



# Dual vocational education: How the future works







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Martin, Tischler

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# How dual vocational education works

Germany has a high-performing and versatile economic system. Dual vocational education forms the basis of this system.

On the one hand, it provides young people with opportunities for working and for rising through the ranks – and on the other hand, it consistently provides a sufficiently large number of skilled workers. Dual vocational education is the foundation for later earning a Master Craftsman's certificate, which is equivalent to a Bachelor. The Master Craftsman's certificate paves the way to leadership positions, to being self-employed or even to attending university. Dual vocational education is possible for around 350 vocational professions, including approx. 130 in the skilled crafts sector.

“Dual” means that part of the training takes place at the companies and part of it at school.

It is the task of the company to provide the apprentice with practical expertise in terms of skills and abilities above all. The school in turn gives the trainees theoretical expertise and a general education background. Then there are (for all skilled crafts companies that offer apprenticeships) the chambers of skilled crafts: They coordinate, regulate and supervise the entire process. Further, they set up industry-wide training centres for learning special methods, techniques and technologies. The tasks of all of the partners in the dual education system are precisely regulated. The content and procedures are set.

With that, the companies obtain young employees who can directly play a productive part. The schools take on an important social and educational function. The apprentices profit from a vocational education that is comprehensive, diversified and useful for many later professions, remunerated from the start by the employer.

The strength of the economic system in Germany as a business location grows from the dual educational system, because the companies not only invest in the education, but at the same time also in the future of their company and the future of their trade. So it is a system with a model character, also for other countries and regions in Europe.



Video: „Dual vocational training: That’s the future“

<https://www.youtube.com/watch?v=mtBgiosPyE4>

## The role of the companies

There are almost a million skilled crafts companies across the nation, more than 33,000 in the region covered by the Chamber of Skilled Crafts Frankfurt-Rhein-Main alone. They are all under no obligation to train anyone – but every company that trains and thus invests in their own future must comply with the rules of the Crafts Code and the Vocational Training Act. For every occupation requiring training there are detailed training regulations that stipulate the point at which the instructing Master has to teach which skills and knowledge. This must be ensured and documented by the employer.

The apprentices receive compensation from the company. To earn this, the up-and-coming young workers labour right alongside everyone else at the company with the start of their apprenticeship, coming into contact with their later vocational field. The instructors at the company use “learning by doing” to teach the trainees above all practice-oriented and professional abilities and information. Experience shows that, in doing so, social competences are also learned along the way in the two to three and a half years of vocational education. And nothing is more motivating than holding the result in one’s own hands at the end of a work unit. Companies are also interwoven with the vocational schools and they work closely together as partners.

The dual education system has numerous advantages for the companies. The most important one: The companies select their apprentices themselves, train them to become qualified and with that they are also able to cover their own need for specialists in a targeted manner.



Video: „Dual vocational training: Entrepreneurs design the future“

<https://www.youtube.com/watch?v=Zf83oPGx4dg>



## Trainees in dual vocation education programmes

The apprentices themselves are the focus of the dual education system.

They profit from dual vocational education in multiple ways. For example, they are provided with direct contact to genuine challenges of their later vocational field. They are included in operational procedures and company processes from the start. And experiencing what develops from one's own work is just as motivating as the remuneration received by the apprentices.

The fact that every apprenticeship is comprised of verifiable learning steps also has a positive impact. Every dual vocational apprenticeship is based on a clear structure. This structure in turn pools:

- Specialised knowledge
- Craftsmanship
- General education
- The promoting of social competences and vocational experience

With that, the dual educational system ensures high-quality vocational training recognised everywhere. In turn, it is the perfect entry to a in the skilled crafts sector. Apprentices can choose from 130 skilled crafts professions – that career, especially means numerous chances for the individual with many opportunities for apprenticeships and continuing education. By means of the Master Craftsman's certificate, which is equivalent to a Bachelor degree, academic studies are even available to today's apprentices, without their Abitur (German university entrance qualification).

