

**Present challenges to
Vocational Education
Training
within the Dual System
in Baden-Wuerttemberg**



Baden-Württemberg
Ministerium für Kultus, Jugend und Sport

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Topic 1

General background information on Baden-Wuerttemberg and Germany



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State of Baden-Wuerttemberg

- Population: 10,747,000
- Size: 35,725 km²
- No natural resources



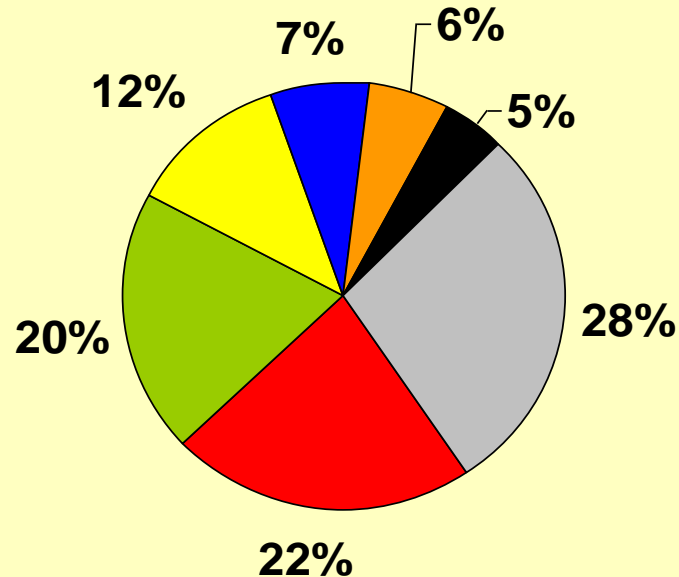
Economy in BW

- Employees: 5.5 Mio.
- Unemployment rate (Jun 2014):
 BW 3.8 % (D 6.5 %)
 Youth BW 2.5%
- more than 132,000 crafts enterprises (Chamber of Crafts)
- more than 102,000 industrial enterprises (Chamber of Commerce)
- About 60% of all enterprises have the right to participate in the training in the Dual System - 80% of them actually train young apprentices



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Main Industries in BW



- Engineering
- Automotive Industry
- Metal Industry
- Electronics
- Optical Industry
- Chemical Industry
- Others

BW holds a percentage of 4.3 % of the world's total engineering market, as compared to nations like Great Britain (3.1 %) or France (4.0 %)



Topic 2

Vocational Education and the Dual System



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German Federal Law

According to our “constitution”, the
Basic Law of the Federal Republic of Germany
(Grundgesetz, Art. 70):

**“All educational issues are decided by the individual
Federal States autonomously” (Länderhoheit)**



Federal Republic of Germany - in charge of -

- Creating common frameworks in general questions of education
- Framework of curricula in vocational education
- Framework and basic principles of university education
- Scientific and technological research

