



# Basics of the Dual System in Vocational Education and Training (VET) and the role of the CCI

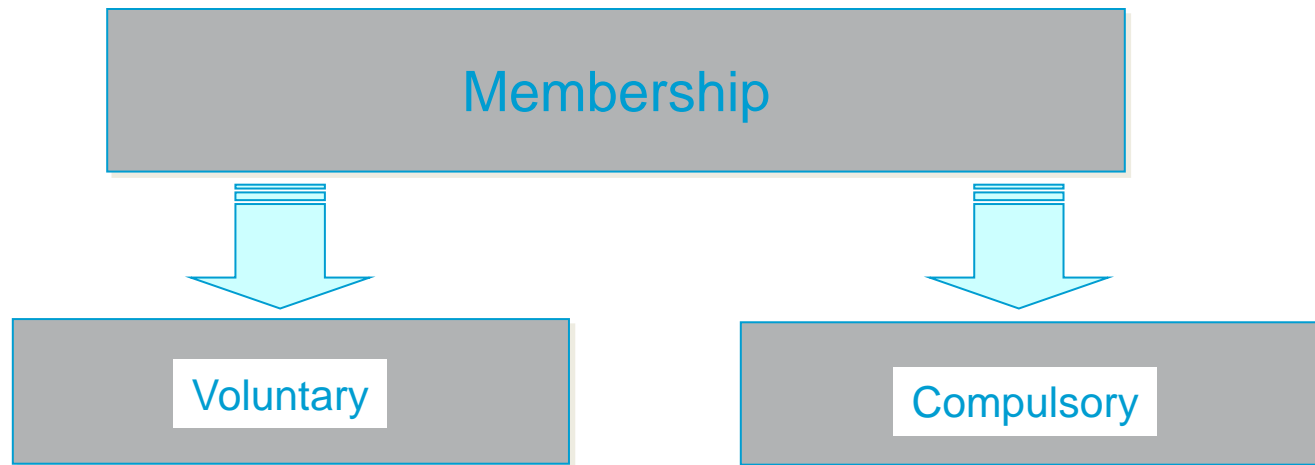
Munich, November 2nd 2022





- > members: 400.000 companies
- > economic strength: 7 % of Germany`s GDP and 45 % of Bavaria`s GDP (2019)
- > economic structure: combination of „old“ and „new“ economy, small and large companies
- > high export performance
- > unemployment rate: 3,2 % (March 2022)
- > purchasing power: ~ 23 % higher than the German average





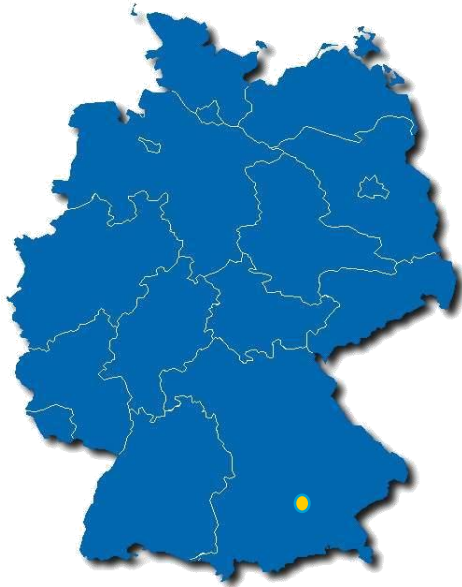
employers' association (federation)  
(e.g. metal, electronic, chemistry,  
construction)

Chambers  
of Industry and Commerce  
of Handicraft  
of free professions

Main tasks, which are stated by law, are the support of the regional economy and the representation of common interests of businesses in the areas of industry, trade and services.



79 offices in Germany  
140 offices in 92 countries

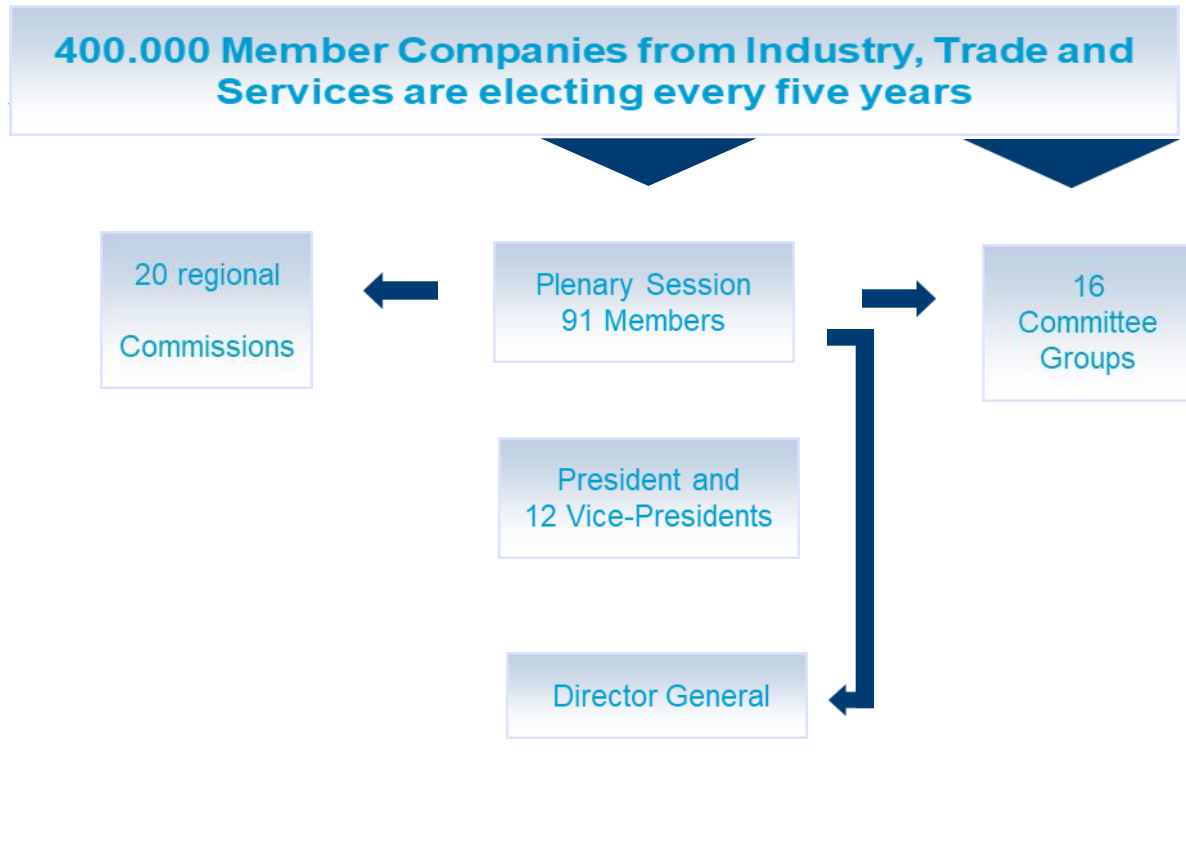


## § 1 of the Chamber of Commerce and Industry Act

- to safeguard the overall interests of trade and industry
- to promote trade and industry
- to provide vocational training (dual system) and professional training
- to support authorities by proposals, opinions and reports
- to maintain decency and manners of the honourable businessman
- to accomplish tasks delegated by the State

- vocational training
  - list of the training conditions
  - final apprenticeship examinations, intermediate tests and advanced training examinations
- public commission of experts
- certificates of origin
- expertise commercial registrations
- settlement of competition disputes
- dangerous goods transport
- registration of EC-Eco-Audit

- further education
- information and consulting in the field of:
  - regional development
  - legal matters – fair play
  - vocational and professional training
  - international
  - innovation – environment
  - startup support and business development
- procurement of addresses for establishing business contacts
- arbitration court and mediation ect.
- business location data bank Bavaria („SISBY“)
- publications



- Foreign Trade
- Vocational Training
- Services
- Digitalisation
- Finance and Tax Policies
- Trade
- Real Estate
- Industrie and Innovation
- Credit- and Finance
- Officially appointed and sworn in expert
- Legal
- Tourism
- Environment and Energy
- General Entrepreneurship
- Female Entrepreneurship
- Traffic

