

Lack of company-based apprenticeship places –

German experiences,
discussions and solutions

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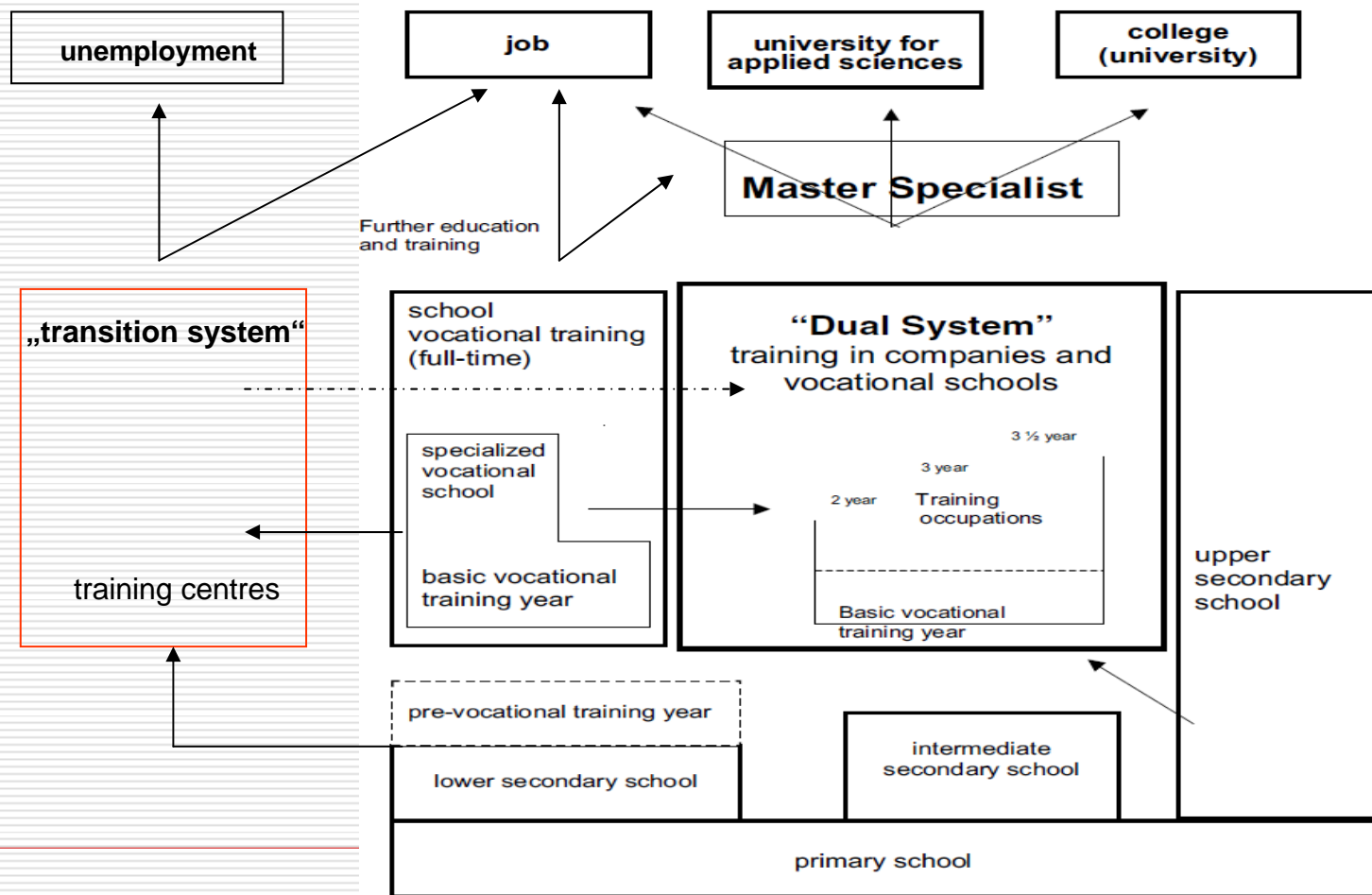
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Copenhagen, september 2009

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One vocational training – three subsystems



