



The role of the German CCI in VET

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Bonn/Rhine-Sieg CCI – Who we are & what we do:

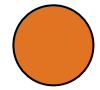
The CCI:

- is a statutory company- financed by its member companies.
 - 80 regional chambers in Germany & 125 offices abroad
 - It has approximately 54.000 member companies
- represents the interests of industry, trade & the service sector.
 - It generates a dialogue with government, public and judicial authorities.
- provides counsel on locational, tax & economic matters.
- is responsible for vocational training of approx.175 occupations.

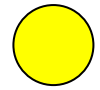
The 6 Business Segments of the CCIs



Regional Development Policy



Start-up & Business Promotion



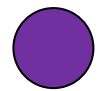
Vocational Educational Training (VET) &
assurance of skilled labour (qualified workers)



Innovation & Environment



International Affairs



Legal Matters & Taxation

The 6 Business Segments - Details

Regional Development (Policy)	Start-up & Business Promotion	VET & Assurance of Skilled Labour	Innovation & Environment	International	Legal Matters & Taxation
Economic Policy	Business Start-up	Vocational Training	Environment Consultancy	Export	Trade and Business Law
Tax and Finance Policy	Business Management	Examinations	Energy Issues	Import	Competition Law
Business Information and Statistics	Succession of Companies	Training Consultancy	Innovation and Technology Consultancy	Foreign Investment	General Legal Consultancy
Regional and Urban Development	Trade Fairs and Exhibitions	Further Professional Training	E-Business / IT-Business	Trade Affairs	Experts / Mediation
Development of Trade, Industry, Tourism		FT Courses		Cooperation	Tax Law
Regional Cooperation		FT Consultancy			
Traffic Networks (rail, road, ship and air)		Examinations / Certificates			
Other Networks		Education Policy			
		Online-Learning			
		Labour Market			

Roles of CCIs in Training

The CCIs:

- Pursue the goals of the *“National Pact for Career Training and Skilled Manpower Development in Germany”*
 - Providing entry-level vocational training for able and willing youth,
 - Assuring the development of skilled labour,
 - Improving the preparedness of youth for vocational training.
- Is responsible for the oversight of vocational training of approx. 175 occupations.
 - Provision of counsel on initial and further vocational training,
 - Organization and control of examinations and certifications.

“**The objective** of initial training shall be to provide, in a changing working environment, the necessary **technical abilities, knowledge and skills** (professional scope of action) through a **systematic training program** to engage in a skilled form of occupational activity. Initial training shall also enable a trainee to acquire the necessary occupational experience.”

(Section 1 of the Vocational Training Act 2005)