Business Location,  
Mobility, Trade &  
Services

Communication

Vocational  
Education and  
Skilled Employees

Digitalisation &  
IT Services

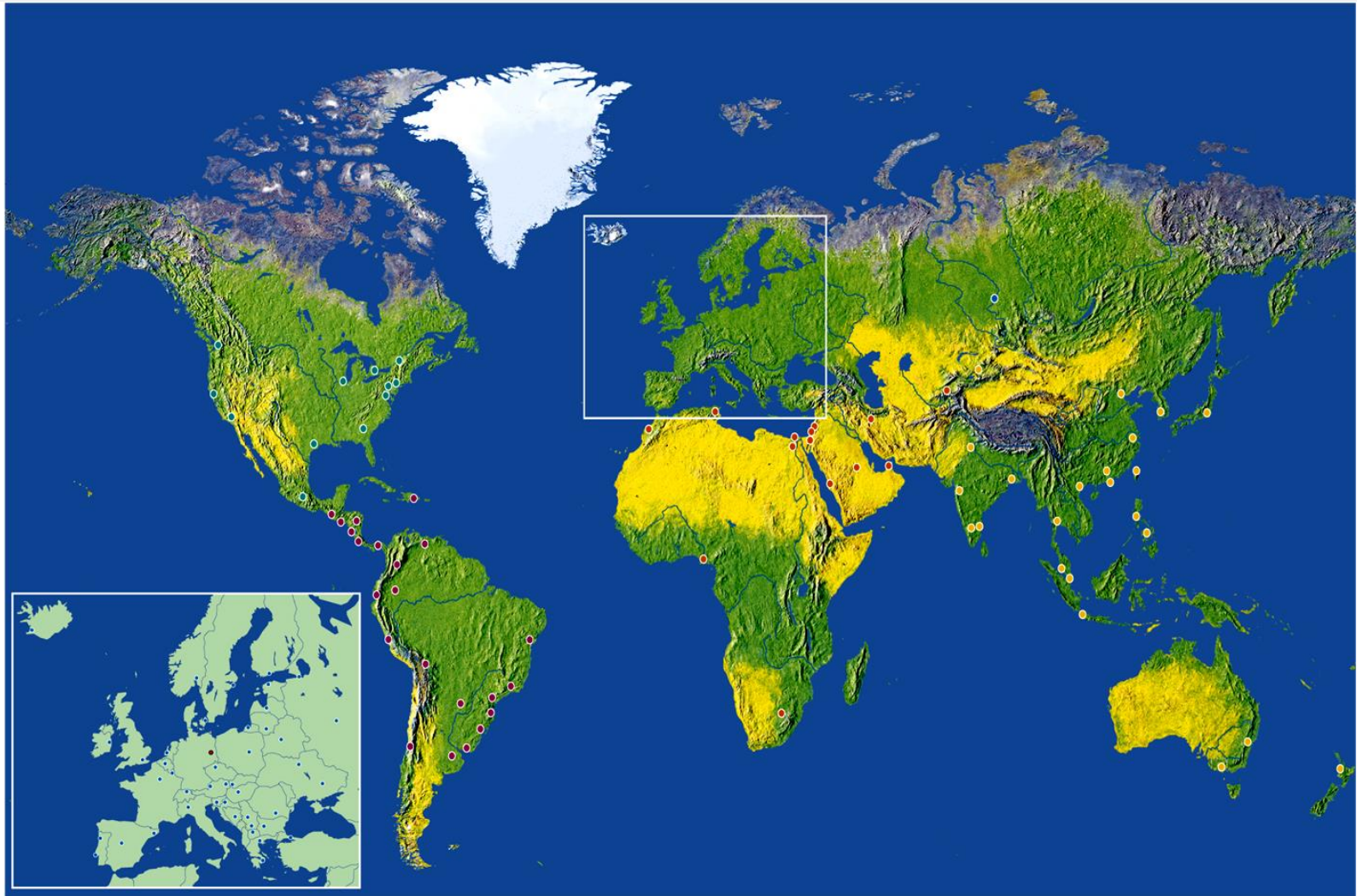
International,  
Industry & Innovation

Law & Taxes

Internal Tasks



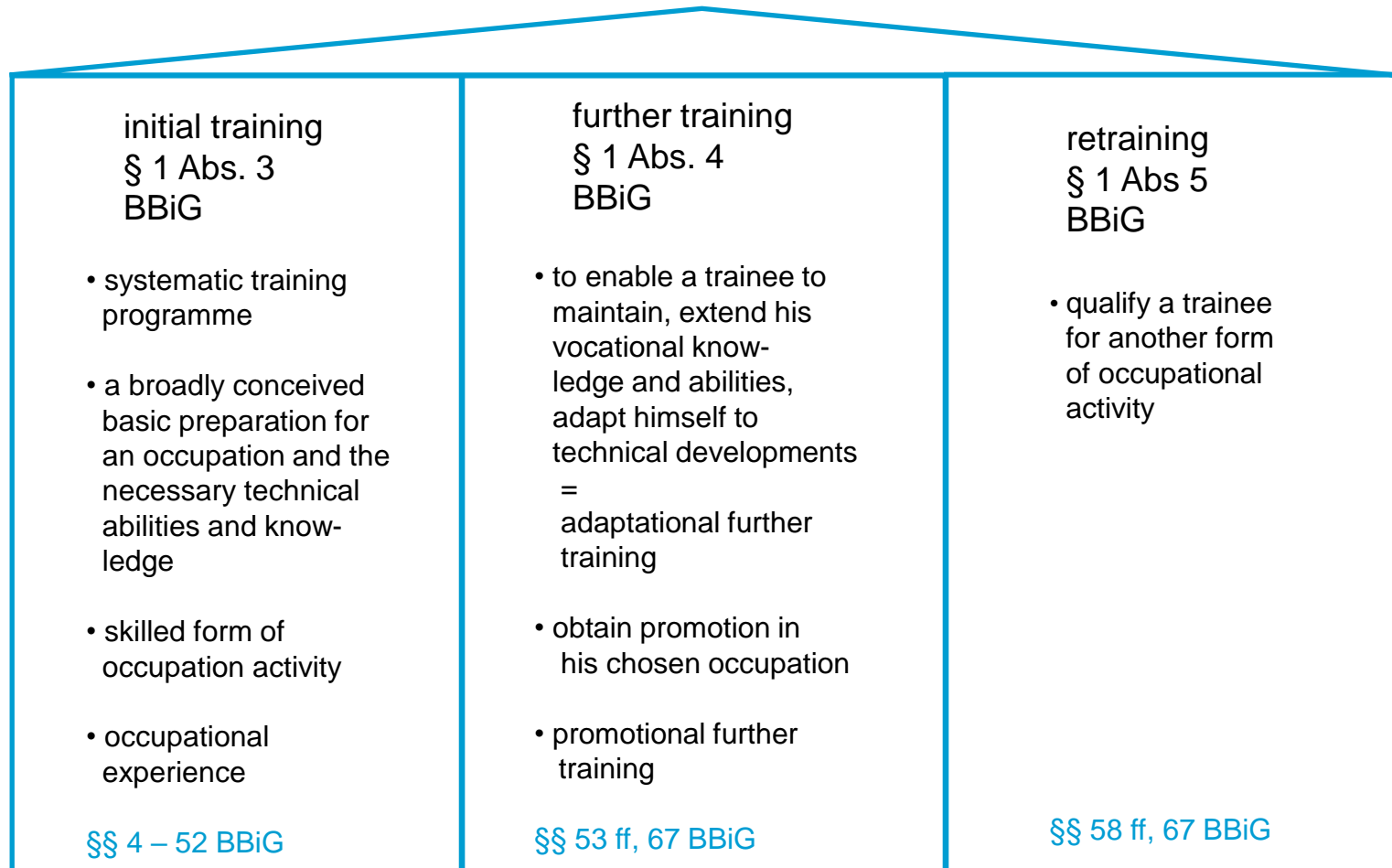






## The structure of Initial Vocational Education and Training (IVET) and the role of the Chambers





about 324 different training occupations  
(270 of those are supervised of the German CCI's)

54 – 58 % of the school leavers / young people start with an IVET-qualification

1,3 million young people are currently participating in VET (almost 58 % in professions of the CCI)


VET prepares apprentices for more than 15.000 different professions

duration: 2 - 3,5 years

apprentices are „learners“ not „workers“ in a training company

VET has been regulated by the Vocational Training Act since 1969

National Training Regulations define details (content, duration, examinations) on VET



