

Germany - Transfer phase of “VET for Sustainable Development”

Title of inspiring practice	Transfer phase of the initiative “VET for Sustainable Development” (VET for SD transfer) (<i>“Berufsbildung für Nachhaltige Entwicklung im Transfer für Ausbildungspersonal (BBNE-Transfer)”</i>)
Geographical area	Germany, at the national level
Period of implementation	The project started in November 2020 until October 2022. Some projects under the initiative have been extended until February 2023.
Rationale	<p>As part of the transfer phase of the initiative “VET for Sustainable Development”, the German Federal Ministry of Education and Research (BMBF) supports the Federal Institute for Vocational Education and Training (BIBB) funding line.</p> <p>The transfer phase focuses on the dissemination and continuation of successful sustainability-related further training of in-company training staff.</p> <p>Transfer includes: regional transfer, permanent transfer into learning venues, lateral transfer (adaption of occupation-specific concepts for other occupations or sectors), vertical transfer (towards higher-level structures of VET practices).</p> <p>Upscaling of successful strategies and practices for the training of in-company training staff with regard to sustainability is a crucial step towards integrating sustainability in VET structures. At the same time, the transfer phase itself is a sustainable approach to ensuring that solutions that were developed in government-funded, in this case, projects are effectively rolled out.</p>
Scope of the practice	As the target group is in-company training staff, the projects should be considered as “further education/ qualification”.
Educational level	EQF 5,6,7
Introduction and context	<p>The German Federal Ministry of Education and Research (BMBF) supports the Federal Institute for Vocational Education and Training (BIBB) in implementing the funding line which targets networks consisting of diverse partners from Chambers of Trade (Commerce and Industry, Crafts, Agriculture), education institutions/ VET providers, higher education institutions, and research institutes in the field of VET. Seven such joint projects were awarded funding.</p> <p>The project addresses the current need to qualify in-company trainers in the field of sustainability. Moreover, the transfer project ensures that successful solutions and approaches which were developed in a previous large-scale government-funded project on VET for SD can be upscaled “from project to structure”. Thus, sustainability of project work in the field of greening VET is another driving factor.</p> <p>The initiative pursues the dissemination and continuation of successful sustainability-related further training of in-company training staff.</p> <p>Transfer includes regional transfer, permanent transfer into learning venues, lateral transfer (adaption of occupation-specific concepts for other occupations or sectors), vertical transfer (towards higher-level structures of VET practices).</p> <p>From a research perspective, the process of the transfers conducted in the project is analysed to learn more about ideal conditions for upscaling.</p> <p>The initiative was allocated government funding.</p>

<p>Key activities and outcomes</p>	<p>Each of the seven projects funded as part of the VET for SD transfer initiative develops and implements tools.</p> <p>The following examples of projects funded under VET for SD in transfer give an idea of their scope.</p> <p>The ANLIN² project, a training promoting sustainable learning environment in industry, developed a “Box of Ideas” offering assistance with the implementation of the nationwide standard of "environmental protection and sustainability" as part of the occupational profiles as well as methodological and didactic considerations for VET practice. More information (in German) is available here.</p> <p>The ANLIN² project also provides an overview of the content of their qualification modules for trainers and apprentices (while the training itself happens in person). More information is available here.</p> <p>The GEKONAWI^{transfer} project on “modules for business model and competence development for sustainable management” develops further qualification in the format of blended learning: in-house trainings combined with digital learning resources. Link to project website (only available in German) here.</p> <p>The projects faced difficulties in finding companies willing to invest in their in-company trainers’ further training. Reasons given by the companies focused on time constraints and a certain fatigue regarding the topic of sustainability seen as a political buzzword. Generally, reducing the workload linked to the training offers was one main step adopted to overcome the obstacle. Moreover, it proved helpful to underline the positive economic effects of sustainability for the company, including the effect of convincing in-company sustainability action on prospective trainees. In other words, it was pointed out that companies’ efforts in the field of sustainability are a measure to increase the company’s attractiveness as employer and thus function as a means to attract and retain qualified employees.</p> <p>Different factors contributed to the success of the initiative. First, the focus on establishing strategic partnerships with high-level partners (chambers, associations) was key to support upscaling. Second, the benefits of close cooperation between VET practice and research in the projects helped to develop tools addressing concrete needs arising in practice while being state-of-the-art in terms of content and didactics. In terms of the trainings themselves, a major factor contributing to their success is their immediate link to occupation-specific knowledge, skills, and competencies while at the same time giving clear references to existing standards and strategies concerning sustainability (e.g., SDGs).</p> <p>An evaluation was conducted for the projects of the initial funding line “VET for SD” which was the basis for those projects currently engaged in the transfer phase.</p>
<p>Other information</p>	<p>Link to evaluation report for funding line I, including GEKONAWI: https://www.bibb.de/dokumente/pdf/BBNE15-19_Abschlussbericht_WB_FL1.pdf</p> <p>Link to evaluation report for funding line I, including ANLIN: https://www.bibb.de/dokumente/pdf/BBNE15-19_Abschlussbericht_WB_FL2.pdf</p>
<p>Contacts and sources</p>	<p>Source (in German): https://www.bibb.de/de/121439.php</p> <p>Link to all materials and products, e.g., educational resources, publications, videos, podcasts etc., which were created as part of “VET for SD” some of which are upscaled in the context of the transfer phase: https://www.bibb.de/de/85132.php</p> <p>If you would like to learn more about the initiative, the EU-VET project team at BIBB is happy to help. Please contact the team at: eu-vet@bibb.de.</p>
<p>Date of update</p>	<p>31 August 2022</p>