

# Skilling the Future: Involving labour market stakeholders



## The German Experience

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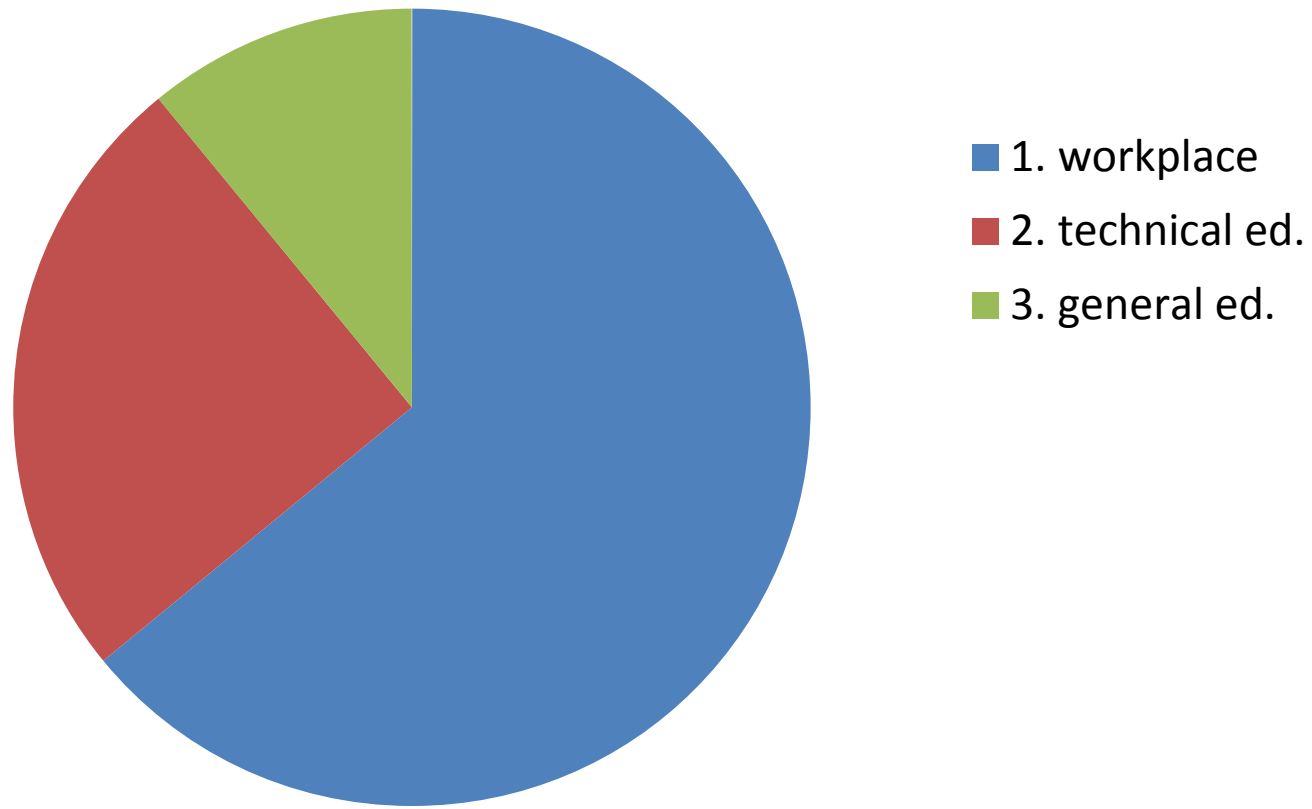
## Learning fields (modules) more general:

Workplace education in real participation by skilled trainers

Technical education in VET-schools by professional **VET-teachers**

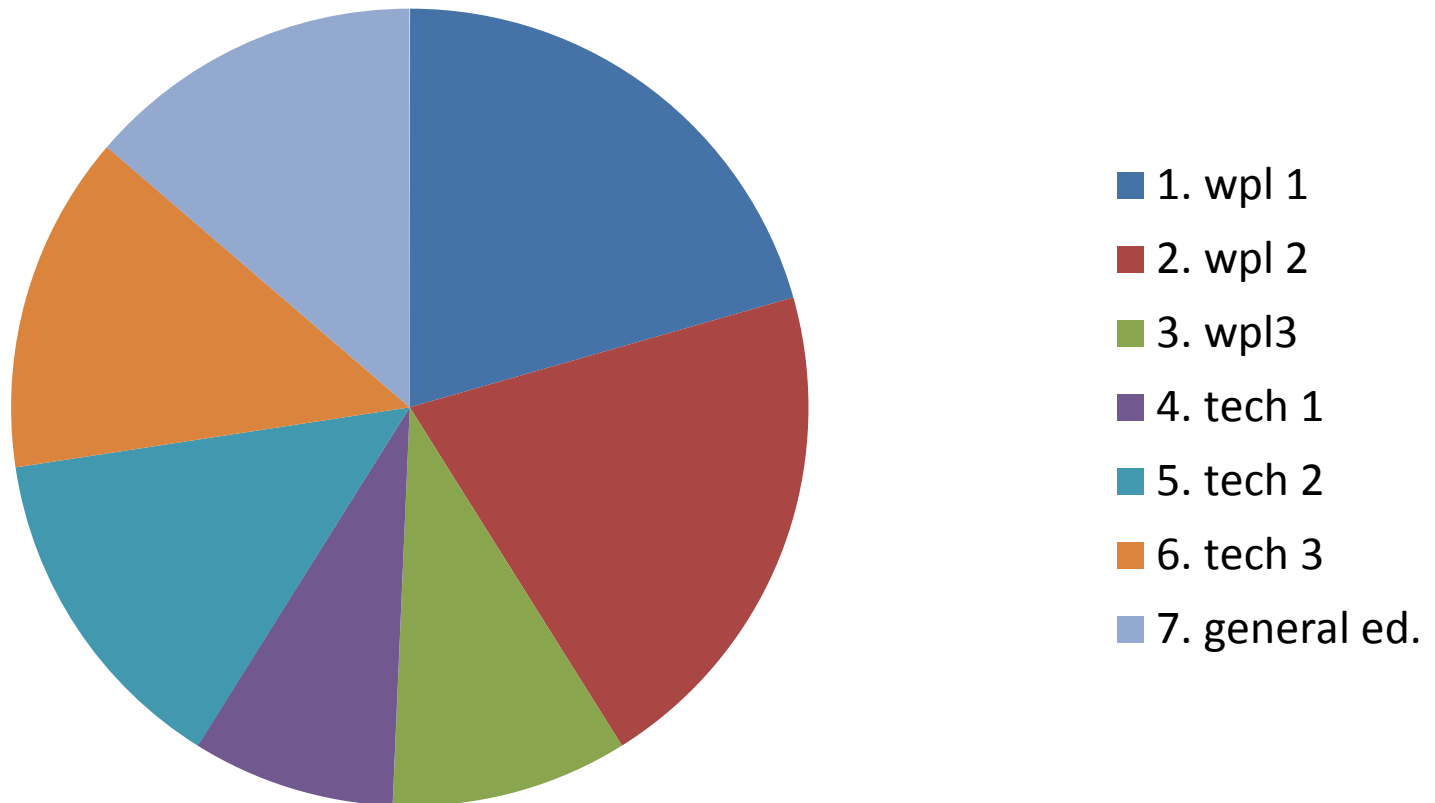
General education by teachers (i.e. languages, politics etc.)

### 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



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

**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