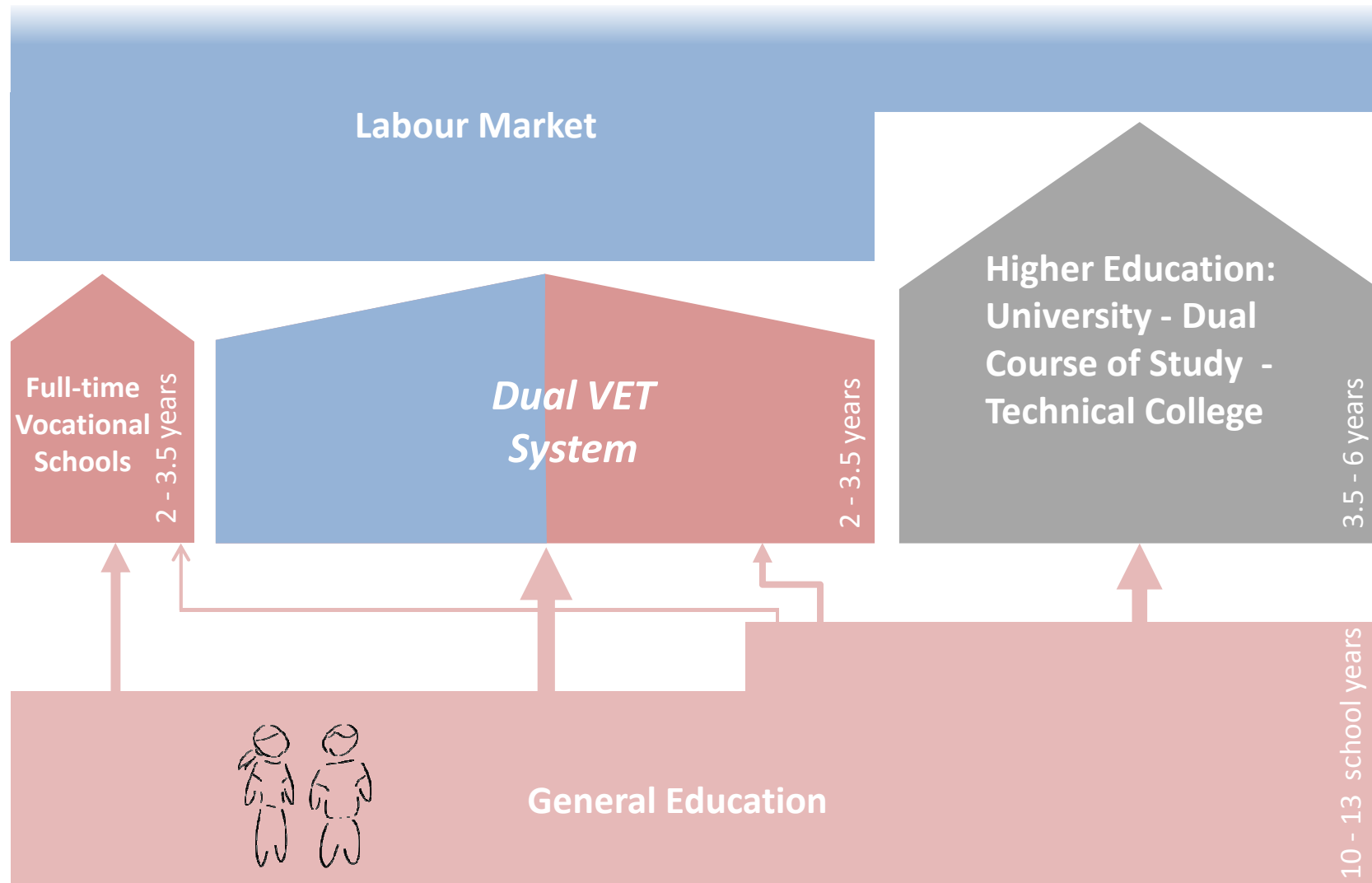
Bundesinstitut
für Berufsbildung **BiBB**

- Forschen
- Beraten
- Zukunft gestalten



BILDUNGSWERK
der Baden-Württembergischen Wirtschaft e. V.

