



LEHRINSTITUT
ROSENHEIM

 **SKILLED UP**

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German education system for professional training



**Further Education (FE)
for technical jobs in Germany**



Contents

Further Education (FE): stakeholders and their interests

- a. Employers*
- b. Workers*
- c. Government*

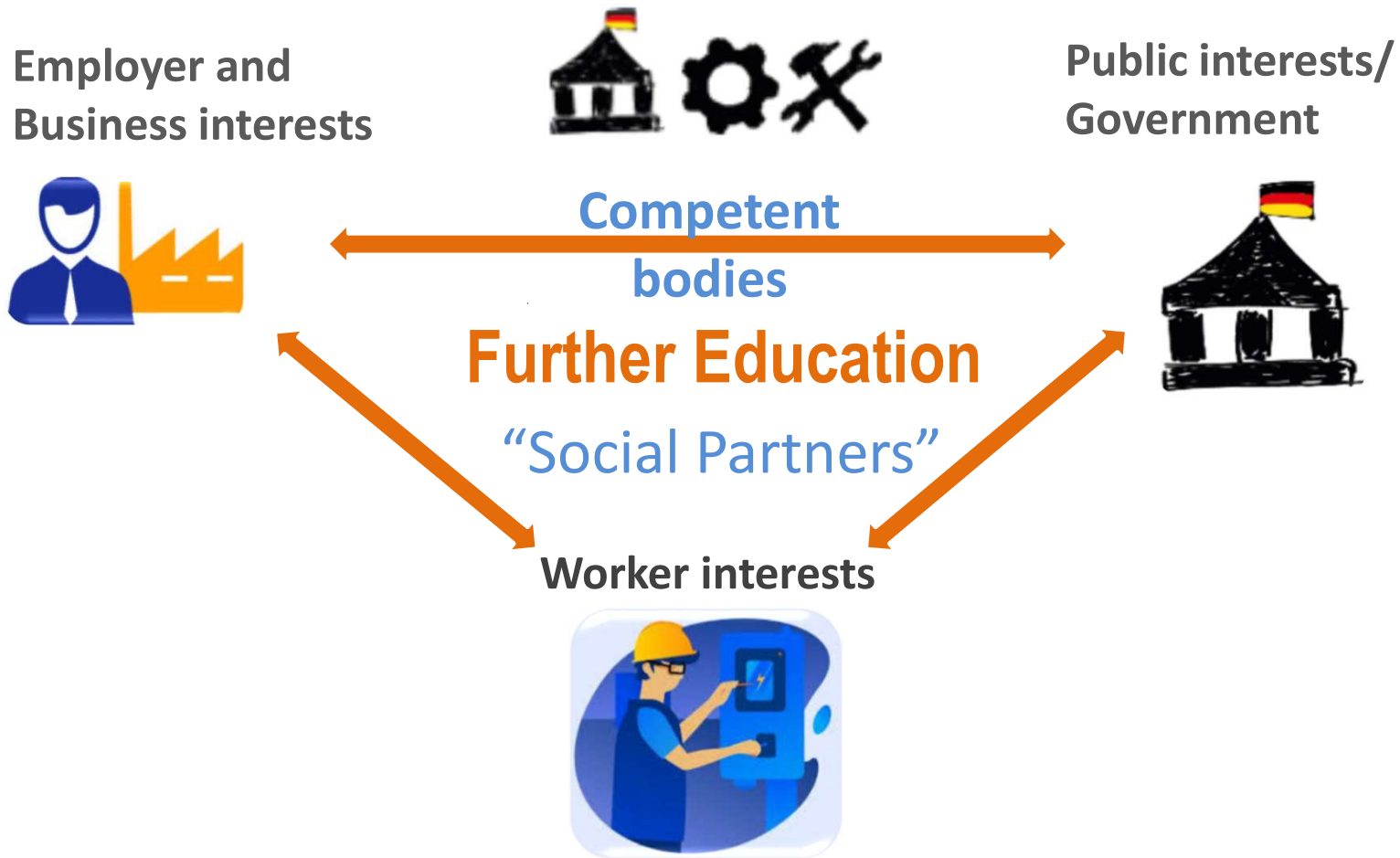
Stakeholders jointly shape further education

- a. Development of the National further education system*
- b. Development of standards*
- c. Assessment and certification*

Summary



stakeholders and their interests





Employer / business interests



Positions

- We need qualified workers in order to be competitive.
- We want to be part in shaping national regulation of Further Education System.

