



Bundesministerium
für Bildung
und Forschung

Dual Vocational Training – Creating Opportunities Worldwide

The international commitment of the
Federal Ministry of Education and Research (BMBF)



Table of contents

Preface	2
<hr/>	
Advantages and opportunities of vocational education and training in the dual system	4
<hr/>	
Vocational education and training as a driver of growth and development.....	4
The objectives of the Federal Government	5
The framework conditions for cooperation in vocational education and training.....	6
The basic principles of international cooperation	7
Instruments, institutions and joint projects	8
<hr/>	
Combined knowledge, joint presence: GOVET	8
The Round Table links up German institutions	9
The benefits of chambers of commerce abroad, trade unions and skilled crafts	10
The gateway to the German education and training industry – iMOVE	12
Joint projects in India, Russia and China.....	13
International cooperation and success stories	14
<hr/>	
EU countries: core theme cooperation and mobility.....	14
Cooperation worldwide	16
Country in the spotlight: great progress in Italy	18
Country in the spotlight: Mexico’s dual system	19
Commitment in figures	20
<hr/>	
Editorial information	21
<hr/>	



Preface

Vocational training is an important topic worldwide. The world of work is undergoing constant change due to globalisation and the process of digital transformation and this poses challenges for companies and people alike. Technical know-how, the ability to adapt quickly, and good solution-finding skills are in demand today more than ever.

The fact that German vocational training rises to the challenge is due in particular to our dual system of vocational education and training. It takes place at two learning venues, the company and the vocational school, and enables future workers to apply their freshly obtained knowledge directly at the workplace. This enhances the professional competence, productivity, and innovative strength of the German economy on a sustained basis. And it is also perceived as a success story abroad. Many people inform themselves about our system and want to cooperate with us in vocational training.

To strengthen Germany's international cooperation in vocational training, "GOVET" was established at the Federal Institute for Vocational Education and Training in 2013. It serves as a one-stop shop of the Federal Government for enquiries from Germany and abroad and is thus a valuable institution supporting the work of my ministry as well as further departments and organisations involved. At present, we support five European and numerous non-European states in modernising their vocational training, for example in adapting legislation, developing innovative standards, or introducing new company-based training schemes.

Thanks to the high commitment of all partners involved we have been able to achieve a great deal for international vocational training in recent years. I look forward to continuing this joint approach, since I attach immense importance to international cooperation: only if we are willing to constantly learn from one another and to pursue new paths will we be able to give people all over the world good opportunities for their future.

A handwritten signature in white ink that reads "Johanna Wanka". The signature is fluid and cursive.

Prof Dr Johanna Wanka
Federal Minister of Education and Research







Vocational education and training as a driver of growth and development

Vocational education and training in the dual system with approx. 300 training occupations is an outstanding success factor for Germany as a business location. It is one of the reasons why Germany has the highest employment rate of young people in the European Union. At an annual average in 2015, only 6.5% of the young people in Germany were searching for jobs compared to 18.6% on average in the EU-28 countries.

Combining in-company practice and vocational school gives young people good prerequisites for their start into working life and opens up many career options. This economic and social success story is acknowledged worldwide – in international cooperation it serves as a role model in partner countries.

Germany has a vital interest in international cooperation in the field of vocational education and training. Adequately trained and qualified employees contribute to sustainable development in partner countries.

In Europe, solidary support and strengthening the employability of young people have priority. Furthermore, outside of Europe, well-qualified professionals are an important prerequisite for the success of German companies, for example if they want to produce according to German standards at a location abroad. Jointly with many partners on a European and international level, the Federal Ministry of Education and Research (BMBF) is working on modernising systems of vocational education and training to make young people fit for the labour market of the future. This ranges from the European Union and Europe to bilateral relationships worldwide through to the representation in multilateral bodies such as the OECD and the United Nations.

The objectives of the Federal Government

Global challenges do not stop at borders. Hence, the only way to tackle them successfully is by making cross-border efforts at a European and international level. Education and training, science and research also have to be geared towards this approach. To this end, the Federal Government has established an important prerequisite by adopting the Strategy for the Internationalisation of Education, Science and Research in February 2017. The strategy has been worked out under the aegis of the Federal Ministry of Education and Research (BMBF). The Federal Government will adopt measures to foster cooperation in vocational education and training with industrialised countries and threshold countries and to increase the mobility of trainees. The ministries with responsibility for education and training, economic affairs, foreign trade, international cooperation and development make a substantial contribution to implementing these measures.