Training  
sectors



Industry and  
Commerce  
57,8 %



Handicraft  
27,6 %



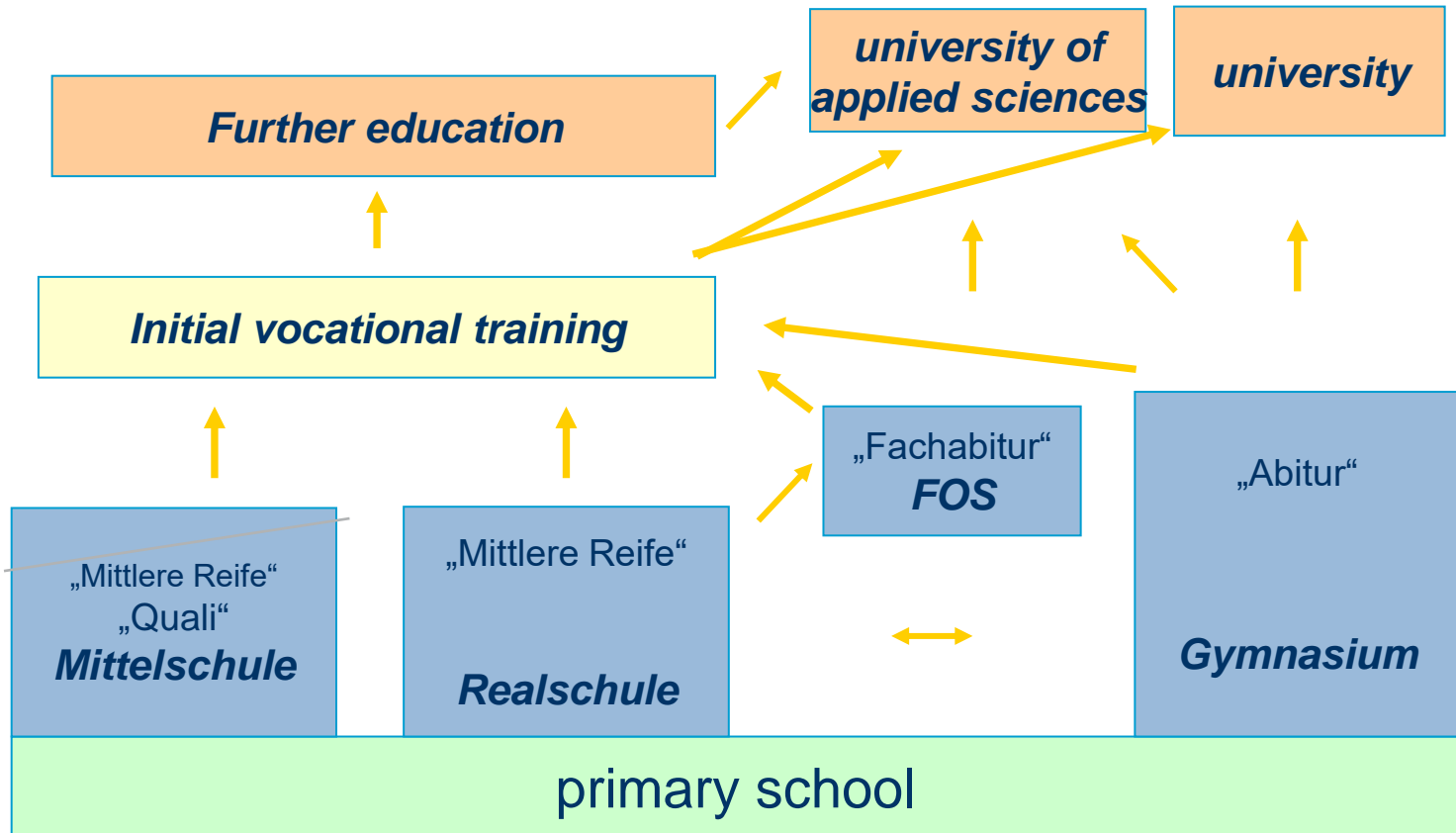
Agriculture  
2,4 %



Civil Service  
3 %

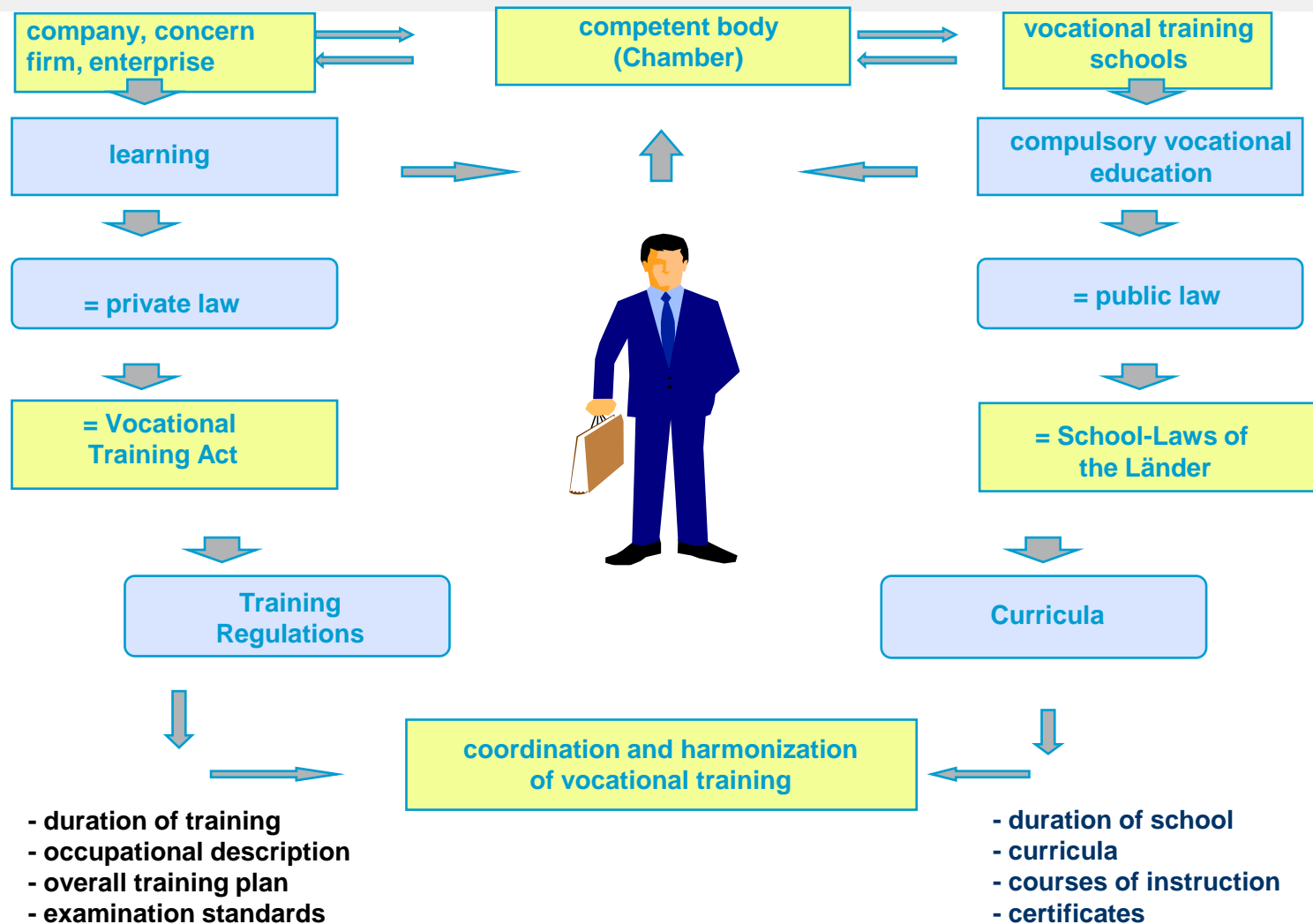


Liberal  
Professions  
8,5 %

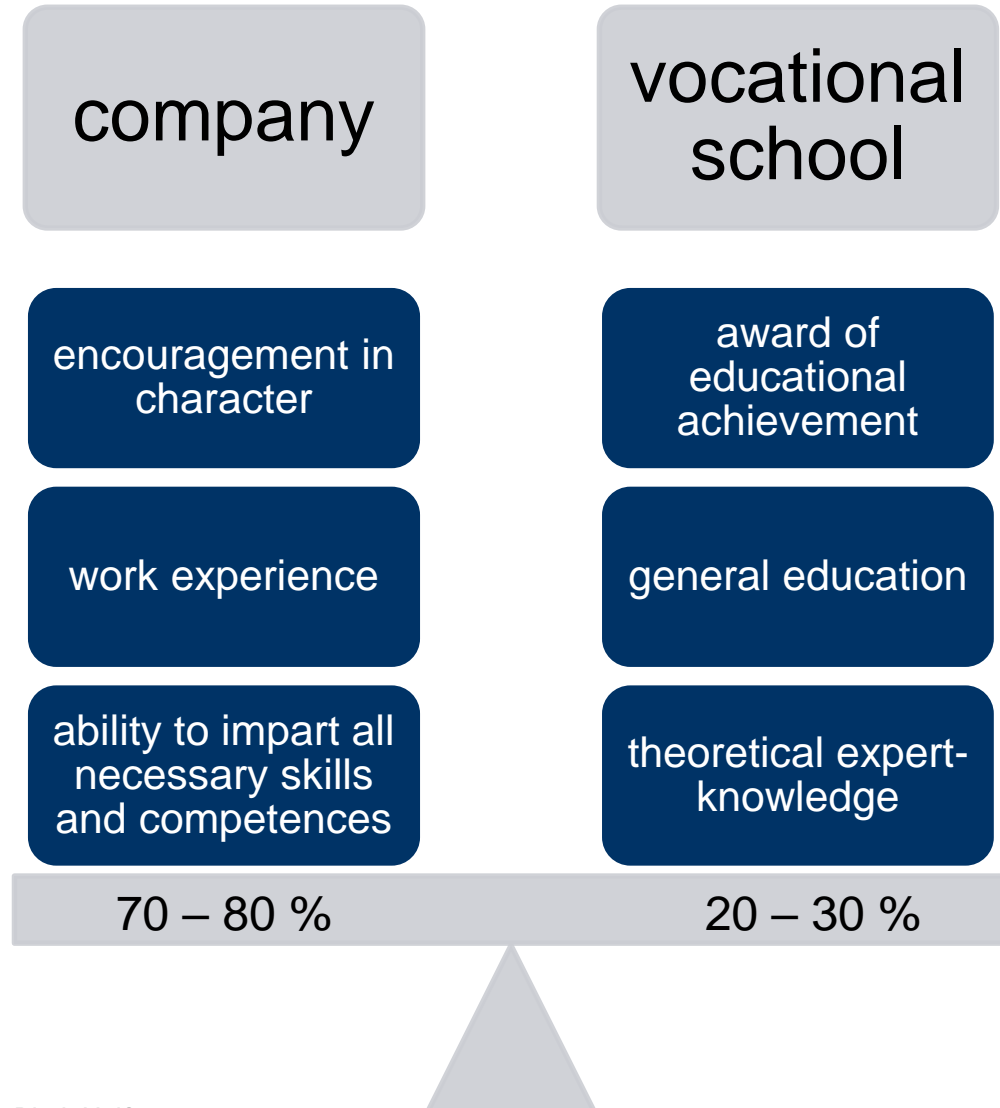
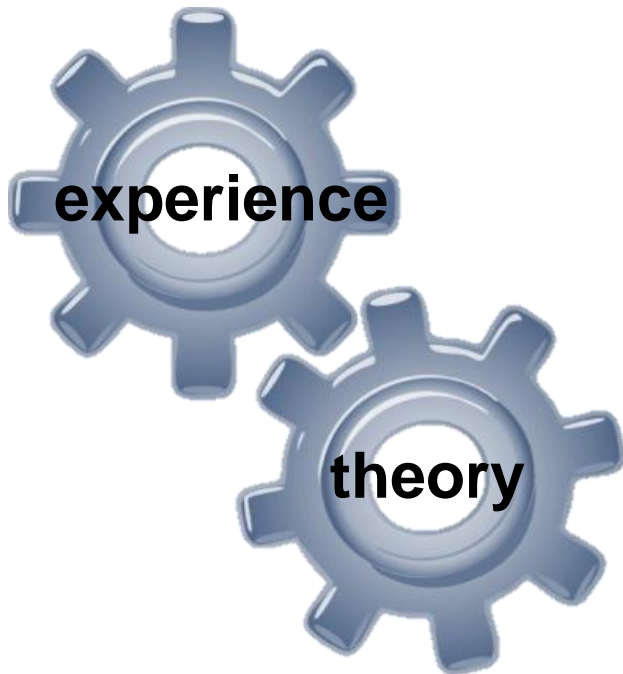