Demands

- Professional training must be oriented on the demand of companies.
- Further training must be oriented towards the needs of the industry.
- We need qualified specialists!





Employer / business interests

Business organizations at various levels

- **Bundesinstitut für Berufsbildung bibb (Federal Institute for Vocational Training)**
- **National employer organizations**
- **National industry and craft trades organizations**
- **Chamber organizations**





Workers' interests



Positions

- ✓ Further education is important for stable employment and decent incomes.
- ✓ Further education should be of high-quality.
- ✓ Rights of employees in the company must be protected.





Workers' interests



Demands

- The companies should promote further professional education

Expressed by organizations at various levels

- National labour union confederation
- Sectoral labour unions
- Works councils at plant level

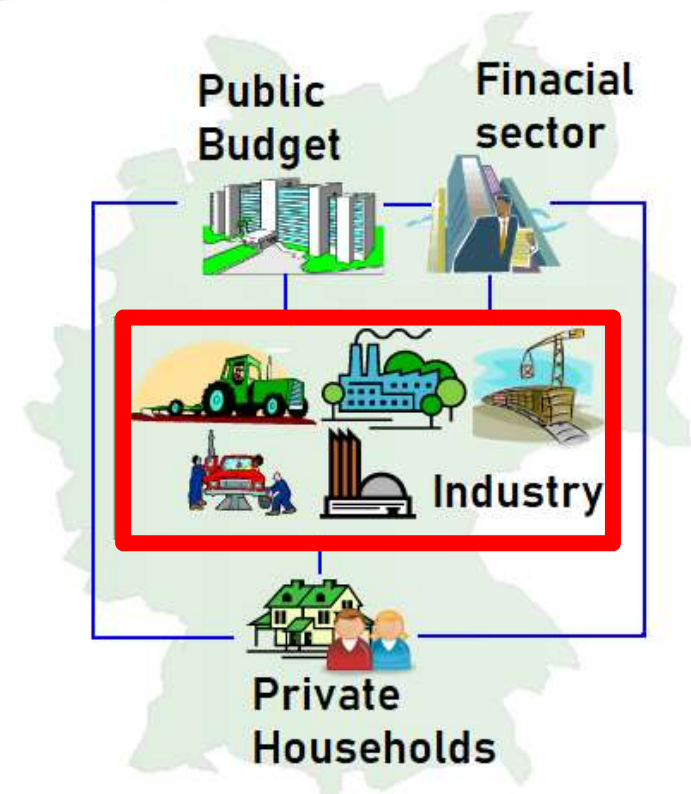




Public interests / Government

Positions

- ✓ Supply of trained workers is a collective good for the economy and society.
- ✓ We set the framework to enable employees to engage Further Education.
- ✓ Well educated people are an important part of the economy.





Public interests / Government

Demands

„Employers and employees should collaborate in actively shaping of Further Education. “

Expressed by government at various levels

- National government (federal ministries)
- Regional government (16 federal states)



Bundesministerium
für Bildung
und Forschung

Bundesministerium
für Arbeit und Soziales

Bundesministerium
für Bildung
und Forschung





Summary

Employer organizations, unions and government have **different collective interests** in Further Education in a **highly organized** and **competent** way.



This commitment is based on **shared principles**:

- Further education should be practice-oriented, and of high quality.
- Education standards need to be demand-driven and up-to-date.
- Further Education is the precondition for competitiveness on the global market.“



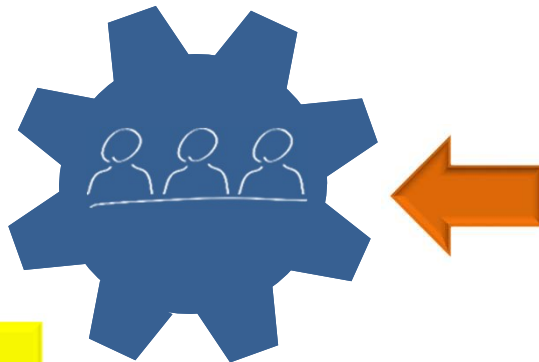
Stakeholders jointly shape professional further education

The Engine of further education



- Laws
- Institutions
- Committees

This is how it works...