The role of the German CCIs in VET

THE DUAL SYSTEM

FACTS & FEATURES

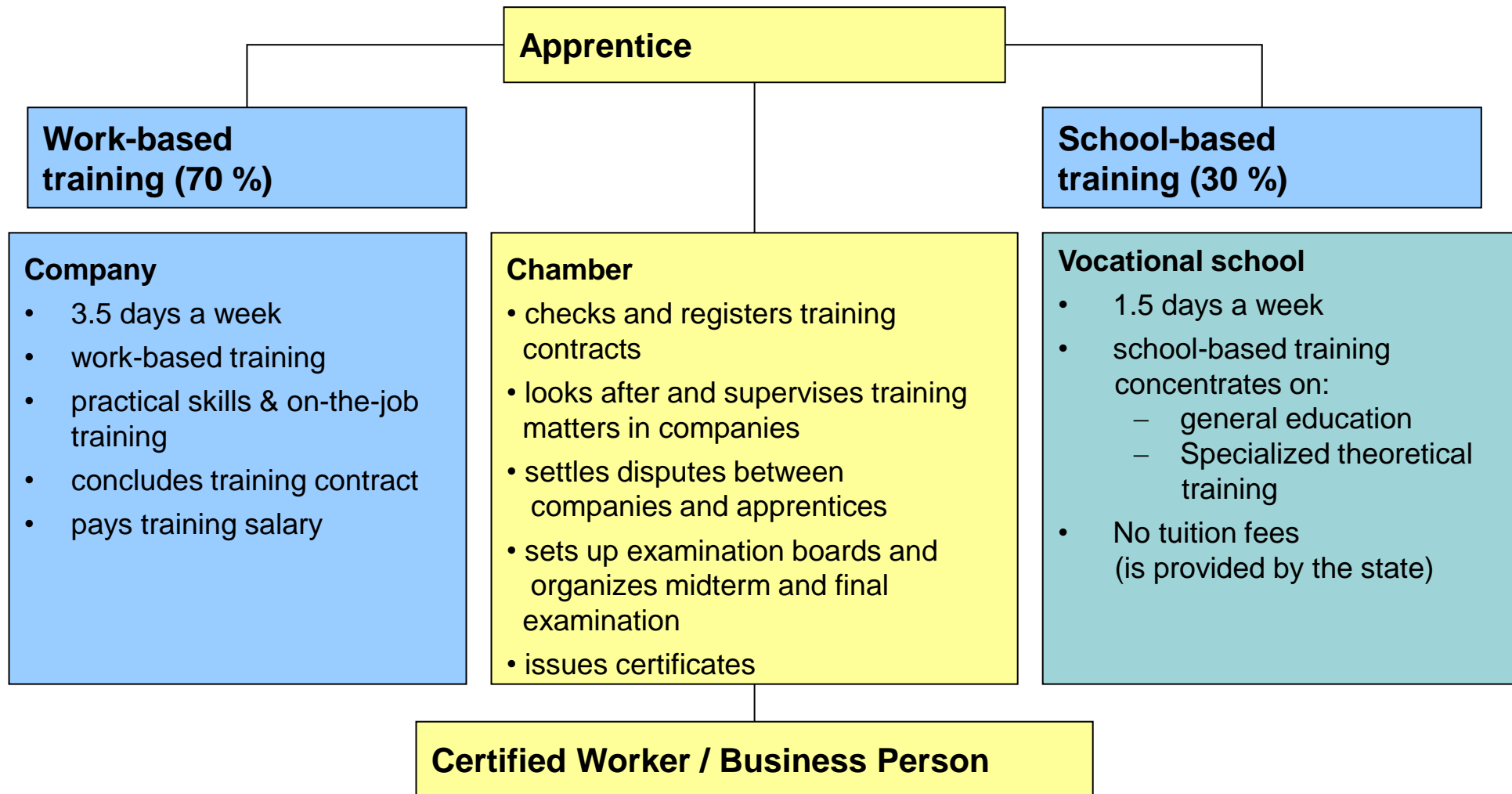
General features of the German VET-system:

- 2.5 - 3.5 years of vocational training and education
 - 70% company based training – 3.5 days at the company
 - 30% school based training – 1.5 days in school
 - Apprentices earn between 400 – 1000 € per month plus benefits
 - Practice-relevant and theory-based training
- Intermediate and Final exams organized and controlled by the CCI's
 - Exams are nationwide standardized
- After the completion of training and successful examination apprentices receive **“Gesellenbrief” – Certified Worker**

Dual System

	School	Company
Place of Study	Vocational School	Firm/Factory
Supervision	State (federal, local)	Relevant chamber
Financing	State (public)	Company (private)
Legal basis for entire training programme	School laws of the Federal States	Vocational Training Act and Crafts Code
Legal basis for recognised training occupations	School curricula	Training Regulations
Training staff	Teachers in VET-schools	Trainers in industry
Official status of apprentice	Student	Employee (special status)
Didactic responsibilities	Regional State Government	Federal Government

The CCI as intermediary



Further Professional Training

- Further training opportunities after successful completion of an apprenticeship (*Gesellenbrief*)
- Bachelor- & Master-CCI degrees
 - Give students from lower and middle schools the chance to grow
 - Bachelor-CCI degrees are recognized as equal to a University Bachelor degree

