

**ERASMUS+ PROGRAMME 2014-2020**

**Learning Mobility of Individuals – Mobility for General Education and VET Staff**

## Dual VET 4.0 -Best practices in Germany

### Description and Goals

Vocational Education and Training (VET) in Germany is internationally recognized for its dual system, which has a long tradition and which is deeply embedded in the German education system. The 2014 country report on VET in Germany, published by the ReferNet Network, summarizes the importance of the dual system for a smooth and successful transition from education to the labour market as follows:

*“Particularly on the basis of the way in which it links learning and work and schools and companies, the dual training system in Germany appears to be a successful model for the structuring of the transition from school to working life.”<sup>1</sup>*

While Germany has already been acting as role model for the dual education system, it is about to start a similar story of success by early incorporation of the digital revolution into the national education system. Dresden as research center and center for the German semiconductor industry proves to be one of the hubs of the 4<sup>th</sup> revolution.

This training programme offers teachers, headmasters and other staff in education the opportunity to discover best practices of the up to date dual VET in Germany. A combination of different training methods and study visits to relevant actors in the dual system assure a manifold and sustainable learning experience.

The participants will receive an overview of the educational and vocational system in Germany. In particular, they will explore the role of VET schools, chambers and companies in the dual system. They will have a closer look at the inter-connections of these actors and how these guarantee for the quick adaptability of the dual VET system to labour market needs.

In the second half of the training week, the participants will turn their attention to the opportunities, challenges and qualification needs caused by the digital revolution. Hence, the participants will use their newly acquired knowledge on both topics to design a future vision of Vocational Education Training.

In addition to the technical content of the programme the participants will get the chance to improve their language and soft skills and experience Dresden through cultural visits and other free time activities.

### Target group

Teaching and administrative staff at VET schools, but also at general secondary schools or in higher education, who are interested in transferring good practice examples from dual VET in Germany to their home country, no matter if as a teacher and in education management.

The intensity and complexity of the Units can be varied according to the previous knowledge and educational objectives of the participants.

### General Information

#### Place

WBS TRAINING AG Dresden (other places on request and availability)

#### Duration

1 week, lessons from Monday – Friday 9.00 – 14.30 (longer hours are possible on request)

#### Number of participants

8-14

#### Training Language

English or German (level A2 required)

### Contact

For further information on the training programme and for support with the project application, please feel free to contact:

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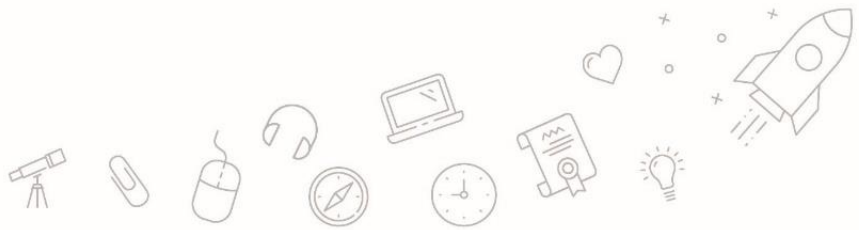
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<sup>1</sup>Hensen-Reifgens, Kristina Alice and Hippach-Schneider, Ute: *Germany. VET in Europe. Country Report* (2014)



## Learning outcomes

### Professional Competences

#### *Unit 1: The dual system in vocational education training*

- Analysing the dual system of vocational training in Germany
  - Training fields
  - Training regulations
  - Structure of training and curricula
  - The role of the chambers in vocational training
  - Examination and certification process
  - teacher and trainer qualification
- Defining benefits for the trainees and the labour market
- Identifying the latest needs of the labour market
- Selected professions in dual VET
- Observing a practical case study of an Upper Vocational School in Germany
  - Analysing the school's comprehensive choice of training professions and levels
  - Analysing the work laboratories of technical professions
  - Comparing similarities and differences of your VET system and the German one

#### *Unit 2: Digitization in Vocational Education*

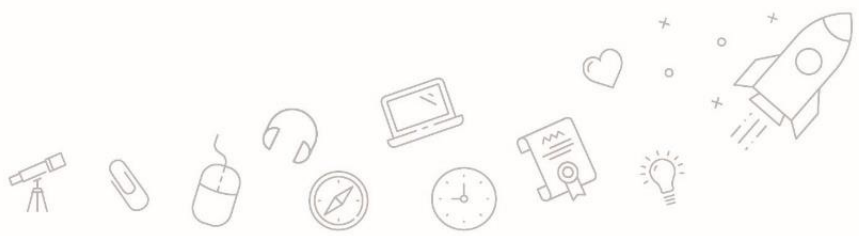
- Defining the status quo of digitization of industry/economy in Germany
- Identifying the need of already essential digital skills and future demand, e.g. strengthening general media competence in VET
- Analysing challenges/ opportunities of digitization for various actors in VET
- Defining Federal initiatives for digitization in Germany
- Observing a practical case study of Chamber of Crafts ("Handwerkskammer")
  - Defining tasks and duties of this Chamber within the Vocational Education System in Germany
  - Analyzing its function as interface between VET and the German industry
  - Defining role of this very Chamber as "Competence Center digital crafts"
- Analyzing a self-chosen professional profile
  - Comparing the traditional job profile with future demands of the digitized labour market
  - Developing strategies for digitization – accepting the digital change and shaping it actively with given tools