Federal Ministry of Education and Research (BMBF)

The BMBF supports German companies in training skilled workers abroad – to the benefit of both the companies and the young people. The cooperation at the governmental level helps in improving the system of vocational education and training in the long run. This includes, among other things, to raise awareness of the fact that a training contract and a training allowance provide social security. The Federal Institute for Vocational Education and Training (BIBB), acting in the area of responsibility of the Federal Ministry of Education and Research, fulfils the statutory task to contribute to international cooperation in vocational education and training

Federal Foreign Office (AA)

Abroad, via the embassies and consulates general, the Federal Foreign Office is the first contact for governments wishing to cooperate with Germany in the field of vocational education and training. Through the instrument of “Round Tables” at the diplomatic representations, the Federal Foreign Office coordinates Germany’s activities in the host country, ensures a coherent presence of the stakeholders and provides a forum for the exchange of experiences, including with interested parties in the host country. Within the government, the Federal Foreign Office ensures the integration of cooperation in vocational education and training in a coherent foreign policy.

Federal Ministry for Economic Affairs and Energy (BMWi)

Germany is an exporting nation. The export of high-quality goods and services is often only possible if operation and maintenance are executed abroad according to German quality standards. The BMWi fosters a worldwide network of chambers of foreign trade (AHK), which support the international partners in introducing vocational education and training in the dual system.

Federal Ministry for Economic Cooperation and Development (BMZ)

Vocational education and training is a key to sustainable development. Therefore, it is a core theme of the German development policy. The BMZ fosters vocational education and training in bilateral development cooperation with 63 countries. In future, this topic will be entrenched in the cooperation with all partner countries of the BMZ. The BMZ is committed to vocational education and training through technical and financial cooperation, implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and Kreditanstalt für Wiederaufbau (KfW). Moreover, the BMZ strengthens vocational education and training by fostering cooperation with business and civil society.

The framework conditions for cooperation in vocational education and training

In many countries, vocational education and training are not combined in a dual system. This becomes noticeable in the transition from school to occupation, where a lack of practical experience becomes an obstacle, a phenomenon that can be observed both in European partner countries and in several industrial, threshold, and developing countries. The successful combination of in-school and in-company learning helps young people to enter an occupation – and gives companies access to skilled workers.

Many countries want to learn how the elements of vocational education and training in the dual system mesh: How are the learning venues – company and vocational schools – interconnected? How do the government and private economy cooperate institutionally? How is training content bindingly defined and how are vocational qualifications made comparable?

For many decades now, Germany has been committed to support partner countries in introducing vocational education and training in the dual system. If a partner country wants to cooperate with Germany, on the German side the cooperation is based on the national policy and practice in the field of vocational education and training, the current status of research on vocational education and training, the national objectives in development policy and on international agreements such as the Sustainable Development Goals. Based thereupon, a strategy paper issued by the Federal Government on international cooperation in vocational education and training was adopted in 2013. The paper defines the aims, instruments and partners of the Federal Government for international vocational education and training and initiated the bundling of forces and competences.



In demand worldwide: five key features of German vocational education and training

1. Reliable framework conditions: government, business and social partners act in concert.
2. Learning at the company and at school: practice and theory help in developing professional competence, ability to perform and social competences.
3. Standards at the intercompany level: comparable contents, vocational qualifications and certificates ensure the quality of vocational education and training and accomplish vocational mobility and social acceptance.
4. Qualified personnel in vocational education and training: in-company trainers and trainers at school stand for high-quality imparting of knowledge.
5. Institutionalised research and consulting in vocational education and training: it supports decision-making with regard to technical, economic and social developments as well as offers orientation in career choice.



The basic principles of international cooperation

Vocational education and training cannot be exported one-to-one. Every country, every region has different basic prerequisites and framework conditions. Therefore, it is necessary to choose an appropriate approach for each country. Since the 1980s, Germany has been cooperating bilaterally with other European countries in vocational education and training. Since 2012, multinational cooperation has existed with Spain, Italy, Portugal, Greece, Slovakia and Latvia. From these initiatives, a wealth of experience has emerged that has influence on current and future projects.

This is how cooperation succeeds

- Establishing contacts and trust: the German stakeholders agree on joint interests and aims with partners abroad.
- Offering a broad range: competent contacts for all project areas.
- Coordinated presence: the German partners' joint presence, which prevents misunderstandings in the partner country.
- A joint "Yes" to vocational education and training: government, business and social partners are encouraged to closely cooperate.
- Political sensitivity: willingness to reform, domestic political conflicts and interests of the stakeholders are analysed and taken into consideration.
- Separation of control and implementation: political aims are agreed upon with political decision-makers, the execution is worked out jointly with project partners.
- Networking: stakeholders from Germany and the partner countries are supposed to cooperate directly on all levels.
- Tolerance: legislation and actual practice may deviate from each other.

Combined knowledge, joint presence: GOVET

German stakeholders are committed worldwide and offer manifold cooperation in vocational education and training. In order to link up the stakeholders, pool knowledge and give advice to partners from all over the world, GOVET (German Office for International Cooperation in Vocational Education and Training) was founded. This one-stop shop combines competences and experiences, in particular those of BMBF, BMZ and AA, in one institution.

