



ZSL
Zentrum für Schulqualität
und Lehrerbildung
Baden-Württemberg

Vocational Education and Training in Germany and Baden-Wuerttemberg

06 July 2021

Christiane Spies

Dep. 45 International Cooperation Projects in
Teacher Education

General information



Federal Republic of Germany



General Information

- Population: 83 155 031 (2020)
- Area: 357,000 km²
- GDP: € 3,33 billion (2020)
- **Unemployment rate: 6.1 % total (2020)**
- **Unemployment rate <25 years: 5.6 % (2020)**

Federal parliamentary republic (*Bund*) including 16 states (*Länder*)

- **Competencies are divided between *Bund* and *Länder* (→ *Grundgesetz*).**

Federal Ministry of Education and Research (BMBF)

- Funding Science and Research
- Providing support for the gifted; training grants
- Promoting international exchanges
- Shaping VET outside of schools and further education



Bund – Länder Relationship

German Constitution: Basic Law - *Grundgesetz (GG)* der *Bundesrepublik Deutschland*

- Article 7 GG:
The entire school system shall be under the supervision of the state.
- Article 30 GG: [Sovereign powers of the *Länder*]
Except as otherwise provided or permitted by this Basic Law, the exercise of state powers and the discharge of state functions is a matter for the *Länder*.

→ **Autonomy of the federal states in cultural and educational affairs**

Länder

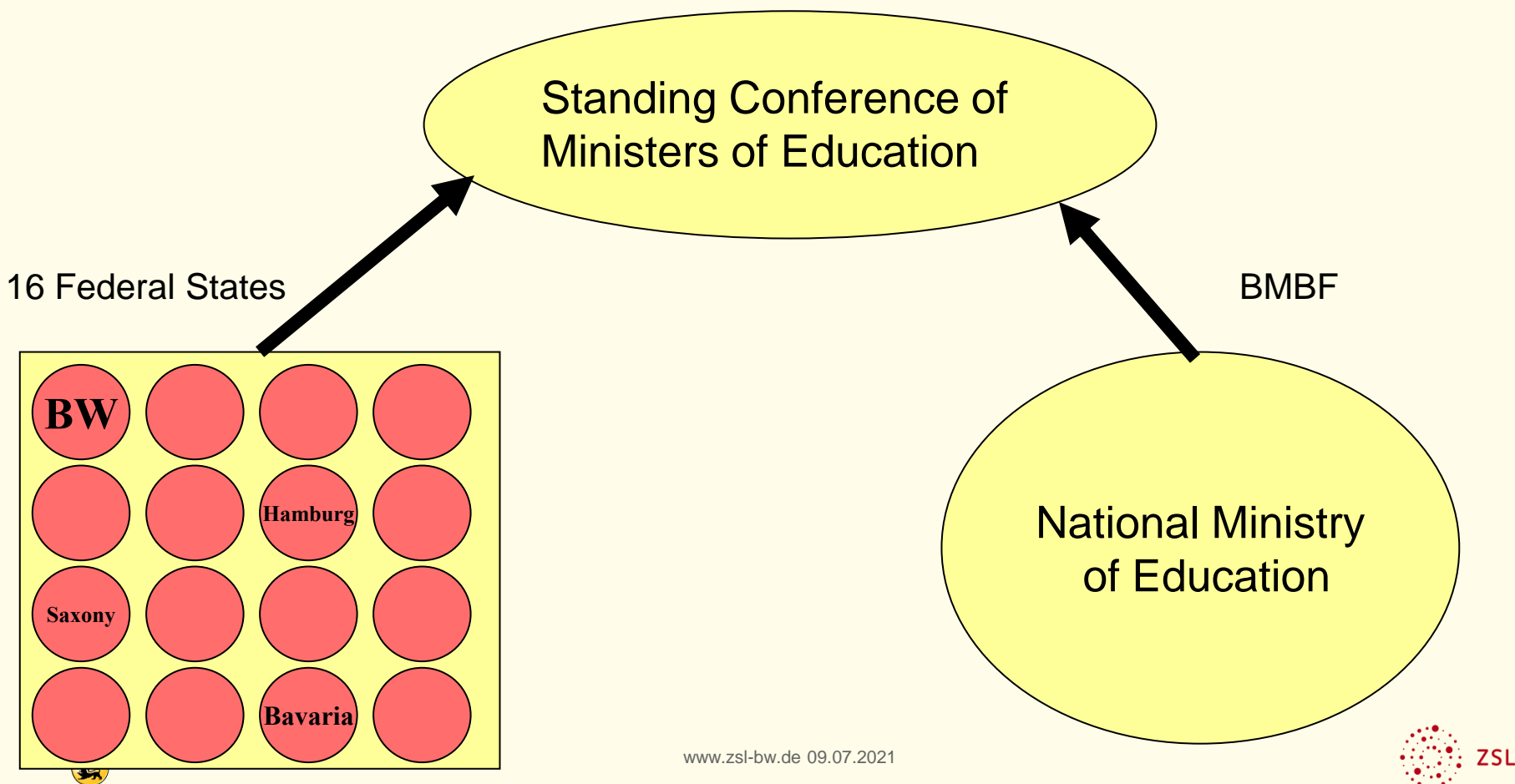
- Organisation and Supervision of school system (education law, regulations, school curricula, ...)
- Coordinating body: Standing Conference of the Ministers of Education and Cultural Affairs of the *Länder* (KMK)

