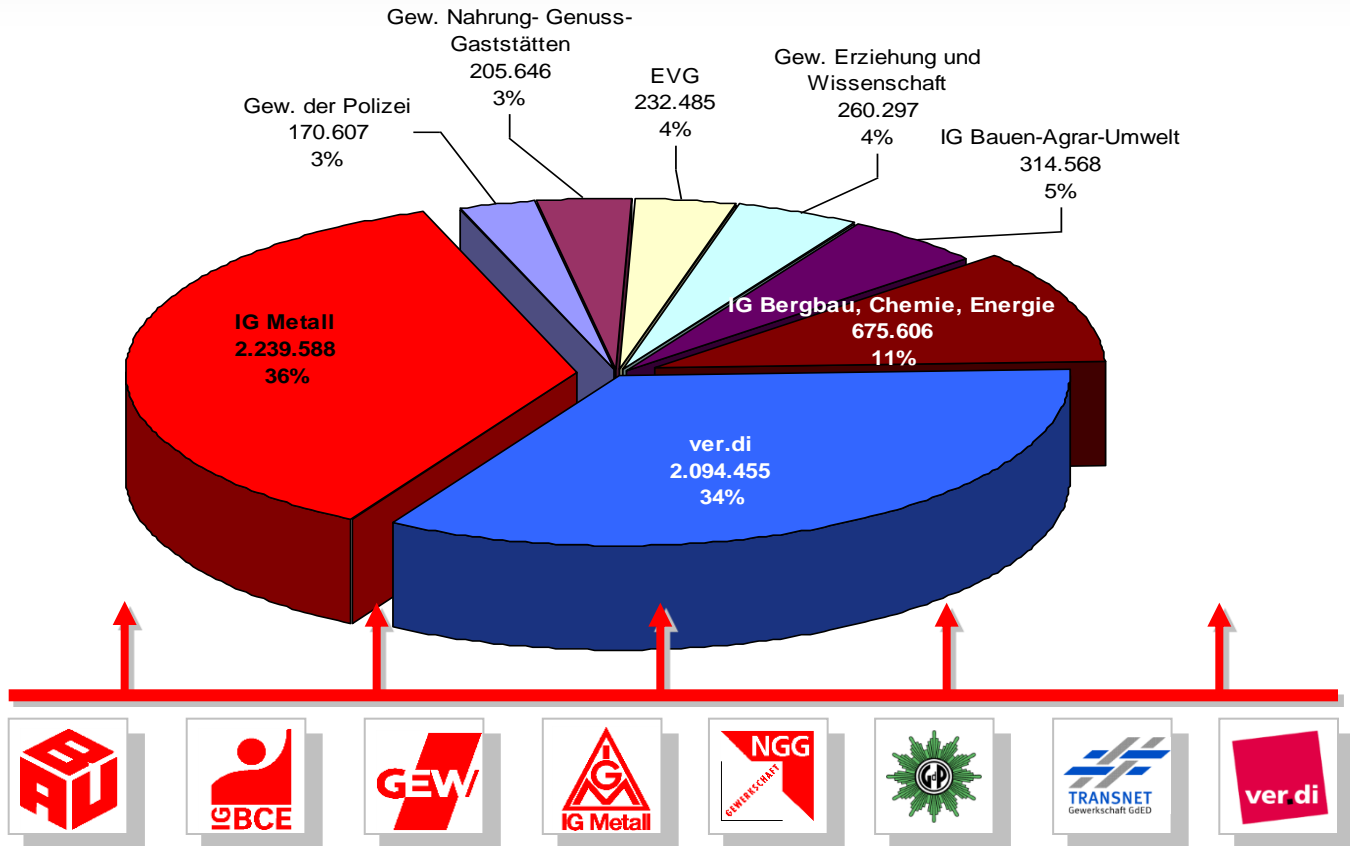


The Role of the Unions in Vocational Education and Training (VET) in Germany

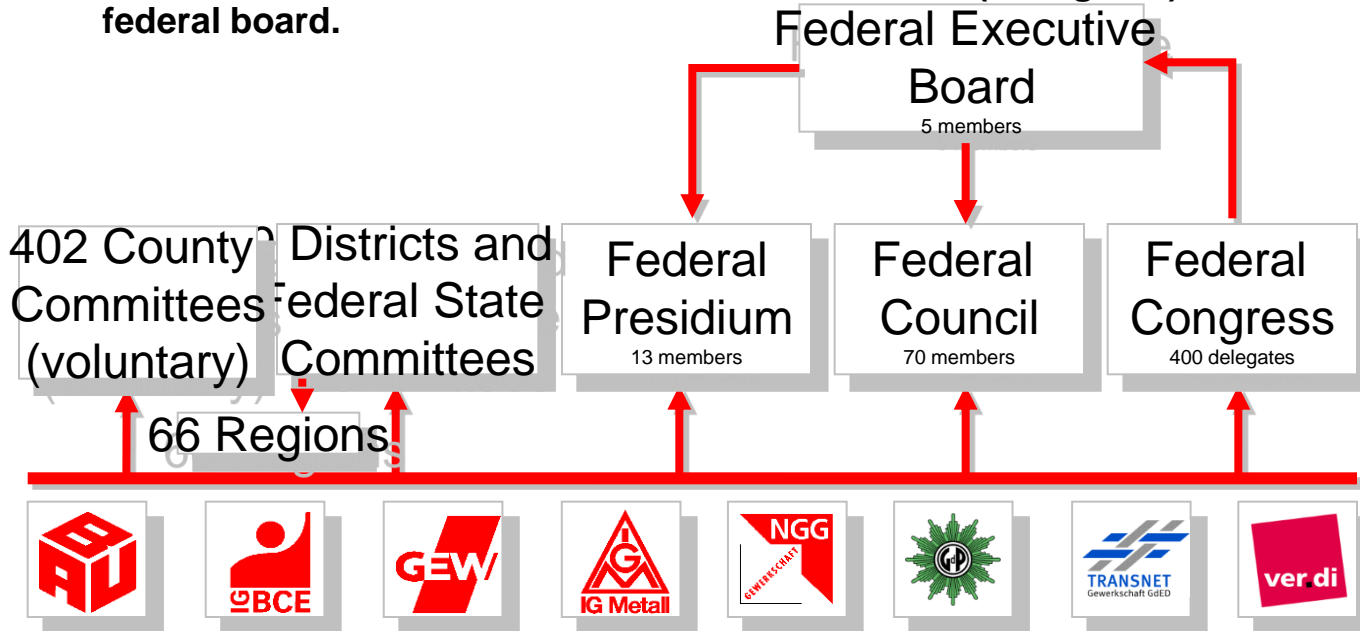


Membership in the Union of the DGB



DGB structure

- The DGB has a democratic, bottom-up structure. Union delegates at each level elect committees for 402 Counties, 9 districts (66 regions) and the federal board.



Activities of the Trade Unions in Germany

- **Since 1919** the Trade Unions had postulated an law for VET
- 1963 Maria Weber Vicepresident of the DGB postulated an Institute
- **1968 Apprentice-Movement**
- **1969 German Training-Act**
- 1970 Constitution of the BIBB



Role of the Social Partners as central stakeholders of the dual system



DGB

National level	Participation in the development of training regulations/standards; Give recommendations in all fields and aspects of vocational education and training
Regional level	State level Give recommendations in all fields of vocational education and training with regard to the coordination between school and enterprise Level of competent bodies Counselling; monitoring of the implementation of training in the enterprises; holding of examinations; granting of certificates/qualifications
Sectoral level	Negotiations on the supply of apprenticeships; wage agreements covering apprenticeship pay
Company level	Planning and carrying out training in the enterprises Works councils + Youth and trainee delegation (JAV)

Training occupations in the dual system



Vocational competence