Dual vocational education is at the beginning of the path – and at the same time it ensures the future of the economic location.



Video: „Dual vocational training: The future for young talents“

<https://www.youtube.com/watch?v=OafszSfxuTM>

## The role of the vocational schools

Within the dual education system, the vocational schools take on an educational mandate. The duty of these state schools, however, differs from the teaching function of other schools: The focus is on teaching content that has a direct connection to the respective apprenticeship occupation. As part of specialised classes that are each related to one vocation, the apprentices learn the theoretical foundations of their occupation with technical or commercial specialized knowledge, averaging twelve class hours per week.

What is also important here is that general education content is taught along the way. With this knowledge the schools also open the apprentices' eyes to the bigger social and economic connections. Plus social competences are also practiced here as well.

A schematic allocation of “company = practical side” and “school = theory” would fall short, because the two worlds are genuinely interwoven. Among other things, the feedback from the companies ensures that the respective current demands of working life are incorporated in the specialised classes.

The complete training period ends with theoretical and practical exams – and a comprehensively trained young person who helps shape the future.



Video: „Dual vocational training: Vocational schools as partners“

[https://www.youtube.com/watch?v=Wt2b31l\\_D8Q](https://www.youtube.com/watch?v=Wt2b31l_D8Q)

## The role of the Chamber of Skilled Crafts Frankfurt-Rhein-Main

Within the course of dual vocational education in the skilled crafts sector, companies and schools work together in a coordinated manner to teach the apprentices different content.

The chambers of skilled crafts are attributed with a special role in this national system, because they assume responsibility for the coordination of the approx. 130 skilled crafts professions. They are the superordinate authority to whom the companies and instructors, schools and teachers, and of course the trainees themselves, can turn to for answers to all of their questions about vocational education.

With that, the chambers of skilled crafts have an umbrella function for dual vocational education. They are advisors, helpers, intermediaries, organisers – and equally competent and independent partners to all participants.



Video: „Dual vocational training: Services offered by the chambers of skilled crafts“

<https://www.youtube.com/watch?v=kS5QAIEgTQ>

## Voices from real life

*From my point of view, dual education is the best kind of training: It combines theory and practice. My international experience shows that dual education is a successful export. Wherever training is not regulated as strictly, there is simply less expertise available.*

Richard Kling, Master Baker (Bäckermeister),  
Head of the Bakers Guild Frankfurt

*Dual education is so important, because you can directly apply a learned theory in the practice. Having the practical experience makes the theory much easier and faster to learn, so the transition from apprentice to journeyman was not a problem.*

Sara Heydweiller, 23 years old,  
pastry cook, Bakery Hofmann

*Dual education is so important for our company, because high-quality training must consist of the combination of theory and practice, so as to meet the requirements of the professionals we need. The theoretical side is necessary for new manufacturing technologies in the skilled crafts sector, and the social skills of the trainees are developed in vocational school.*


Klaus und Florian Orio,  
CEO, DIATEST

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Robert, Fahrzeuglackierer

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## We take on responsibility in dual education and training

The Chamber of Skilled Crafts Frankfurt-Rhein-Main makes an active effort to engage young people into vocational education and training. Our mission statement states:

**“We take on responsibility in society, support young people in the development of their professional future and support initiatives on the efficient usage of resources”.**

It provides orientation for the daily action of the Chamber’s employees, and the many diverse activities and projects of the Chamber are also shaped by this mission statement.

### **Making an apprenticeship possible for young people – society’s obligation**

The dual system of vocational education contributes to covering the need for skilled workers in a manner tailored to suit those needs in Germany. Across Germany just about 371,000 young people were doing skilled crafts apprenticeships in 2015,

approx. 25,200 of them in Hessen alone. In the area covered by the Chamber of Skilled Crafts Frankfurt-Rhein-Main, around 10,000 young people completed dual education in 2015. More than 1,600 young skilled craftsmen decide to further their personal education here each year. Of these, 900 alone acquire the title of Master Craftsman each year. The German Master Craftsman’s certificate ensures high-quality apprenticeships for young people and moreover guarantees work done by quality skilled craftsmen. The Master Craftsman’s certificate also enables young skilled craftsmen to study at an institution of higher education without having done their Abitur (German matriculation exam).