- GOVET is the one-stop shop of the Federal Government for international cooperation in vocational education and training and contact for stakeholders at home and abroad.
- GOVET clarifies how vocational education and training works in Germany and links up with competent cooperation partners.
- GOVET collects information regarding new and ongoing vocational education and training cooperation and, if need be, makes them available to individual stakeholders.
- GOVET is the secretariat of the Round Table.
- GOVET supports political cooperation of the BMBF in the field of vocational education and training.
- On its website, GOVET provides an overview of stakeholders, operates a database, presents projects and funding options, and offers downloads, such as basic presentations on the dual system in many languages.

More information: www.GOVET.international/en



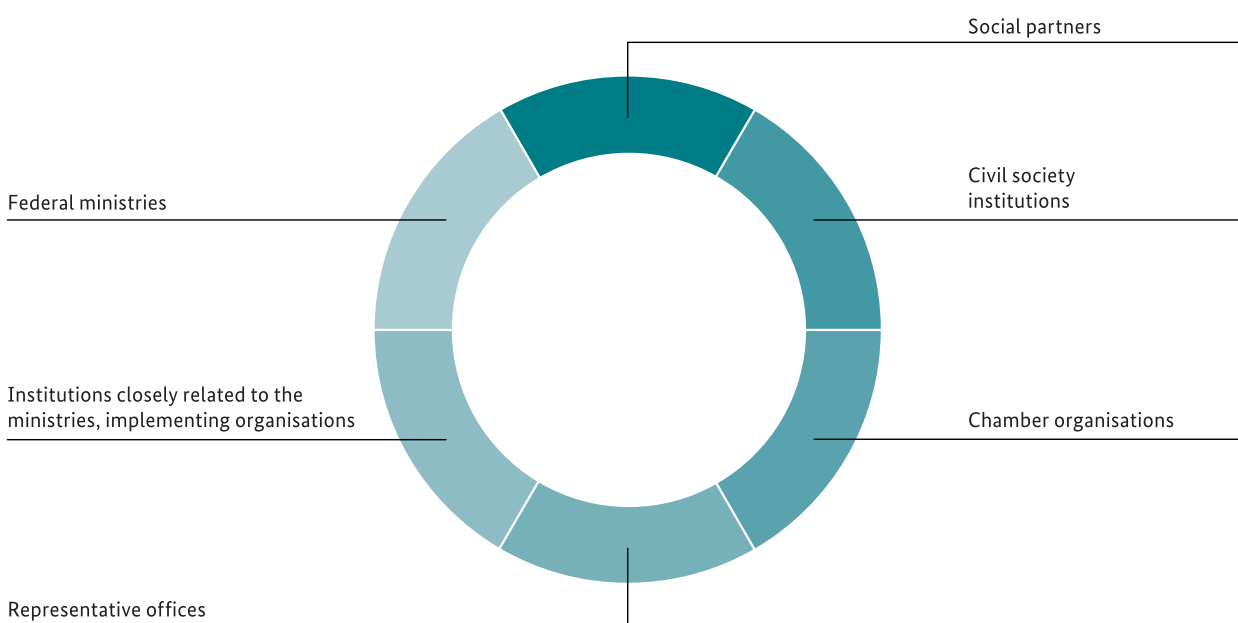


The Round Table links up German institutions

International cooperation in vocational education and training can only be successful if all German stakeholders act in concert. To this end, the “Round Table for International Cooperation in Vocational Education and Training” has been established. Here, the appearance of the German stakeholders is coordinated, joint topics are discussed and projects are encouraged at regular intervals.

The participants benefit from the experiences of others and synergies are identified at an early stage. The participants comprise representatives of the federal ministries and institutions closely related to them, the federal states, social partners, chamber organisations as well as civil society institutions. The aim is to implement the strategy of the Federal Government on one-stop vocational education and to combine the expertise of the different stakeholders.

Round Table for International Cooperation in Vocational Education and Training



The benefits of chambers of commerce abroad, trade unions and skilled crafts

German chambers and trade unions are excellently linked up abroad and are important multipliers with good contacts to organisations, companies and employees. The BMBF fosters three strategic projects for the implementation of the model of vocational education and training in the dual system in partner countries.

VEtNet: how the network of chambers of commerce abroad fosters vocational education and training in the dual system

How do regional networks for vocational education and training become established, and which companies, chambers and vocational schools act in concert? How is vocational education and training in the dual system organised and quality-assured in an economically oriented way? How are reliable final examinations conducted? The Chambers of Industry and Commerce (IHKs) in Germany as the competent institutions for vocational education and training have gained extensive experience in this field. They are closely interconnected with the 130 chambers of commerce abroad (AHKs) in 90 countries. Many AHKs have established and extended corresponding services for companies in the field of vocational education and training.

The project VEtNet (German Chambers worldwide network for cooperative, work-based Vocational Education & Training) funded by the BMBF helps establish important structural characteristics in partner countries and share experiences in the scope of pilot projects. The Association of German Chambers of Commerce and Industry (DIHK) and AHKs contribute their expertise, networks and process knowledge to countries with which the BMBF has agreed on cooperation in vocational education and training.

