

How does Vocational Training Work?

Dual Training

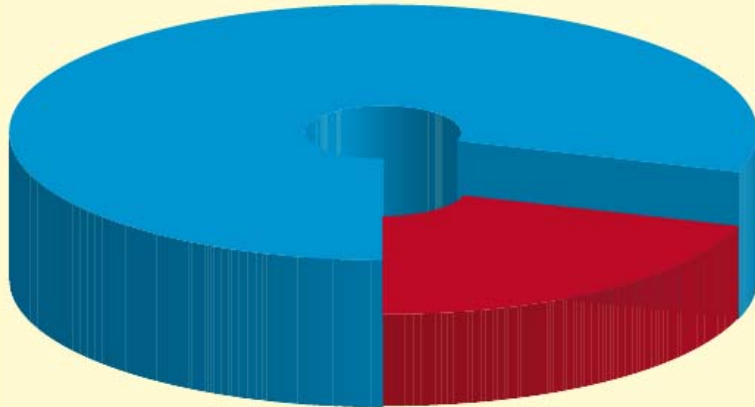
Training is mainly provided in the company – supported by teaching in part-time vocational school (Berufsschule)



■ Company
■ School

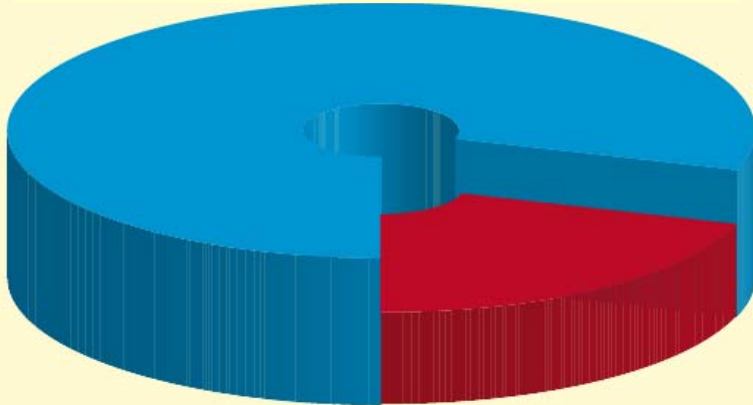


Learning at the company

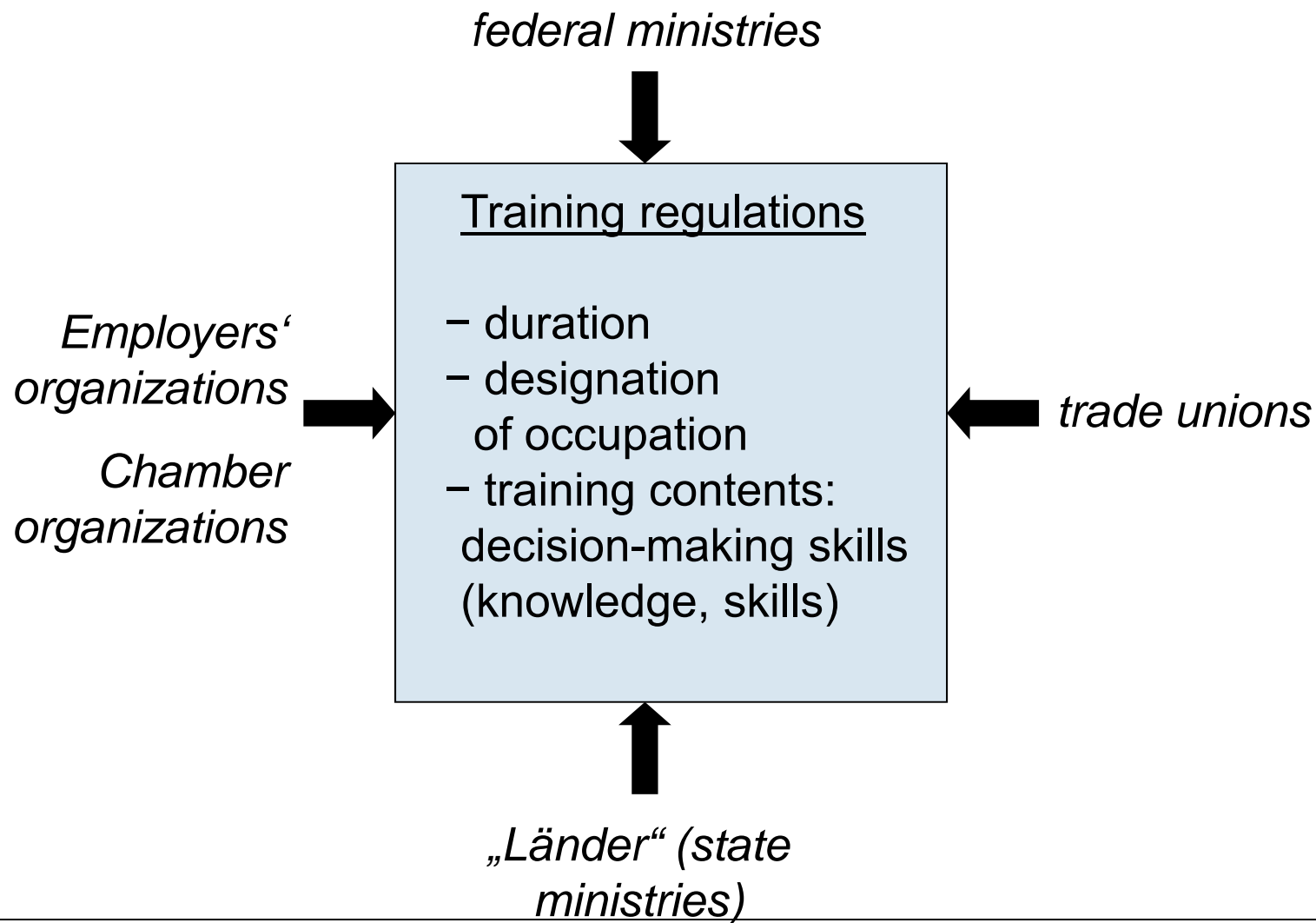


- 3-4 days per week
- on the basis of training regulations
- within the framework of a training contract

Learning at the vocational training school



- 1-2 days per week on average
- on the basis of a framework curriculum
- general & vocational knowledge is taught within the framework of compulsory education



Training occupations in the dual system

Specialized
occupations

Specialized but broadly
employable skills

Occupations cutting
across different branches



**Alterations
tailor**



**Biology
laboratory
technician**



**Industrial
management
assistant**



**Mecha-
tronics
technician**



**Office
manager**

- approx. 350 nationwide recognized training occupations (270 in the field of industry, trade and services)
 - two out of three young people in Germany in VET
 - around 1,5 million trainees, 560,000 new contracts per year
 - approx. 500,000 companies providing training
 - approx. 336,000 vocational training instructors only in the field of industry, trade and services
 - over 160,000 professional experts work on a honorary basis in the examination boards of the Chambers of Industry and Commerce
 - German businesses spend € 23 billion per year on vocational training
 - gross costs of a trainee per year for the company: € 15,300
 - return on investment through productive activity: € 11,700
 - net costs of a trainee per year: just € 3.600
 - costs of a trainee per year for the vocational school: € 2,200
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Everyone benefits from Vocational Training

Benefits for enterprises and trade unions:

- influence on content and organization of training
- at medium-term: low recruitment costs
- next generation of skilled workers assured

Benefits for trainees:

- labor market relevant training leads to excellent job perspectives
- acquisition of social skills within the real life of a company
- motivation by getting training fees (earning and learning)

Benefits for the government:

- Private contribution eases the burden on public budgets

→ Win-Win-Situation and a perfect Public Private Partnership!