I. Overview – *Dual VET*: a common path to employment



I. Overview – Dual VET facts and figures

Trainees



- On average **52.4%** of the population enters Dual VET, **41.9%** graduate from Dual VET
- **1.3m trainees** in **326** recognised training occupations
- **5.1%** of all employees are trainees
- **High employment security** (95% of *Dual VET* graduates employed; only 80% employed among people who are untrained)
- Receive **average training allowance** of about € 854 per month

Employers



- **428,000 out of a total 2.1m companies provide training (20.0%)**
- Train more than **500,000** new trainees every year
- Hire **68%** of *Dual VET* trainees as temporary or permanent employees after training
- Employers 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

Government



- Shares expenses for **VET system with employers**
- **Public expenditure for Dual VET: € 4.75bn**
- €2.9bn for 1,550 public vocational schools providing part-time VET
- €1.85bn for steering, monitoring and further supporting measures
- **Employers contribute €7.7bn** (= overall net cost of *Dual VET*; gross cost = € 25.6bn)

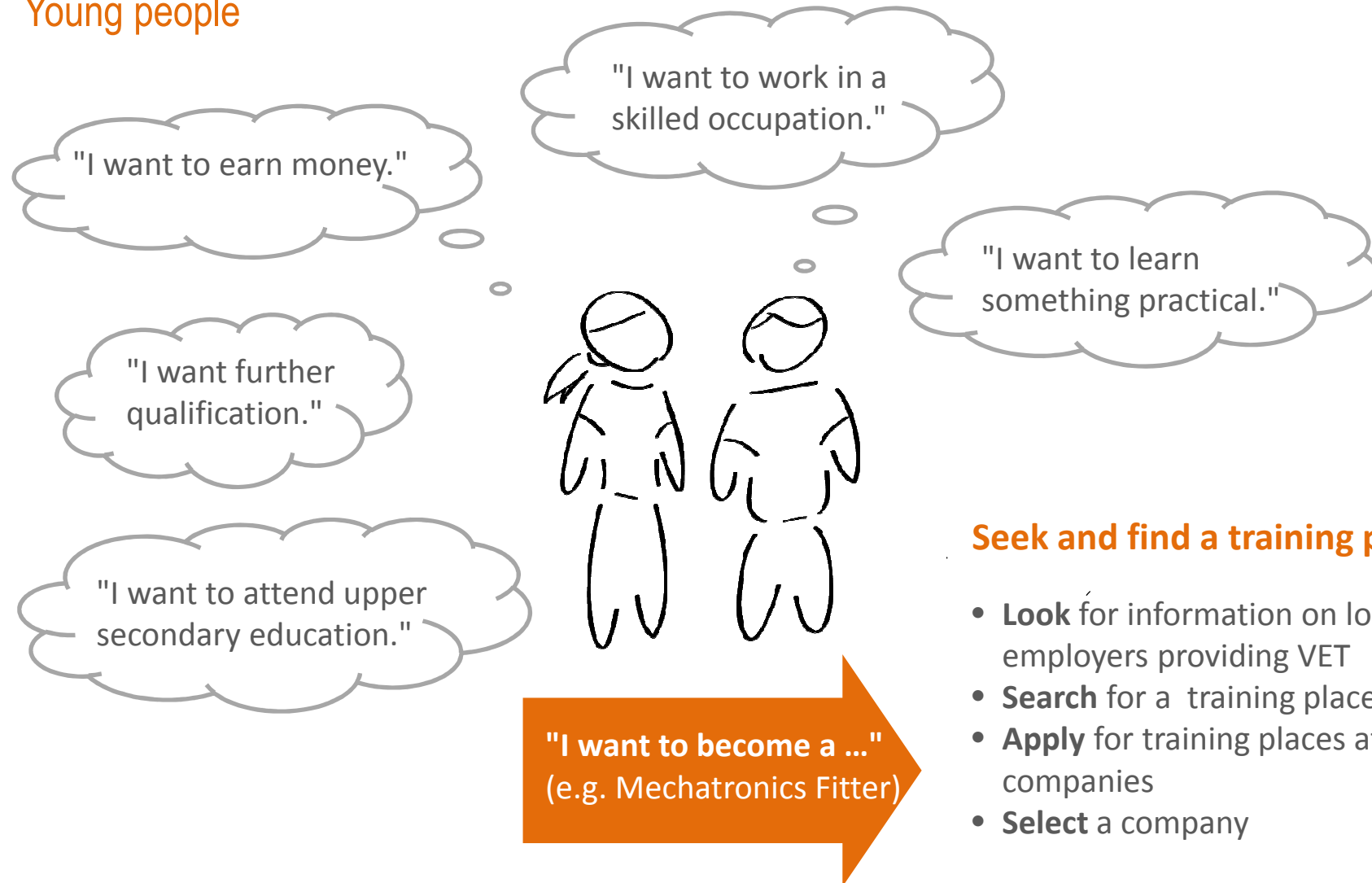
Contributes to

National Economy / Society

- Strong **SME competitiveness** on international markets
- Relatively **low youth unemployment** in Germany (7.2%)

1. Motivation for Dual VET engagement

Young people



Seek and find a training place

- **Look** for information on local employers providing VET
- **Search** for a training place offer
- **Apply** for training places at companies
- **Select** a company

1. Motivation for Dual VET engagement

Employer

"I want employees who can competently fulfil the tasks and duties needed in my company, both now and in the future."

"I want workers to be loyal to my company."

"I want the productive and innovative contribution of trainees."