Problems of the company-based apprenticeship

- Vocational training is regarded as an investment like others
 - shareholder instead of careholder
 - Reducing the workforce on permanent staff
 - No long-term obligation considering costs
 - Competing with Bachelor
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Ranking of the three subsystems

company-based vocational education and training:

"dual system", ca. 1,6 Mio apprentices

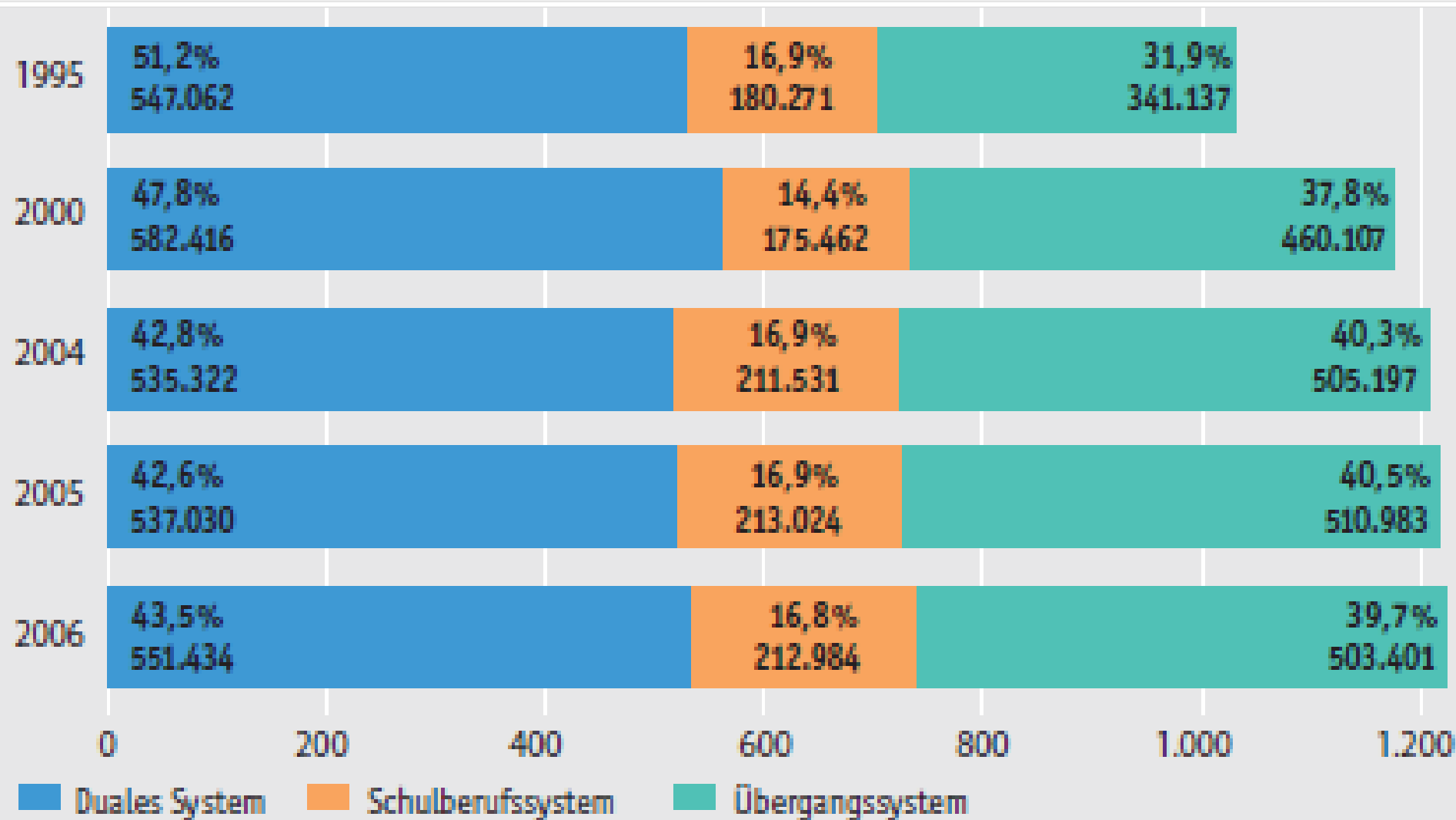
fully school-based vocational education and training:

recognized diploma (40.000 students) and other special qualifications (230.000 students)