#### *Unit 3: Planning work environment 4.0*

- Defining flexible working time models
- Analysing automation of work processes and pending reduction of workplaces
- Efficiently designing work structures by outsourcing of resources and expertise
- Identifying changing management structures

### Project Funding

The costs for this training programme can be fully or partially (depending on the number of participants) covered by project funding from the Erasmus+ programme (Key Action 1: Mobility). Please contact your National Agency for information on funding details.



#### *Unit 4: Supporting the transition from VET to the labour market*

- Observing the practical case study of the Federal Employment Agency (Career information centre) as Federal Institution in VET
- Defining tasks and duties of the Federal Employment Agency in general
- Defining the role of the Career Information Centre
- Supporting career planning for young adults – discovering their strengths, passion and talent
- Identifying professions with skill shortage
- Networking with the local labour market

#### **Personal Competences**

#### *Unit 5: Ability to cooperate with others and reach one's goals in a different cultural environment*

- Observing cultural and social conditions and circumstances and comparing to one's own experience
- Planning and initiating common activities and tasks with people from (a) different cultural background(s)
- Using gained insight about the other cultural environment to solve problems and tasks

#### **Methods**

The practical training uses a learner-centred approach. Learning and discussion content will be visualised on pinboards, whiteboard, flipchart and PowerPoint.

Among others, methods used in the training programme will be:

- Brainstorming and mind mapping
- Role plays
- Case studies
- Observing and describing
- Group discussions
- Presentation and demonstration
- Study visits

#### **Certification**

Upon completion of the mobility period, the participants will receive a certificate by WBS TRAINING, supplemented by the description of learning outcomes according to the European Credit System for Vocational Education and Training (ECVET) principles. ECVET facilitates the transfer and recognition of learning outcomes acquired in another country and supports transparency of qualifications. WBS TRAINING also supports the sending organization in issuing the *eu-ropass* mobility.

In case you wish that an assessment on the successful acquisition of all learning outcomes should be carried out, please don't hesitate to ask us.

#### **Culture and Leisure**

Dresden offers a wide variety of cultural, free time and physical activities. With plenty of museums, such as the famous *Historic Green Vault*, the *Old Masters Picture Gallery*, the *Technical Museum*, or the *German Museum of Hygiene*, everyone's taste can be met. Parks and gardens with the option to relax, to work out or to play a ball game, picturesque viewpoints, and many other places of

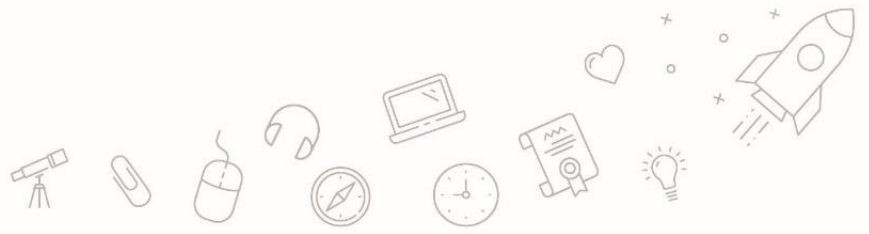
#### **Accommodation and Subsistence**

Accommodation subsistence, public transport tickets and cultural programme can be organised according to your wishes.

Please see financial offer for further details of the included services.

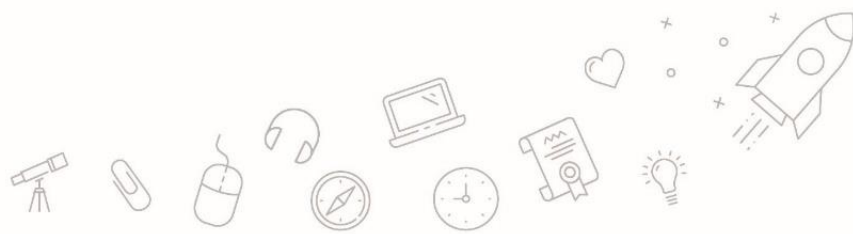


# WBS TRAINING



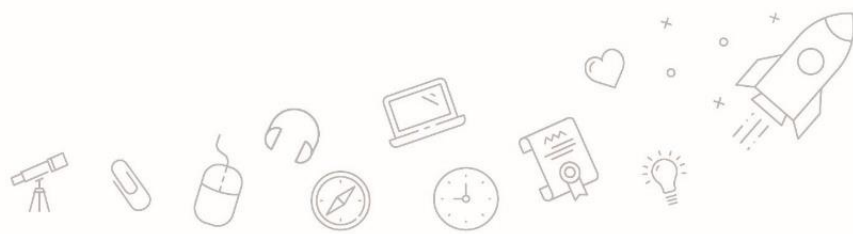
interest just wait to be discovered. Not to forget the city Dresden itself: More than 800 years old, the city looks back to a long and exciting history. The lively *New Town* as well as the *Old Town* with its historical buildings – mostly reconstructed and renewed after the World War II – and the river *Elbe* are definitely worth seeing!