Currently, VEtNet is active in Italy, Portugal, Latvia, Greece, Slovakia, and the US, China, India, Russia, Mexico and Thailand. Within the framework of the project, marketing campaigns are started in social networks to enhance the image of vocational education and training in the dual system, economically oriented education and training structures are promoted, and quality-assured AHK certification structures for training companies are established. The aim is to establish showcases for the dual system of vocational education and training based on the German model in the partner countries and thus to support their reform efforts.

More information: www.dihk.de/vetnet

Unions4VET: European trade unions advocating sound vocational education and training

Sound training in Europe needs regulated instruments, including the duration of traineeship for learning a profession, cooperation between company and vocational school, and legal status of the trainees. The involvement of social partners, vocational schools and science in a dialogue on vocational education and training is indispensable for the acceptance and attractiveness of modern VET systems. With Unions4VET, trade unions from Germany, Portugal, Italy, Greece, Latvia and Slovakia are cooperating to establish networks and to find a common way to sound vocational education and training in Europe. Among the aims are initiating dialogues on vocational education and training, defining minimum standards in vocational education and training, qualifying trainers and certifying learning results.

More information: www.unions4vet.de

SCIVET: German skilled crafts pooling their commitment in international vocational education and training

The demand abroad for qualification in the professions of the skilled crafts sector is rising. German skilled crafts have the required expertise which they will structure and develop in such a way that they can provide a unified presence in international cooperation in vocational education and training. The project SCIVET (Skilled Crafts Sector – International Vocational Education and Training) was started in May 2016. In SCIVET, the German Confederation of Skilled Crafts (ZdH) and the Central Department for Continuing Education and Training in Skilled Crafts (ZWH) are working on the systematisation and expansion of international cooperation in vocational education and training. The aims are establishing structures, consulting educational institutions and chambers, and working out a quality framework. Based on these steps, German skilled crafts expertise can ensure modernised education and training worldwide.

More information: www.scivet.de



The gateway to the German education and training industry – iMOVE

iMOVE (International Marketing of Vocational Education), the education export initiative of the BMBF, supports commercial providers of initial and continuing vocational education and training in the international



marketing of their services and products. With “Training – Made in Germany”, iMOVE promotes German competence in vocational education and training abroad. Particularly for small and medium-sized companies in the education export sector, iMOVE offers a range of free of charge consulting and information services and a platform to position their competences and services abroad. Over 200 German training providers present their portfolio in the iMOVE provider data base. For interested parties abroad, iMOVE is the point of access to the German education and training industry: they can directly address German providers regarding their interests and needs via the iMOVE cooperation

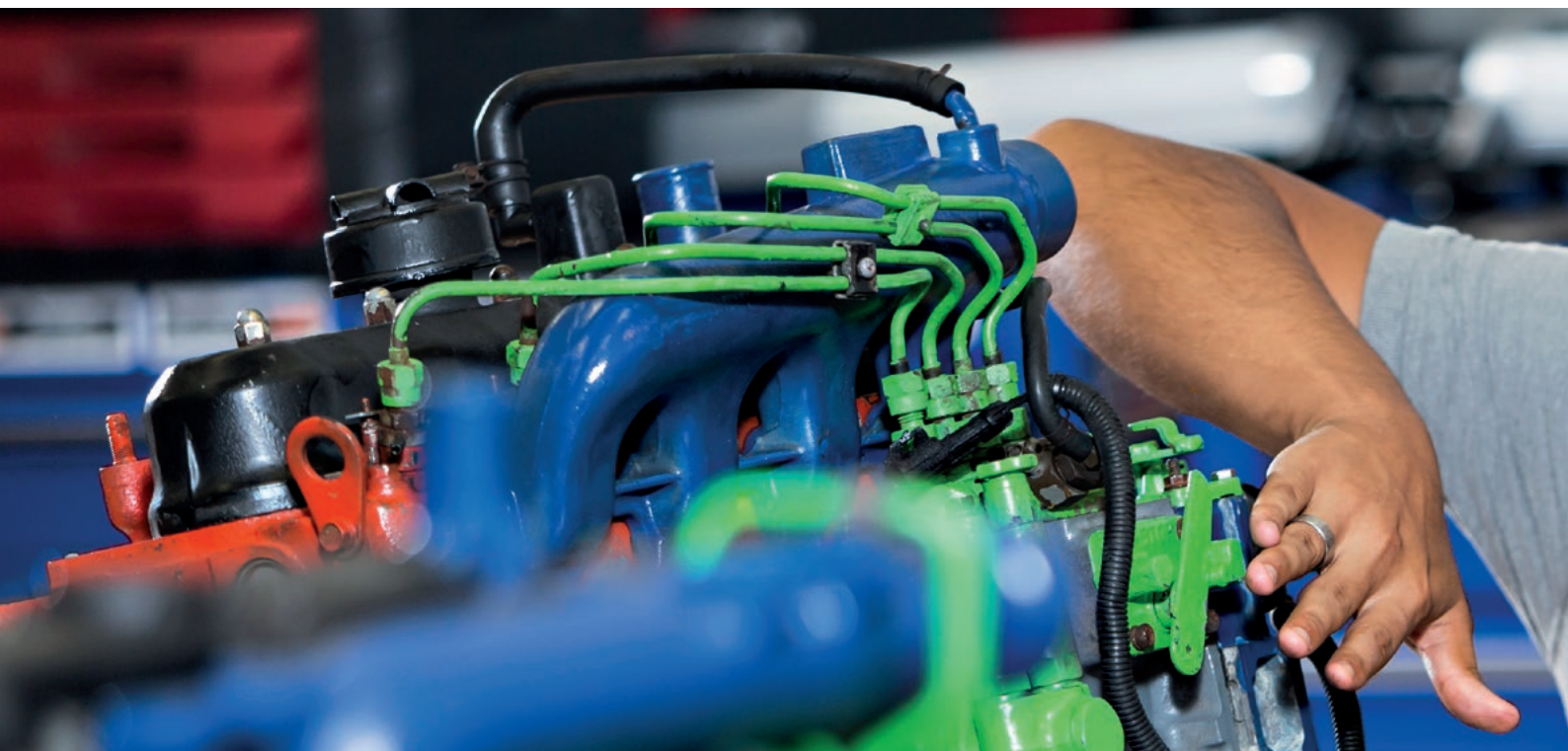
exchange. iMOVE is a department at the Federal Institute for Vocational Education and Training (BIBB).

