



Senatsverwaltung
für Bildung, Jugend
und Familie

BERLIN



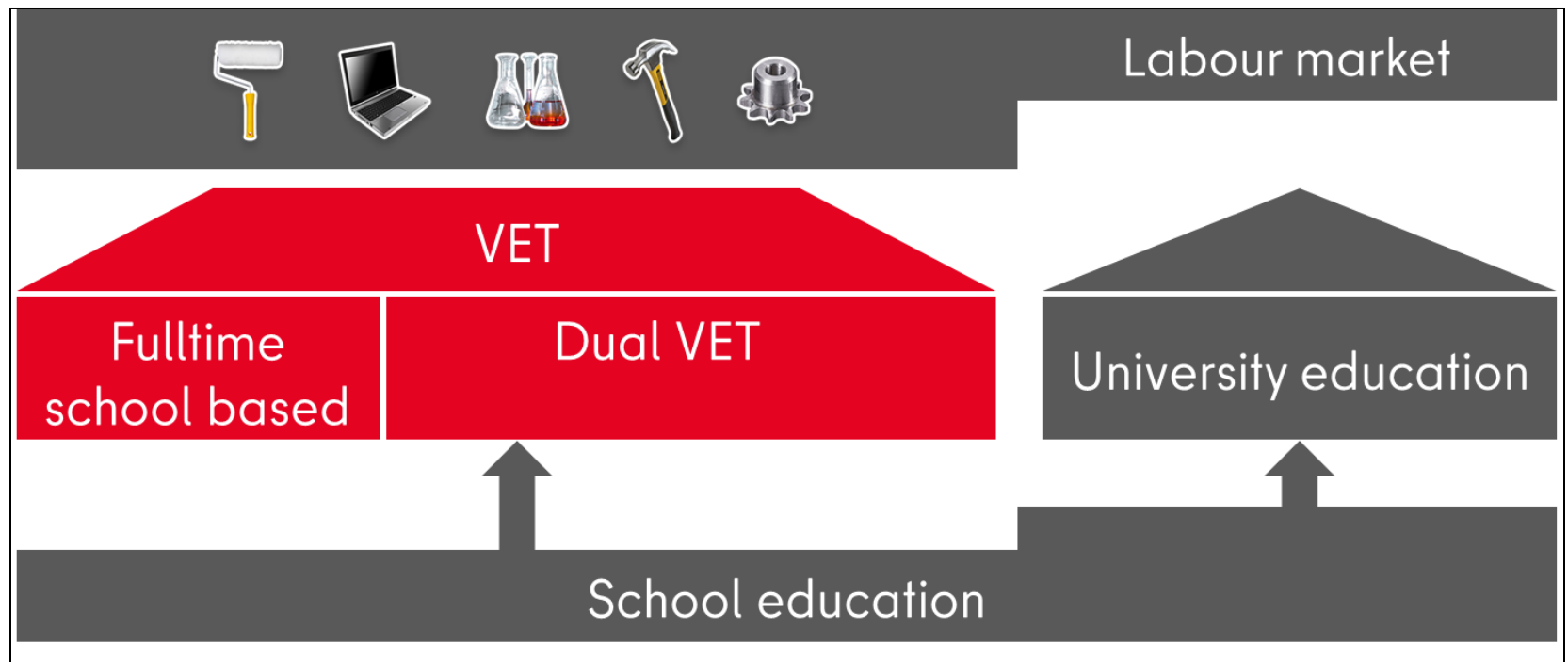
DUAL VOCATIONAL EDUCATION AND TRAINING IN GERMANY

Welcome to Berlin

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Dual VET in the German Education System at a Glance



Basics – Parties involved

Apprentices

- 1.32 Mio. trainees p. a.
- in 325 recognised professions

That implies:

- 5 % of all employees are trainees

Around 93 % pass their training successfully.

Employers

- Every year, around 20% of all companies employing staff subject to social insurance contribution engage in training (ca. 430,000 of 2.2 Mio.)
- Around 500,000 new trainees p. a.
- 74 % of them will be directly taken over after the training

Schools

- Part Time Education

Basics - Partners

Businesses, Social partners and the Government ensure the Framework Conditions of Dual VET

- Chambers
- Social partners (Unions and Employers' associations)
- Government

Chambers and Social Partners: Define and check training contents in the companies

Government: Shapes the legal framework and provides the resources for school-based training

Motivation and Measures

Young People

Motivation: „I want to become a ... !“

Access:

- Find potential employers and screen openings
- Write application
- Undergo selection process
- Choose training company
- Sign training contract

Companies

Motivation: „I need to make sure that I fill all job openings.“

Access:

- Register as a training company
- Offer apprenticeships
- Analyse applications
- Choose apprentices
- Sign training contracts

Motivation and Measures

The Government

Motivation: Germany needs skilled workers to secure economic growth and development.

Insight: We need to strengthen and steer our dual VET system.

Measures:

- Provide and update the legal framework
- Mandate further stakeholders
- Analyse and develop the system (e. g. through BIBB)

Benefits

For apprentices

Dual VET is the ideal preparation for a professional career:

- Occupation-specific competencies and qualification
- Real work conditions (equipment, procedures, work environment)
- Remuneration (increasing with level of experience/ per apprenticeship year)

For companies

Dual VET secures qualified personnel:

- Qualified workers in accordance with company-specific requirements (as opposed to external applicants)
- Increased productivity (fast amortisation)
- Active participation of the business community in developing training standards
- Contribution to Corporate Social Responsibility (CSR)

Benefits

For the Government and Society

Joint benefit, wealth and social peace:

- High economic performance and productivity
- Contributing to balance in the labour market (supply/ demand)
- Social and economic integration of young people
- Contributions of all stakeholders

Challenges

from apprentices' point of view

- Discrepancy between demanded and supplied training positions (lack of (suitable) openings) → approx. 70.000 young people did not get an apprenticeship contract in 2024 despite searching for one
- Access to Dual VET
- Increasing occupational demands
- Lifelong learning

from businesses' point of view

- Discrepancy between demanded and supplied training positions (lack of (suitable) applicants) → approx. 69.000 of all apprenticeship openings were not filled
- Unprepared apprentices/ apprentices lacking basic skills
- Inclusion of people with special needs
- Inclusion of migrants

from the point of view of the government and society

- Demografic change
- (Foreseeable) lack of skilled labour
- Trend of academisation
- Regional discrepancies
- Inclusion

Statistics

Apprentices

- 1.2 Mio apprentices (dual system) overall in 2024
- 35 % women and 65 % men
- The overall number of apprentices has been decreasing since 2007
- 475.100 people have signed a dual apprenticeship contract with a company in 2024
- Share of apprentices with university entrance qualification (Abitur) has increased from 35 % in 2011 to 49,1 % in 2021

University students

- 2.87 Mio university students overall in 2024
- 491.400 people started a university degree in 2025
- The number of university students has been steadily increasing in the last two decades



QUESTIONS & EXCHANGE

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THANK YOU FOR YOUR ATTENTION.

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