# The Dual System (legal side)



## Training in companies and school



## training on the job

- contractual obligation: training contract
- training content: vocational training regulations – regulated at a national level
- duration: 3 – 4 days/ week

## learning in vocational school

- contractual obligation: compulsory school attendance
- training content: framework curricula in federal states – nationally coordinated
- duration: 1 – 2 days/week

## competent body (chamber)

(CCI, HWK, etc.)

§§ 34, 71 ff. vocational training act

**public law**

§§ 35, 36,  
§§ 27 ff.  
§ 43 (1), (2), § 44,  
§ 45(1)  
§ 76

Vocational training act

**public law**

§§ 36, 37,  
§ 43 (1), (2)  
§ 44  
§ 45(1)  
§ 76

Vocational training act

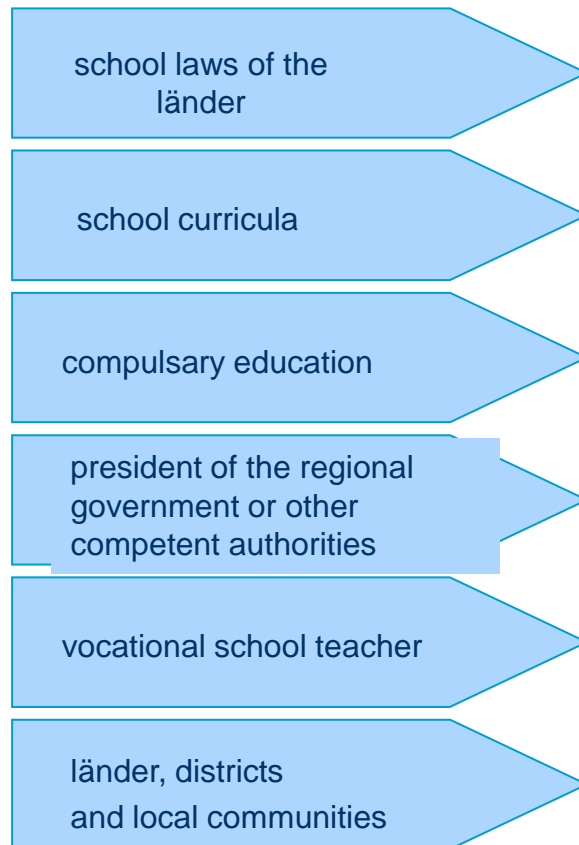
**company**

**youngster**

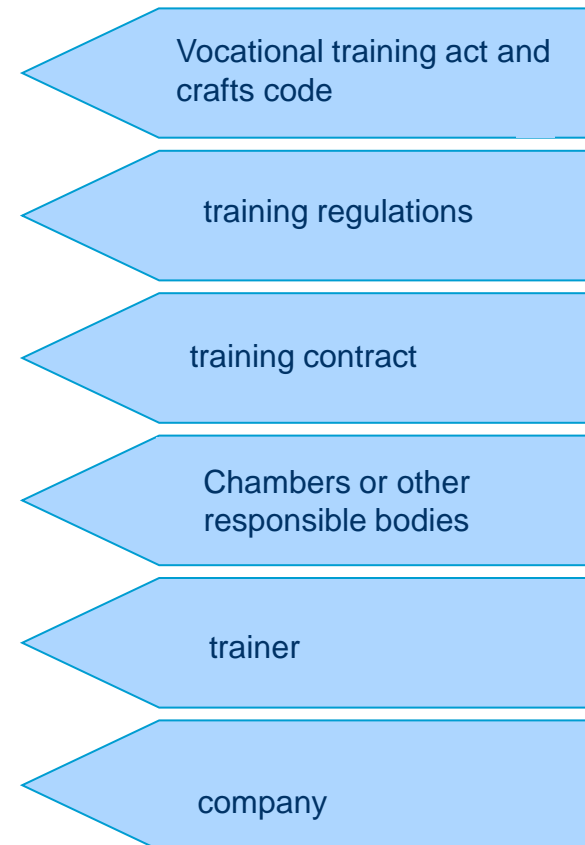
§§ 10-26; 10(2) vocational training act – **general labour law**  
(BGB, BUrlG, TVG, JArbSchG, etc.)

