



Leaving no apprentice behind on the way to a digital world of work

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Agenda

- Overview: the German VET System
- Instruments for specific target groups in the German VET System
- What does the world of work look like in the future?
- The pressing urgency to leave nobody behind
- What needs to be done?

German Vocational Training Act §1

Vocational training has to lay a broad-based foundation for performing a skilled occupation in the changing world of work.

It must equip young people with the necessary **vocational skills, knowledge and capabilities** by means of a regulated initial vocational training program

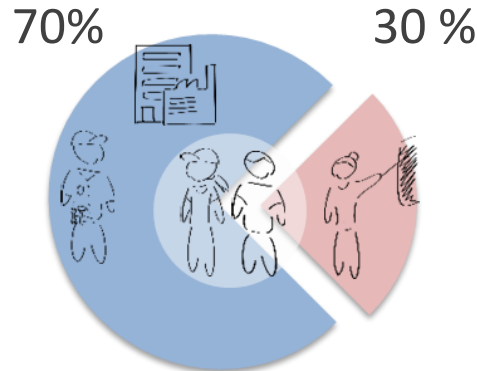
that also enables them to gain the **requisite work experience.**”

Two learning venues Shared responsibilities

Company



Source: BIBB



Vocational school



Source: Ministry of Federal Affairs,
Europe and the Media of the State of North-Rhine Westphalia



1. Vocational Training Act (BBlG) and Crafts and Trades Regulation Code (HwO).
➔ Training regulations
2. Youth Employment Protection Act (JARbSchG)



1. Compulsory Schooling Acts
2. Educational acts of the federal states
➔ Skeleton curricula

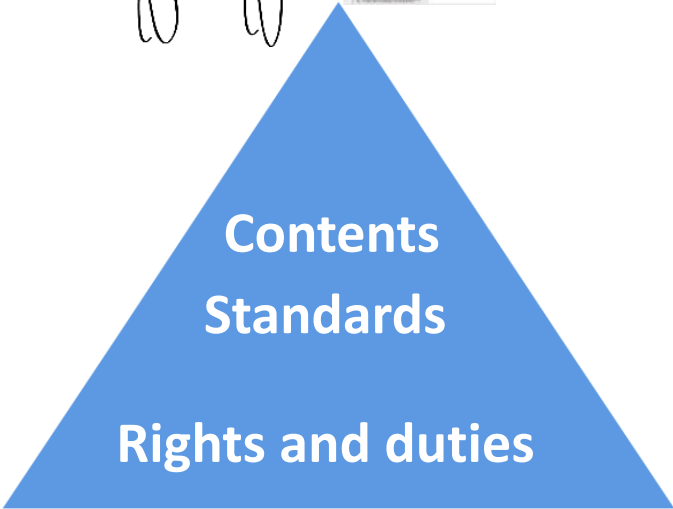


Training occupation and training regulations (General Training Plan)



Training contract + in-company training plan

Training Company and training staff



Trainees



Contractually regulated training relationship

Support for special target groups

- Flexibility in the duration of the apprenticeship (powerful or weak learners)
- Part-time apprenticeship (§8. Abs.1) (in case of responsibility for family members in need of care)
- Special moduls (§69) Individuals with learning difficulties or social disadvantages Retraining (BBiG Kapitel 3 §58-§63)