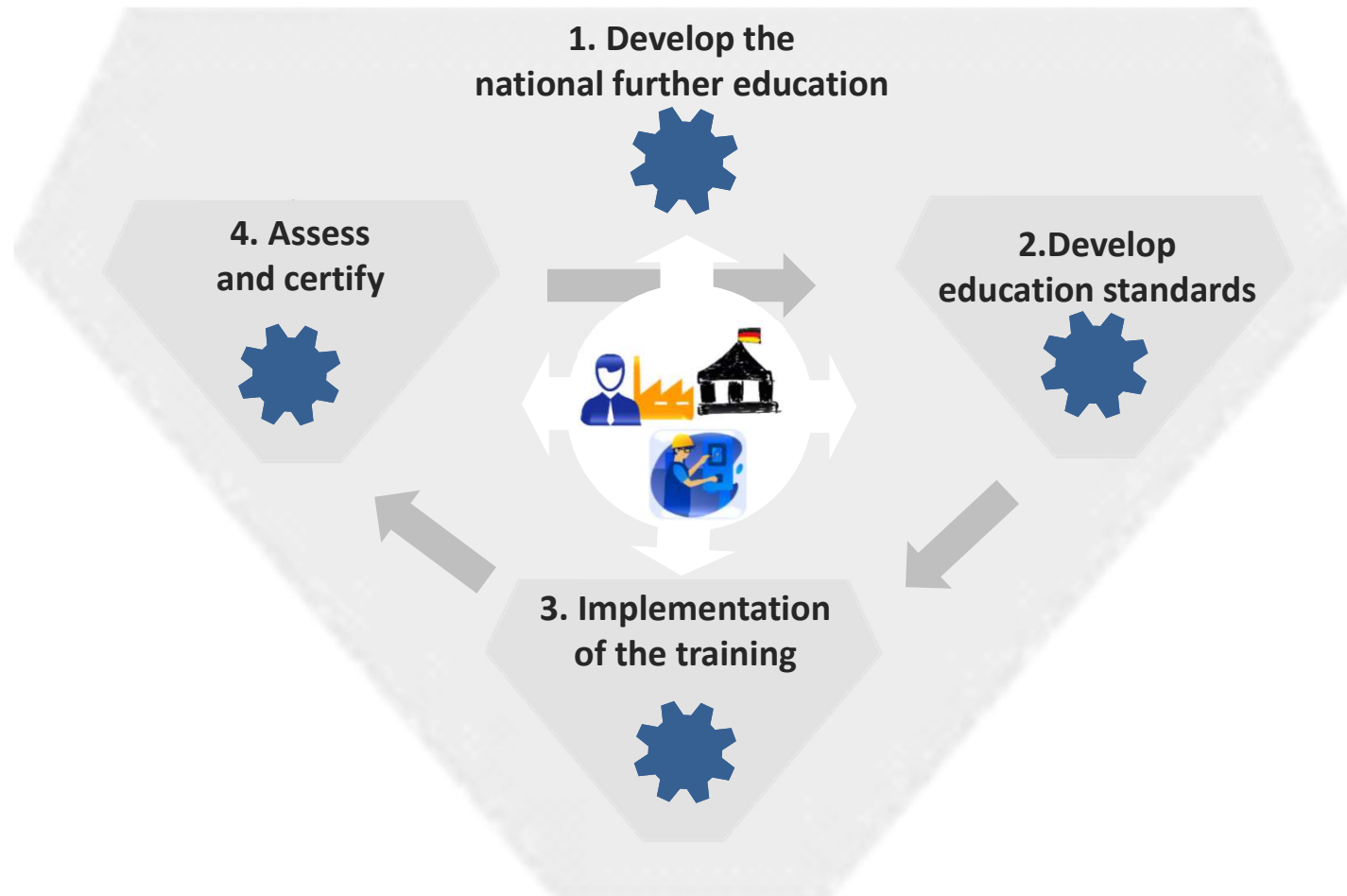
Strong commitment of stakeholders



Co-decision and cooperation
is promoted through formal
mechanisms (interests are
integrated)

