



Professional Education and Skilled Crafts

Dual Training, Chambers of Skilled Crafts, Projects

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DIE WIRTSCHAFTSMACHT. VON NEBENAN.

What are the skilled crafts?

The skilled crafts in Germany include over 100 occupations, which

- produce goods and deliver services on individual order
 - in comparatively small quantities
 - in comparatively small enterprises (7 employees on average)
- ⇔ industry: large-scale production, complex business organisation, abstract demand (market demand)

What are the skilled crafts? (Examples)

- Alteration tailor (m/f)
- Plant mechanic for sanitary, heating and air conditioning systems (m/f)
- Optician (m/f)
- Baker (m/f)
- Funeral services specialist (m/f)
- Concretor (m/f)
- Floor layer (m/f)
- Boat builder (m/f)
- Bookbinder (m/f)
- Roofer (m/f)
- Electronics technician (m/f)
- Mason (m/f)
- Painter and varnisher (m/f)
- Shoemaker (m/f)
- Joiner (m/f)
- Carpenter (m/f)
- Salesperson specialising in foodstuffs (Bakery, Butcher) (m/f)
- Bicycle mechanic (m/f)
- Butcher (m/f)
- photographer (m/f)
- Hairdresser (m/f)
- Industrial cleaner (m/f)
- Violin maker (m/f)
- Hearing aid audiologist (m/f)
- Motor vehicle mechatronics technician (m/f)
- Beautician (m/f)
- Tinsmith (m/f)
- Pastry cook (m/f)
- Metalworker (m/f)
- Chimney sweep (m/f)
- Roadbilder (m/f)
- Dental technician (m/f)



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What are the skilled crafts?

nationwide:

- approximately 1.004.000 enterprises
= 20 % of all businesses
- 5,346 million employees
= 12,8 % of all earners
- 401.819 apprentices
= 28 % of all apprentices
- 5,8 billion EURO volume of sales



Training: A look back

In the beginning was a quality problem:

- middle ages: training organised by guilds (apprentice, journeyman, master craftsman)
- 19th century: disintegration of guilds, industrialisation
 - production with semi-skilled workers
 - cheap quality of goods („Made in Germany“ as a discrimination)

Training: A look back

Solution: National standards and compulsory (vocational) schooling

- End of 19th/beginning of 20th century: First legal framework regulates the supervision of apprenticeship training
- Development of compulsory schooling (basic knowledge)
- 1938 Introduction of compulsory vocational school
- 1953 Crafts Code
- 1969 Vocational Training Act

Main features

Why „dual training system“?

- 2 learning venues: Company and part-time vocational school
- Closeness to the current work processes, broad qualification („profession principle“), self dependent trainees (↔ semi-skilled workers)
- Company advantage: productive performance of trainees, eased recruitment
- Apprentice advantage: Allowance, eased entrance into working life
- Success story for companies, school leavers

Main features

Dimensions of dual training*

Year	School leavers	New training contracts	Transition
1992	759.737	595.215	78,3 %
2005	939.279	550.180	58,6 %
2007	946.186	625.914	66,2 %

* Source: Vocational Training Report 2008

Main features



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Main features

Feature of training in skilled crafts only: Inter-company vocational training (ÜLU)

- conducted by professional training centers of chambers and guilds
- occupation-specific, content of courses nationwide defined
- adds to the company as learning venue („third learning venue“)
- ensures broad qualification – even by small companies

Main features

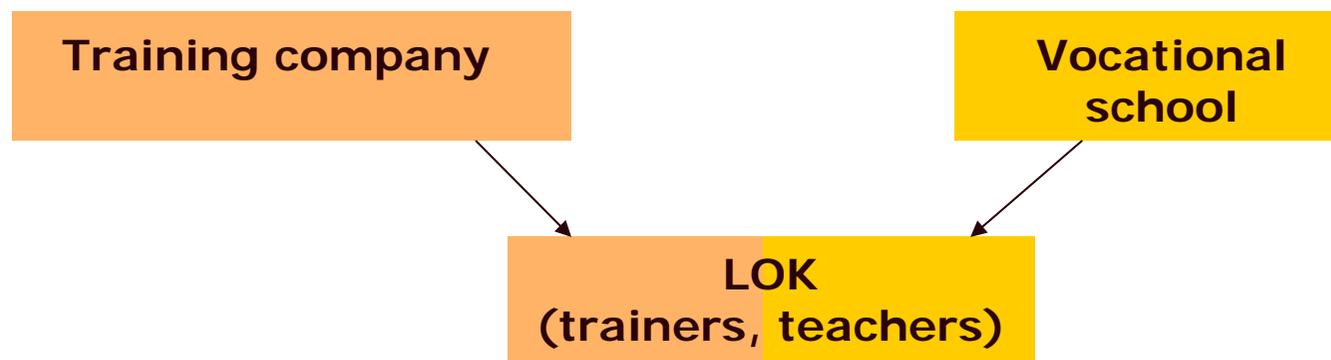
Principles and problems

- Companies may train – but they don't have to: training depends on demand
 - Dual training linked to economic cycle (↔ social responsibility)
 - Affinity of the government to full-time vocational schools
- But: Closeness of dual training to economy is more strength than weakness!

Main features

Principles and problems

- Coordination of learning in company and school
- Vocational Training Act prescribes „learning venue cooperation“ (LOK) since 2005



Training regulations

Training regulations define...