Gymnasium, Middle school or lower middle school



Certified Worker



Bachelor-CCI



Master-CCI

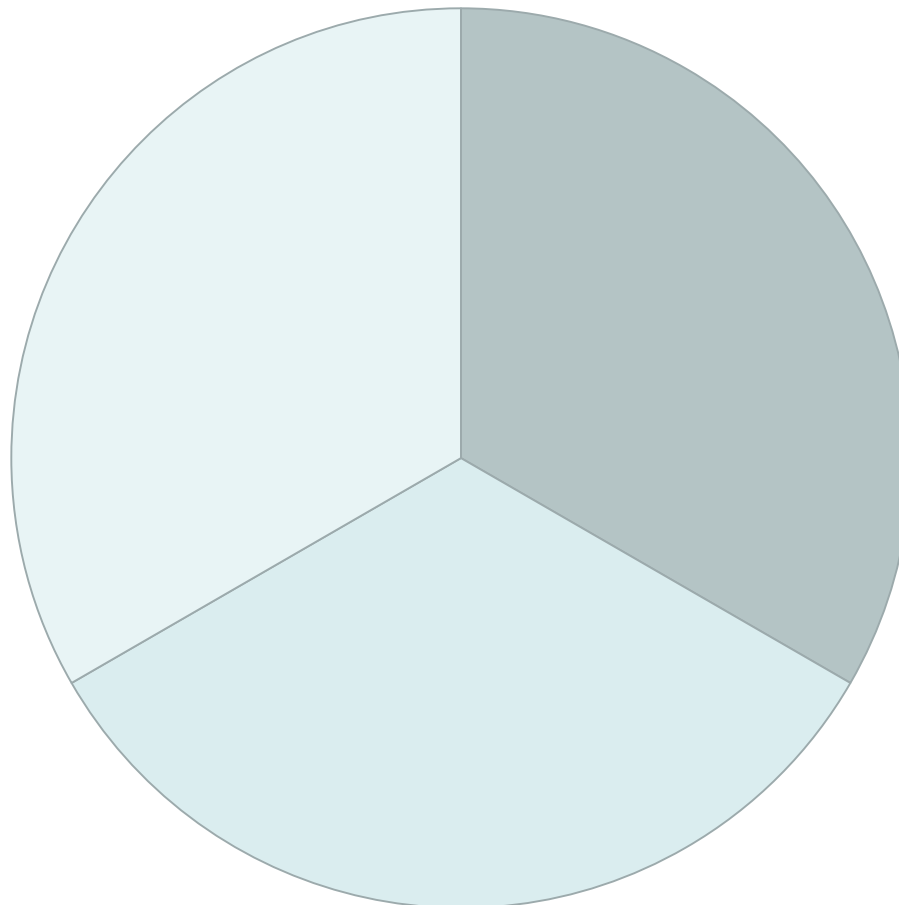
The CCIs' Examination System

- Nationwide Standardized Testing
 - Theoretical and practical parts of the exams are the same in all 16 states
 - Exams have unique national standards
 - Written exams take place all over Germany at the same time
- VET-Diplomas are recognized nationwide



The CCI's Examination System

Examiners



- Employers - appointed by associations
- Employees - appointed by trade unions
- VET Teachers - appointed by schools inspection authorities

Some Facts and Figures (2013/CCI-level)

- about 200.301 firms engaged in VET
- about 326.562 registered VET-trainers
- about 830.097 VET contracts
- about 236.559 intermediate examinations
- about 321.467 final examinations
- about 27.722 examination councils (CCI)
- about 172.314 members

Some Facts and Figures (2013/CCI-level)

Annual new VET contracts 2009-2013			
Sector	2009	2011	2013
Industry and commerce	333.405	342.783	318.540
Skilled crafts	155.583	154.506	142.137
Agriculture	14.646	13.482	13.158
Public service	13.725	12.402	12.114
Free professions	42.675	42.612	42.051
Housekeeping	3.996	3.345	2.559
Maritime occupations	279	249	156
total	564.306	569.379	530.715

