

Background

A functioning vocational training system is of paramount importance for the economic and social development of any country. Reforms in this area are being discussed above all in developing countries and emerging economies in Asia, Africa and America. The aim is to create more and better jobs for a growing population and to improve the basis for sustainable economic growth. The dual system, which defines vocational education and training only in Germany and a few neighbouring countries, is considered a success story. The system stands for labour market oriented practical training both, in the company and in vocational schools, nationwide standards, economic dynamics through comprehensively qualified skilled workers and low youth unemployment.

Therefore, other countries show great interest in the German dual system: How and why does it work? What are the prerequisites for success? Can the system or parts of it be adapted? When does it make sense? What challenges does the dual system face itself? In order to better answer these and other questions, sequa offers the organisation and implementation of TVET study trips to Germany as part of its project work.

TVET Study Trips – The Dual Training System in Germany

Product Description

sequa uses its competence in development cooperation as well as its specific access to its shareholder's network, the German chambers and associations, to organize TVET study tours. The aim is to develop a tailor-made, effective and practice-oriented programme for the participants and the project, depending on the composition of the group and their interest in the findings.

The German dual system of vocational education and training is characterised by an effectively structured cooperation between different actors. These include state vocational schools, which provide instruction on basic and general topics, as well as chambers, which supervise the in-company part of the training in a sovereign function and conduct the technical part of the final examinations. Also, the more than 400,000 companies with their specially trained staff who supervise the trainees and organise in-company training are important actors within the dual system. The focus of interest of most TVET study trips is the cooperation between government and industry in the dual system, including the division practised concerning responsibilities and financing.

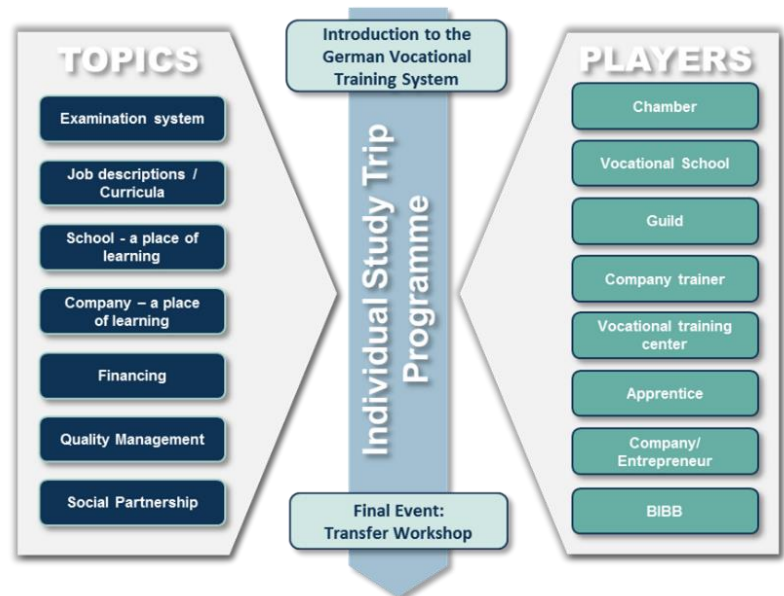
Study groups are particularly interested in the German experience of how the private sector can be successfully integrated: Why do companies commit themselves in terms of personnel and finances? How are qualification standards developed and implemented nationwide? Why do young people opt for in-company training?

As a subsidiary of the apex bodies of the German economy and on the basis of its diverse project experience in cooperation with German chambers, associations and their vocational institutions, sequa is particularly qualified to cover these topics and to draw the right actors from the large number of players in this field. These are not only members of the responsible committees and departments of the chambers and guilds, but also representatives of the more than 800 vocational training centres of the chambers and associations in Germany.

The starting point for each study trip is a preliminary consultation, where sequa identifies the expectations and desired focal points of the client. On this basis sequa prepares a proposal for a study trip programme. Thanks to its extensive network, sequa is able to organise appointments with suitable individuals and institutions in the various areas of dual vocational education and training and to make the study trip time- and cost-efficient.

The Study Trip Programme

Among the framework elements of every TVET study trip is an introductory event in which the German vocational training system is presented and basic information given to all participants. A transfer workshop concludes the journey to reflect on what has been learned and to develop initial approaches for further use. The main elements of the trip are specific information units on individual subject areas and practical visits to a wide range of vocational training actors. These modules are always put together according to the thematic focus of the respective delegation.



Product Impact

Target group-oriented TVET study trips impart sound knowledge, demonstrate "good practice" examples and facilitate the exchange of experience and networking. They are a first step towards developing strategies for reforming vocational education and training in the partner countries and provide the impetus for concrete changes. Vocational training not only creates the basis for the competitiveness of an economy, but also determines the opportunities for each individual to participate economically and socially. (see also the sequa product sheet "Labour Market-Oriented Vocational Education and Training")

Product Application Examples

Study trip for 15 TVET delegates from Northern Cyprus (22. - 29.04. 2018)

The thematic focus of this trip was on the role of the chambers in the master craftsman and journeyman examinations as well as the training of apprentices. The participants were particularly interested in the accreditation and quality assurance of the examination bodies and the advantages offered by the two places of learning - school and company. Most of the participants came from vocational education and training institutions. They were either trainers or heads of vocational schools; three of them were representatives of the national vocational training authority.

Special study trip for 17 TVET delegates from Ethiopia (13. - 20.05. 2017)

Nine representatives of the national and regional vocational training authorities and eight representatives of the regional competence centres in Ethiopia were informed about the role of the private sector in vocational training with particular focus on small and medium-sized enterprises. The concept of the guilds and their functions within the training system was particularly important to them.

Study trip for 13 TVET delegates from Pakistan (12. - 18.06. 2016)

Participants of this study trip were senior officials of the vocational training authority and the national vocational training commission; three delegates of the chambers and three representatives of professional associations represented the private sector. The thematic focus was on the occupational profiles of the so-called "green sectors" and how vocational training can be structured in these often very new fields of work. The role of the chambers of commerce and other players in the private sector was of particular interest.