Both a successfully completed dual vocational education and the passing of the Master Craftsman’s exam form the basis for continued professional success. The dual system’s high level of practical orientation ensures a smooth transition to the professional life. The combination of working at a company and attending vocational school enables a very practical orientation of the education of apprentices, which is directed

at the actual demands of the industry and professional life. The practical side also offers young people with learning difficulties a successful start to their careers. The small-business structure in the skilled crafts sector ensures constant individual supervision. And the skilled crafts sector educates far more young people than necessary to cover its own needs. The apprenticeship quota in the skilled crafts sector, as measured by the total number of employed persons in skilled crafts in Germany, at just about 8% is more than twice as high as in the economy as a whole. In this manner, the high level of training by the skilled crafts sector makes a considerable contribution to ensuring the existence of the next generation of workers in the overall German economy.

### National Alliance for Initial and Continuing Training

The skilled crafts sector is aware of its social responsibility and makes an effort to place every young person seeking an apprenticeship. Due to a rising number of young people studying at institutions of higher education and a declining number of school graduates, it is becoming harder and harder for skilled crafts establishments to find apprentices for their vacant apprenticeship positions. At the same time, many young people don't find an apprenticeship. In 2015 alone around 27,000 vacant apprenticeship positions were counted.

In order to offer young people career perspectives and to fill vacancies in apprenticeships, the German Federation of Skilled Crafts has joined the Alliance for Initial and Continuing Training. This alliance strives to increase the significance and attractiveness of vocational education. An important objective, however, is a reduction in the number of young people without a school diploma and the supporting of young people interested in vocational education in achieving the earliest possible vocational qualification.

### Hessian Vocational Training Pact

As a member of the German Federation of Skilled Crafts, the Chamber of Skilled Crafts Frankfurt-Rhein-Main additionally participates in the vocational pact of the State of Hessen. The conjoint "Coalition for Vocational Education for 2015-2019" is supported by the industry, the unions, the municipal organisations, the Hessen regional directorate of the Federal Employment Office, and the Hessen State government. One of the objectives here is increasing the attractiveness of vocational education and enabling dual education for young people. For this, the Chamber of Skilled Crafts Frankfurt-Rhein-Main started a number of initiatives to place young people in apprenticeships. Plus there has been an abundance of successful measures being implemented for years already.

### European Alliance for Apprenticeships

The successful dual vocational education is internationally acknowledged. It is an extremely effective weapon in the battle against unemployment among young people. Having a qualification is the central prerequisite to ensure an appropriate income and the best protection against unemployment. This has been acknowledged in the meantime by the European Commission, which also wants to strengthen the dual vocational education system in Europe. To do so, the Commission established the European Alliance for Apprenticeships on July 7, 2013. The Alliance for Apprenticeships is meant to combine the efforts of the EU member countries, social partners, the industry and other stakeholders in the dual education sector. The goal is to establish high-quality vocational educational systems. The Chamber of Skilled Crafts Frankfurt-Rhein-Main was the second German chamber of skilled crafts to join the European Alliance for Apprenticeships in 2015. In a public declaration, it stated its commitment to disseminating professional information on the dual education system on European and international levels, and to improving the image of dual education. Moreover, interested stakeholders are advised in the execution and implementation of dual education.




Click here to go the European Alliance for Apprenticeships – the pledge of the Chamber of Skilled Crafts Frankfurt-Rhein-Main

<http://ec.europa.eu/social/main.jsp?catId=1149&langId=en&idPledge=133>



Photo: AMH





## Selection of activities of the Chamber of Skilled Crafts Frankfurt-Rhein-Main as part of the apprenticeship alliances/ the image communication

### Educational guidance

**Brief information:**

The educational advisors of the Chamber of Skilled Crafts Frankfurt-Rhein-Main inform and advise on all aspects of vocational training and retraining, and provide support in case of problems and conflict situations.