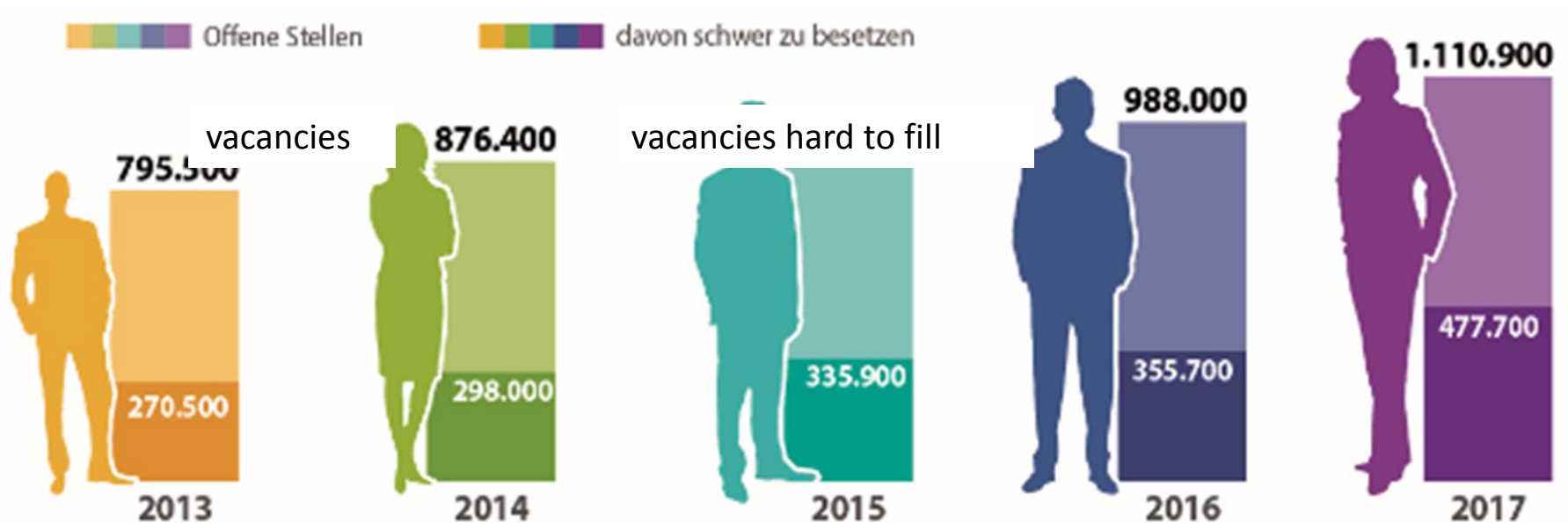


- Professional degree
- nationwide recognition and employability
- Occupational integration and mobility

Further laws for specific target groups

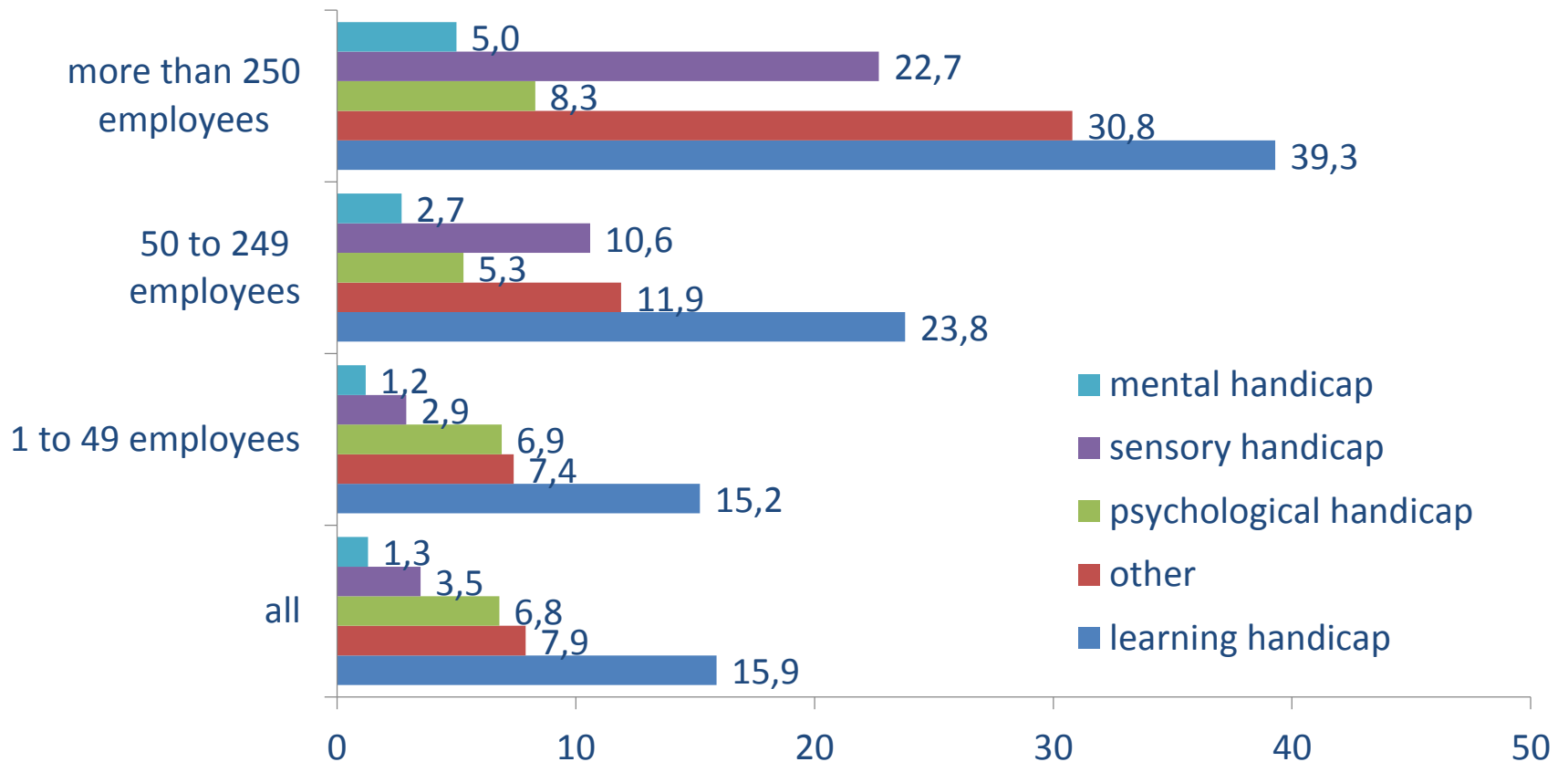
- **vocational preparation training § 54a SGB III**
- **special measures for youth with need of being supported**
 - Flanking support (abH) § 75 SGB III (1)
 - external training provided by accredited regional bodies § 76 SGB III
- **innovative approach's under trial SGB III Drittes Kapitel 8**
 - Assistance training § 130 SGB III
 - Special offers for the integration of migrants SGB III §131-132

