

### IO1.3 Best practice in Germany

<b>Type of practice</b>	guidelines/ <b>case study</b> / project/ activity/ <b>vocational training programmes</b> / testing, guidance tools/ articles
<b>Best practice title</b>	The German dual vocational training system
<b>Period of implementation</b>	2004+
<b>Location</b>	Germany
<b>Geographical coverage</b>	Local/ National/ International
<b>Contact</b>	Federal Ministry of education and Research
<b>Link</b>	<a href="https://www.ippr.org/files/publications/pdf/nsaw-case-study-buttkus-feb2016.pdf">https://www.ippr.org/files/publications/pdf/nsaw-case-study-buttkus-feb2016.pdf</a> <a href="https://www.bmbf.de/en/the-german-vocational-training-system-2129.html">https://www.bmbf.de/en/the-german-vocational-training-system-2129.html</a>
<b>Contact person</b>	Federal Ministry of education and Research
<b>Target audience</b>	Young people
<b>Objectives</b>	<ul style="list-style-type: none"> <li>•providing guidance and vocational orientation in close cooperation with schools and companies,</li> <li>•developing individual competences and skills through hands-on practical learning and training methods,</li> <li>•coordinating one-to-one coaching in mentoring programs,</li> <li>•networking for job opportunities,</li> <li>•building an interface for joint programs with companies and municipalities,</li> <li>•lobbying for structural and societal change.</li> </ul>
<b>Short description</b>	<p>The German dual vocational training system blends going to school (theory) with working (practice) simultaneously rather than consecutively. Dual vocational training (duale Berufsausbildung) means parallel training in an enterprise and in a vocational school. The dual system is firmly established in the German education system and is based on the cooperation between small and medium sized companies, on the one hand, and public vocational schools, on the other. This cooperation is regulated by law.</p> <p>The German dual system offers an excellent approach to skill development, covering initial vocational education and training, further vocational education and training, careers, employability, occupational competence and identity. In Germany, about 50 percent of all school-leavers undergo vocational training provided by companies which consider the dual system the best way to acquire skilled staff.</p>
<b>Activities/Action plan</b>	<p>Blending classroom education with on-the-job training through apprenticeships</p> <p>Effective non-profit approaches include:</p> <ol style="list-style-type: none"> <li>1.mentoring programmes that facilitate transition (Young people from immigrant backgrounds);</li> <li>2.programmes that enhance competencies and skills;</li> <li>3.on-the-job learning in cooperation with firms;</li> <li>4.flextime training models targeted at young mothers.</li> </ol>
<b>Resources/Products</b>	Site
<b>Impact</b>	Early contact with companies is helpful for both sides. Young people develop a more realistic picture of daily work routines, of their own skills and of what else might be needed to qualify for a desired vocation.

	Companies get to know prospective job seekers on a personal level. Thanks to the dual system, Germany enjoys low youth unemployment and high level skills.
<b>Key words</b>	dual vocational training system, schools, companies, school, work