“Vocational training shall, through a systematic training programme, impart the vocational skills, knowledge and qualifications (vocational competence) necessary to engage in a form of skilled occupational activity in a changing working world. It shall also enable trainees to acquire the necessary occupational experience.”

Section 1, para (3) Vocational Training Act (BBiG)

Monthly Apprenticeship Pay (bruto)
this is more or less 30-40% of the wage of skilledworkers in the sectors



DGB

989 € Inland bargeman (IC) Binnenschiffer

968 € Mason (IC) Maurer

910 € Electronics technician for buildings (IC)

904 € Industrial mechanic (IC)

896 € Insurance salesperson (IC)

875 € Industrial clerk (IC)

841 € Office clerk (Cr)

795 € Clerk in public administration (PS)

753 € Retail trader (IC) Kaufmann im Einzelhandel

744 € Car mechatronics(IC)

Criteria for successful implementation of a dual training system

- **Duration of a vocational training course**
- Vocational training as a springboard for ongoing and further training
- **Cooperation between learning institutions**
- **Legal status of trainees**
- Cost-benefit analysis of in-company vocational training

- Dual vocational training systems have a *multi-stakeholder* **steering system comprising representatives** of the education, economy and labour ministries, **the social partners** and others
- A single **regulatory framework (vocational training law)**
- **Involvement of social partners**, vocational training colleges and academia in **vocational training dialogue**
- The procedures laid down in the training law ensure a balanced representation of the different interests of the stakeholders