We will provide you an overview about all the things in and around Dresden and help you to decide, what to do. Depending on entrance fees, extra costs for transport, and/or different costs for services, additional expenses may arise.



**Programme proposal  
Best Practices in Germany - dual VET 4.0**

Date	Programme
Sunday	<b>Arrival and Welcome</b>
Monday	<p><b>09:00 – 09:30 Introduction - Welcome at WBS TRAINING</b></p> <ul style="list-style-type: none"> <li>- Presentation of the host organisation</li> <li>- Clarification of organisational issues</li> <li>- Introduction of the project and the tasks for the following week</li> <li>- Introduction to the Training programme</li> <li>- Meeting your trainer</li> </ul> <p><b>09:30 – 12:00 Training: Analyzing the dual system of vocational training in Germany</b></p> <ul style="list-style-type: none"> <li>- training fields</li> <li>- training regulations</li> <li>- structure of training and curricula</li> </ul> <p>12:00 – 12:30 Lunch break</p> <p><b>12:30 – 14:30 Training: Analyzing the dual system of vocational training in Germany</b></p> <ul style="list-style-type: none"> <li>- role of the chambers in vocational training</li> <li>- examination and certification process in dual VET</li> <li>- selected professions in dual VET</li> </ul>
Tuesday	<p><b>09:00 – 12:00 Training: The dual system of vocational training in Germany</b></p> <ul style="list-style-type: none"> <li>- Analysing teacher and trainer qualification</li> <li>- Defining benefits for the trainees and the labour market</li> <li>- Identifying the latest needs of the labour market</li> </ul> <p>12:00 – 12:30 Lunch break</p> <p><b>12:30 – 14:30 Study visit to Upper Vocational School</b></p> <ul style="list-style-type: none"> <li>- Analysing a practical case study of an Upper VET school in the technical sector</li> <li>- Analysing the school’s comprehensive choice of training professions and levels</li> <li>- Comparing similarities and differences of your VET system and the German one</li> <li>- Analysing the work laboratories of technical professions</li> </ul>
Wednesday	<p><b>09:00 – 12:00 Training: Digitization in Vocational Education</b></p> <ul style="list-style-type: none"> <li>- Defining the status quo of digitization of industry/economy in Germany</li> <li>- Identifying the need of already essential digital skills and future demand, e.g. strengthening general media competence in VET</li> <li>- Analysing challenges/ opportunities of digitization for various actors in VET</li> <li>- Defining Federal initiatives for digitization in Germany</li> </ul> <p>12:00 – 12:30 Lunch break</p> <p><b>13:00 – 14:30 Study Visit to the Chamber of Chamber of Crafts</b></p> <ul style="list-style-type: none"> <li>- Defining tasks and duties of this Chamber within the Vocational Education System in Germany</li> <li>- Analyzing its function as interface between VET and the German industry</li> <li>- Defining role of Chamber as “Competence Center digital crafts”</li> </ul>



Date	Programme
Thursday	<p><b>09:00 – 12:00</b>     <b>Training: Case study of a self-chosen professional profile</b></p> <ul style="list-style-type: none"><li>- Comparing the traditional job profile with future demands of the digitized labour market</li><li>- Developing strategies for digitization – accepting the digital change and shaping it actively with given tools</li></ul> <p>12:00 – 12:30     Lunch break</p> <p><b>12:30 – 14:30</b>     <b>Training: Planning work environment 4.0</b></p> <ul style="list-style-type: none"><li>- Defining flexible working time models</li><li>- Analysing automation of work processes and pending reduction of workplaces</li><li>- Efficiently designing work structures by outsourcing of resources and expertise</li><li>- Identifying changing management structures</li></ul>
Friday	<p><b>09:00 – 12:00</b>     <b>Study Visit to the Federal Employment Agency (Career information centre)</b></p> <ul style="list-style-type: none"><li>- Practical case study for a Federal institution supporting the transition from VET to the labour market</li><li>- Overview on tasks and duties of the Federal Employment Agency in general</li><li>- Defining the role of the Career Information Centre</li><li>- Supporting career planning for young adults – discovering their strengths, passion and talent</li><li>- Identifying professions with skill shortage</li><li>- Networking with the local labour market</li></ul> <p>12:00 – 12:30     Lunch break</p> <p><b>12:30 – 14:30</b>     <b>Feedback meeting:</b></p> <ul style="list-style-type: none"><li>- Discussion of project results, best practices and open questions</li><li>- Project Evaluation and handing out of certificates</li></ul>
Saturday	<b>Departure</b>

## Training programme/Description of practical training units

### Study visit

Last update: 27.06.2018