"I want to save job familiarisation and retraining costs."

"I have a social responsibility to offer training."



"I want to provide training."

Seek and find a trainee

- Obtain certification to provide training
- Offer training place(s)
- Assess applications of trainees
- Select young person for VET

1. Motivation for Dual VET engagement

Government

"For national economic growth and development, highly skilled workers are needed."

"Government budgets for VET provision are limited."

"All young people need secondary education so that they can achieve the full potential as citizens."



"Young people need to be ready for the labour market of today and tomorrow so that they can find employment."

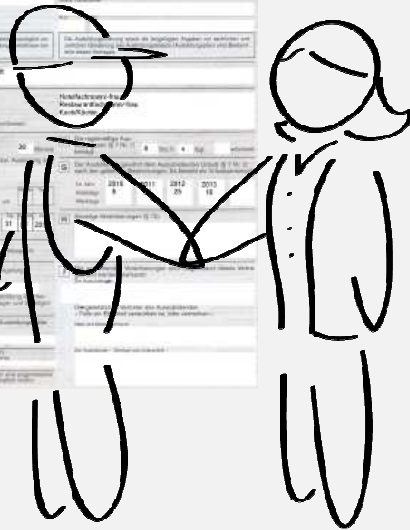
"We need to strengthen and regulate Dual VET."

Supporting measures

- **Set up** legal framework to regulate *Dual VET*
- **Delegate** authority to stakeholders (chamber organisations, employers, labour unions, government institutions)
- **Open** access to *Dual VET* for all, regardless of prior qualification
- **Include** *Dual VET* in compulsory secondary education
- **Provide** part of *Dual VET* in public vocational schools
- **Ensure** access of *Dual VET* graduates to higher education
- **Monitor and develop** *Dual VET* based on institutionalised VET research (BIBB)

2. Training contract

Starting point for *Dual VET*



- Similar to a **work contract**
- **Legal basis** for in-company training in *Dual VET*
- Provided and **registered by chamber organisations**
- **Regulates:**
 - Duration of training
 - Beginning and end of training
 - Probation time
 - Vacations
 - Content of training
 - Training allowance
 - Termination of contract
- Signing a training contract establishes a formal **training relationship** between the company and the trainee