Bund

- Vocational Training Act – *Berufsbildungsgesetz (BBiG)*
- Crafts Code – *Handwerksordnung (HwO)*
- Specific training regulations – *Ausbildungsordnungen, Ausbildungsrahmenpläne*



Coordination between Federal Republic and Federal States



The State of Baden-Württemberg



General information

- Population: 11,100,000 (12/2019)
- Area: 35,800 km²
- GDP: € 500.79 billion (2020)
- **Unemployment rate: 4.4 % total (02/2021)**
- **Unemployment rate <25 years: 3.5 % (02/2021)**
→ lowest rate in the EU!

Ministry of Education, Youth and Sports Baden-Württemberg

- Teacher training, planning of demand, recruitment, statistics, ...
- Schools for general education
- Vocational Schools
- Youth, Sports, further education



Educational system of Baden-Württemberg



German Federal Law

According to our “Constitution”, the
Basic Law of the Federal Republic of Germany
(Grundgesetz, Art. 70):

“All educational issues are decided by the individual
Federal States autonomously” (Länderhoheit)



School administration



Basis: School Law – *Schulgesetz (SchG)*

Balance between central regulation and regional autonomy

- District level § 33 *SchG*
21 *Staatliche Schulämter (SSA)*
→ school administration GS, HS/WRS, RS, GMS (SoS)
- Regional level § 34 *SchG*
4 *Regierungspräsidien (RP)*
Stuttgart, Karlsruhe, Freiburg, Tübingen
→ school administration GYM, bS
→ supervision of SSA
- State level § 35 *SchG*
Ministry of Education, Youth and Sports
→ supervision of RP, SSA
→ Regulations, Curricula, Teacher training, ...

Educational system

Basis: School Law – *Schulgesetz (SchG)*

Key elements

- **Compulsory schooling: 9 years; duty to attend vocational college if <18**
- **Equivalence of general and vocational education**
- **Permeability: „*Kein Abschluss ohne Anschluss*“**
- **Individual pathways possible**

Vocational education

- More than 50% of an age cohort undergo an apprenticeship the dual system
 - After examination 52% work in the respective trade (*Ausbildungsberuf*), 32% work in a related trade
- Source: BIBB-Analyse BWP 2/2015
- About 50% of university entrance qualifications are obtained at vocational colleges



Funding of vocational schools

Basis: School Law – *Schulgesetz (SchG)*

§ 28 SchG: Municipalities

Material costs: Buildings, material, equipment



Regierungsbezirk	Landkreise	Stadtkreise
Stuttgart	11	2
Karlsruhe	7	5
Freiburg	9	1
Tübingen	8	1
Baden-Württemberg	35	9

§ 38 SchG: Teachers at public schools are employed by the Land.