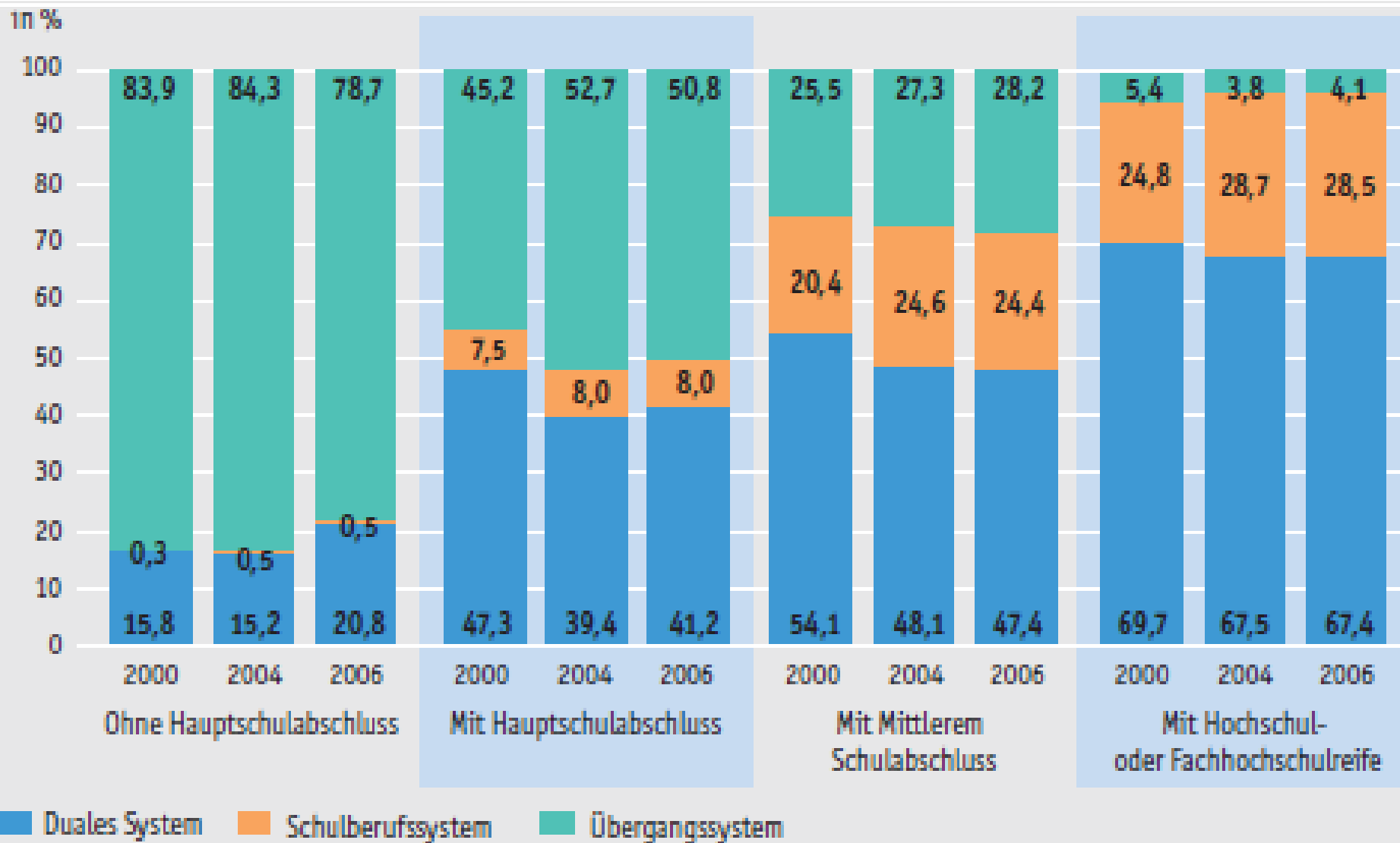
"transition system":

ca. 500.000 per year

Distribution on the three subsystems (intakes, in 1000)