**private law**

## training in schools



## training in company



independent and nationwide standards of examination

inclusion and well-defined role of the social partners and teachers

legal bases

vocational training act

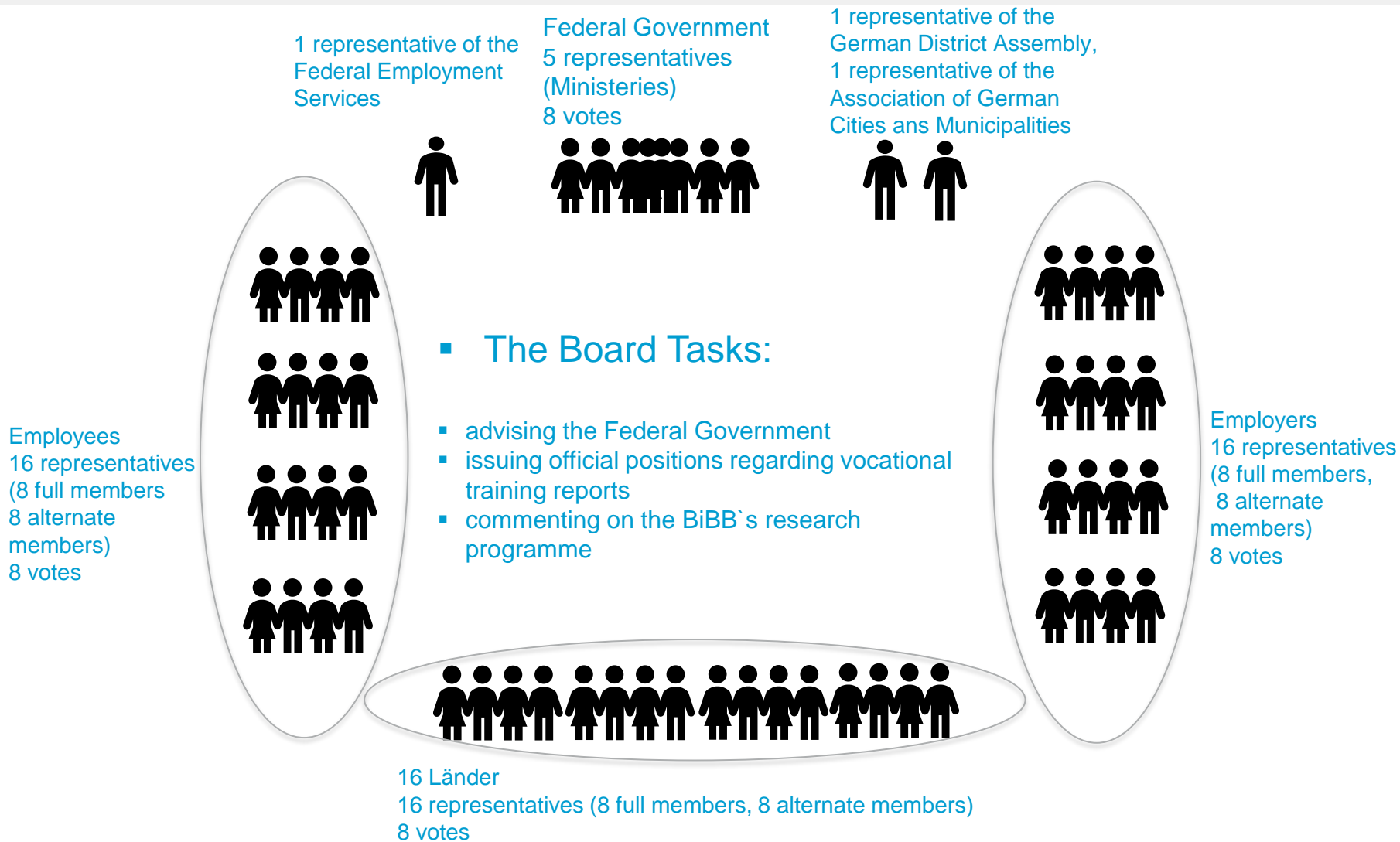
training regulations

training contract

school laws of the länder

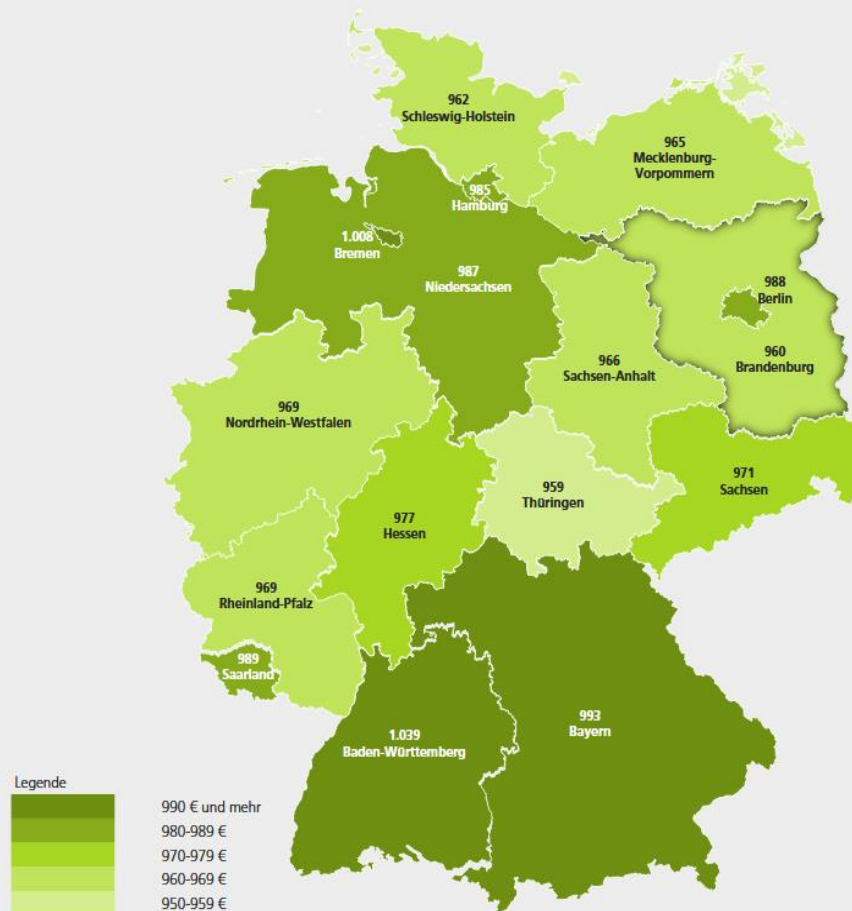


- vocational training act from 1969, updated in 2005/2020
  - equal legal relationship between trainee and instructor
  - equal administration of apprenticeships through CCIs
  - equal exams administrated through CCIs
  - possibility to work abroad during vocational training
- every profession has its own national decree (AO)
  - contents of apprenticeship
  - contents of intermediate and final examination
- vocational training act also contains regulations for
  - further vocational training
  - vocational retraining



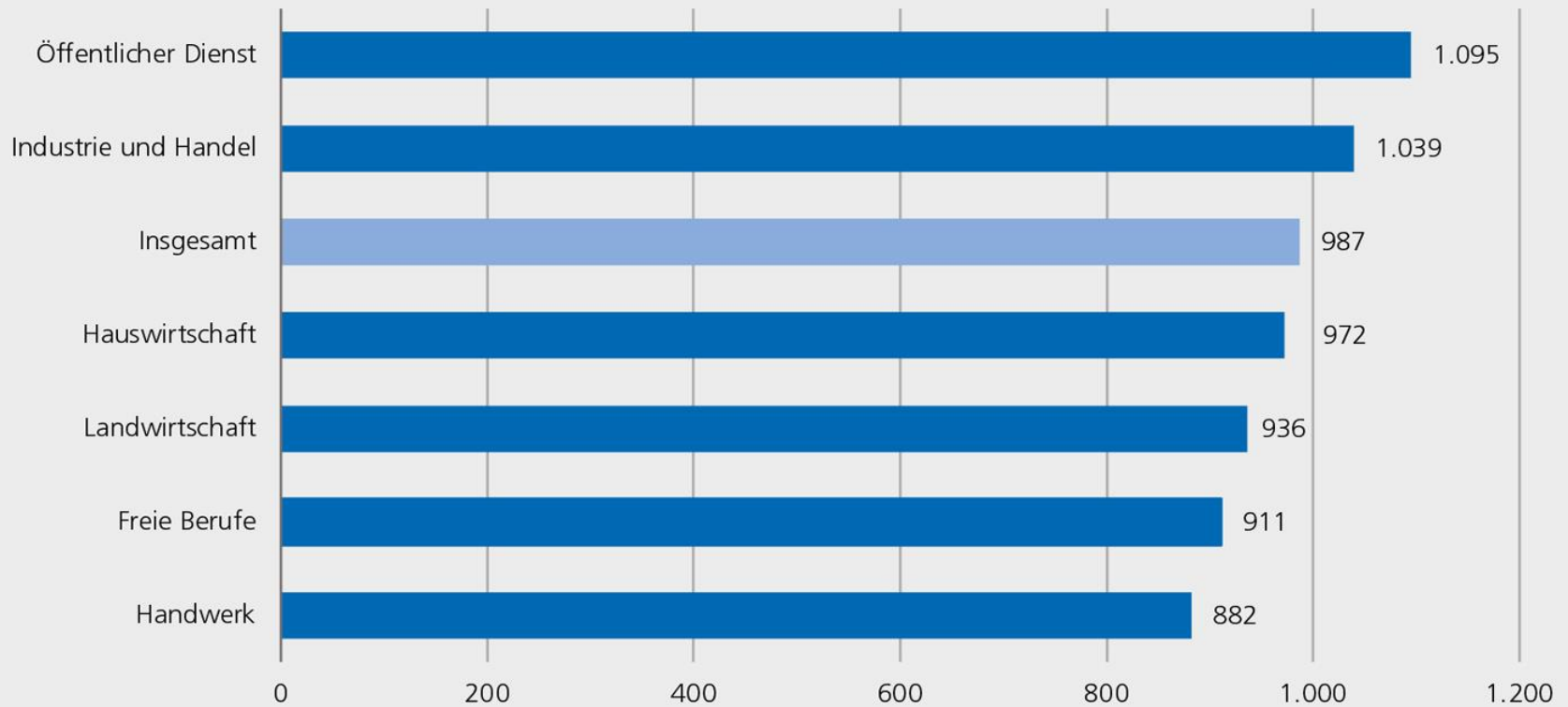
# High and low wages during training

Abbildung 1: Tarifliche Ausbildungsvergütungen nach Bundesländern 2021 (durchschnittliche monatliche Beträge in Euro)