Demographic change: current labour force in Germany



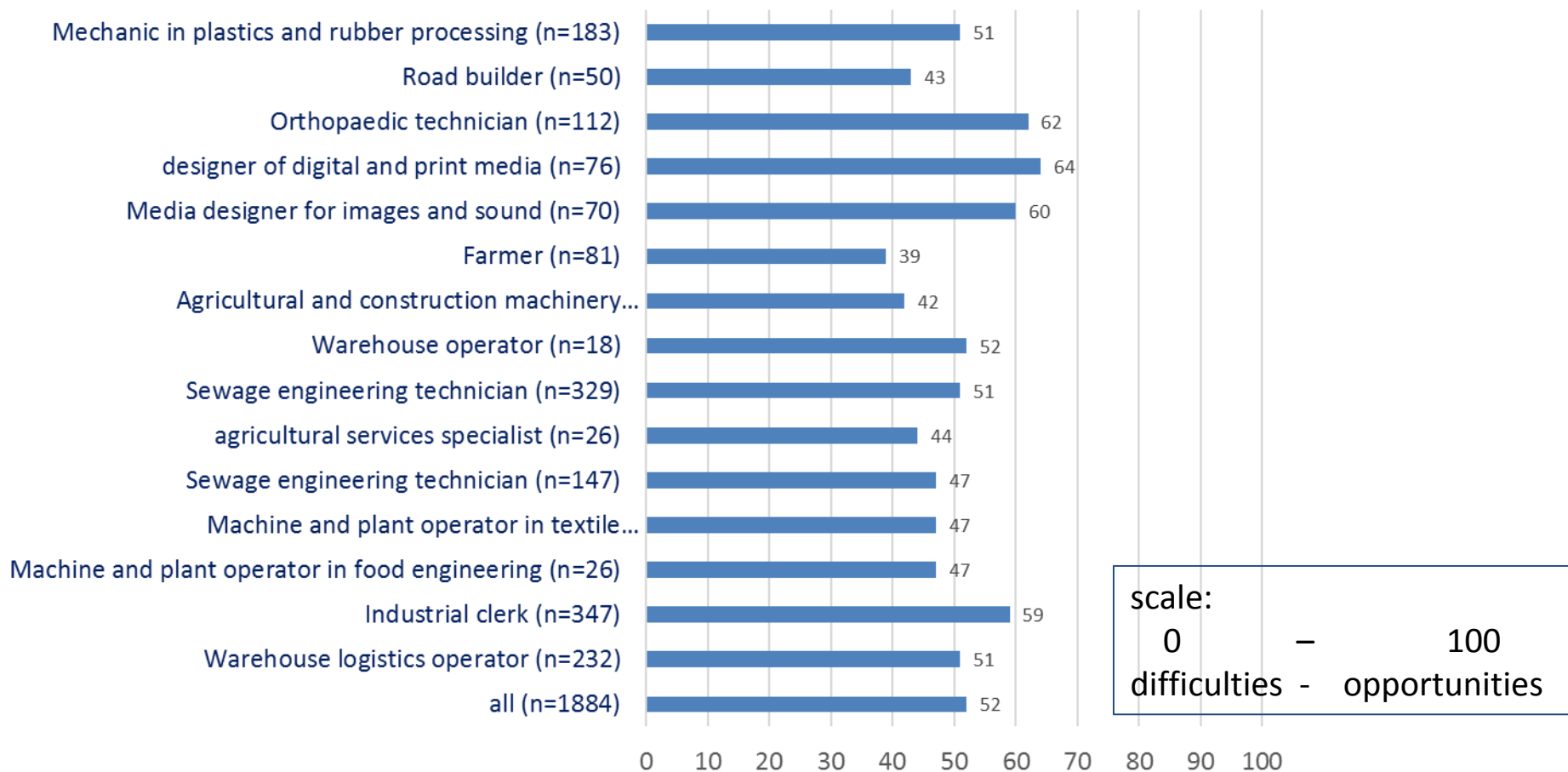
Ressource Projekt KOFA based on Data BIBB, BA