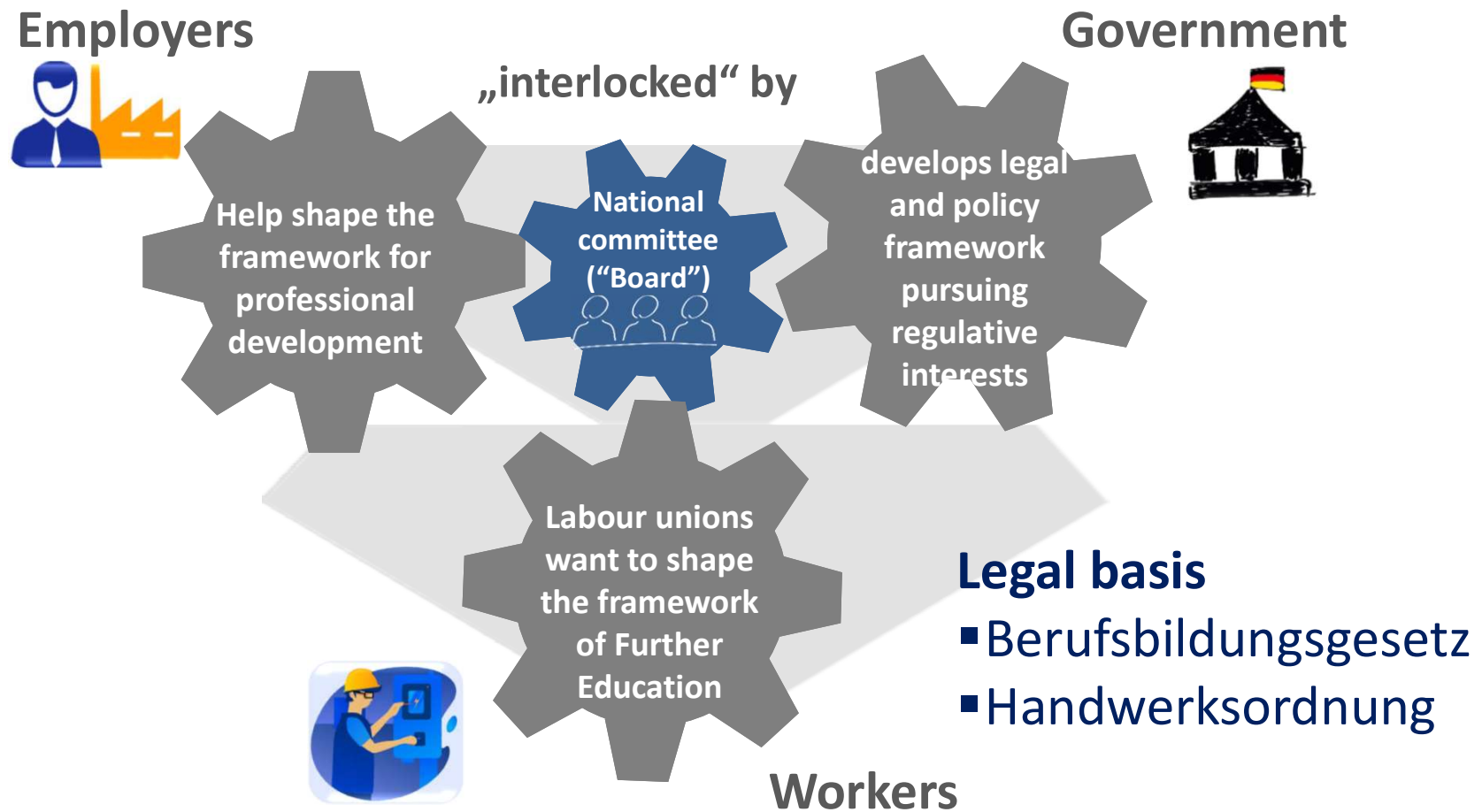


Stakeholders jointly shape professional further education



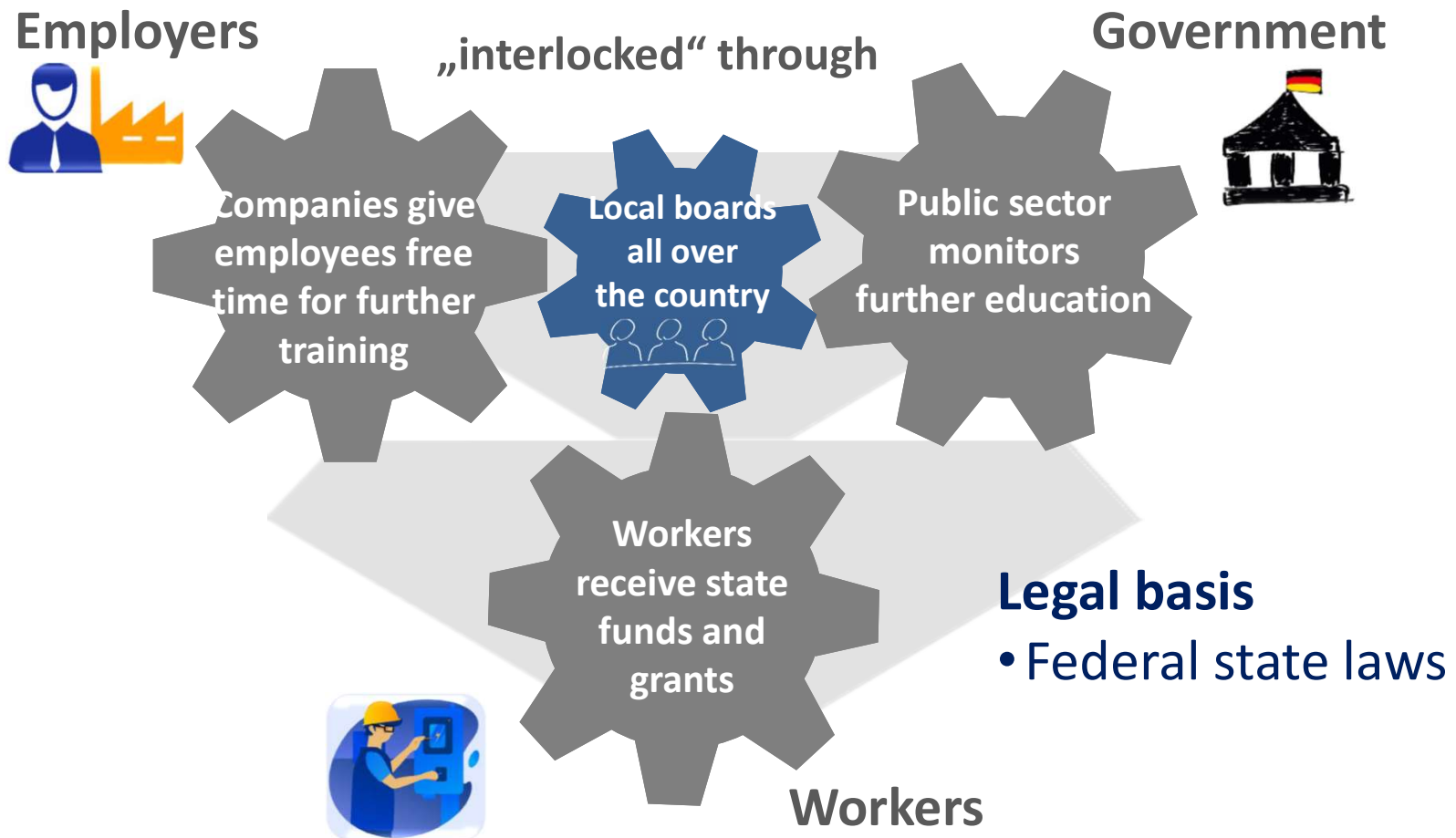


Stakeholders jointly shape professional further education





Tasks and contributions of the involved stakeholder





Assessment and certification

Employers



Companies seek
workers who can
prove that they
are able to do
the job

„interlocked“ through

**Examination
Board**



Government



Government sets
examination
regulations as
cornerstone
of Further Education

Workers seek
certification of
acquired skills and
competencies to enter a
professional
career



Workers

Legal basis

- German Curriculum
- Federal state laws



Examination board for further education qualifications at the competent bodies:

Competent bodies - organization of the examination board



Deutscher
Industrie- und Handelskammertag



Handwerkskammer
für München und Oberbayern



ZDH
ZENTRALVERBAND DES
DEUTSCHEN HANDWERKS

Examination board

Composed of minimum 3 representatives, one from each side:

employer



employees



educational school

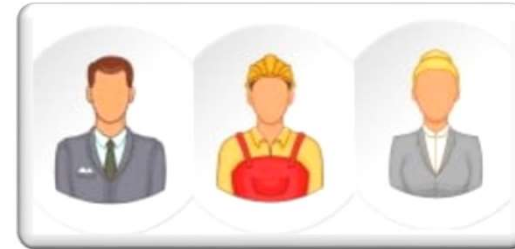




Examination boards at the competent bodies

Tasks

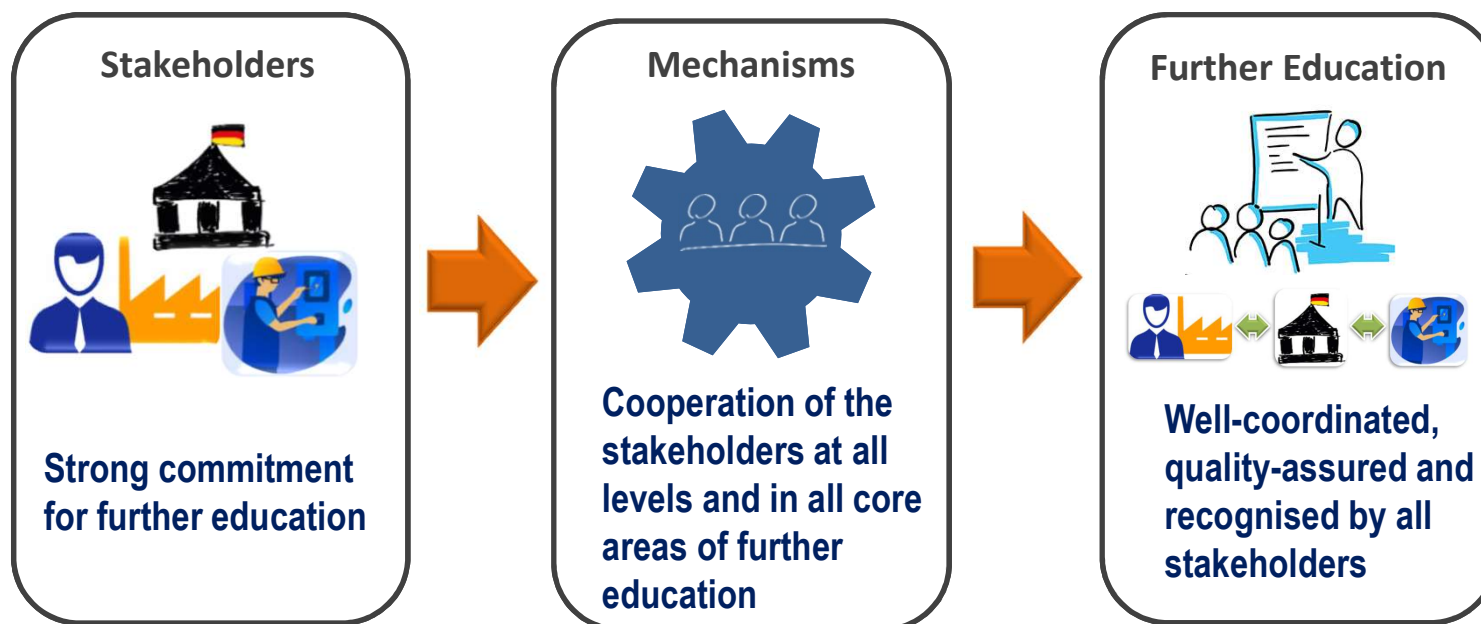
- Conduct exams
- Evaluate exam results
- Award certificates and master craftsmen's certificates



- ✓ Mechanism by which stakeholders jointly implement independent examinations and certify
- ✓ Certificates are recognized by employers, employees and within the formal education system



Summing up – the engine of further education



Quality features
of German Further
Education

- ✓ Cooperation between government and social partners
- ✓ Acceptance of national standards in further education
- ✓ Legal rules for further training
- ✓ Institutionalized research and consultation



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by the
European
Union



mehr Wissen – mehr Erfolg

Some of the content and data in this presentation come from:



German Office for International Cooperation
in Vocational Education and Training

GOVET – Zentralstelle
für internationale Berufsbildungsk Kooperation
Im Bundesinstitut für Berufsbildung
Robert Schuman-Platz 3
53175 Bonn
govet@govet.international

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für Berufsbildung **BiBB**

- Forschen
- Beraten
- Zukunft gestalten