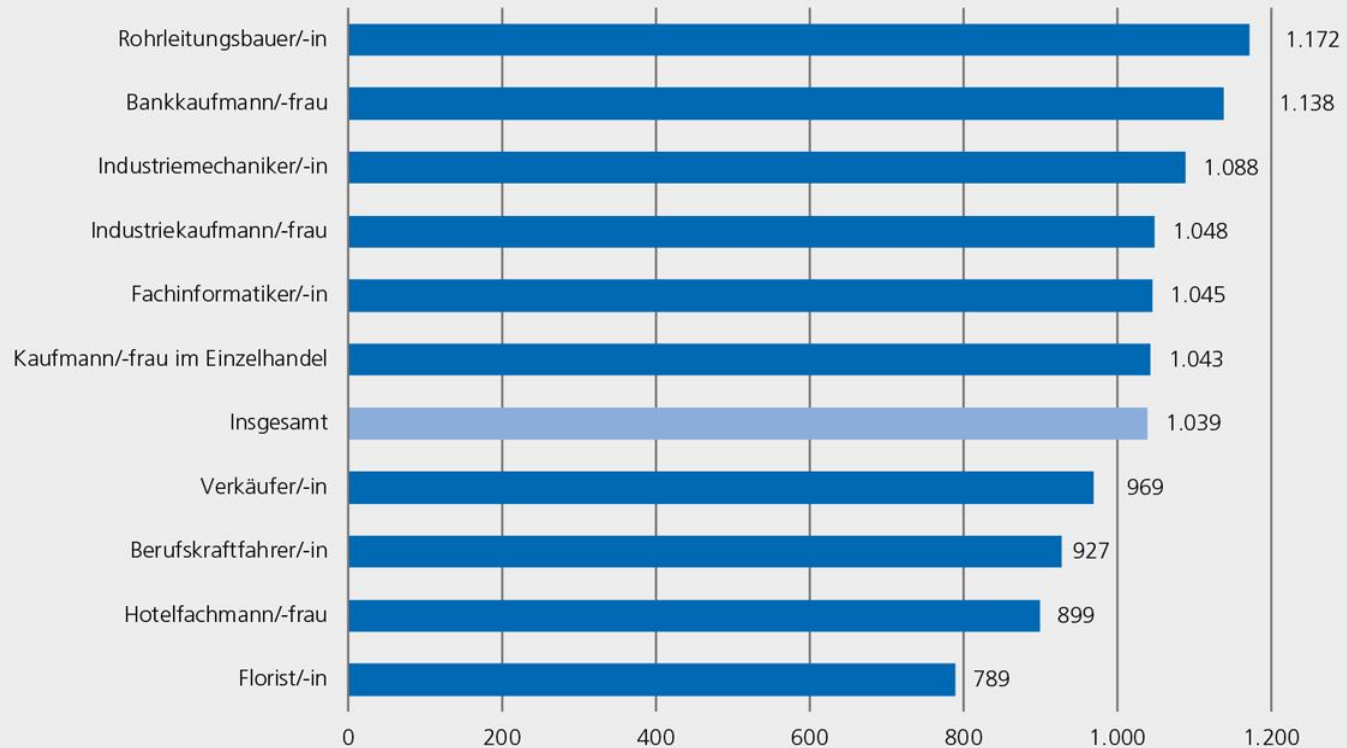
Quelle: BIBB-Datenbank Tarifliche Ausbildungsvergütungen; Berechnungen des BIBB

**Abbildung 2: Tarifliche Ausbildungsvergütungen nach Ausbildungsbereichen 2021 (durchschnittliche monatliche Beträge in Euro)**



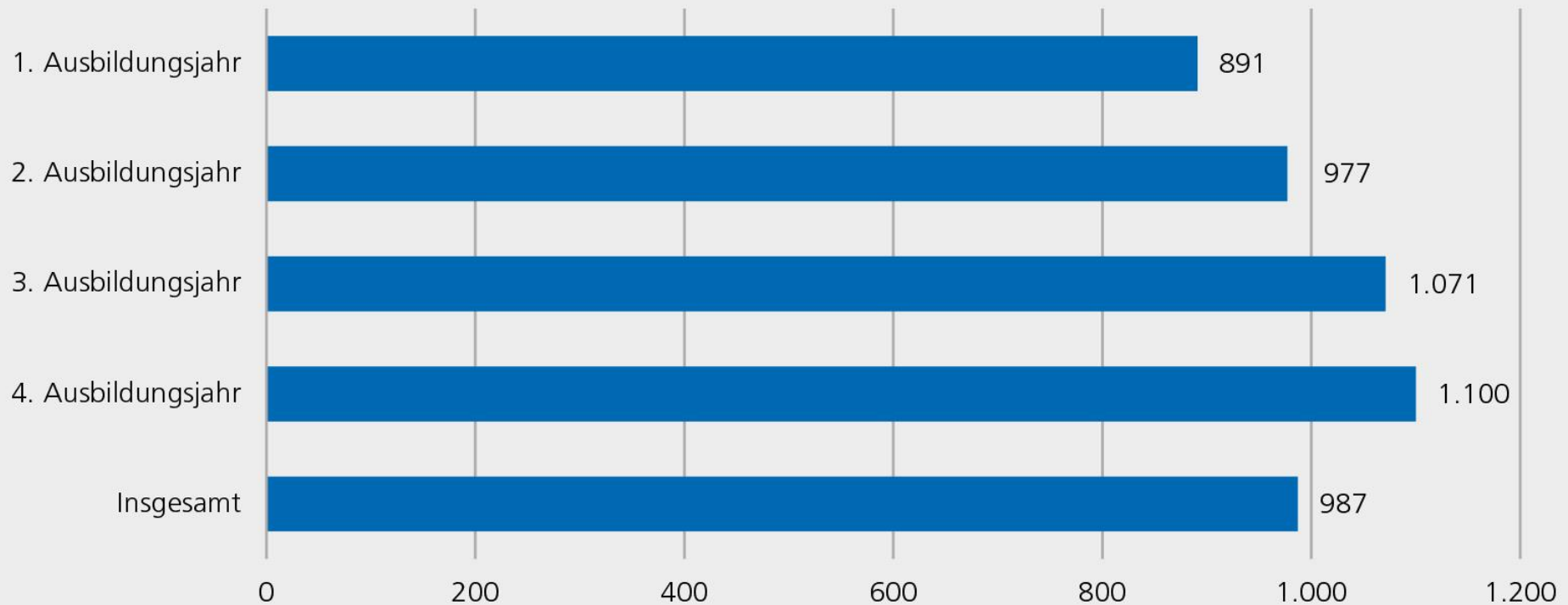
Quelle: BIBB-Datenbank Tarifliche Ausbildungsvergütungen; Berechnungen des BIBB

**Abbildung 3: Tarifliche Ausbildungsvergütungen in ausgewählten Ausbildungsberufen im Ausbildungsbereich Industrie und Handel 2021 (durchschnittliche monatliche Beträge in Euro)**



Quelle: BIBB-Datenbank Tarifliche Ausbildungsvergütungen; Berechnungen des BIBB

**Abbildung 11: Tarifliche Ausbildungsvergütungen nach Ausbildungsjahren 2021 (durchschnittliche monatliche Beträge in Euro)**

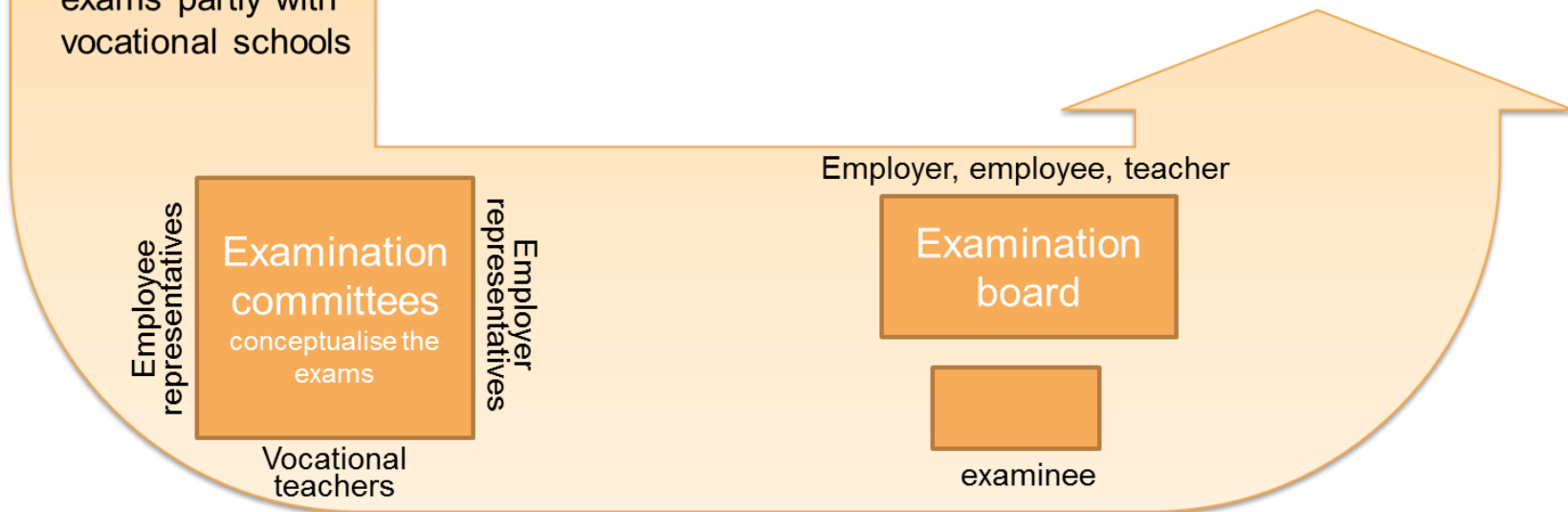
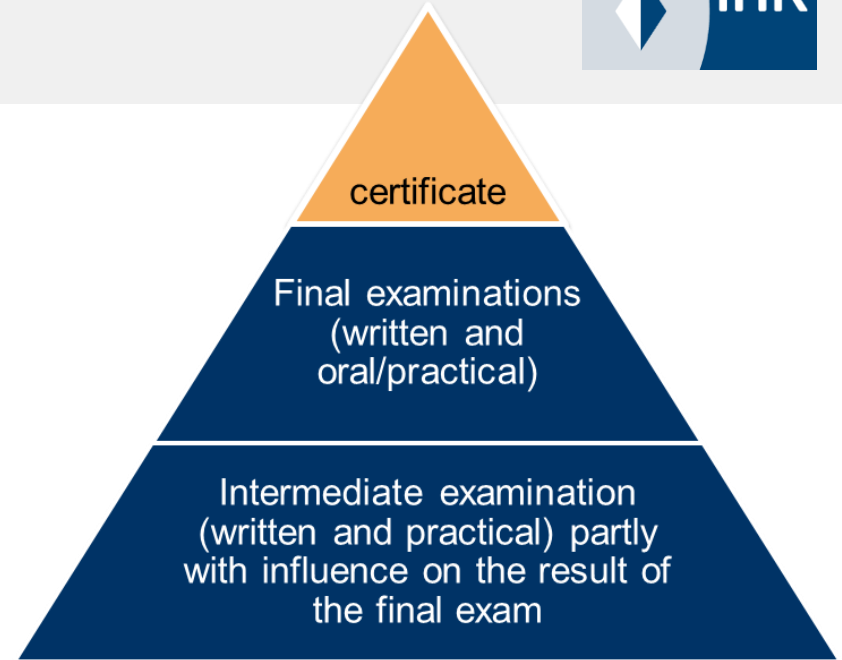