Personnel costs: Teachers (incl. principals and other function holders)



Element assuring the quality of the vocational school system in BW

Supervision of the colleges by the government

High level of teachers' initial qualifications

In-service training for teachers at the ZSL

Standardized curricula

Joint centralized final examinations

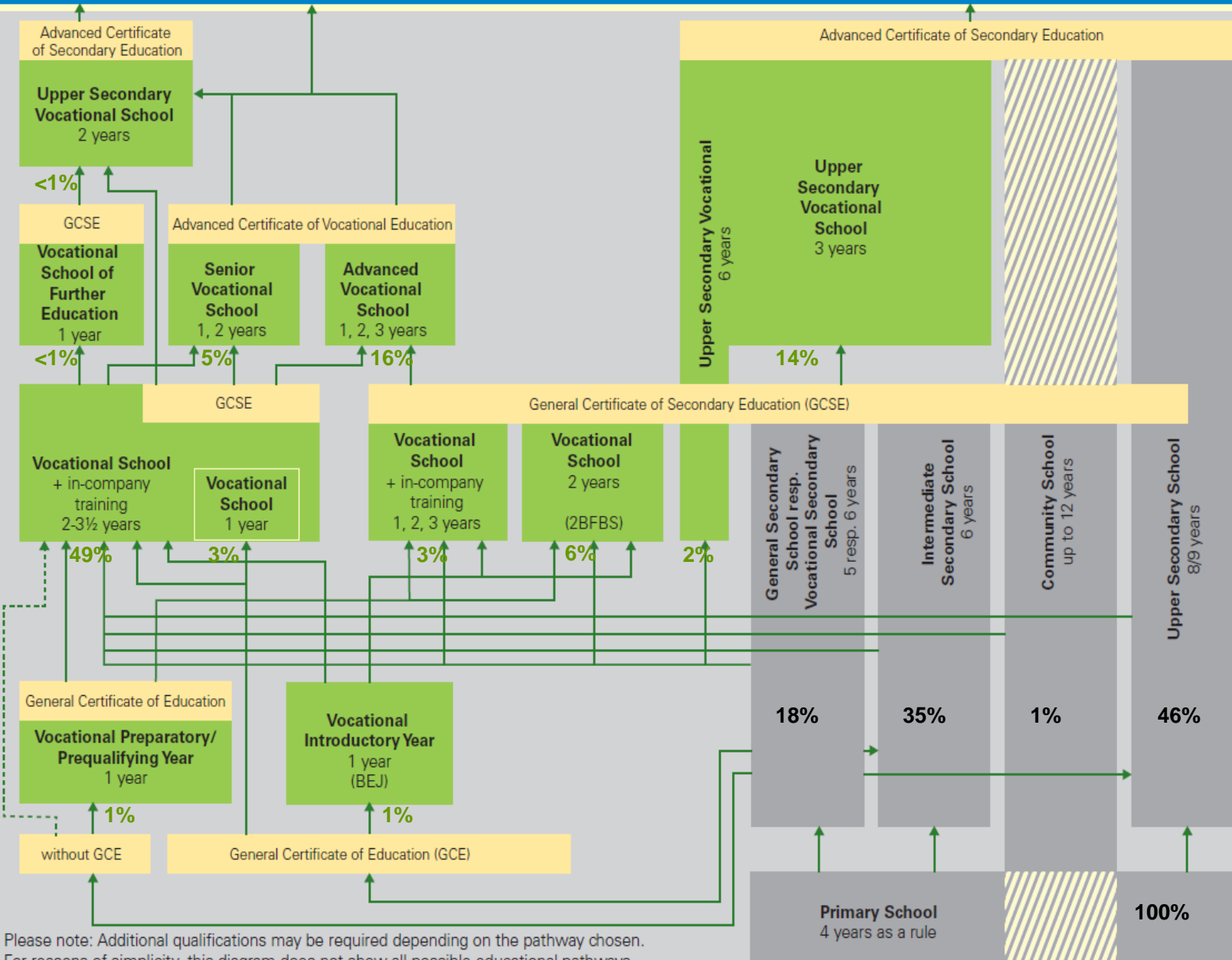
Quality management and independent external evaluation



University

University of Applied Science

Cooperative University



Special Needs Schools

- for blind persons
- for deaf and hard-of-hearing persons
- for mentally or physically handicapped persons
- for speech-impaired persons
- for visually handicapped persons
- Schools for Learning Disabilities

General Schools

Vocational Schools

Community Schools may offer Primary School or level II of Upper Secondary School

Please note: Additional qualifications may be required depending on the pathway chosen. For reasons of simplicity, this diagram does not show all possible educational pathways.