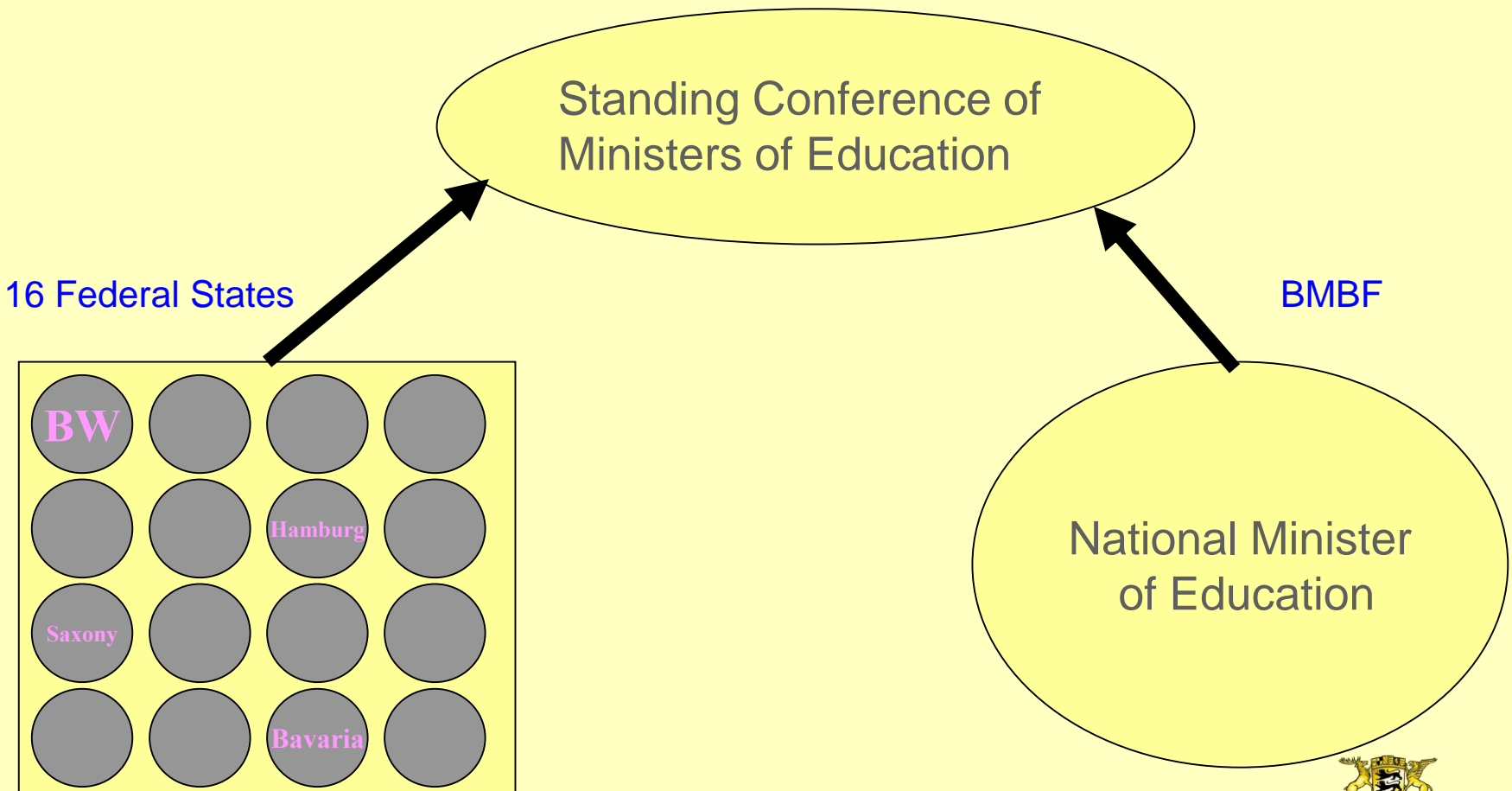


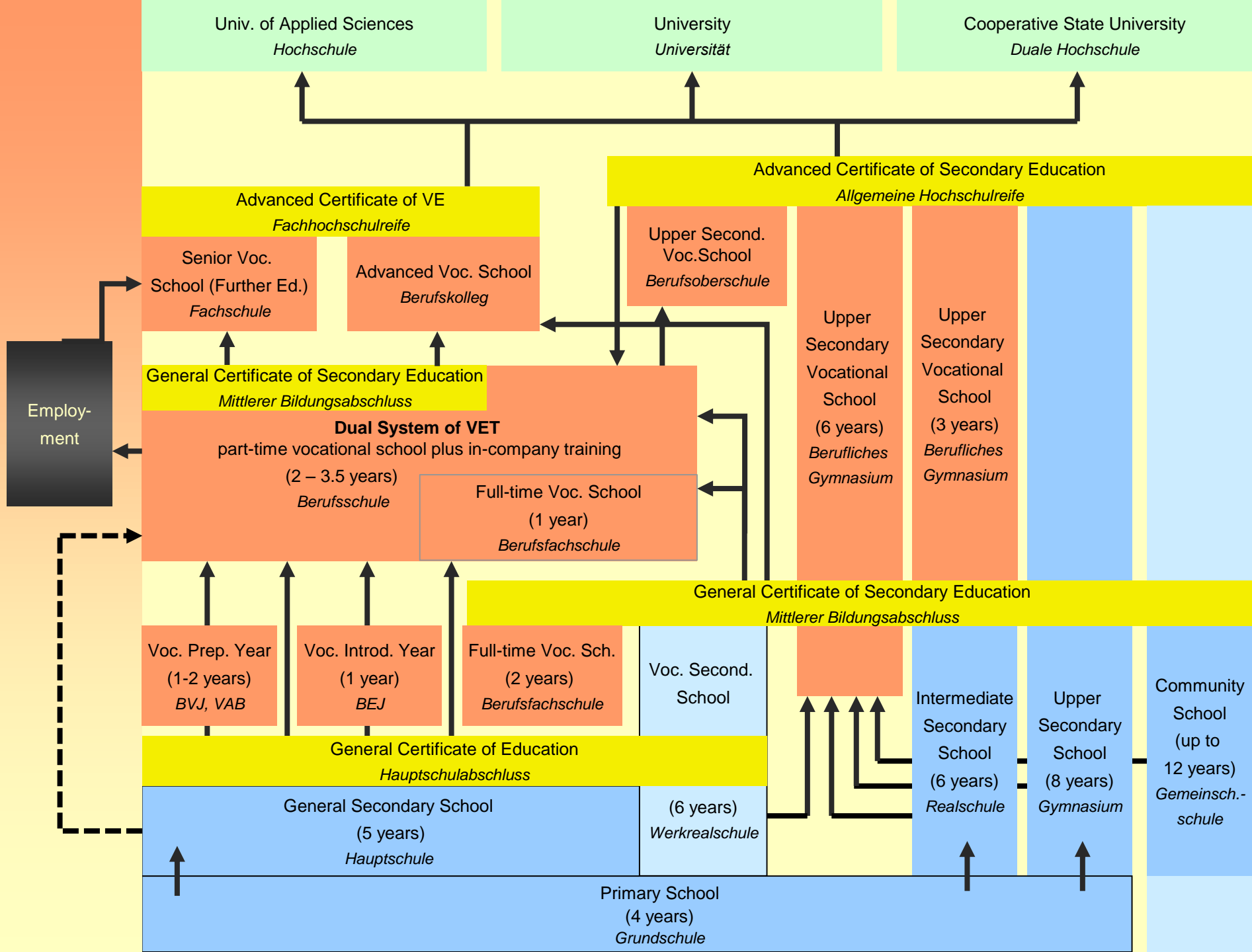
Federal States (Länder) - in charge of -

- Implementation of educational system within the general framework of the Federal Republic of Germany
- General framework is agreed upon by the education ministers in the Standing Conference of Ministers of Education



Coordination between Federal Republic and Federal States

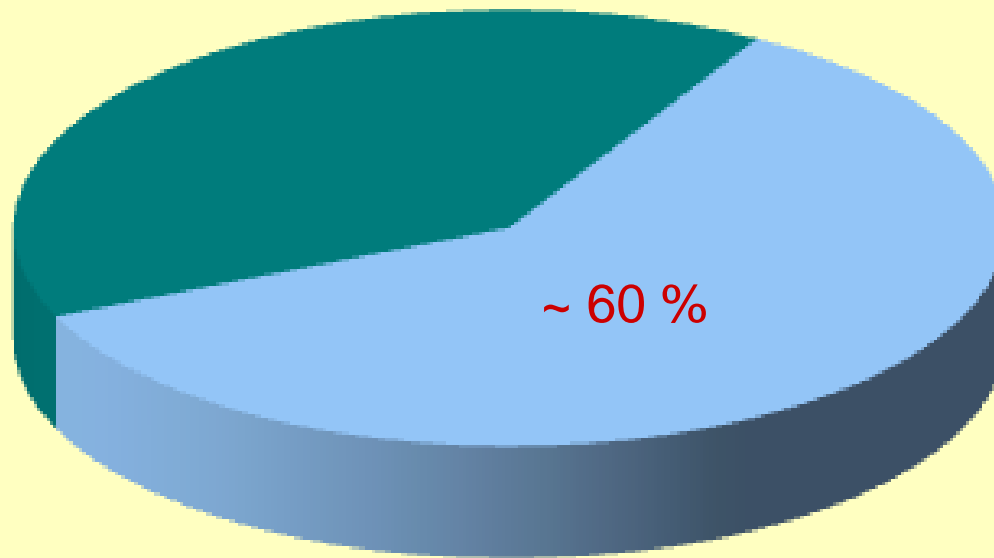




Dual System



Participation in the Dual System



about 60% of an age cohort are trained in the DS



Facts and Figures (2013-2014)

Dual System of Training:

- Total of 190.730 apprentices (-1.3% to last year) in approximately 250 professions trained in BW
- About 50.000 in the field of crafts

Full Time Vocational Schools:

- Total of 168.233 students (+0.3%) in various full-time schools



The Dual System in VET

training to become a Skilled Professional

Basic Idea:

To train young people
in vocational school
and in company



Two educational centres!