**Objective:**

- To provide individual guidance and advice for young people, parents, teachers and businesses on career paths in the skilled crafts sector
- To provide individual information all around the topic of dual vocational education
- To provide support in the transition between school and profession

### Coordination of 'Schools - Skilled Crafts 2.0' (Schule-Handwerk 2.0)

**Brief information:**

Shortly before completing their schooling, many young people have no real idea about their career opportunities, particularly the opportunities to work in the skilled crafts sector. This is where the project 'Schools – Skilled Crafts 2.0' comes in. As part of the cooperation with schools, the Chamber offers schools support in the career orientation of the pupils. For example, combined informational events, company tours and internships are organised.

**Objective:**

- To support and promote the career orientation of pupils
- To optimise the transition of pupils to vocational education and their profession
- To ensure the next generation of skilled workers and management in the skilled crafts sector

## 'Apprenticeship Radar' (Lehrstellenradar)

### Brief information:

On: [www.lehrstellen-radar.de](http://www.lehrstellen-radar.de), interested young people and parents can obtain information on careers requiring vocational training and take a look at vacant apprenticeships/internships. 'Apprenticeship Radar' is available as an app for Android and iOS. The skilled crafts companies and the chambers of skilled crafts came together to offer this service: [www.lehrstellen-radar.de](http://www.lehrstellen-radar.de).

### Objective:

- To inform young people on possible career paths in the skilled crafts sector
- To provide information on vacant apprenticeship positions in the region

## The German skilled craft sector's national image campaign

### Brief information:

Fewer and fewer people have a correct and specific idea of the everyday work of a company in the skilled crafts sector. A national image campaign was initiated in order to change this. It is essentially about raising the positive image of this sector of industry and increasingly addressing young people, in order to boost the attractiveness of skilled crafts training. The image campaign has already caused a clear improvement in the emotional and positive perception in the broad population.

### Objective:

- To increase the visibility of skilled crafts among the general public
- To portray the diversity of careers in the skilled crafts sector
- To increase the attractiveness of skilled crafts
- To win over young people to the dual education system
- To gain the next generation of people who will donate their time in honorary positions in the skilled crafts sector

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Anna, Modistin

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## Working and learning in Europe – Mobility advice from the industry in Hessen

### Brief information:

Vocational training faces new challenges from the increasing internationalisation of the economy. In addition to professional and personal competence, acquiring foreign language skills and intercultural experiences are becoming more and more important during and after vocational training. Therefore, the Hessian economy's mobility advising supports vocational trainees and companies in placing young people in internships abroad or also foreign trainees. Moreover, courses in intercultural competence are offered at vocational schools.

### Objective:

- To promote intercultural competence with stays abroad and exchanges in foreign countries in Europe (European agreement)
- To increase the chances for trainees in the labour market
- To increase the attractiveness of companies
- To make a contribution to European collaboration

Financed by funds from the Hessian Ministry of Economics, Energy, Transport and Regional Development and the European Union's European Social Fund



Beyond the projects that have been described, the Chamber of Skilled Crafts Frankfurt-Rhein-Main supports a multitude of additional projects to place young people in dual education vacancies. For example, there are cooperations with additional regional and local organisations, plus informational events, vocational training fairs and open days are also held regularly.



