

Vocational education and training (VET)

German experience and attitudes of Ukrainian companies towards VET reform

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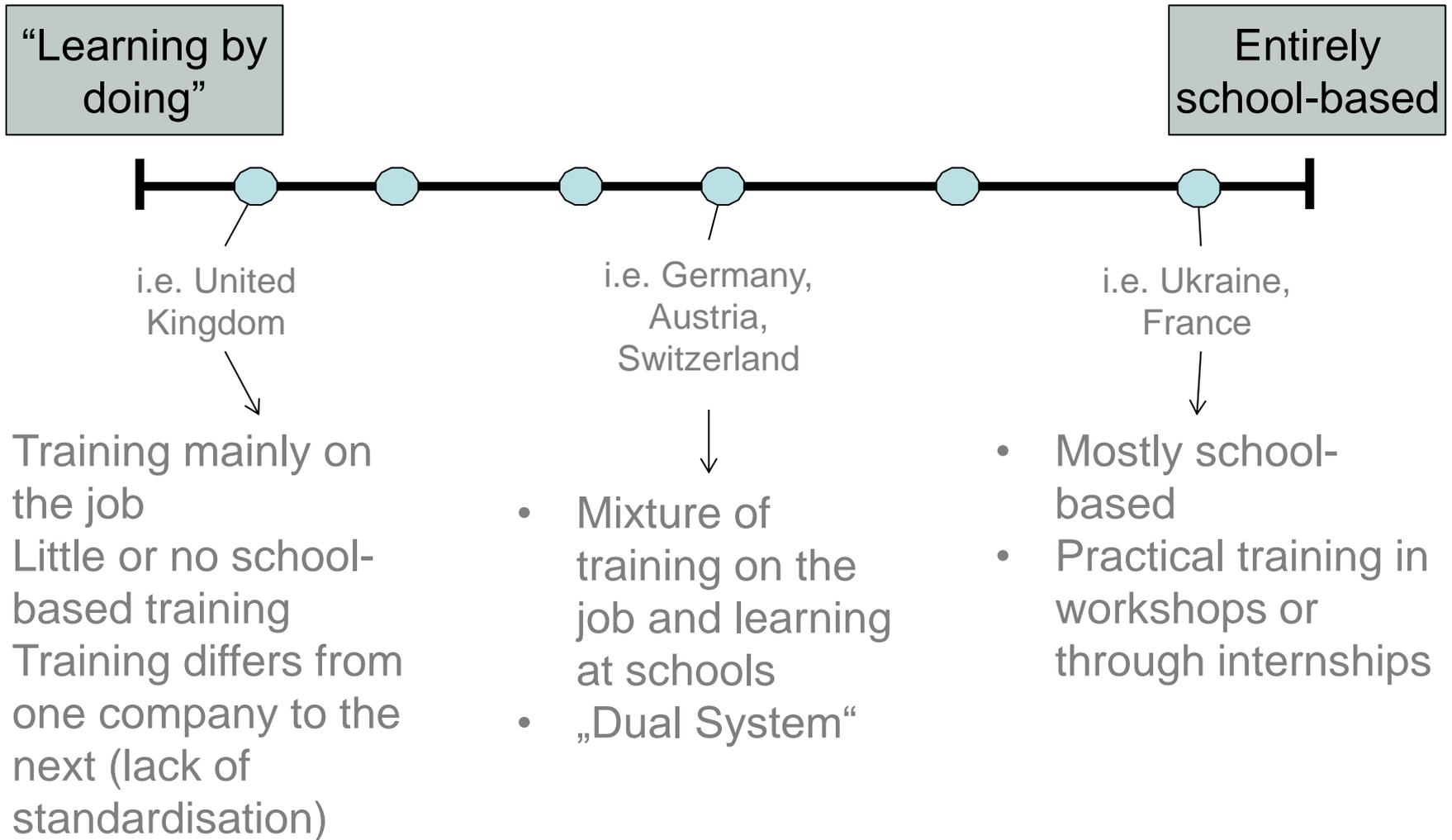
1. Objective of research



The German Development Cooperation (GIZ) has commissioned Berlin Economics to explore attitudes of Ukrainian companies towards vocational training, in particular:

- What are the current problems related to vocational training faced by Ukrainian business?
- Could a larger involvement of companies in vocational training solve some of these problems?