The two Educational Centres

Dual System in VET

70%
company-based training

30%
at vocational school

- Law of the Federal Republic of Germany: BBiG
Training Regulations
(Ausbildungsordnung)
3.5 days per week work experience
(33 weeks per year)

- State Law of Baden-Wuerttemberg:
Framework Curriculum
(Rahmenlehrplan)
1.5 days per week theory
(13 weeks per year)



We are confronted with

- Globalization
- International competition
- Technological changes
- Demographic development
- Educational mobility
- Need for life-long learning
-



What is our advantage?

- Modern training programmes in about 330 professions
- Training is a combination of theory and practice
- VET takes care of employment and labour market needs
- State of the art technology in VET
- Preparing young people for employment and life-long learning combined with the possibility to enter tertiary education



How do we achieve this?

In cooperation with the dual partner:

- Curriculum and training regulation development
- In-service training for teachers
- Generation of teaching materials
- Common centralized exams with our dual partner

Administrative level:

- Assessment and quality management systems



Cooperation between the dual partners

Very close cooperation on all levels:

- Federal ministries and ministries on state level
- Ministries and industrial associations
(e.g. Development of Curricula)
- Ministries and social partners
- Chambers and local school authorities
- Enterprises and vocational schools
- Teachers and company trainers



Permanent demand for modernization of VET!



Changes in Requirements



Car mechanic



Car electrician



Car mechatronic



Car Mechatronic

Changes in Requirements 2013

- Technical changes in engine technology
- High voltage engines
- Fuel cell technology
- Reduced emissions

With a total of 329 professions (2014) roughly 350 modernizations have taken place since 1998 according to “Lernfelder” (areas of competencies)



Modern Curricula

- Special emphasis is placed on vocational competencies
- Learning units are no longer taught according to traditional vocational subjects but according to vocational competencies (Lernfelder)
- Part of these competencies are taught in vocational English
- Project work and problem solving techniques become part of the modern curriculum
- general subjects (e.g. German, Economics) and optional subjects (e.g. for University Entrance Exam) still play a major role



Advantages of the Dual System

- Training in the Dual System is open to all school leavers
- The Dual System is free of charge for the students – students even get an apprenticeship pay
- It provides basic and specialised professional training and broadens general education
- Practically-oriented training combined with theory
- Maximum exposure to job reality
- It generates the specialist for the needs of economy
- Match between supply and demand of highly qualified skilled professionals
- Low rate of youth unemployment (BW 2.9%)



Topic 3

International Cooperation of Baden-Wuerttemberg in Vocational Education and Training



European Level

A wide range of programmes of the EU to support cooperation between colleges all over Europe:

- In the field of language projects
- School projects
- School development projects
- Projects in in-service-training
- Development of teaching materials
- Creating European networks in VET
- Increasing the mobility of young professionals



State Academy Esslingen

In-service training for lecturers and human development
in vocational colleges

On behalf of the Ministry for Culture and Education
Baden-Württemberg
rAöR



International Projects of State Academy Esslingen in VET

Since 2002 the State Academy for In-Service-Training and Human Resources Development in Esslingen has been offering in-service-training seminars on demand.

- Consultation
- Support systems for modernizing professions
- Tailor-made modular courses in state-of-the-art methodology and educational science
- Train the trainer programs
- Training of managerial staff and educational experts (of ministries e.g.)
- Coaching abroad



Topic 4

Current Developments in VET in Baden-Württemberg



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Fields of development

Some examples regarding vocational schools (dual system):

- OES – school certification by the ministry of Baden-Württemberg
- Inclusion: joint education of disabled and regular students
introduction of special education service
- Introduction of school budget for professional development of teachers according to school-specific needs
- Introduction of English language as an independent subject in VET
- Individual support system: special education service (diagnosis) together with individual support by teachers



Thank you for your attention !

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