- Name of every occupation
- Duration of training (norm. 3 to 3,5 years)
- Specific capabilities and skills
- Training master plan: Instruction for organisation (concerning time and content)
- Examination requirements
- Training regulations: minimum requirements
- Training regulations: open towards practice

Training regulations

Development and modification

- Initiative: Normally by confederations of skilled crafts, confederations of employers, trade unions
- Important criteria: Economic relevance, prospects on the labour market
- Commitment to consensus
- Defined procedure between employers, unions, practical experience and vocational training research since 1978



Chamber of Skilled Crafts

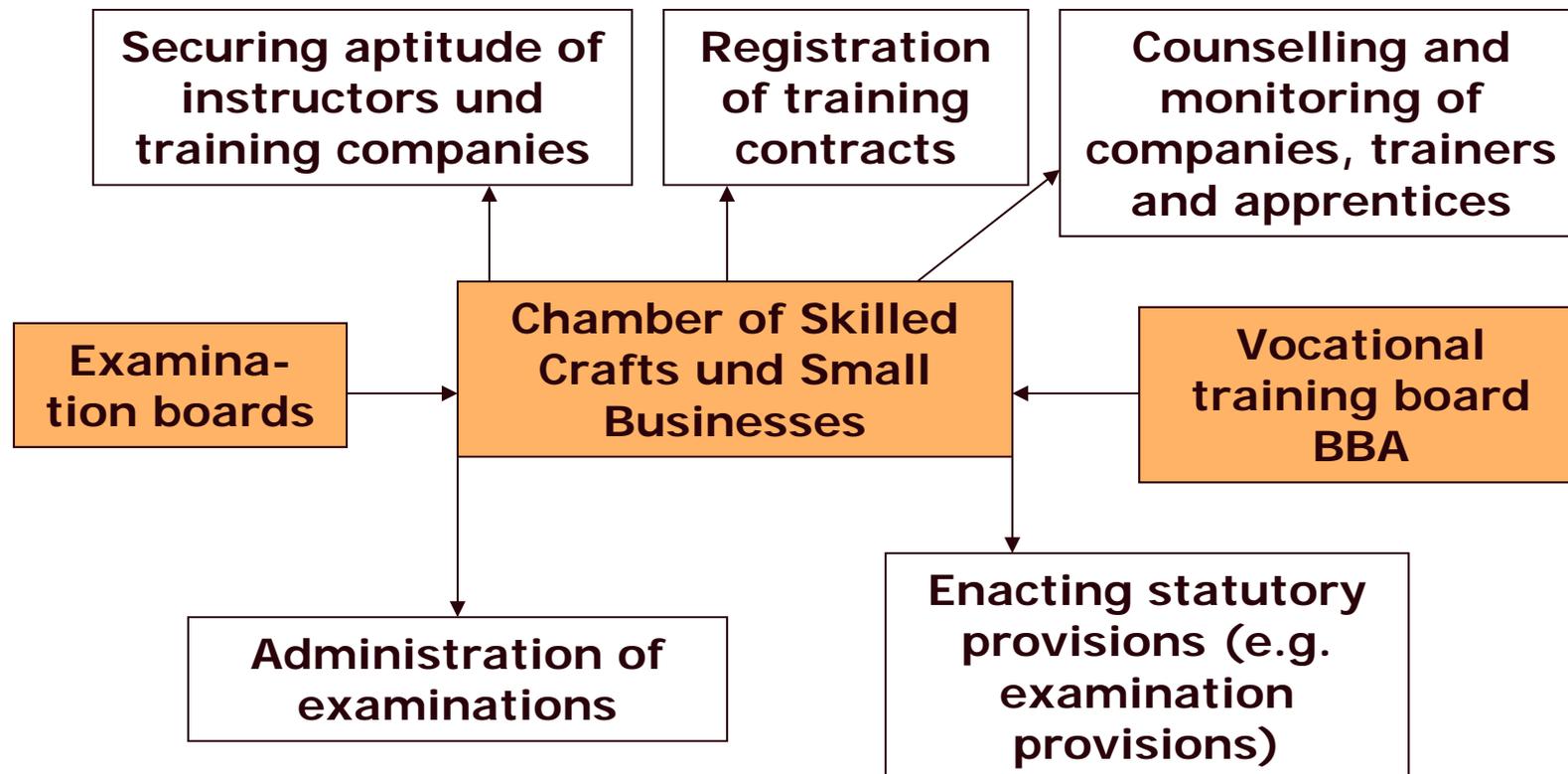
Role and general tasks

- (Regional) self-governing body of the companies
- General assembly: Parliament of craftsmen
- Non-profit corporation under public law
- Represents interests of SME in politics and towards public administration
- Service provider for its members (e.g. management and legal consultancy, LüüüD – Human Resource consultancy for SME)
- One of the most advanced centres for VET (vocational education & training) focusing on small trades and small and medium-sized companies. +BAH = apprenticeship and bachelor in economics
- Fulfils statutory duties in the field of vocational training

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Duties in the field of vocational training



Looking ahead

Future of the dual training system

- European Union: Comparability and acceptance of qualifications:
 - Modularisation of vocational training
 - Estimation of school training compared to company training
- „Lisbon Process “
- „European Qualification Frame“ (EQF) DQR
- „European Credit Transfer System for Vocational Education and Training“ (ECVET)

„Handwerks-Meister“



The Master Craftsman Certificate is the most recognised German certificate for crafts quality

- We provide training for 14 different master craftsman professions
- We hold examinations for nearly 60 different master craftsman professions
- We provide consultation regarding financial support



Thank you!

**Bei uns zählt nicht,
wo man herkommt.
Sondern wo man
hinwill.**

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