2. Overview of VET systems



3. Main features of the German Dual System

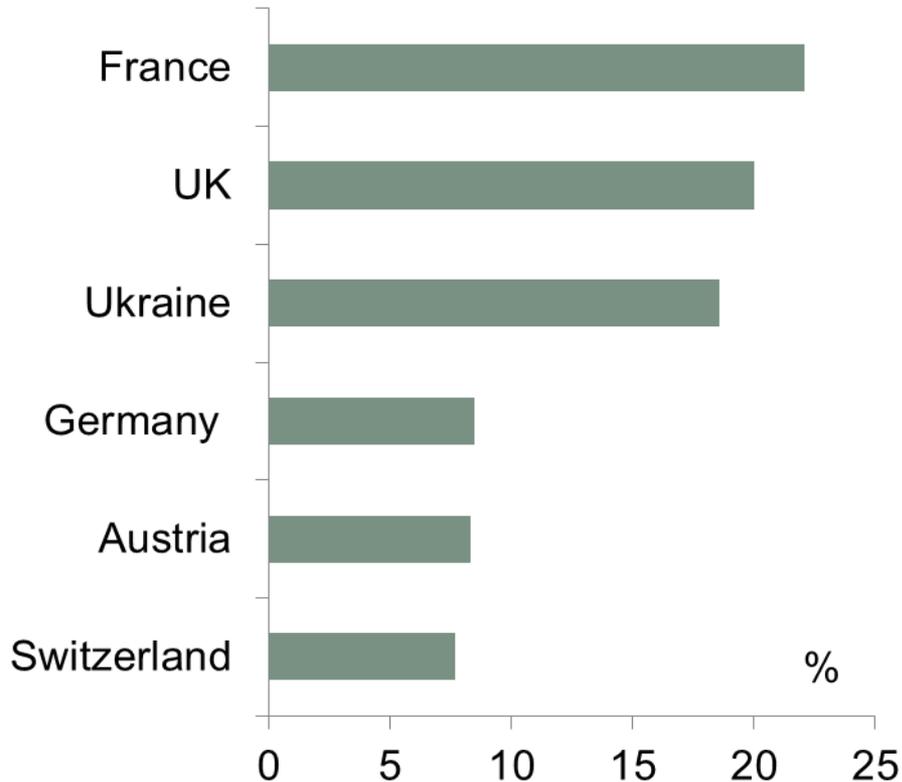
- “Dual Apprenticeship System” – vocational training common task of government AND companies
- Government: Provides mostly general education and theoretical training in dedicated vocational schools
- Companies: Run practical training, provided these are certified teaching companies
- Chambers (IHK): Check quality, carry out exams
- Crucial element: Apprenticeship contract between the apprentice and the training company
- Dual character not limited to training
- Companies also involved in regular reviews of professions trained and content of training

Dual System is beneficial for companies...

- Companies can train according to their specific needs
- Use of modern machines and production techniques
- Apprentices obtain the practical skills and knowledge demanded by employers
- Companies get to know future workers
 - Over 60% contracts are prolonged after end of training
- Qualifications and certificates comparable, companies can confidently hire employees trained in other companies
- Most apprenticeships turn a profit in the second or third year
 - Starting from year two average apprenticeship profitable as wage lower than value produced by apprentice
 - Exemptions are technically demanding jobs like mechatronics, engineers, etc.

... and the economy

Youth unemployment in 2011



Source: World Bank

Benefits for the country as a whole:

- Lower youth unemployment
- Qualifications and certificates comparable
- Thus also lower structural unemployment
- Efficient – low cost of training young people as state and company share cost

4. Discussion: Attitudes of Ukrainian business

General question to Ukrainian companies:

- How do you assess the current VET system?

In particular:

- How satisfied is your company in general with the supply of employees with vocational training?
- How satisfied are you with the level of theoretical knowledge of employees with vocational training?
- How satisfied are you with the level of practical experience of employees with vocational training?

Willingness to take larger role in providing practical vocational training

- To which extent would your company be willing to provide and fund the practical part of vocational training?
- And under which conditions?
- To what extent does your company already provide practical education and training for new employees with vocational training background?
- What should be the role of the government regarding vocational training?
- Do you think a “Dual Training System”, in which the government provides the theoretical and the companies the practical education, would be feasible for Ukraine?

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