



Dual Vocational Training in Shipping Industry in Germany



Welcome at ECASBA Seminar, Hamburg

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ECASBA Seminar May, 29 – 30 Hamburg



1) Dual Vocational Training – general information

2) Dual Vocational Training in Shipping – facts and figures

3) Future perspectives for Trainees - employability, further and higher education

4) Discussion



From school to work



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From school to work



Dual training

Dual training

- **Places of learning:**
Company and part-time vocational school
- **Final qualification:**
State-recognized training occupation (chamber certificate)
- **Prerequisites:**
Full compulsory education (no leaving certificate required)
- **Duration:**
Two, three or three and a half years



Dual Training

- Training is mainly provided in the company – supported by teaching in part-time vocational school (Berufsschule)

- Learning at both venues is governed by different but coordinated regulations.





Dual Training

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**Learning
in the
company**

- 3-4 days per week
- on the basis of training regulations
- within the framework of a training contract
- mainly at the workplace



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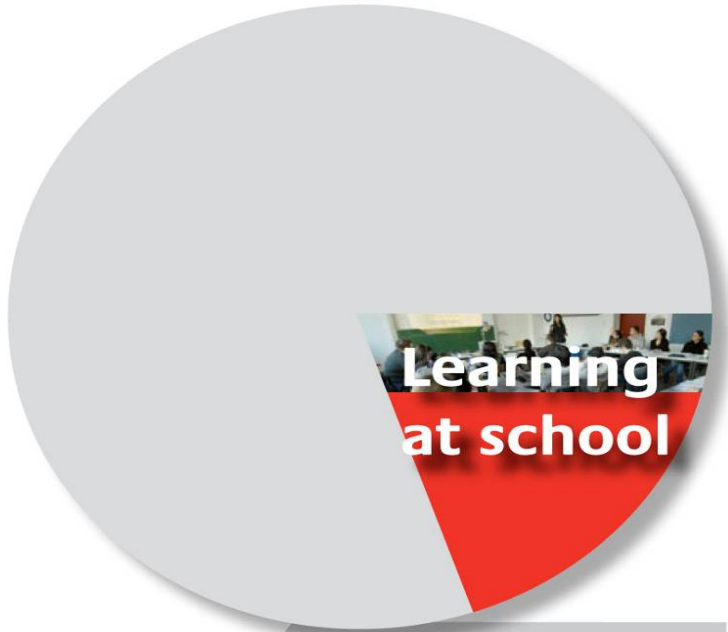




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Dual Training



- 1-2 days per week on average
- on the basis of a framework curriculum
- general and vocational knowledge is taught within the framework of compulsory education



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The training contract covers the following in particular:



- Training period: as stipulated in the training regulations
- Beginning and end of training: the duration of training can be shortened or extended under certain conditions
- Training contents: A company training plan forms part of the contract (to which it is annexed)
- Termination of employment: trainees are largely protected against dismissal after the probationary period has expired
- Allowance paid to the trainee: amount is determined by the applicable collective agreement