Apprentices with disabilities in companies which offer dual training



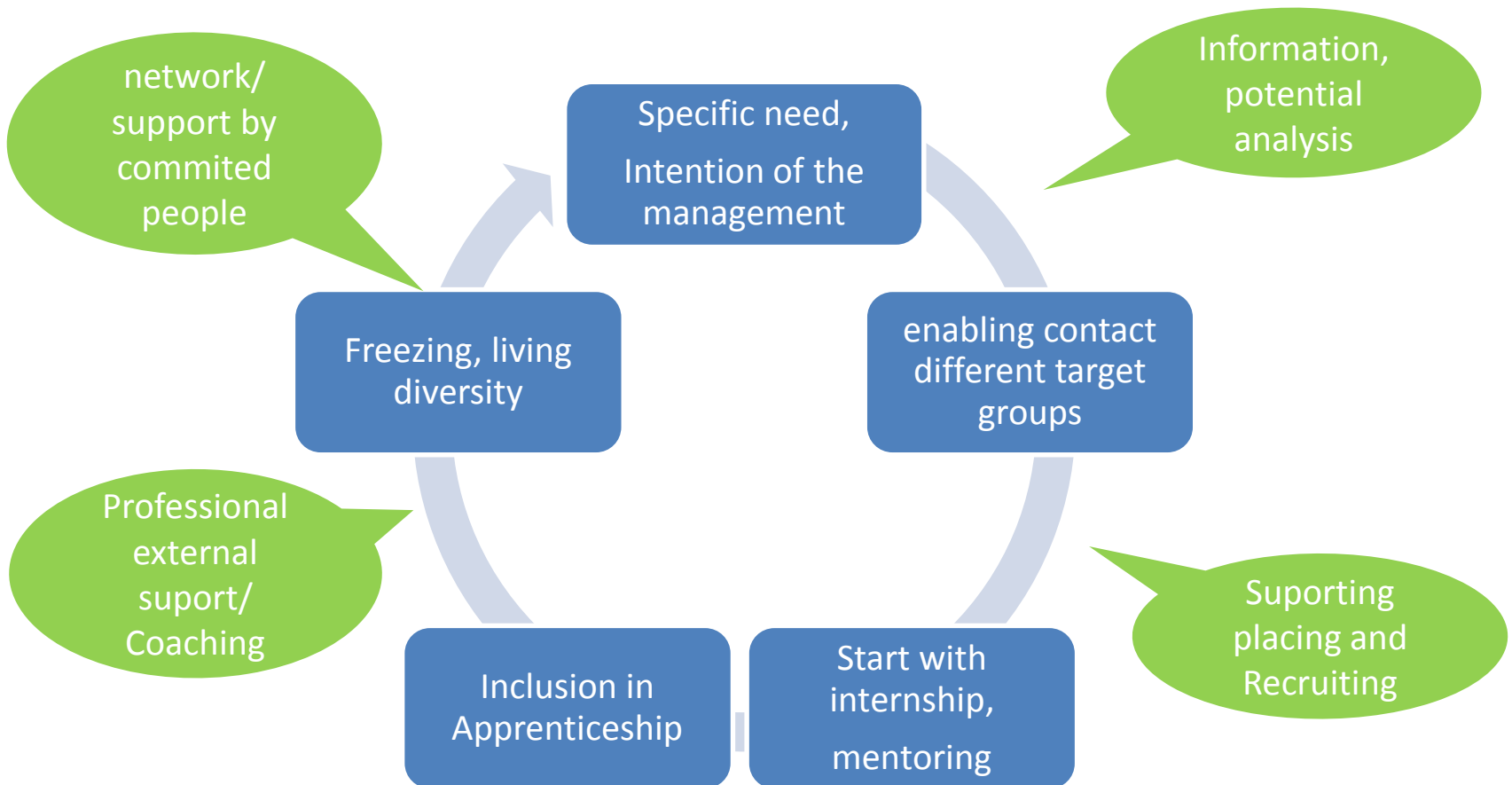
Ressource Projekt KOFA

Do digital technologies and assistance systems create new opportunities or new difficulties for the employment of people with disabilities trained in your company?



Information + motivation + support connecting young people and companies,

What needs to be done?



Technical support for different target groups



- Demand of accessibility and user-friendliness, of virtual environments at the workplace
- Further research and developments for special solutions in the fields of voice-recognition, virtual reality, simulations, database approaches....