## Providing a safe place, taking on social responsibility for refugees – the skilled crafts sector in the era of the refugee crisis

Hundreds of thousands of people have been given asylum in Germany in recent weeks and months. In 2016 as well, hundreds of thousands more will likely come to Germany seeking safety from war, displacement and political persecution. Many of these people will stay here for a longer time or forever. In this situation it is also a social responsibility of the skilled crafts sector to make an active contribution to solving the current crisis situation. Officially recognised victims of persecution who remain in Germany must be placed in schools, trainee positions and employment as quickly as possible. That is the best way to ensure lasting integration and a quick end to receiving public assistance. In addition to the diverse initiatives and the overwhelming support of the regional skilled crafts companies, the Chamber of Skilled Crafts Frankfurt-Rhein-Main also tries to do justice to its social responsibility. The President of the Chamber of Skilled Crafts Frankfurt-Rhein-Main and the Hessian Skilled Crafts Association, Bernd Ehinger, also took the chair of the “Labour Market Working Group” as part of the Hessian convention on asylum (Hessischer Asylkonvent). Within the convention on asylum, more than fifty representatives from the political arena and our society discuss the develop-

ment of measures on the current refugee situation. The goal of the “Labour Market Working Group” is to improve the integration of refugees in the labour market.

### Project: PAuL – Work and quality of life perspectives

For this purpose, the Chamber of Skilled Crafts Frankfurt-Rhein-Main has started a number of projects. The goal of the project “PAuL - work and quality of life perspectives” of the Chamber and its project partner, the District of Bergstraße (Landkreis Bergstraße), is the integration of refugees in the labour market. The central element here is learning the German language. The participants of project PAuL are taken care of by trainers, social educators and teaching staff in the vocational training centre of the Chamber of Skilled Crafts in Bensheim five days a week from 8 am to 3 pm. The programme focuses on four areas: getting to know everyday work life, learning practical skilled crafts abilities, company processes and exerci-

sing language competence relevant for everyday life. The professional competence is primarily taught in the areas of colour and interior design, construction, wood and metal.

The project PAUL takes place in cooperation with the Bergstraße District and the Hessian Ministry for Social Affairs and Integration, and is financed by the European Social Fund.



### Projekt: Perspektive Handwerk

A project funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) and carried out by the Chamber of Skilled Crafts Frankfurt-Rhein-Main in cooperation with the Lernportal association and the Wilhelm-Merton-Schule Frankfurt endeavours to offer young refugees longterm pro-

fessional perspectives in the Rhein-Main region. The different capabilities of the partner organisations have been combined for this purpose. The Wilhelm-Merton-Schule in Frankfurt teaches pilot groups of refugees in what are called 'InteA-Klassen' and helps them acquire the knowledge necessary to obtain a German Hauptschule degree. The concept of the InteA-Klassen is specifically directed at refugee children, immigrants and ethnic German repatriates with a starting age of 16 or older. The focus of the classes is on language instruction and is possible for up to two years. Following this, the Chamber of Skilled Crafts Frankfurt-Rhein-Main provides the young people with contacts to companies tailored to them. During the entire time period the young people are accompanied socially and educationally by cooperation partner "Lernportal". Among other things, Lernportal's multi-ethnic staff have pertinent experience in coping with trauma. The goal of the project is the transition to regular vocational education in a skilled crafts enterprise or repatriation to their country of origin with job-related assistance on-site.

Financed by funds from the German Federal Ministry for Economic Cooperation and Development



## Offering Spanish young people career perspectives – the Spain Project of the Chamber of Skilled Crafts Frankfurt-Rhein-Main

In the course of the economic and financial crisis, unemployment among young people in Spain reached a level of more than 50%. In order to offer young Spaniards perspectives, in November 2012 the State of Hessen (DE) and the Autonomous Community of Madrid (ES) signed a cooperation agreement in the area of the labour and vocational training market. As part of the cooperation agreement, the Chamber of Skilled Crafts Frankfurt-Rhein-Main makes it possible for young Spaniards to participate in dual vocational education in the professions of plant mechanic, electronics technician and roofer. The practical dual apprenticeship training course provides the young people with a multitude of career perspectives both in Spain and Germany. After 3 or 3,5 years, they will be awarded a state-approved training qualification, the so-called “Gesellenbrief“. The young Spaniards will receive constant professional and social support from staff at the Chamber of Skilled Crafts Frankfurt-Rhein-Main during the project. The goal is the best-possible integration of the young people into companies and society.

