



Skilling the Future: Involving labour market stakeholders



The German Experience

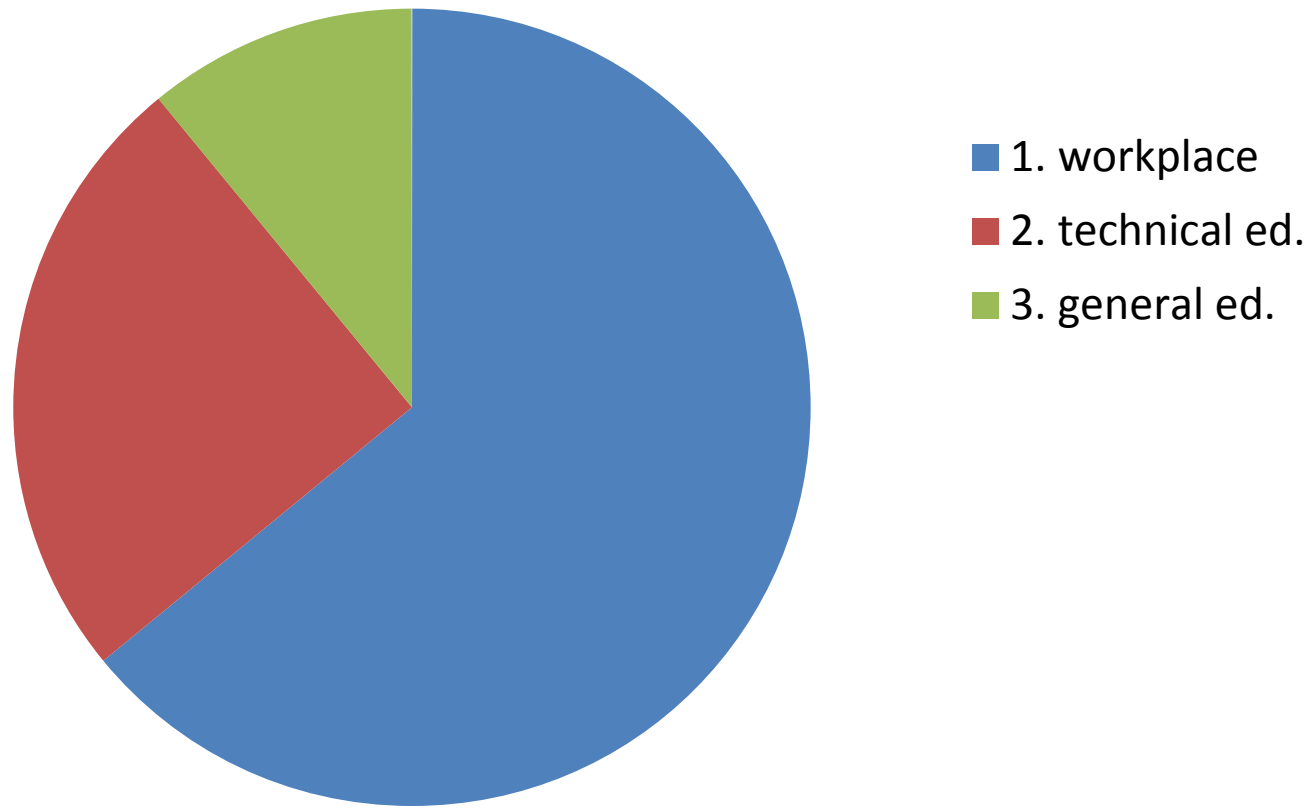
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Learning fields (modules) more general:

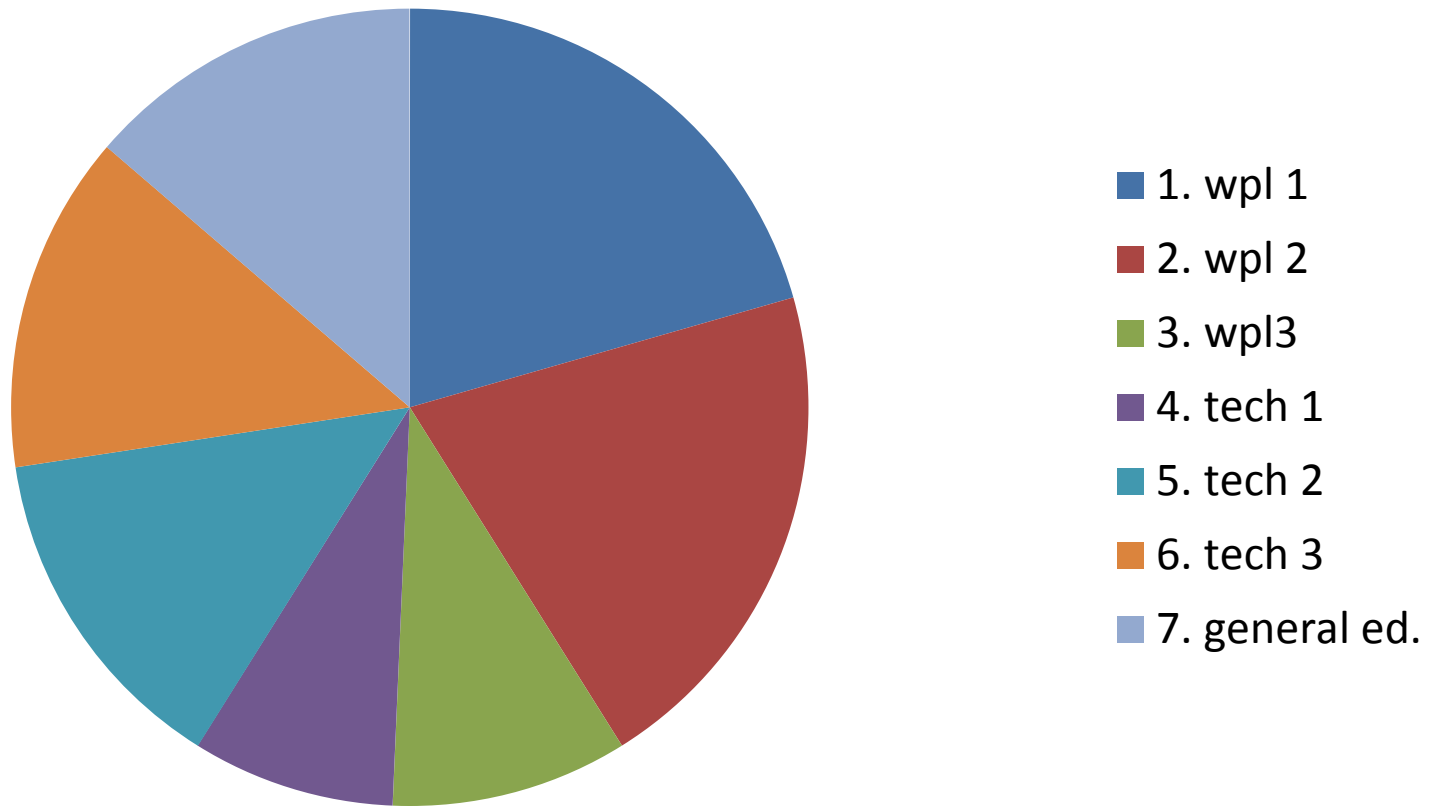
Workplace education in real participation by skilled trainers
Technical education in VET-schools by professional **VET-teachers**
General education by teachers (i.e. languages, politics etc.)

Example: Apprenticeship 1st year



Learning fields specifically designed for the qualification:
designed by experts from employers, employees and schools
coordinated by BIBB (federal institute for VET) and government

Example: Apprentice 2nd & 3rd year



Crediting for apprenticeship training

Year	Training occupations that can be validated towards other training occupations	Training occupations, open for validation from other training occupations	Training occupations (total)
2005	19	44	339
2006	17	45	343
2007	19	47	342
2008	22	49	351
2009	23	56	349
2010	23	63	348
2011	24	65	344
2012	24	65	344
2013	24	65	329
2014	22	67	327
In accordance to § 5 Absatz 2 Satz 4 Federal VET law			

Flexibility and Vocational Concept

Seeking solution by structure of training occupations



• Uniform structure



e. g. optician
(Augenoptiker/in)

• Specialization

wholesale trade clerk (Großhandelskaufmann/kauffrau) or foreign trade clerk (Außenhandelskaufmann/kauffrau)



e. g. wholesale and foreign
trade clerk (Groß- und Außen-
handelskaufmann/kauffrau)

• Different options



e. g. chemical laboratory
technician (Chemielaborant/in)

Full qualification after 3 years (average)
learning fields (modules, units) used are

Within 3 years there are approx. 20 units (4320 h) in work place (WP)
and 10 – 15 units (880 h) in school:
technical education (TE) and general education (GE)



H E
GE
TE (WP)



Higher VET
WP
(TE)



Change of
Qualification:
WP, TE

Involvement of Stakeholders: employers (1), employees (2), teachers (3)

Design of Qualifications



WP:
BIBB and
(1) + (2)



TE:
Gov. + (3)
WP-
acknowledged



GE:
government

Involvement of Stakeholders: employers, employees, teachers

Assessment

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graph TD; A[Assessment] --> B[Federal requirements: BIBB, Regional requirements (GE)]; A --> C[Local: chamber's supervision]; A --> D[Employers  
Employees  
Teachers];
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Federal
requirements:
BIBB ,
Regional
requirements (GE)

Local:
chamber's
supervision

Employers
Employees
Teachers

Involvement of Stakeholders: employers, employees, teachers

Evaluation by VET-boards



Local:
VET boards
(chambers,
sectors)



Regional:
Government,
Employers Assu.
& reg. unions



Federal:
Federal governm.,
Regional governm.
Employers & unions

Learning Fields (Modules, Units) are used for :

- GE: to give access to further general education courses but also HE:
- Language (German, English), politics & economics, sport, „religion“
- TE: to underpin the „work place experience“
- Access to a broader knowledge
- Further technical education, higher VET & HE
- WP: training with licensed trainers & modern equipment in real situation and with customers

Thank you