More information: www.iMOVE-germany.de

Support for training providers

How do German training service providers succeed in exporting their own competences in initial and continuing vocational education and training – and how do the partner countries benefit from well thought out measures that are part of an overall strategy? The BMBF supports German training providers in demand-oriented development and model implementation of services for initial and continuing vocational education and training in international markets through its funding call to support the internationalisation of vocational education and training. Within the scope of this funding opportunity, education and training services that have been proven in Germany, such as Train-the-Trainer concepts, are adapted to a foreign vocational training market with the aim of sustainable marketing. In addition, projects are supported that flank the bilateral vocational education and training cooperation of the BMBF or first sound out the basis for bilateral cooperation.

More information: www.berufsbildungsexport.de



Joint projects in India, Russia and China

Skilled workers for the Indian water supply

In some regions of India, there is hardly access to clean drinking water. Besides the insufficient infrastructure, first and foremost the poor human resources available in water supply and wastewater disposal present a problem. This is where the joint project BIBS of VESBE e. V. (Association for European Social Work and Education) tackles the task. It aims at establishing a modular training scheme for skilled workers in water supply technology in India – in the dual system and certified according to the German law. A consortium consisting of Indian and German partners is working on enabling institutions for initial and continuing vocational education and training in Pune to offer this training. To this end, trainers are qualified (Train the Trainer) and the teaching content is adapted to the Indian requirements. Moreover, a business model for marketing vocational education and training services in India is developed within the scope of the project.

Know-how on materials for Russia

Mineral casting, also known as polymer concrete, is a modern material to replace costly and ecologically unfavourable materials like steel, cast steel or grey cast iron. This is particularly interesting for the metal,

building and heat technology sector. The joint project MINGUSS of Bildungswerk der Unternehmerverbände Sachsen-Anhalts aims at providing training for handling mineral casting in Russia. To this end, training modules are developed and implemented for the qualification of Russian trainees, skilled workers and teachers. After the end of the project, the training modules are to be offered on the market through a sales company.

A training concept in electromobility for China

China is the leading producer of electrically powered cars in the world. German producers also manufacture for the local market – it is not only them that depend on qualified skilled workers with special knowledge. Within the scope of the joint project ATEC, the TÜV Rheinland Academy is establishing a technical training centre for electromobility in China where training concepts in the field of electromobility are marketed. One core theme is the qualification of Chinese trainers and multipliers. The Fraunhofer Institute for Manufacturing Technology and Advanced Materials IFAM has developed Train-the-Trainer courses for this purpose. Besides China, further growth markets in Asia are to be tapped.





EU countries: Core theme cooperation and mobility

Many European partner countries are interested in German know-how in occupation-related education and training. In December 2012, a Ministerial Conference took place with Germany, Greece, Italy, Latvia, Portugal, Slovakia and Spain participating. Here, bilateral cooperation agreements have been reached to strengthen the vocational education and training systems in the countries, better alignment to the labour market included. An important aspect is mobility: comparable (vocational) education and training qualifications ensure that young people in Europe growing together can make use of cross-border career opportunities.