Youth Unemployment in Europe



	Youth unemployment rate				Youth unemployment ratio		
	2011	2012	2013	2013Q4*	2011	2012	2013
EU-28	21.4	23.0	23.4	23.1	9.1	9.7	9.8
Euro area	20.8	23.1	24.0	23.8	8.7	9.5	9.8
Belgium	18.7	19.8	23.7	23.9	6.0	6.2	7.3
Bulgaria	25.0	28.1	28.4	28.1	7.4	8.5	8.4
Czech Republic	18.1	19.5	18.9	18.9	5.4	6.1	6.0
Denmark	14.3	14.0	13.0	12.8	9.6	9.1	8.1
Germany	8.6	8.1	7.9	7.9	4.5	4.1	4.0
Estonia	22.4	20.9	18.7	19.1	9.1	8.7	7.4
Ireland	29.1	30.4	26.8	25.5	12.1	12.3	10.6
Greece	44.4	55.3	58.3	57.3	13.0	16.1	16.6
Spain	46.2	52.9	55.5	54.9	19.0	20.6	20.8
France	22.6	24.4	24.8	23.7	8.4	8.9	9.0
Croatia	36.1	43.0	49.7	48.6	11.3	12.7	14.4
Italy	29.1	35.3	40.0	41.8	8.0	10.1	10.9
Cyprus	22.4	27.8	38.9	40.8	8.7	10.8	15.0
Latvia	31.0	28.5	23.2	23.9	11.6	11.5	9.1
Lithuania	32.6	26.7	21.9	20.6	9.2	7.8	6.9
Luxembourg	16.4	18.0	17.4	17.2	4.2	5.0	4.0
Hungary	26.1	28.1	27.2	24.8	6.4	7.3	7.4
Malta	13.8	14.2	13.5	13.5	7.1	7.2	7.0
Netherlands	7.6	9.5	11.0	11.4	5.3	6.6	7.7
Austria	8.3	8.7	9.2	9.9	5.0	5.2	5.4
Poland	25.8	26.5	27.3	27.2	8.6	8.9	9.1
Portugal	30.1	37.7	37.7	34.8	11.7	14.3	13.5
Romania	23.7	22.7	23.6	:	7.4	7.0	7.3
Slovenia	15.7	20.6	21.6	19.9	5.9	7.1	7.3
Slovakia	33.7	34.0	33.7	33.5	10.1	10.4	10.4
Finland	20.1	19.0	19.9	20.0	10.1	9.8	10.3
Sweden	22.8	23.7	23.4	22.6	12.1	12.4	12.8
United Kingdom	21.1	21.0	20.5	19.7	12.4	12.4	12.0

: data not available

* The quarterly youth unemployment rate is seasonally adjusted.

Summary of Dual-System

Company-level

- CCI certified instructors
- Practical training - standardized curriculum
 - Industry relevant content
 - Gradual integration into work environment
- CCI-oversight – quality assurance
- Financial compensation

School-level

- Specialized Teachers
- Theoretical training - standardized curriculum
- No tuition fee

→ High degree of mobility and employability within Germany

Challenges for the Dual-System

- Demographic change
- Young Germans have their mind set on University and disregard the opportunities the VET-system holds
- Many students are not mature enough for an apprenticeship
- The dual system of vocational training is susceptible to ups and downs in the economy

Lack of Skilled Workforce?

- Despite a high demand for apprenticeship training places, many companies complain about serious problems in filling them.
- Companies do receive many applications, but there is an imbalance between the company's requirements and the skills shortages of graduates.
- There is a declining supply of applicants. In the future, fewer graduates will have more choices.
- Industries facing problems now, will encounter even more problems once there are fewer applicants.
- Demographic problem: high retirement rate – low birthrate.
- Shortage of 300.000 skilled workers per year.
- The lack of skilled labour will increase, if the percentage of poorly qualified individuals rises.

National Pact for Training and New Generation Skilled Workers in Germany

With this Pact, the partners – in close cooperation with the Federal States - bindingly undertake to offer training to all young people who are **willing** and **capable** of undergoing training.

Goals of the “National Pact for Career Training and Skilled Manpower Development in Germany”

- To acquire new training positions over the next years
- To provide positions for in-company entry-qualifications
- Companies carry the material and personnel costs of training. The Federal Employment Agency provides a federal subsidy towards the young peoples' costs of living.
- Federal Government promises an increase in training facilities and continuation of support programmes
- Regional government promises, amongst other things, to reduce the number of school drop-outs by one third

Conclusions

- The Dual system offers a lot of opportunities for companies and apprentices
 - The Dual system is oriented to provide industry and businesses with the skilled labour they require
 - The Dual system also aims at giving young people an opportunity to grow in their field without having to go to University
- The quality of the VET-system is based on:
 - Intensive & industry oriented practical training
 - Detailed theoretical training
 - Oversight over standards by the CCI
- The demographic change makes it necessary to modernize the dual system.
- We need: a “fast lane” – more flexibility for individual solutions – more certificates for elements of qualifications.