School-leaving qualifications and systems



Source: Autorengruppe Bildungsberichterstattung

Elements of the school-based system

□ *Part-time* vocational schools:

- * daily instruction and block instruction
- * Top priority: maintaining educational principles

□ *Full-time* vocational schools:

- * lead to a qualification in an occupation (alternative to dual system, special school professions/"assistant occupations")
 - * lead to a recognized „dual“ qualifications (external examination by the chambers, since 2005)
 - * prepare for an apprenticeship
 - * lead to a higher educational qualification
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Transition problems

- ❑ 27% of young people did not start a training after 2 ½ years
 - ❑ intermediate secondary schools: only 20% of unqualified get an apprenticeship immediately; 40% of the qualified
 - ❑ More than 25% of the school leavers of the upper secondary school pass over to the transition system
 - ❑ Young people with a migration background and young men are overrepresented
 - ❑ Even young people with an university entry qualification are in the transition system, too
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Transition rates (after 3 months)

- ❑ Ca. 32% of successful leavers of a preparation measure pass over to an apprenticeship
 - ❑ Ca. 20% to schools
 - ❑ Ca. 18% to the transition system
 - ❑ Ca. 6% to jobs
 - ❑ Ca. 9% unemployed
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Solutions

- ❑ Optimizing the „transition system“ (transition management)
 - ❑ Structural change of the „transition system“
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Optimizing the „transition system“

„transition management“ is already working:

- Flexibilization
- Individualization
- Localisation
- acting in general school system

objectives:

- Avoiding turning loops
 - Better permeability
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Structural change of the „transition system“

One alternative system:

- ❑ No collection of different and nontransparent measures
 - ❑ Fully competitive to the company-based system
 - ❑ Leading to fully recognized qualifications
 - ❑ One didactic principle: production school
 - ❑ Institutions: vocational schools and training centres
 - ❑ Possible Attractiveness:
double qualifying pathways
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Example: kiezküchen Berlin

- ❑ Non-profit training centre, functions as a training company, acting on the real market
 - ❑ 13 public restaurants, 1 bakery, 1 coffee shop, 1 flower shop
 - ❑ Ca. 1.000 apprentices
 - ❑ Training occupations: cooks, bakers, butchers, occupations in the hotel-, restaurant- and catering services
 - ❑ Biggest training company in Berlin
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discussions on the future of the system!

Bertelsmann Stiftung (Hrsg.)

„Berufsausbildung 2015“ –
Ein Leitbild



Discussions on:

- the „transition system“,
- the dual system and

not primarily on
vocational schools!

Studies (only free download)

- ❑ Autorengruppe Bildungsberichterstattung: Bildung in Deutschland 2008 <http://www.bildungsbericht.de/>
 - ❑ Bertelsmann Stiftung (Hrsg.) „Berufsausbildung 2015“ –. Ein Leitbild www.bertelsmann-stiftung.de/.../xcms_bst_dms_27405_27406_2.pdf
 - ❑ Datenreport zum Berufsbildungsbericht <http://datenreport.bibb.de/html/index.html>
 - ❑ Michael Fütterer/Lisa Hofmann/Helmut Weick u.a.: Ausbildung für Alle! Wege aus der Ausbildungskrise [www.ausbildung-fuer-alle.de/.../buch_ausbildung.htm/](http://www.ausbildung-fuer-alle.de/.../buch_ausbildung.htm)
 - ❑ Jugendliche ohne Berufsabschluss. Handlungsempfehlungen für die berufliche Bildung www.bibb.de/de/51639.htm
 - ❑ Dieter Euler: Übergangssystem Chancenverbesserung oder Vorbereitung auf das Prekariat? www.boeckler.de/pdf/v_2009_02_12_euler_vortrag.pdf
 - ❑ Shell Jugendstudie 2006 http://www.shell.de/home/content/deu/aboutshell/our_commitment/shell_youth_study//
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