Schiffahrtskaufleute

employed by Carriers/Owners

Carriers

Ship owners

employed by agents and brokers

Lineragents

Clearing agents

S & P brokers

Chartering brokers

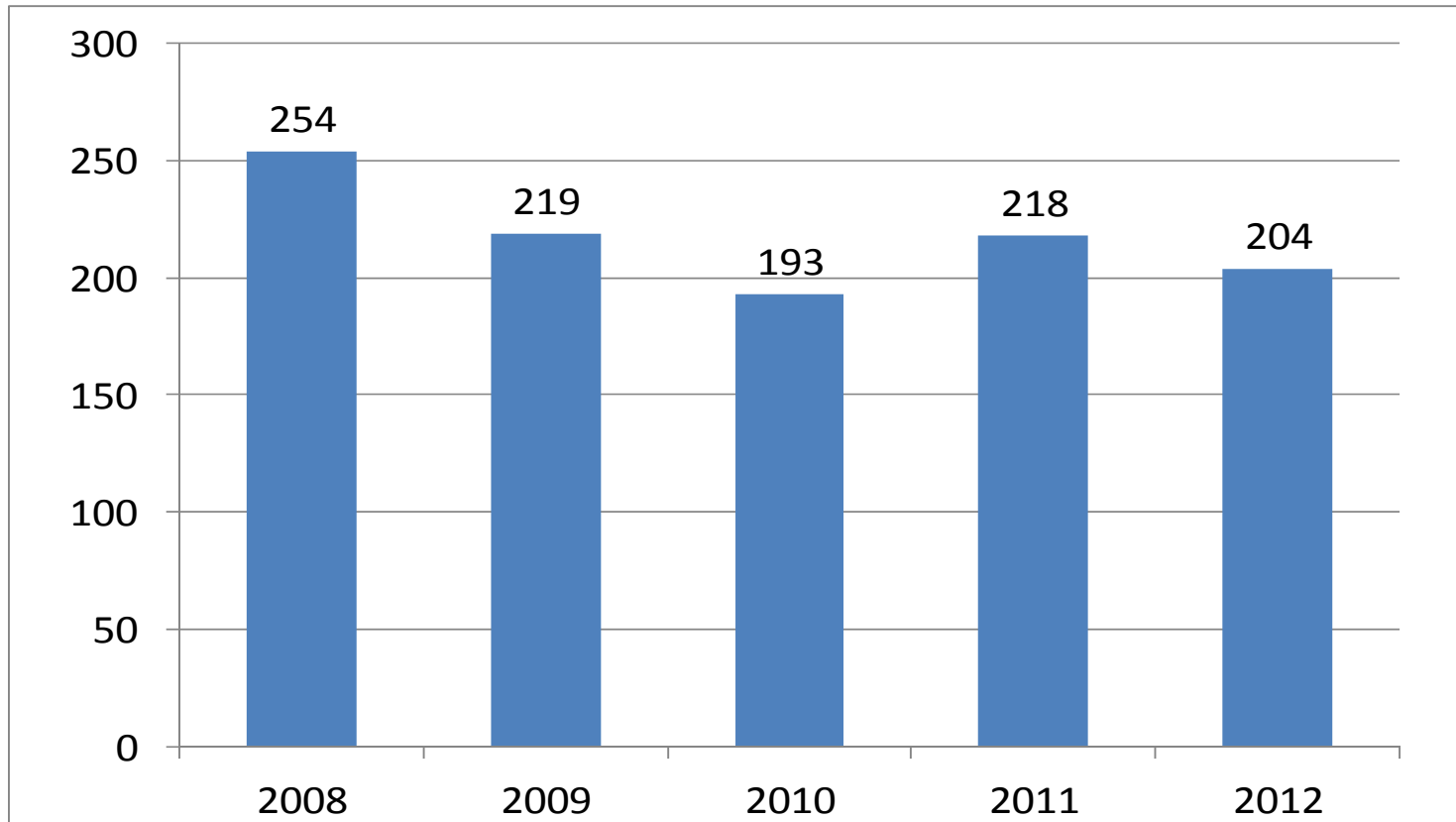
Owner`s Broker

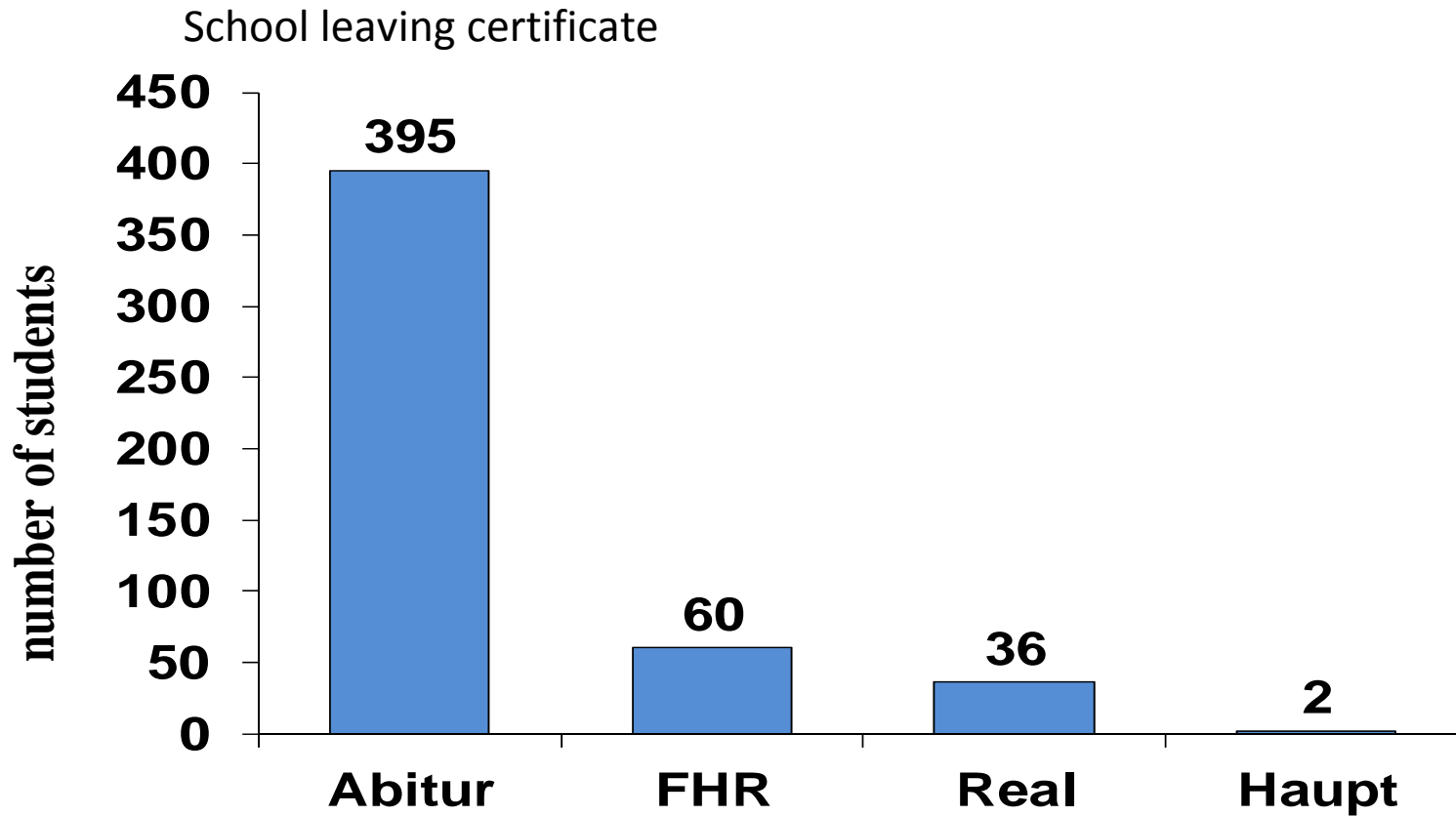
Charterer`s Broker

Competitive Broker

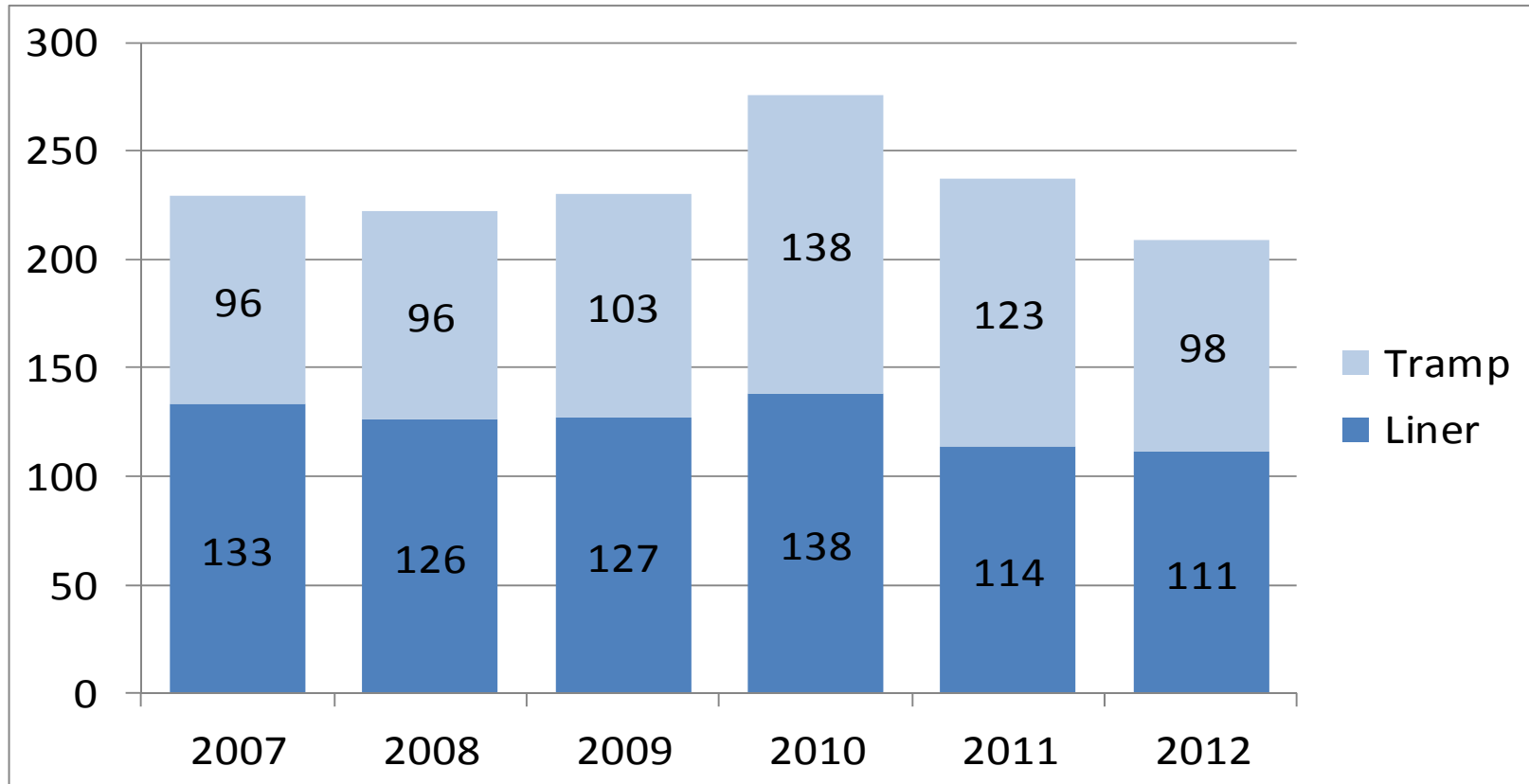


Students at HBT





Differentiation between Liners and Tramps





Dual Vocational Training in Shipping Industry in Germany



- An average of 220 new trainees from different shipping professions start their vocational training each year with HBT
- HBT is by far the biggest College for Maritime Business in Germany
- Teachers with shipping background (vocational training plus University degree (Master) plus 2 years junior teacher period)

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- Students are taught in classes of 30 students from shipping companies covering all sectors/professions in merchant marine shipping industry
- The subjects taught include interlocked vocational and general subjects like Shipping Law, Shipping Business, Legal Principles, Accounting, Financing, Economics, Transport Policy, Maritime Geography, Business English

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Monday	Tuesday	Wednesday	Thursday	Friday