Current Key Issues in VET in Baden-Württemberg today

- Trend towards higher education: Fostering the attractiveness of the dual system of VET
- Demographic change: Strategies to secure skilled labour; School development
- Transition from school to work: Reform of the "transitional system" (preparatory vocational schools)
- Refugees of compulsory schooling age: Language acquisition, vocational and personal guidance, transition into VET
- Heterogeneity: Individual advancement of students; Inclusion of disabled persons in general schools
- New Media / Digitalization in VET /Industry 4.0



Implementation of the dual system in Baden-Württemberg



Dual System / Apprenticeship-learning

BASIC IDEA:

Vocational Education and Training in
Vocational School and Company

→ *Two learning sites!*



Basic structure of the dual system

70% company-based training

- Apprenticeship contract
- 3.5 days per week
- Federal law
- training regulations
- Supervised by chambers
- Funded by companies
- Final examination
(practical, theoretical)

30% at vocational school

- Compulsory school attendance
- 1.5 days per week
- State Law (*Länder*)
- framework curricula
- Supervised by states (*Länder*)
- Funded by states (*Länder*)
- Certificate/ final examination
(theoretical)

Professional Certificate

Cf.: *Vocational Training Act (2005)*

Cf.: BIBB: *Vocational Training Regulations and the Process Behind Them*



The dual structure of vocational training

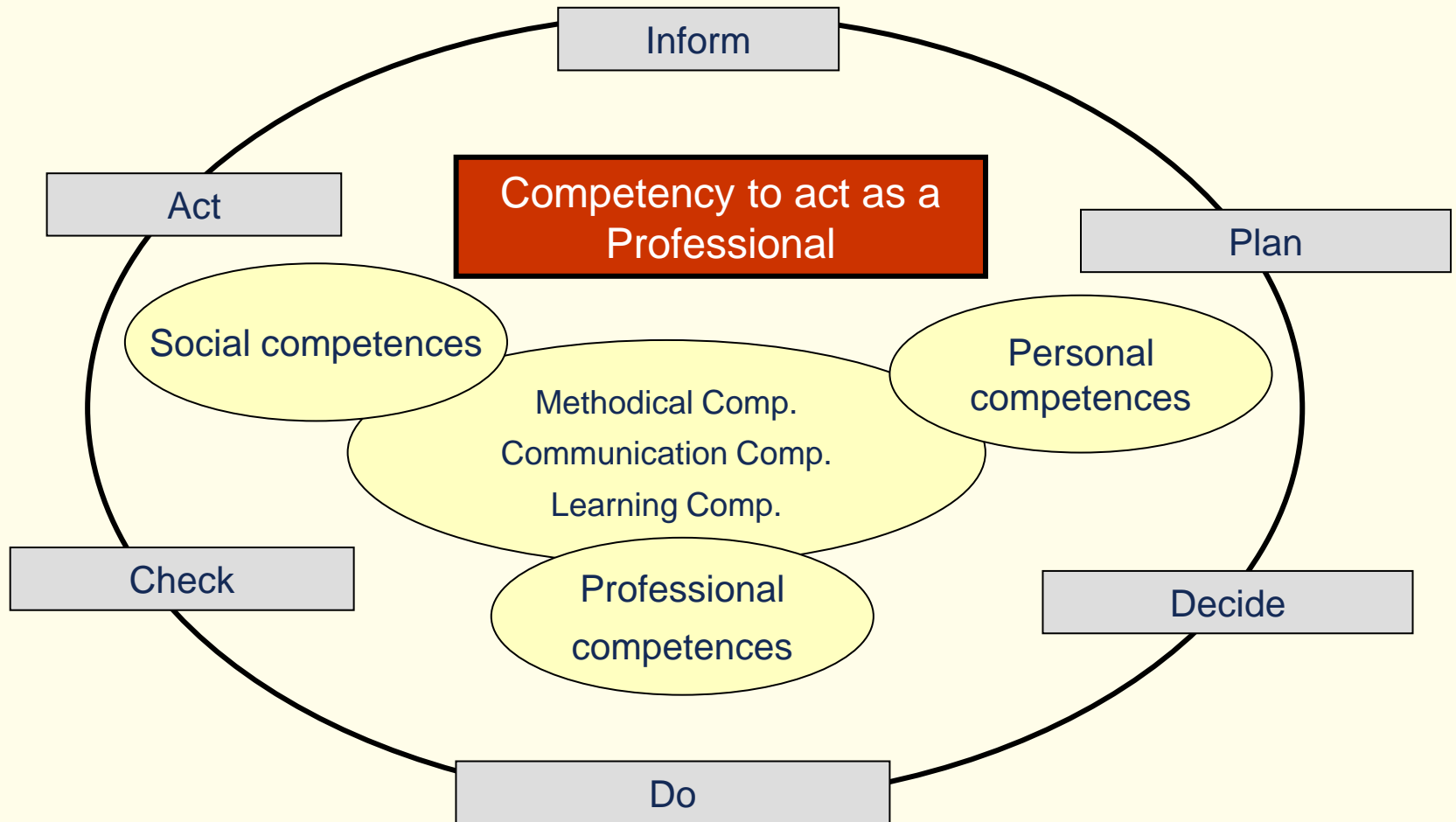


Cooperation between the dual partners

- **Coordinated modernisation of curricula:**
specific regulations for both educational centres
→ **practical training in companies**
→ **theoretical training in schools**
- Joint examination boards
- Joint final theoretical/written examination (BW only)
- Joint projects/certificates:
e.g. Additional qualification CAD/CNC-technology
- In-service teacher training together with experts from industry/crafts
- Close contact between vocational school and local companies



Two partners, one goal



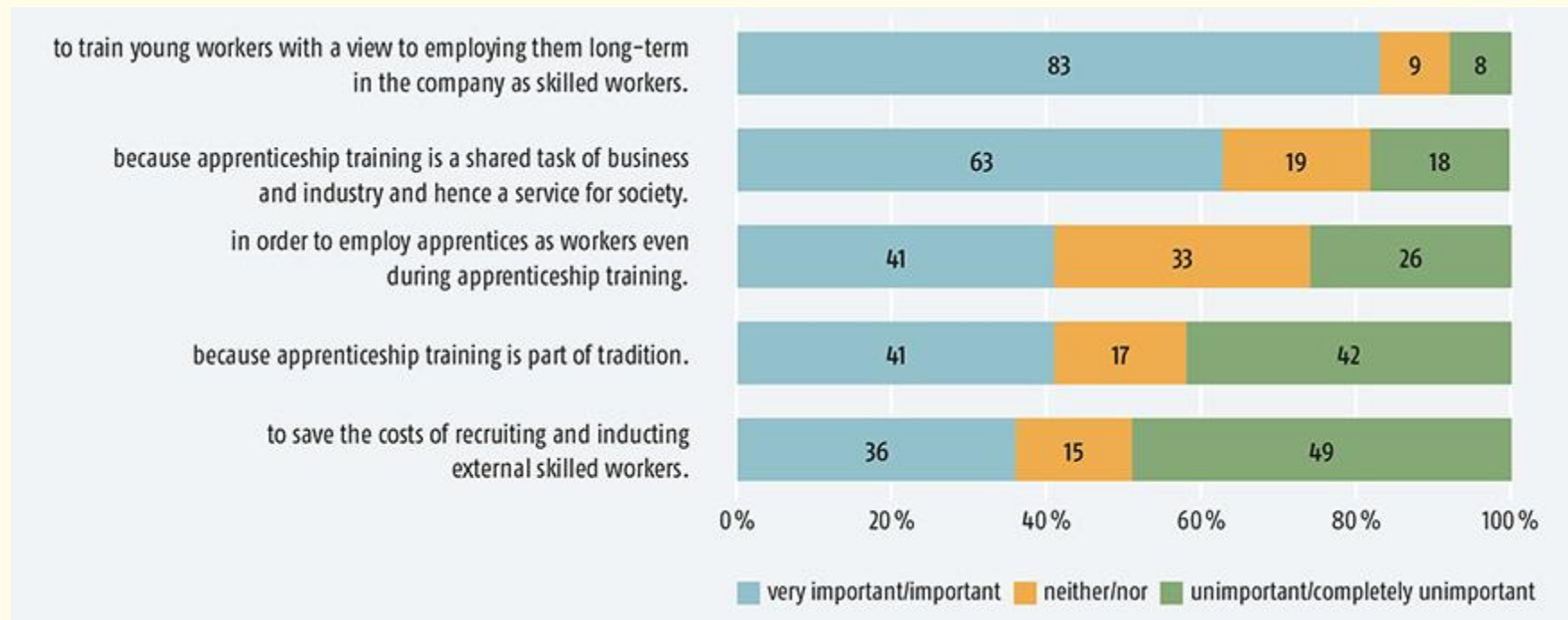
What are the advantages?

