

ERASMUS+ PROJECT
EUROPEAN DUAL SYSTEM

**FAST TRACK TRANSFER AND
EUROPEAN DIMENSION**

by

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Focussing on central features

EU-DualS intends to test a ***fast-track transfer approach*** for the German Dual System towards other VET systems in Europe

How? Focussing on central qualifying aspects of the Dual system:

- **Recruitment by/with companies** => training pact SME-apprentice & recruitment for needs of the labour market (no studies needed, no wrongly qualified people)
- **Regular** (and as much as possible) **practical work in SME**
- **Tutoring in company**, best by trained (and certified) tutors
- **Payment by company**: relationship effort-monetary value is crucial, AND: *what costs nothing is worth nothing*
- **Labour (apprenticeship) contract**, in order to fully integrate apprentice into all work processes and company (insurance problems, but also “role”)
- **School supports**, but does not lead

General system comes later

Focussing on the central features means not that the general framework system is not necessary. But it can be adapted in a second step.

Of course, the **legal possibility to learn/study with many WBL-elements for a professional qualification is basic condition.**

But many elements can be adapted later and following the country's needs. E.g.:

- Role of Chambers of Commerce and Industry can be solved also differently. SME Associations could take over this role too.
- Possibility to study directly after apprenticeship can be ruled later on.
- Professional profiles, standard contracts and performance measuring methods can be simply transposed from D to other countries.

Adaptation of existing systems

Examples Italy and Spain:

- Italy: “Alternanza Scuola-Lavoro” (switching between school and work)
 - DS-features to be added: regular practical work, selection and tutoring by companies, payment. Also insurance problems must be solved.
- Payment must not necessarily be through **labour contract** and following tariffs, also **scholarships** (as in Italy and Spain) are possible.
- Spain: Dual System means 1st year school, then contract and apprenticeship with school elements during 2nd year.
 - DS-features to be added: recruitment by company before the 1st year of school, training of company tutors, extension of apprenticeship period (currently 1 year), like in Basque County (professional specialisation), in order to increase quality.

Challenges

Some important challenges to work on – and objectives of EU-DualS:

- **Companies must engage** (like in EU-DualS: CONFAPI & ADEGI) and understand their advantages: recruitment for own needs, training for company's processes, better integration and higher motivation of young employees and workers.
- **Schools must make a step back**, and support companies, but will have better results for their students
- **Parents and students must see evidence that Dual System VET brings equally good, if not better results** as school and university learning. Wages are higher, better employability, possibility to add studies after apprenticeship. And last but not least: **sons and daughters get earlier independent!**

European dimension

- If the Dual System becomes a European standard, young employees and workers have the possibility to be **more mobile inside of Europe**, with comparable and recognised professional qualifications.
- This should be “trained” also during apprenticeship: we propose **min. 2 months of internship abroad**, to learn language and orientate in different cultures (like ERASMUS for students => Thyssen’s Skills Agenda).
- **EU-Duals: 22 youths** (11 from Italy and 11 from Spain) will do 1 month mobility in German SMEs
- Objective is to demonstrate importance of this experience, then we propose to **introduce this also in Germany**.

*Thank you very much for your
attention!*

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