



Vocational Education and Training, Reorganisation and Creation of Job Profiles by Social Partners in Germany

Vocational Education and Training (VET) in Germany: The initial training is very practice-based and therefore a very attractive recruitment tool, both for companies and young workers. The so-called dual system is the central element of the German VET system - which means that training of apprentices takes place in the company (on the job) and in a public training institute. Trainees are thereby employees and students at the same time. They conclude a training contract with a company, which pays for the VET on the basis of a Collective Agreement and in which they train in more than the 320 available job profiles and occupations, including two in the security industry. The VET schools are publicly financed.

Initial VET and Continuous VET in the security industry: The legal requirement to work as a security officer is a basic training of 40 hours. The VET is therefore key in delivering high quality training in the security industry. The duration of these initial VET for the two regulated professions in the security industry is two years (service worker for protection and security) or three years (certified protection and security worker) and concluded by a final exam. VET is regulated by law in form of a training regulation (for the on-the-job training) and curriculum framework (for education in public training institutes). There is also the possibility for side-entrants, who have already an apprenticeship in another profession, to do a non-regulated 200-240 hours training at industry chambers in order to be a certified security professional. Based on this Initial VET, workers can be upskilled to Security Specialist, Master, or study a Bachelor/Master of Arts in Security at a university. There also exist specialist trainings, such as for aviation security, weapons qualification, fire safety, first aid, and others. A key challenge is, however, to "sell" the upskilled and, hence, more expensive, workers to clients instead of those who have only received 40 hours of training - a challenge confirmed by other CoESS national associations.

Four steps for the creation or reclassification of job profiles by Social Partners:

1. The employers' organisations and trade unions can take the initiative of a reclassification or creation of a job profile, defining what skilled workers are required; what would be their mission; what hierarchical levels would exist; and what would be the tasks at each level.
2. Different benchmarks are then set jointly by the Social Partners, such as:
 - Job title
 - Duration of training
 - Structure and organisation of the job profile
 - Form of examination
 - Time structure
 - Catalogue of skills, knowledge and capabilities (taxonomies)
3. The Federal Institute for Vocational Training (Bundesinstitut für Berufsbildung - BIBB) then coordinates the drafting process of the job profile and provides advice. Social Partners appoint federal experts. In parallel, experts from the federal regions draw up a curriculum framework. Job profiles are adopted by all experts in consensus.
4. Enactment of the training regulation.

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