- Modern training programs in about 326 professions
- Close link between general education and vocational training
- Training is close to the needs of industry and commerce
- Close link between theory and practice
- Skilled workers are able to work in companies directly after training
- High rate of employment
- State and Economy share costs of training
- Apprentices do not pay fees – they receive an apprenticeship allowance from the company
- Apprentices already contribute to the performance of the company during the training
- ...



Companies' motivation

The company provides apprenticeship training ...



Source: BIBB Report 1/2015 (BIBB-CBS 2012/13)



Social Partners

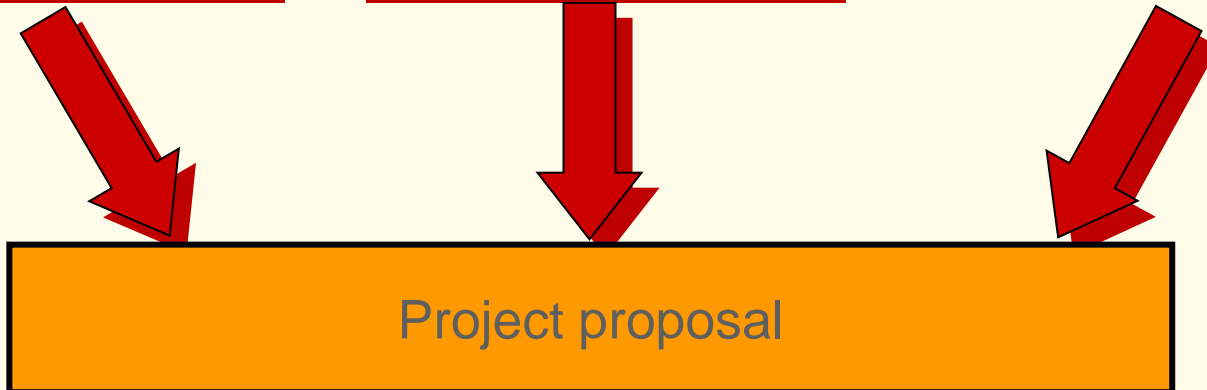
Industry



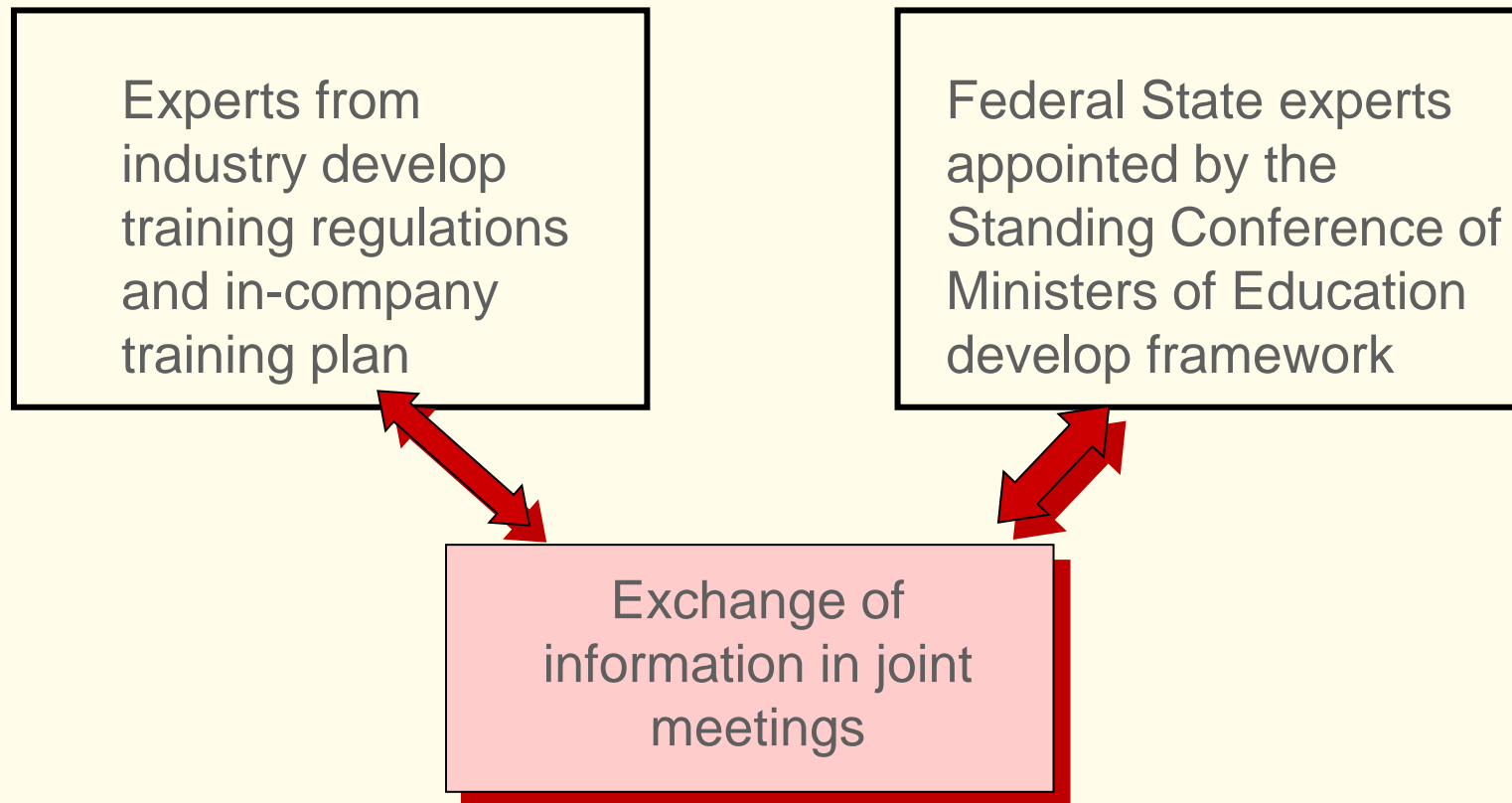
Trade Unions



Ministries



Development and Coordination Stage



Modernisation of curricula

Demand by industry/crafts



Project application
Joint decision



Elaboration of curricula

Experts from industry/crafts
→ company-based training
Ausbildungsordnung, Ausbildungsrahmenplan



Experts from schools
→ training at schools
Rahmenlehrplan



Review
Joint decision



Modernizing Professions

Parallel to the legislative process:

- Development of teaching materials
- In-service-training at ZSL for multipliers
- In-service-training for teachers by multipliers on level of regional boards



process of modernization and in-service training of teachers usually within one year

School-based vocational education

Pflichtbereich

1. Jahr 2. Jahr 3. Jahr 4. Jahr

1.1 Fächer

Religionslehre	1	1	1 ¹⁾	
Deutsch	1	1	1 ¹⁾	
Gemeinschaftskunde	1	1	1 ¹⁾	

1.2 Kompetenzbereiche

Wirtschaftskompetenz ²⁾	1	1	1 ¹⁾	
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Berufsfachliche Kompetenz ³⁾ (mit Schwerpunktbildung ²⁾) Projektkompetenz ⁴⁾	} 7*(8) ⁵⁾	7*(8)	7*(8)	7*
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Wahlpflichtbereich

2 (1) ⁵⁾ 2 2 2

Stützunterricht

Erweiterungsunterricht, z. B.