After participating in informational events, application interviews and German classes in Madrid and a work placement in Frankfurt with their future employers in April 2013, 43 young Spaniards came to Frankfurt in late August 2013. The first two weeks served as orientation and for handling the most im-



portant formalities. On September 1, 2013 the apprenticeship training began for all participants.

During their entire apprenticeship-training course, German and Spanish trainees complete a rotation of practical phases at the company, industry-wide training courses and blocks of vocational school sessions together. The Spanish trainees attend evening German courses twice a week. Staff constantly provide the young people with social and educational support and offer assistance in case of any problems. The project is listed as a best practice on the European Commission's European Website on Integration.

The project is being financed by funds provided by the Hessian Ministry of Economics, Transport and Regional Development and the European Social Fund. Funding of the language courses, financial support to ensure the living expenses are covered in Germany and two flights a year to their home country come from the Mobi-Pro-EU programme run by the German Federal Ministry of Labour and Social Affairs.

Financed from funds provided by the Hessian Ministry of Economics, Transport and Regional Development and the European Union's European Social Fund.



Best practice on the EU Commission's Website on Integration

<https://ec.europa.eu/migrant-integration/intpract/collaborative-training-for-young-spaniards-in-the-crafts-trade-in-hesse>







## Taking on global responsibility – development cooperation in the skilled crafts sector

In recent years, a global awareness has developed of the fact that vocational training is a central key to fighting poverty and safeguarding financial and social independence. Thus vocational training is attributed with increasing importance in the international development cooperation community. For many years now, the Chamber of Skilled Crafts Frankfurt-Rhein-Main has already been supporting other European member countries and developing countries in creating dual education structures.

The direct contact at the Chamber for the companies is the 'Development Cooperation Scout' (EZ-Scout). He is the direct contact for all projects of development cooperation with emerging markets. As the liaison of the German Federal Ministry for Economic Cooperation and Development (BMZ), he advises regional skilled crafts companies on site on all issues having to do with the topic of development work. As an advisor, he accompanies the enterprises from concept development to application submission to the implementation of the investment project. Further, he also provides guidance on the conditions of aid programmes and access to international and local networks. In doing so, he is in direct contact with the BMZ and other German development cooperation institutes,

such as the Kreditanstalt für Wiederaufbau (KfW Group) or the Gesellschaft für Internationale Zusammenarbeit (German Agency for International Cooperation).

In addition to advising skilled crafts enterprises, the Chamber of Skilled Crafts Frankfurt-Rhein-Main is active in diverse projects in international cooperation. The Chamber is currently involved in projects in Morocco, Zambia and Kenya.

### Marocco

The Chamber of Skilled Crafts in Fès-Boulemane, Morocco has already been working successfully with the Chamber of Skilled Crafts Frankfurt-Rhein-Main since 1986. The focus of the vocational training partnership is on training the trainers and conducting continuing education for skilled craftsmen in the areas of automobile technology, energy management and solar technology. Together with its project partners, the Chamber of Skilled Crafts Frankfurt-Rhein-Main implemented impact monitoring and evaluation systems that regularly check the status and course of the vocational training projects, ensuring the continued success of the partnership.

## Zambia

Since 2012 the Chamber of Skilled Crafts Frankfurt-Rhein-Main has continuously maintained a chamber and association partnership project with the Zambia Chamber of Commerce and Industry (ZACCI). Together the private sector is to be sustainably strengthened and fragmentation counteracted. The improvement to the business and investment climate is the focus here. The Chamber of Skilled Crafts Frankfurt-Rhein-Main supports the Zambian chamber in developing internal/external communications strategies and acquiring new members. For example, the chamber's own "ZACCI Journal" was revised and with it the financial situation of the chamber was improved. At the same time, members are provided with relevant information to a stronger degree than before.