Start of work-based learning in *Dual VET*

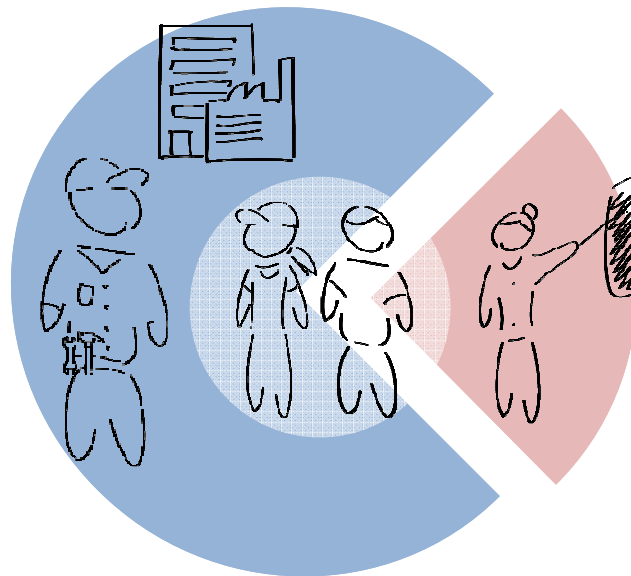
3. Two coordinated learning venues

2 coordinated learning venues ("*Dual*") for each VET programme

70% of VET
in company

In-company training

- Legal basis: training contract
- Company 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
- Local government finances public vocational schools (facilities, teachers, etc.)
- Vocational schools offer lessons in vocational (2/3) and general education (1/3) subjects free of charge

Approx. duration of Dual VET: 2 – 3.5 years

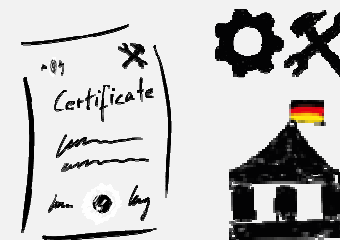
4. Independent Examination

Multi-stakeholder examination board



Final examination

- Organised by chamber organisations
- ### Examination board
- Composed of representatives of:
 - Employers
 - Employees
 - Vocational school teachers (government)
 - In general does not include those who trained the trainee
 - Assesses and grades trainee



Dual VET certificate

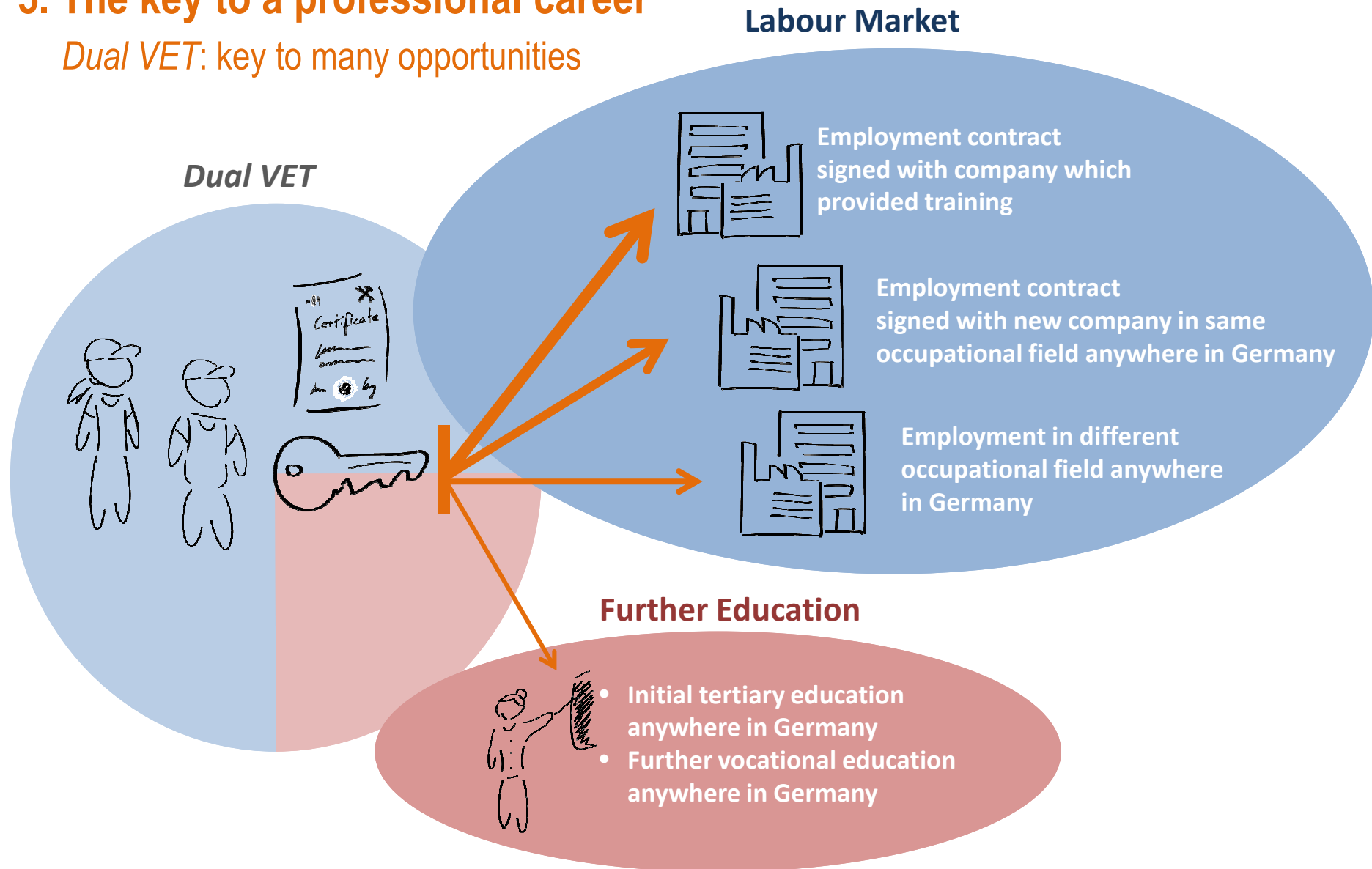
- Issued by chamber organisations
- Nationally recognised by government