Shipping	Mar Geo	Shipping M	Accounting	Shipping M
English	Mar Geo	Shipping M	Accounting	Shipping M
English	Trans Pol	Shipping M	Maths	Mar Geo
Accounting	Trans Pol	English	Maths	English
Accounting	Economics	English	Economics	Business Adm
Transport Pol	Economics	Transport Pol	Management	Business Adm
Transport Pol	Shipping M	English	Shipping	

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- Framework Curriculum is found by the participating partners and is compulsory throughout Germany
- Curriculum is updated, tailored solutions to be found by the local colleges, companies and associations
- Close collaboration between college and companies is implemented and vital

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Number of trainees in Germany

Year	Hamburg	Bremen	Kiel	Leer	Duisburg	Total
2000	137	54	28	12	-	231
2001	185	59	25	21	-	290
2002	164	46	20	23	8	261
2003	163	48	27	15	10	263
2004	196	66	33	20	8	320
2005	222	53	16	24	10	325
2006	197	53	33	31	10	324
2007	249	74	32	37	8	400
2008	254	78	36	40	11	419
2009	219	63	34	29	6	351
2010	193	59	37	38	4	331
2011	218	69	40	33	5	365
2012	204	52	37	30	7	330
	(62%)	(16%)	(11%)	(9%)	(2%)	



Arguments in favour of dual training



Advantages for industry

- Secures the skilled labour needed
- Reduces cost of settling-in
- Increases motivation and loyalty to company
- Job-specific qualification
- Productive performance of trainees



Arguments in favour of dual training



Advantages for young people

- Good prospects on the labour market
- Recognized certificate
- Practical orientation
- Payment of an allowance



Future perspectives:

- About 90 per cent of the trainees are given a full employment contract
- Dual vocational training certificate issued by the local Chamber of Commerce; a recognised standard throughout Germany
- Companies send their new labour force abroad





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Further education:

- ICS (Institute of Chartered Shipbrokers)
 - Agreement: graduates are given exemptions

Higher Education:

- Bachelor Shipping, Trade and Transport (BSc)
 - Collaboration with City of London Business School
 - Top-up year; first two years are recognised

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Conclusion:

Dual vocational training is a fixed standard in Germany and agreed between the state, employers (associations) and employees (unions) throughout different professions.

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Thank you for your attention

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