Peer learning platform

Gaining experiences, assessing them and making them available to all partners in the field of vocational education and training policies – that is what makes cooperation in vocational education and training more successful. In May 2016, representatives of the six countries met to exchange best practice insights and start a European peer learning platform. The discussion showed that even the introduction of individual elements of vocational education and training in the dual system can be successful. Yet the amendment or extension of a law on education and training allows for extensive practical phases in training and defines the roles of the main partners for acting in a legally compliant way; this is very important for the in-company phases of training. Moreover, it is crucial to further qualify the personnel in vocational education and training to improve the transition from school to the working environment and the cooperation of learning venues. In addition, it is important to enhance the image of vocational education and training to motivate young people, parents and companies to request or offer vocational education and training.

Greece

The image of vocational training is not good – those who can, study. In 2013, the educational law was subjected to a considerable reform: more in-company training became possible to better connect education and the labour market. However, common standards are missing in which it is determined what is taught in the practical phases and what qualifications are required from trainers. Since 2013, the BMBF has been funding a first pilot project of in-company initial training in the field of tourism (Mentoring Dual International – MENDI) that is conducted by DEKRA. Moreover, as early as in 2014, five feasibility studies were conducted in different fields of occupation. An additional one for the agricultural sector will be completed in March 2017. The stakeholders are linked up through the “Round Table” instrument. Among these are, for example, the Friedrich-Ebert-Stiftung in Athens and the German-Greek Assembly. Both are also engaged in public discussion and in developing projects.

Latvia

In Latvia, vocational education and training mostly takes place full-time in schools, or, in parallel, to a minor extent in skilled crafts as apprentice training. The problem: standards lack practical relevance or are even missing. The Latvian government wants to increase the attractiveness of vocational education and training, adapt vocational education and training to the requirements of the labour market, and foster youth occupation and lifelong learning. The German-Latvian cooperation focuses on the quantitative and qualitative further development of the Latvian programme “Introduction of a practice-related training in Latvia”. To this end, experts from vocational schools, universities, teacher training, chambers and social partners from Germany and Latvia meet to identify challenges, for example, in the qualification of trainers.

Portugal

Within the scope of bilateral cooperation, on the German side BIBB/GOVET and the German-Portuguese Chamber of Commerce in Lisbon have jointly developed training for in-company training personnel – named “tutores” in Portugal. The “tutores” make a substantial contribution to quality assurance in the vocational training system. In parallel, a continuing vocational training course for lecturers has been worked out. Through these courses, numerous

trainers are further qualified nationwide; they are offered in 53 vocational training and continuing vocational training centres. The German-Portuguese Chamber of Commerce has been active for more than 35 years in vocational education and training in the dual system and operates three centres, the “Centros Dual”, where mainly Portuguese companies train apprentices in cooperation with the Portuguese employment agency.

Slovakia

The nationwide introduction of vocational education and training in the dual system is also fostered through the initiative and participation of German politicians, the BMBF, and within the scope of the VETnet project of the German-Slovak Chamber of Commerce in Bratislava. In September 2015, a new complementing training scheme in the dual system has been introduced in Slovakia to closer adapt vocational education and training to the needs of the economy and practice. It has a practical share of 50% and leads to a vocational qualification and higher education entrance qualification. Apart from that, the system resembles the German model: the companies select their apprentices and conclude an apprenticeship contract. At the very beginning, approx. 160 companies, among them German and American companies, have made available 1,500 training places, such as industrial mechanic and construction mechanic.

“ Thanks to our management’s decision, we participate in the project of vocational education and training in the dual system of the German-Slovak Chamber of Industry and Commerce. We strongly believe that the young people undergoing this training will manufacture shoes at a level that is expected by ECCO. With this high-quality training, they will also be able to work in any shoe manufacturing company in Europe or worldwide. ”

Stanislav Wołanski,
trainer at ECCO Slovakia, Martin





Cooperation worldwide

The demands put on educational systems are rising worldwide. Especially vocational education and training plays an ever increasing role despite the fact that the initial situation differs from country to country. Increasing industrialisation or specialisation in certain service sectors leads to an increasing demand for qualified skilled workers. This applies to traditional industrialised countries as well as threshold and developing countries. This is why the BMBF has also reached cooperation agreements with countries outside the EU and gives individual support to the partners.

People's Republic of China

In the People's Republic of China, quality improvement in vocational education and training plays an important role. About half the German training providers are active in China and make a valuable contribution in this respect. For example, personnel in vocational education and training are further trained with the help of German service providers, Chinese curricula and teaching materials are utilised and complemented by content and know-how from Germany, and Chinese partners are supported in establishing degree courses in the dual system. To obtain better knowledge of the German dual system with its instruments and mechanisms, several Chinese guest scientists stayed at the BIBB for a longer period of time to obtain information.

Costa Rica and Ecuador

In both countries, the first pilot projects of vocational education and training are planned. In Costa Rica, the president has announced a new pilot project in December 2016 for commencing in 2017. One of the main tasks is to foster the national dialogue on the dual system. During mutual visits, partners, structures and subject areas are analysed. Since 2016, seven new or

modernised vocational education and training centres have been established in Ecuador.

