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Effective engagement of the private sector in dual VET

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▶ Global
Skills
Forum

The Role of the Private Sector in Skills Development:
Driving Innovation and Impact

Key elements of the German dual VET system



- Dual learning at two venues



70 % practice-oriented training in the company

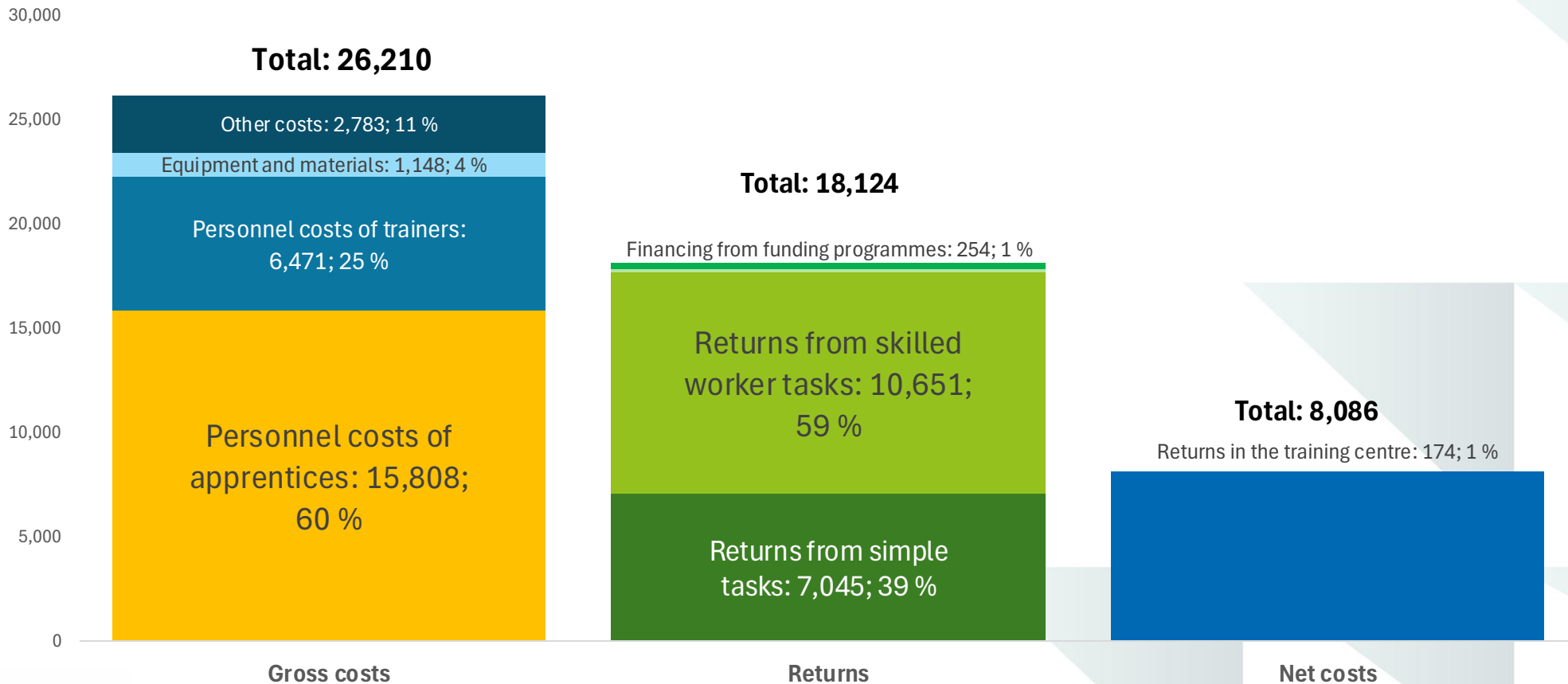
- ▶ Trainees sign a training contract with a company
- ▶ Structured training under real work conditions
- ▶ Trainees learn on real tasks and with real clients
- ▶ Trainees receive a remuneration

30 % theory in vocational school

- ▶ Lessons in class
- ▶ Occupation-related (2/3) and
- ▶ General (1/3) subjects

Dual VET lasts from 2 - 3 ½ years.

Gross costs, returns and net costs per apprentice in the 2022/2023 training year (in Euro; differentiation of the gross costs and returns additionally in %)



Current challenges of VET in Germany

- **Demographic Change & Skilled Worker Shortages**
 - **Aging Population**
 - **Declining School Leavers / declining birthrate**
- **Academisation & Skills Mismatch**
 - **Trend Towards Higher Education**
 - **Digitalisation**
- **Operational & Systemic Issues**
 - **Matching Problems**
 - **Vocational School Challenges**
 - **Learner Diversity**



Launch Event of the Initiative “Towards a Global TVET Agenda” –

28 & 29 October 2025
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Background

The world is undergoing profound transformations that affect societies, economies and the lives of individuals. Technological innovation, particularly the rise of artificial intelligence (AI), is reshaping job profiles and skills requirements. Climate change, migration and demographic shifts are placing new demands on labour markets. Challenges to multilateralism are threatening international cooperation and global citizenship. These transformations call for agile, inclusive and high-quality Technical and Vocational Education and Training (TVET) systems.

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and BIBB



Promote joint agenda
setting for innovation and
excellence in TVET



Foster global exchange and
mutual learning to drive
policy reform processes



Connect leading TVET
institutions



Address common
challenges and advance
innovation

Thank you for your attention!

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