

# Good foundations for your career

Education and further training are both part of professional education in Germany. A solid school education and qualified initial training offer the best chances for a future with professional and social security.

Lots of companies offer training in Hessen. They give young people a good start to working life and keep producing the next generations of skilled professionals. Qualified training also gives young people the chance to go to university and improve their career prospects.

In many European countries and most other states, part of vocational training takes place at school or university. Germany's traditional and established system is known as the "duale Ausbildung", which is a combination of practical training on the job and theoretical lessons at school.

## No standard duration of training

There is no standard duration for training programmes in recognised professions. They usually take 3 to 3 ½ years to complete, as established by each profession's training regulations. Training may not take as long under certain circumstances, e.g. if certain school leaving certificates or corresponding achievements are obtained during training. Germany's training standards often equate to studies at a polytechnic college in other countries.

In Germany, more than half of all young people in each year group opt for a duale Ausbildung. Around 1.5 million young people are currently in training.

## New in Hessen: Study without the Abitur

It's now possible to go to university in Hessen with a good vocational qualification. The Abitur is no longer necessary. If you obtain an average grade of at least 2.5 in your final vocational exam, you can apply to do a bachelor's degree at Hessen's universities.

## **The clear advantages of the duale Ausbildung**

For the economy:

- Creation of skilled professionals required in the present and future
- Reduction of induction costs with new employees
- Rise in motivation and company loyalty
- Tailored qualification
- Productive work carried out by trainees

For young people:

- Good chances on the labour market
- Recognised certificate
- Practical relevance
- Training allowance
- Professional career opportunities
- Early integration at the company

## **Structure of the duale Ausbildung**

1. Theoretically solid training with practical relevance The duale Ausbildung system is characterised by its parallel education on the job and at a vocational college. Trainees receive the practical part of their course 3-4 days a week at a company, while they focus on the theoretical part 1-2 days a week at their vocational college.
2. Standardised training content and exams across Germany Germany's national standards and state-recognised qualification act as a seal of quality that provides employers with orientation when recruiting new workers. This helps employees find a new job more quickly.
3. Constant adaptation of training to reflect technological and economic developments Training regulations are adapted to reflect technological advances, changes in professional practice, and economic and societal changes. Training courses are modernised or redesigned to meet the demands of the economy.
4. Coordination of academic and vocational curricula Companies coordinate with the vocational colleges attended by their trainees to offer the best possible training for companies and the region. This is an important quality assurance component.
5. Qualified training staff Germany has laws that stipulate professional and personal requirements for its training staff. This not only includes professional skills, but also the ability to teach young people how to work in the industry. These skills are

assessed in a separate exam.

6. Quality of companies' training programmes monitored by trade chambers Trade chambers offer advice to companies involved in training schemes, monitor their vocational training, determine the suitability of companies and training staff, register training agreements, and carry out standardised exams across the country. This ensures a high level of quality.

## **Links**

[Regional apprenticeship exchange in the Frankfurt Rhine-Main Metropolitan Region \(in German\)](#)

[Apprenticeship radar for the skilled trade sector \(in German\)](#)

[Apprenticeship exchange run by the Hessian Chambers of Industry and Commerce \(in German\)](#)

[Detailed information about professions \(in German\)](#)

[A step-by-step guide to your dream job \(in German\)](#)

[Professional development guide \(BEN\) with information on professions, further education and employment opportunities \(in German\)](#)