India

The German-Indian working group on vocational education and training which supports the Indian government in the implementation of its "National Skill Initiative" was set up already in 2008. This Indian initiative aims at the vocational qualification of approx. 400 million people in India until 2022. GOVET advises the Indian partners regarding the development of a "National Skill Research Division". In addition, an iMOVE office in India supports local organisations in having direct recourse to German know-how in vocational education and training.

Russian Federation

The labour market in the Russian Federation needs skilled workers for German and Russian companies. For example, codes of practice in the Russian language are worked out and programmes for trainers at school and in-company trainers are conceptualised – complemented by advice regarding implementation. The online portal "Prof-Mayak" that has been specifically developed for this purpose offers training modules



and information that make a substantial contribution to the introduction of qualification standards. Support and advice is provided by GOVET for the introduction of independent examinations in pilot regions.

South Africa

In cooperation with the South African Department of Higher Education and Training (DHET), it is intended to attach more practical relevance to vocational education and training in South Africa following the German dual system. Cooperation activities focus on the following points: conceptual support in establishing the “South African Institute for Vocational and Continuing Education and Training” (SAIVCET), initial and continuing training of vocational school teachers and in-company trainers, development of need-based and competence-oriented training standards and intensified cooperation with private-sector companies and organisations.

USA

The ratification of a joint Declaration of Intent on vocational education and training was a landmark for the expansion of cooperation between Germany and the US. On 5 June 2015, high-level representatives of the Department of Labor, the Department of Commerce and the Department of Education from the US side and BMBF, BMAS and BMWi from the German side signed the “Joint Declaration of Intent” in Washington, D.C. As a means for fostering cooperation, the declaration stipulates, for example, stronger support and extension of existing apprenticeship models. Furthermore, research on vocational education and training is to be intensified and the mobility of apprentices improved. In addition, expert visits and discussions at regular intervals as well as a stronger involvement of companies in vocational education and training are envisaged.

“ Vocational education and training in the dual system prepares young people for state-of-the-art, complex technologies in production. Our trainees finished first and second in the regional qualification of the World Skills competitions in the field of ‘mechatronics’. ”

Anatolien Flatow,
Head of Human Resources at Bautex, Gus-Khrustalny



Country in the spotlight: great progress in Italy

23.2% of Italians aged 15 to 29 are neither undergoing education nor vocational education and they are not employed. This unexploited employment potential results in a strain on society. At the same time, the economy is looking for qualified skilled workers with practical experience, which, however, are not emerging from the vocational education and training system. Thanks to numerous reforms, vocational education and training in the dual system has become rudimentarily feasible nationwide since 2013. Germany is committed in the introduction of vocational education and training structures in the dual system and accompanies the implementation. To this end, the German-Italian working group for vocational education and training was initiated in 2013. Support is provided in reforming educational laws and includes practical measures. Among these are the introduction of modern methodology and didactics in vocational schools and companies, the qualification of trainers, and the introduction of career orientation in all types of schools.

With over 280 discount supermarkets, the REWE subsidiary Penny Market is well established in Italy. The demand for qualified young talents is correspondingly high. Now, Penny Market is training retail sales personnel within the scope of a three-year dual training course jointly with the German-Italian Chamber of Commerce. The apprentices spend four days per week in the company and visit vocational school on the fifth day at the premises of the German-Italian Chamber of Commerce, supported by an Italian institute of vocational education and training. The project has already entered the second year and, due to the success, this vocational education and training is now also offered in Tuscany. The project attracted the interest of further companies like Lidl and Bosch.

With approx. 2,000 employees in nine countries, Schattdecor is a globally leading manufacturer of printed decor paper. Since 2016, the company has been offering a dual training course as an “Office Manager” at its production site in Italy that is geared towards German training for employees in office management. Four days a week, the apprentices work in the factory, and the fifth day is reserved for the vocational school “Et Labora”.

Further projects:

- In the field of mechatronics, projects started in the regions of Piedmont and Campania in partnership with the network “Rete Robotica” and COMAU. BIBB continues to give support in developing the curriculum and the teaching materials in the Veneto region.
- In the transport and logistics sector, the logistics company Adami is cooperating with Hapag Lloyd from Hamburg (Veneto and Liguria).
- In the region of Calabria, Enel Green Power is establishing Italy’s first training centre for wind turbine mechatronics fitters.
- Together with the Goethe-Institut Rome, measures have been developed in the field of vocational orientation, such as “With German into the job”, and a TechParcours, which is meant to interest students in high-tech professions.

“ Recruiting appropriate skilled workers poses a challenge for many companies producing abroad. With our company providing for vocational education and training to match our own needs, we ensure that we get highly qualified skilled workers of tomorrow. ”

Korbinian Heiß,
Head of International Human Resources at the Schattdecor Group



Country in the spotlight: Mexico's dual system

In Mexico, the economy is growing. Production is highly industrialised, for example, in the factories of large automobile manufacturers and their suppliers. At the same time, a modern services sector is developing. However, the labour market and the vocational education and training system are not capable of training a sufficient number of skilled workers ready for the labour market. The consequences: lack of skilled workers, on the one hand, and a large number of young people only finding poorly paid jobs due to low qualification, on the other hand.