Quelle: BIBB-Datenbank Tarifliche Ausbildungsvergütungen; Berechnungen des BIBB



## Own method of examination for each training occupation

- Held twice a year in spring and autumn
- Practical exams are organised and conducted with companies, written exams partly with vocational schools



## Proof of

- Successfull training
- Practice oriented skills, proficiency and competencies
- Eligibility as skilled worker



Muster

## Prüfungszeugnis

nach § 37 Berufsbildungsgesetz

Karl-Heinz Mustermann

geboren am 1. Januar 1989 in München hat die Abschlussprüfung  
in dem staatlich anerkannten Ausbildungsberuf

Informations- und Telekommunikationssystem-Elektroniker

mit dem Gesamtergebnis befriedigend (79 Punkte) bestanden.

	Note	Punkte
<b>Teil A der Prüfung</b>		
Betriebliche Projektarbeit	gut	87
Präsentation/Fachgespräch	ausreichend	64
<b>Teil B der Prüfung</b>		
Ganzheitliche Aufgabe I	befriedigend	80
Ganzheitliche Aufgabe II	gut	89
Wirtschafts- und Sozialkunde	befriedigend	70

München, 10. Februar 2014

  
Dr. Eberhard Sasse  
Präsident



  
Dipl.-Volkswirt Peter Driessen  
Hauptgeschäftsführer

100 - 92 Punkte | unter 92 - 81 Punkte | unter 81 - 67 Punkte | unter 67 - 50 Punkte | unter 50 - 33 Punkte | unter 30 Punkte  
Note 1 = sehr gut | Note 2 = gut | Note 3 = befriedigend | Note 4 = ausreichend | Note 5 = mangelhaft | Note 6 = ungenügend

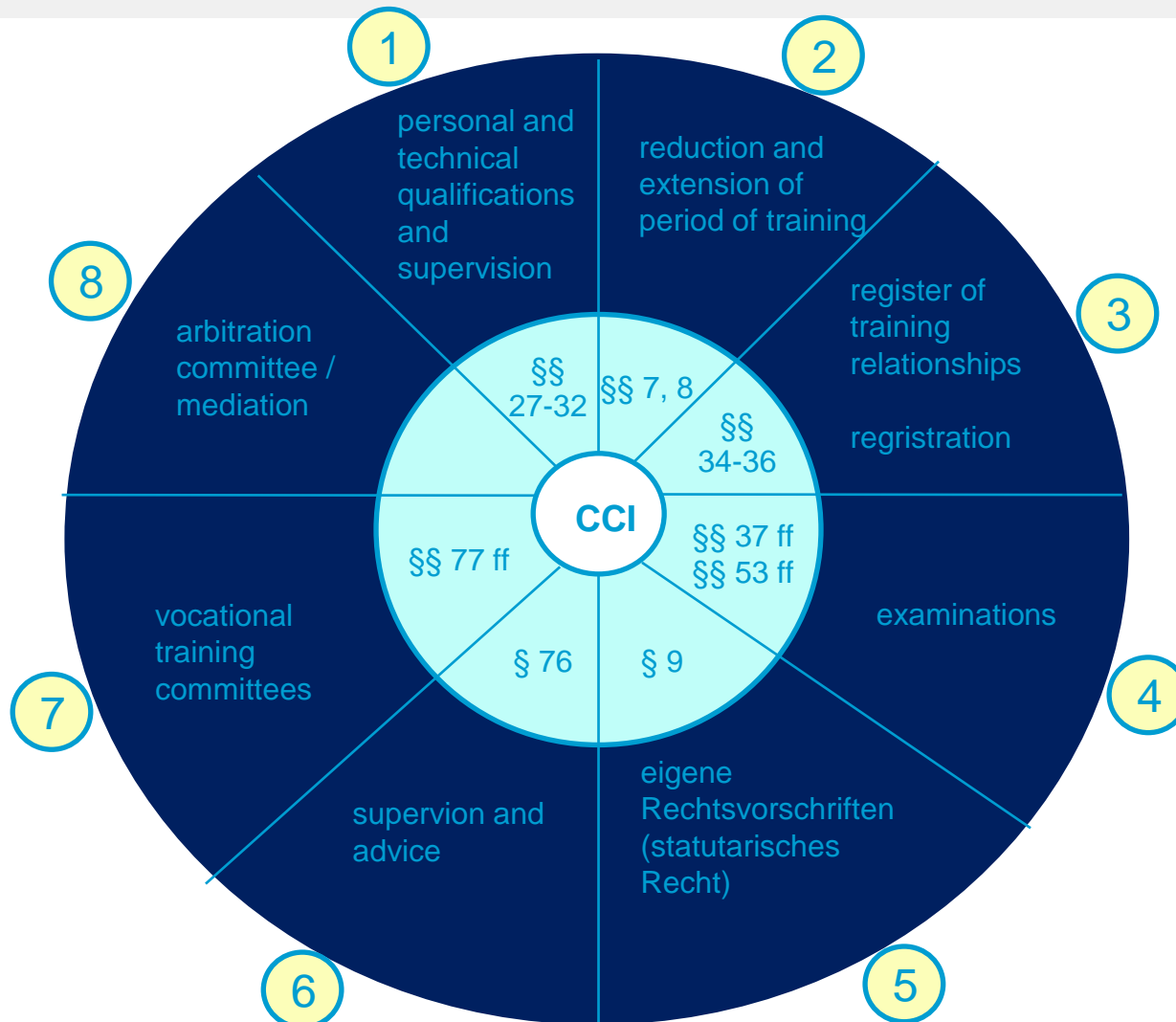
- Contents are described in detail in training occupations (by the social partners)
- Examination questions are developed by special examination boards (social partners and teachers) and prepared at special organizations founded by the chambers (for commercial training occupations and technical commercial occupations or those who are related to them).
- Examinations are free of charge for apprentices and payed by the companies (approximately one half of the real costs payed by training companies and one half payed by all companies via chambers' budget).