- Computeranwendung
- Berufsbezogene Fremdsprache
- Sport

Erwerb von beruflichen Zusatzqualifikationen

Wahlbereich



B. Erwerb der Fachhochschulreife

www.zsl-bw.de 09.07.2021

School-based vocational education

In former times:

Subjects



Technology



Technical Mathematics



Work Scheduling



Technology Workshop

Today:

Areas of competency (*Lernfelder*)



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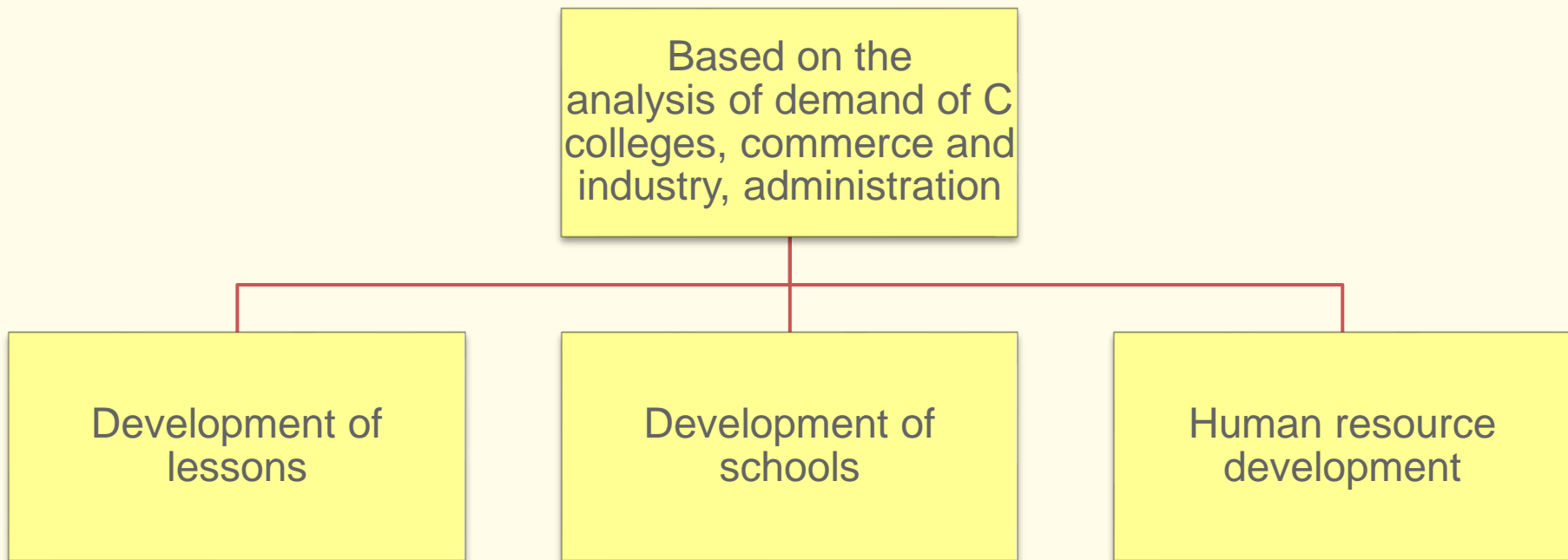
*z.B. Lernfeld 1: Fahrzeuge und Systeme
nach Vorgaben warten und inspizieren*



In-service training and human resource development



Training at the ZSL



International activities of the ZSL

The international cooperation of the ZSL extends to various fields:

- External evaluation of T-VET institutions
- Support in the reorganization of T-VET systems
- Customized in-service trainings with a focus on didactics, lesson planning (learning fields), as well as technical training
- Training of multipliers and Senior Lecturers
- Leadership trainings and trainings for school administrators



Further information

State Level (*Land Baden-Württemberg*)

- Ministerium für Kultus, Jugend und Sport Baden-Württemberg (www.km-bw.de)
 - School
- Ministerium für Finanzen und Wirtschaft Baden-Württemberg (www.mfw.baden-wuerttemberg.de)
 - Company
- Ministerium für Wissenschaft, Forschung und Kunst Baden-Württemberg (www.mwk.baden-wuerttemberg.de)
 - University

Federal Level

- Bundesinstitut für Berufsbildung (www.bibb.de)
 - Information on training occupations (list of training occupations, training regulations, framework curricula, statistics, ...)
 - Research
 - Audio-visual media on dual system of VET in Germany (different languages)
- Bundesministerium für Bildung und Forschung (www.bmbf.de)
- Bundesministerium für Wirtschaft und Energie (www.bmwi.de)



Thank you for your attention!
Questions?



Contact person

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