The Mexican government has recognised this problem and has, therefore, started to implement the Mexican model of vocational education and training in the dual system (Modelo Mexicano de Formación Dual – MMFD) nationwide since 2013. Germany supports Mexico in this ambitious goal. After starting in 11 federal states in 2013, 24 federal states are now participating. More are to follow, until finally all 32 federal states will be able to offer training in the dual system on the medium level (educación media superior). Currently, secondary education graduates are given the opportunity to choose between 15 different occupations requiring formal training, from the sought-after occupation of automotive mechatronics engineer to informatics through to the hotel business. The offers are as manifold as the demand for qualified personnel in a variety of different business sectors.

Now structures have to be established in Mexico so that the government and the private economy, which jointly encourage this national project, are given an institutional and legal framework for vocational education and training in the dual system. The BMBF and BMZ are closely cooperating to give Mexico the best possible

support. For instance, a joint bilateral working group has been set up between BMBF, BMZ, the Mexican Ministry of Education and the Mexican Ministry of the Exterior. The strategic-political orientation of the cooperation is coordinated in this group.

At the operative level, GOVET and GIZ are cooperating in a coordinated manner. GOVET focuses on the institutional and legal framework for vocational education and training in the dual system as well as on research and development on training in the dual system and reporting on vocational education and training. In concrete terms, GOVET and GIZ are currently supporting the establishment of a national institution for vocational education and training to oversee the dual system as well as the processes of standard development.



“ The strong commitment of the Mexican economy in implementing a national model for vocational education and training in the dual system puts this system, oriented at the German system, on a solid basis. ”

Andreas Müller, Deputy Managing Director
CAMEXA German-Mexican Chamber of Industry and Commerce



Commitment in figures

With a team of almost 80 experts in Germany and all over the world, the BMBF is committed to strengthening international cooperation in vocational education and training.

Via the strategic partnership of the BMBF and the network of German chambers, almost 5,500 young people have been trained in the dual system in selected partner countries since 2013.

Since 2008, the BMBF has been promoting German training providers in entrenching German know-how in initial and continuing vocational education and training abroad.

The BMBF has been promoting vocational education and training projects at 55 locations worldwide within this scope since 2008.

Between 2014 and 2016, GOVET responded to 830 enquiries from abroad regarding vocational education and training in the dual system.

To foster occupation-related mobility of young people from Germany, the information and advice office for stays abroad in vocational education and training (IBS) has performed 7,330 consultations on the phone, by e-mail and at trade fairs between 2014 and 2016.



Published by

Bundesministerium für Bildung und Forschung /
Federal Ministry of Education and Research (BMBF)
Division "EU Education Programmes;
International Cooperation in Education"
53170 Bonn/11055 Berlin, Germany

Orders

in writing to
Publikationsversand der Bundesregierung
Postfach 48 10 09
18132 Rostock, Germany
E-mail: publikationen@bundesregierung.de
Web: <http://www.bmbf.de/en>
or by
Phone: +49 30 18 272 272 1
Fax: +49 30 18 10 272 272 1

March 2017

Printed by

BMBF

Layout

CD Werbeagentur GmbH
Troisdorf

Photo credits

German-Mexican Chamber of Industry and Commerce |
CAMEXA: p. 19 top
German-Mexican Chamber of Industry and Commerce |
CAMEXA/Andreas Müller: p. 19 bottom
German-Russian Chamber of Commerce,
Moscow: p. 17 Fotolia/Denys Rudyi: p. 14
Getty Images/Caiaimage/Tom Merton: p. 1 (title), 2/3 Getty
Images/Cultura/Monty Rakusen: p. 20 (background) Getty
Images/DigitalVision/Klaus Vedfelt: p. 12
Getty Images/E+/kali9: p. 12/13 Getty Images/E+/sturti:
p. 9, 16/17
Getty Images/Fotosearch: p. 20 (centre) Getty Images/Hero
Images: p. 7
Dieter Klein: p. 4, 6, 11
Press and Information Office of the Federal Government/
Steffen Kugler: p. 2
Klaus Josef Sturm: p. 15, 17 bottom, 18

This publication is made available free of charge as part of the German Federal Ministry of Education and Research's public relations work. It is not intended for commercial distribution. It may not be used by parties, campaigners or election workers during elections for the purpose of campaign advertising. This applies to federal, state and local elections and European Parliament elections. Distribution at election rallies or parties' information stands and inserting, overprinting or attaching party political information or campaign materials is classified as misuse. This publication must not be passed on to third parties for election campaign purposes. Regardless of when, how or in what quantity the recipient receives this publication, this publication must not – even outside of an election campaign period – be used in any way that could be understood as support from the Federal Government for individual political groups.

