

Discussion paper #01

SWOT Dual VET- System Germany 24.01.2018

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>• Companies in the „driver seat“</li> <li>• Regulation through the market</li> <li>• Controlled through Chambers, labor unions, government</li> <li>• Real problems build real problem solving competence</li> <li>• Company can train for the needs of their own businesses</li> <li>• National standards (trust)</li> <li>• Stronger ties to the profession and the company</li> <li>• Flexible in a changing world</li> </ul>	<ul style="list-style-type: none"> <li>• Some of the professions can easily be replaced with low skill staff</li> <li>• Role stereotypes (“boys want cars”)</li> <li>• “transition system ” (pre-vocational training year) not efficient</li> <li>• Education consultancy not efficient</li> <li>• Less possibilities to change to university or university of applied sciences (lack of permeability)</li> <li>• Possibilities for older candidates</li> <li>• Premature termination of training contracts (24,6%)</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>• Good job opportunities for people with dual VET</li> <li>• Is the begin of citizenship</li> <li>• Digitalization</li> <li>• Salary rising</li> <li>• BiBB and several other research-departments (on a national level)</li> <li>• Educational guidance</li> </ul>	<ul style="list-style-type: none"> <li>• Marketing</li> <li>• Dual VET sometimes not as respected as university degree</li> <li>• Industrialization</li> <li>• Matching/Tendency to “white collar jobs”</li> <li>• Demographic change (smaller classes etc.)</li> <li>• Migration (underrepresented, refugees, etc.)</li> <li>• Amount of companies that don’t train or form rises (esp. small companies)</li> </ul>