## Kenya

Kenya possesses great economic potential, which could not yet be fully utilised due to a lack of specialists. Therefore the Chamber of Skilled Crafts Frankfurt-Rhein-Main, together with the Chamber of Commerce Gießen-Friedberg, has maintained a vocational training partnership with Kenyan associations and vocational training facilities since 2015. The partners include the Kenya Private Sector Alliance (KEPSA), the Kenya Association of Manufacturers (KAM) and the Kenya Association of Technical Training Institutions (KATTI). The goal is to establish vocational training in pilot projects in selected trades using the dual system as a role model. As part of the project,



first a knowledge management system is to be created in the form of a database with already existing providers and possibilities of vocational training in Kenya. Moreover, curricula are to be developed, trainers trained and vocational training carried out as an example for selected occupational profiles.

In addition to the projects already mentioned, in November 2012 the Chamber of Skilled Crafts Frankfurt-Rhein-Main signed a mutual cooperation contract together with the State of Hessen (DE) and the Autonomous Region of Madrid (ES). The goal is the improved cooperation in the employment and training market. The Chamber of Skilled Crafts Frankfurt-Rhein-Main, moreover, joined the European Alliance for Apprenticeships.



## School on Saturdays for gifted skilled craftsmen – encouraging committed young skilled craftsmen

In 1816 the citizens of Frankfurt founded the Polytechnische Gesellschaft Foundation. In addition to businesspeople, grammar school teachers, architects and booksellers, the founding members also included skilled craftsmen. The goal of advancing education, technology, science and trade in the city was what brought them together. 26-year-old educator and mathematician Adolph Diesterweg was among the founding members. The idea of a free “Sunday school for skilled craftsmen” is thanks to him. The Sunday school was to supplement the skilled crafts apprenticeship, in order to give the many journeymen immigrating to Frankfurt a broad general education “as a gift from the free city”. 190 years later, the Polytechnische Gesellschaft Foundation and the Chamber of Skilled Crafts Frankfurt-Rhein-Main brought the basic idea of working together across trades back to life and adjusted it to the demands placed on an innovative, modern skilled crafts sector.

The Saturday school for gifted craftsmen is directed at the best journeypersons in their final year of training from all trades from the past three years. Each year, ten to fifteen committed young people who live or work in Frankfurt am Main are invited into the programme as scholarship holders. The intention of the Saturday school is to introduce the skilled craftsmen to their leadership abilities. The scholarship holders learn fundamental key competences and increase their awa-

reness of current developments in skilled crafts. At the same time, what it means to take responsibility for yourself, for your employees, for the industry and thus also for society is communicated to them. The participants are also encouraged to obtain their Master Craftsman’s certificate and later build up and run their own company. The Saturday students complete an intense and compact seminar programme between April and December. The Saturday school is comprised of six one- to two-day events. In addition to the seminars, the young skilled craftsmen have personal talks with successful people from the skilled crafts sector. These expert discussions offer the opportunity to exchange ideas and help them profit from the many years of experience of the skilled crafts mentors.

The participants of the “Saturday school for gifted skilled craftsmen” are selected by the Chamber of Skilled Crafts Frankfurt-Rhein-Main, which is also responsible for the coordination of the project. The costs for the programme are borne by the Polytechnische Gesellschaft Foundation.



## yourPUSH – from the lecture hall to the skilled crafts sector

Finding suitable skilled workers is one of the greatest challenges for small and medium-sized enterprises in the skilled crafts sector. Many students of institutions of higher learning already question their choice after their first semesters, wondering whether studying is the right thing for them and seeking alternatives.

To support companies in finding the right young people for them and to offer young talented people an alternative to studying at an institution of higher learning in one of the more than 130 skilled crafts professions, the Chamber of Skilled Crafts Frankfurt-Rhein-Main founded the project your-PUSH. As part of the programme “JOBSTARTER plus – Training for the Future”, the project is being funded by the Federal Ministry of Education and Research and the European Social Fund.