The role of the German CCIs in VET

THE VOCATIONAL TRAINING CENTER - “GLW/IHK”

The vocational training center

The center:

- is an initiative of the CCI Bonn/Rhine-Sieg in cooperation with 19 companies
 - The aim is to support businesses which cannot teach their apprentices on all the machines
- offers training under the Dual-System & Further training courses for the existing workforce
- offers 11 different training courses in areas such as:
 - Metal work,
 - Electrical work,
 - Computer- Numerical- Control- (CNC) machinery,
 - Mechatronics

The vocational training center

- The Staff consists of 4 technical trainers and an administrative staff
 - All trainers have extensive industry experience & hold a Bachelor-CCI – “*Industriemeister*”
- The center usually has a participation of around 70 apprentices

The vocational training center

- Apprentices traditionally follow a specific schedule in their training at the vocational training center
 - Among other things they learn:
 - Basic tool skills
 - Drilling machine
 - Lathe
 - Milling machine
 - Computer assisted machines

Basic Tool Skills

- Apprentices learn:
 - to use basic manual tools
 - to work with different materials
 - the specific attributes & characteristics of materials



Drill

- The Drill is the first machine the apprentices learn to use
- They practice:
 - Working precisely
 - Handling a mechanical tool
 - Drilling different materials



Lathe

- The Lathe rotates the workpiece on its axis to perform various operations such as:
 - cutting
 - sanding
 - knurling
 - drilling
- Specialized to produce cylindrical workpieces e.g.:
 - Candlestick holders
 - Crank- & Camshafts



Milling machine

- The Mill removes material from a workpiece advancing in a direction at an angle with the axis of the tool
- Specialized to work on angular workpieces



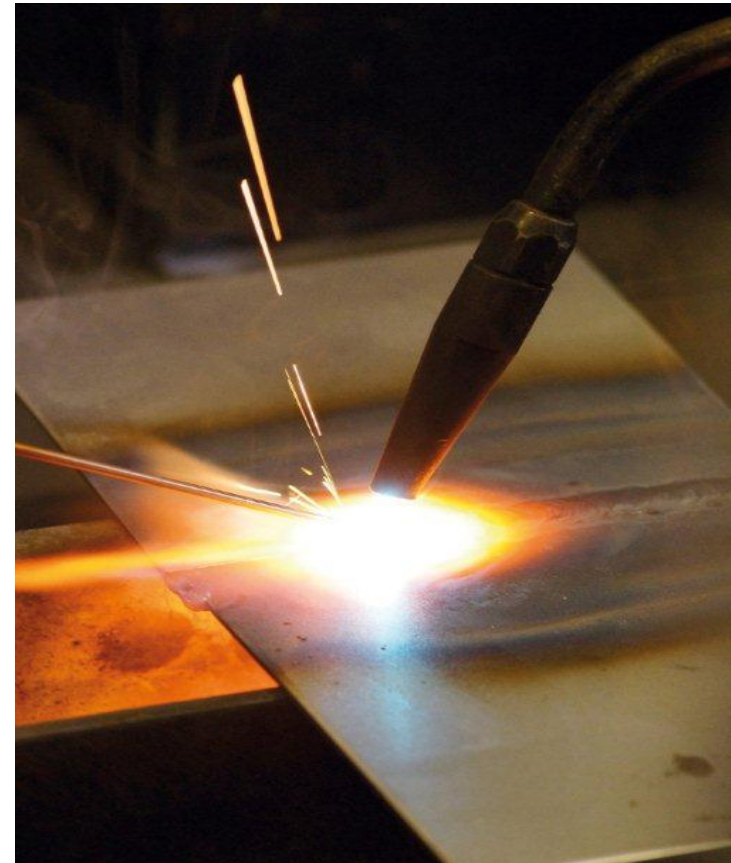
CNC machinery

- Programmed & automated machine tools
 - Highly specific tools
 - CNC-Mill
 - CNC-Lathe
 - Allow complicated manufacturing processes, which cannot be done using manual machines
- Training commences in the 2nd to 3rd year of the apprenticeship



Other fields

- Pneumatics
- Hydraulics
- Welding



Thank you for listening!

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