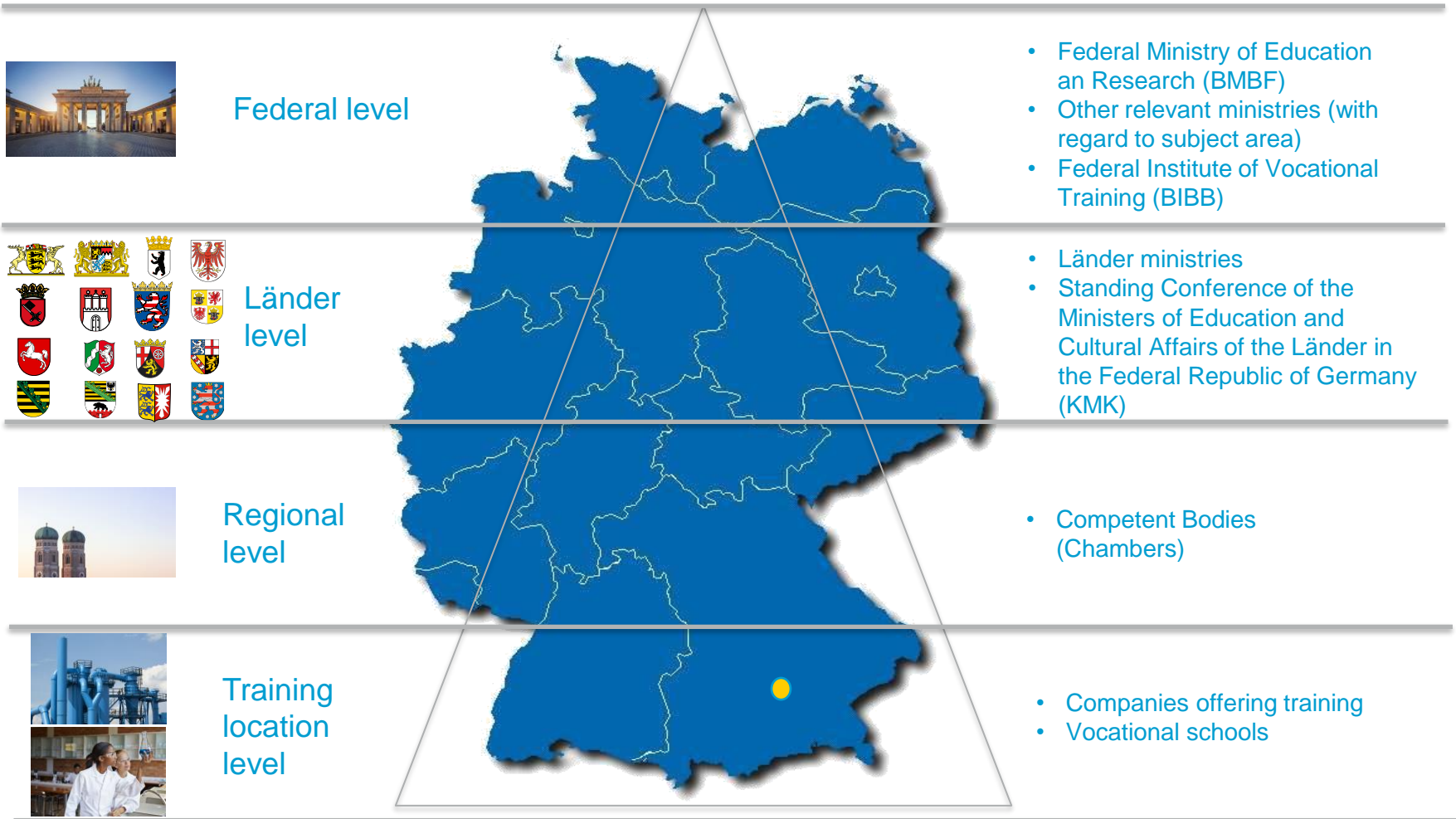
## CCI as a responsible agency

- Acts as consultants and supervisors for the companies during VET
- Evaluates whether the trainers are suited and arrange corresponding training courses
- Organizes combined training with several enterprises, if a company does not have the resources to realize all steps of the training program
- Registers the training contracts in the list of training relationships and examines (if its possible) to reduce or extend the training period
- CCI training consultants are also in charge of supporting apprentices, i.e. as mediators
- Organizes the intermediate and final examinations.
- Regulates the admission of apprentices to the examinations and issue the certificates.
- Vocational Training Committee (Social Partners, Teacher) -> regulations for master degrees, regulations for handicapped youngsters



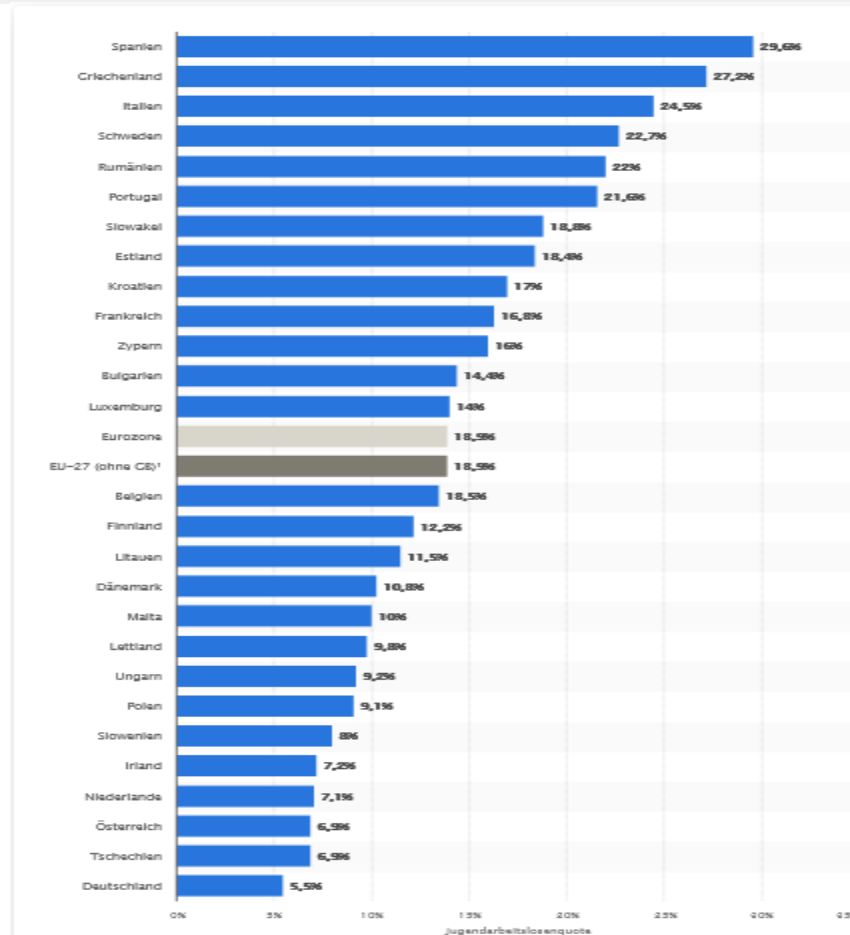
# The most important eight competences





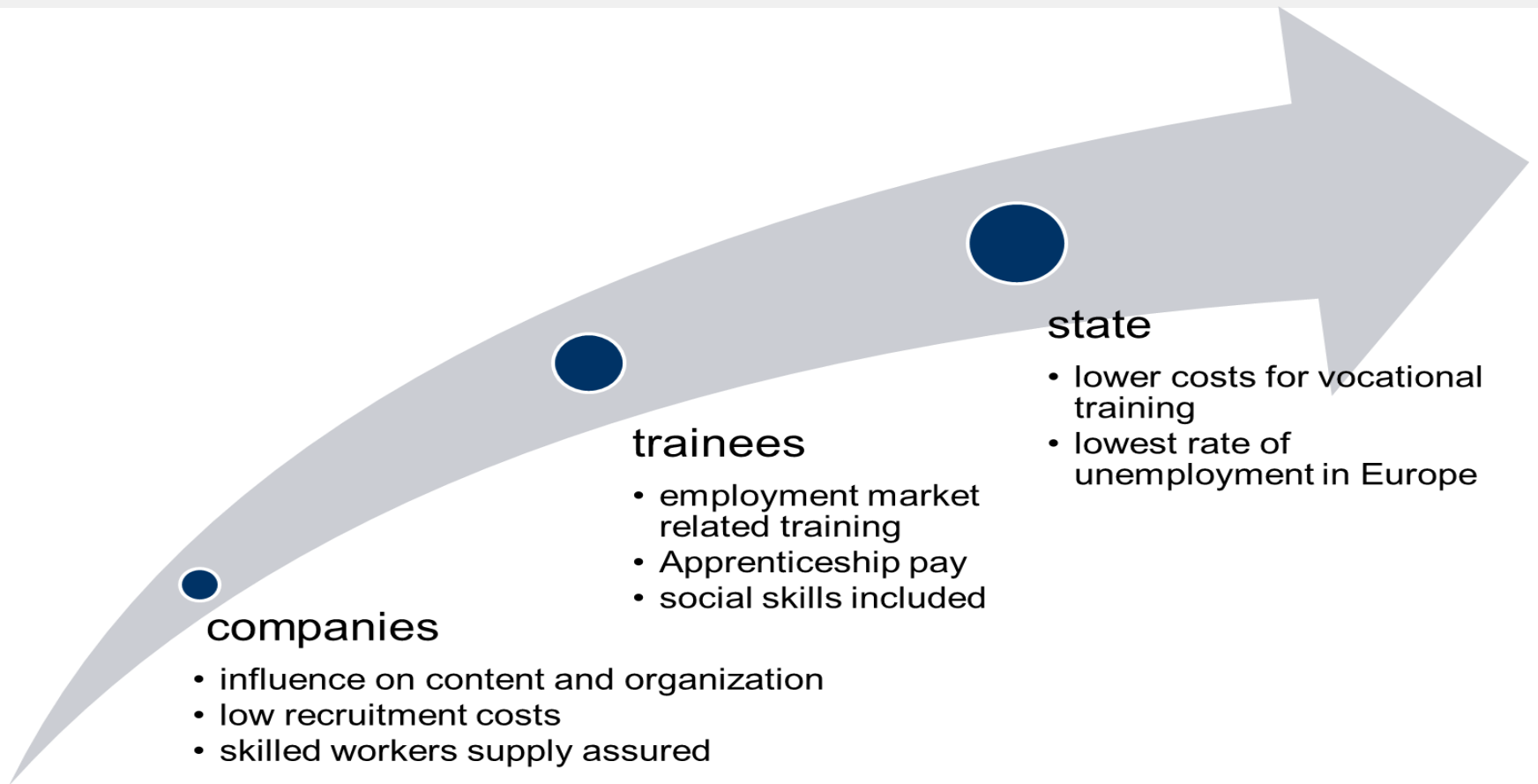


# Youth unemployment rate in the EU



February 2022:

<https://de.statista.com/statistik/daten/studie/74795/umfrage/jugendarbeitslosigkeit-in-europa/#professional>



Thank you for your attention!



**Chamber of Industry and Commerce  
for Munich and Upper Bavaria**

**Birgit Heiß**

Lawyer

Project Manager of National and International Vocational  
Training Legislation

Industrie- und Handelskammer  
für München und Oberbayern  
Campus D  
Orleansstraße 10-12  
81669 München

Phone: +49 89 5116-1325

Fax: +49 89 5116-81325

E-Mail: [birgit.heiss@muenchen.ihk.de](mailto:birgit.heiss@muenchen.ihk.de)

[www.ihk-muenchen.de](http://www.ihk-muenchen.de)