Training contract ends

Professional career begins

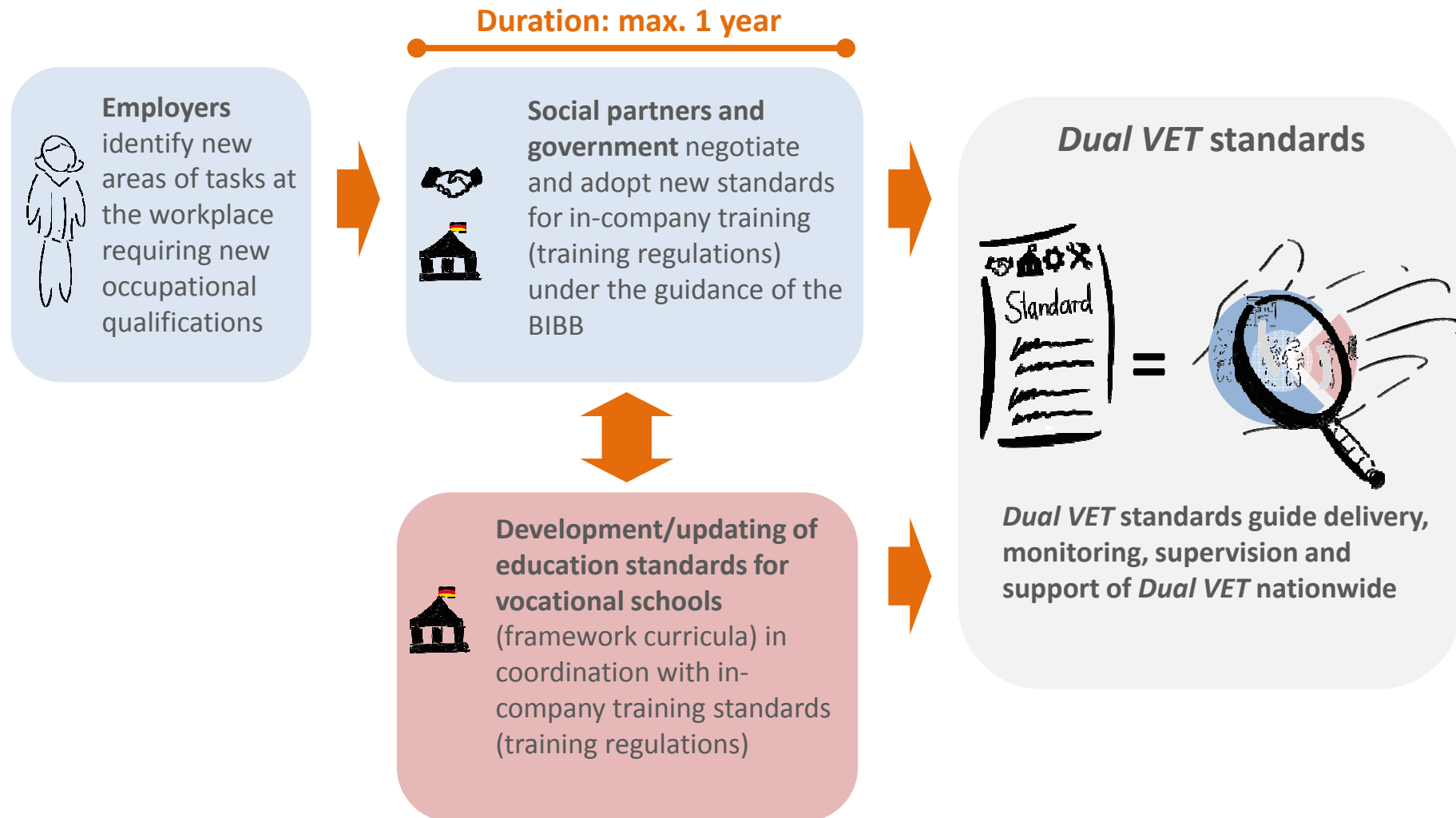
5. The key to a professional career

Dual VET: key to many opportunities



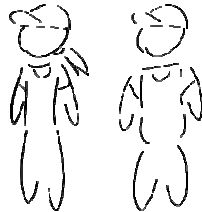
7. Dual VET standards based on requirements of world of work

Impetuses for updating/development of national *Dual VET* standards by the economy



III. Current challenges for *Dual VET*

Trainees



- **Finding a *Dual VET* training place:** number of unplaced applicants for *Dual VET* (2012: 15,600, 2016: 20,600); number of companies (esp. SME) providing *Dual VET* decreasing from 24 % (2009) to 20.0 % (2015)
- **Increasing demands at the workplace / learning venue** (foreign languages, etc.)
- **Improving life-long learning opportunities** in *Dual VET* (especially for older applicants)
- Gaining access to *Dual VET* and work through **informally acquired competencies**

Employers



- **Finding young people for *Dual VET*:** number of vacant training places rising from 2009: 17,300 to 2014: 37,100, and to 2016: 43,500
- **Finding competent trainees** for *Dual VET* who have the skills, knowledge and attitudes necessary for entering *Dual VET* ("trainability")
- **Including disabled people**
- **Including large number of migrants since 2015**

Government



- **Dealing with expected shortage of skilled workers**
- **Dealing with** the decrease in the supply of young people for the labour market caused by demographic change
- **Countering the trend** of more and more young people choosing **university over *Dual VET***
- **Dealing with strong regional disparity** with regard to *Dual VET* training place demand and supply
- **Including disabled people**
- **Including large number of migrants**

Contributes to

National Economy / Society

- Many people have **difficulty entering *Dual VET*** and hence the labour market and gainful employment
- Difficulty **meeting demand of employers** for skilled workers

IV. Conditions: Why Dual VET works in Germany

- **Long-standing history of *Dual VET***
- Highly developed **economic structure** translates into high demand for skilled employees on labour market
- Strong **small and medium-sized enterprises (SME)**
- **Interest, commitment and capability** of companies to train
- Strong and **competent representation** of employer and employee interests (chamber organisations/labour unions)
- Broad-based acceptance of VET standards through strong involvement of social partners in VET and **culture of cooperative engagement**
- Strong **regulatory capacity** of government
- Competent **VET teachers and trainers**
- General education system makes **young people ready for VET**

Many thanks for your attention



BBQ Berufliche Bildung gGmbH



Gracias por la atención!