The project is being funded by the national initiative “JOBSTARTER plus – Training for the Future” of the Federal Ministry of Education and Research.



YourPUSH is directed at students who are questioning their studies or have already interrupted their studies and want to take a new career path. The initiative thus addresses capable and enthusiastic young people whose qualifications with their Abitur (university qualification exam) can be proved to be a gain for the skilled crafts companies.

The companies also get something out of it: Students seeking reorientation have high potential to take over future management tasks at the companies and to further qualify themselves for example by becoming a Master Craftsman.

The advisors of the yourPUSH teams inform university students on the apprenticeship and further education possibilities in the skilled crafts sector. At the same time, skilled crafts companies can turn to the yourPUSH team when they are looking for suitable applicants for vacant apprenticeship positions. Thus YourPUSH communicates between companies and potential up-and-coming young people and supports both sides in apprenticeship and career planning.



Click here for the yourPUSH website:

[www.yourpush.de](http://www.yourpush.de)



# Background information

## Chamber of Skilled Crafts Frankfurt-Rhein-Main

With around 33,000 member companies, the Chamber of Skilled Crafts Frankfurt-Rhein-Main is one of the largest chambers of skilled crafts and one of the German economy's largest institutions of self-administration. In the region covered by the Chamber, each year around 5,000 companies train approx. 9,000 young people. As the operator of three training centres, the Chamber of Skilled Crafts is an integral component of dual vocational education. Further, the Chamber of Skilled Crafts Frankfurt-Rhein-Main offers extensive consultation possibilities for member companies and apprentices.



[www.hwk-rhein-main.de](http://www.hwk-rhein-main.de)

## The German Confederation of Skilled Crafts

The German Confederation of Skilled Crafts (ZDH) represents the interest of more than 1 million skilled crafts companies in Germany with over 5 million employees, around 380,000 trainees and annual turnover of 533 billion Euro. The ZDH works on behalf of dual vocational education nationally and across Europe.



<http://www.zdh.de/themen/bildung.html>

## The Federal Institute for Vocational Education and Training – GOVET

The Federal Institute for Vocational Education and Training (BIBB) is an institution for research and development, service and consulting in the area of vocational education. GOVET (German Office for International Cooperation in Vocational Education and Training) is the central point of contact for international vocational education cooperation and works on behalf of the German Federal government in several core areas. GOVET serves as the central contact for national and international stakeholders in working together for vocational education. Requests are either directly answered by GOVET or GOVET places them with the responsible party.



[https://www.bibb.de/en/govet\\_index.php](https://www.bibb.de/en/govet_index.php)

## European Centre for the Development of Vocational Training (CEDEFOP)

The European Centre for the Development of Vocational Training (CEDEFOP) is an agency of the European Union. CEDEFOP supports the creation of European strategies on vocational education and contributes to their implementation. The agency provides assistance to the European Commission, EU member countries and social partners in the development of pertinent European political concepts for vocational education.



<http://www.cedefop.europa.eu/en>

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# Explanatory videos on dual vocational education



„Dual vocational training: That's the future“

Introductory video on the dual education system  
<https://www.youtube.com/watch?v=mtBgiosPyE4>



„Dual vocational training:  
Entrepreneurs design the future“

Highlights the role of companies in dual education  
<https://www.youtube.com/watch?v=Zf83oPGx4dg>







„Dual vocational training: The future for young talents“

Highlights the role of trainees in dual education  
<https://www.youtube.com/watch?v=OafszSfxuTM>



„Dual vocational training: Vocational schools as partners“

Highlights the role of vocational schools in dual education  
[https://www.youtube.com/watch?v=Wt2b31l\\_D8Q](https://www.youtube.com/watch?v=Wt2b31l_D8Q)



„Dual vocational training: Services offered by the chambers of skilled crafts“

Highlights the role of the chamber of skilled crafts in dual education  
<https://www.youtube.com/watch?v=kS5QAIIEgTQ>



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