

Germany - Updated nationwide standard for all trainees in the German dual system: occupational profile item on “Environmental protection and sustainability”

Title of inspiring practice	Updated nationwide standard for all trainees in the German dual system: occupational profile item on “Environmental protection and sustainability” (“ <i>Modernisierte Standardberufsbildposition “Umweltschutz und Nachhaltigkeit”</i> ”)
Geographical area	Germany, at national level.
Period of implementation	<p>The project of updating the occupational profile items is finished. The updated version has been in force since August 2021.</p> <p>The implementation of the modernised standards into training regulations and examinations is ongoing, with an indefinite end date. However, they are already effective for all dual trainings through a recommendation of the BIBB Board.</p>
Rationale	<p>As a nationwide standard, the updated occupational profile item on “Environmental protection and sustainability” (Standardberufsbildposition “Umweltschutz und Nachhaltigkeit”) affects the content of all traineeship programmes in the German dual system.</p> <p>It is a system-level measure taken to integrate four transversal topics in German VET, among which sustainability. The approach can inspire other initiatives on the right way to accelerate the modernisation of training regulations concerning sustainability on a large scale as part of a holistic approach. At the same time, the broad definition of a minimum standard leaves room for detailed occupation-specific and industry-specific content and perspectives on sustainability.</p>
Scope of the practice	System-level scope as the nationwide standard applies to the whole dual Initial Vocational Education and Training (IVET) system in Germany.
Educational level	<p>The nationwide standard applies to the whole VET system (dual system) in Germany.</p> <p>EQF 4</p>
Introduction and context	<p>The key stakeholders involved in the initiative are the Federal government, State (Länder) government, and the social partners.</p> <p>In addition to the vocation-specific training content of recognised training occupations, there are skills, knowledge and abilities that represent an essential basis for all professions and thus form an indispensable part of VET. In Germany, this common basis is regulated in the form of nationwide standards for all recognised training occupations, the so-called “standard occupational profile items” (cf. the four standard occupational profile items in translation).</p> <p>The standard occupational profile items define the content which has to be integrated throughout the entire traineeship, in in-company training framework plans and in examinations. In 2020, the four profile items were modernised, including the one for “environmental protection and sustainability”. The other main occupational profile items refer to the organisation of the company providing training, the system of VET, the basic principles of employment and collective wage agreement law, health and safety at work, and the digitalised world of work. More information on the “four champions” of training occupations in Germany can be found here.</p>

	<p>Updating the nationwide standard of the occupational profile item “environmental protection and sustainability” addresses the need to integrate the current social, economic, and ecologic considerations on sustainability transversally for all training occupations and to reflect a strong commitment in implementing the green transition in the German economy (and society). As with all profile items, the updated sustainability item provides a general framework to guide VET and acts as the common basis upon which vocation-specific content can be added.</p> <p>The modernised standard for “environmental protection and sustainability” sends an important educational policy signal to all institutions and actors involved in the sustainable design of VET in a changing labour market. In particular, since the training also has the educational mission of contributing to the personal development of the trainees as independent personalities who reflectively and actively deal with current social and ecological problems. This includes pointing out the personal responsibility of individuals in the workplace in terms of rights and obligations as well as the importance of a sustainable design of working life, of prevention and further training.</p> <p>The initiative targets all stakeholders in the German VET system.</p> <p>No explicit funding is required as it is a structural innovation.</p>
<p>Key activities and outcomes</p>	<p>The four modernised occupational profile items were agreed upon in April 2020. More specifically, the Federal Ministry of Education and Research (BMBF), the Federal Ministry for Economic Affairs and Climate Action (BMWK), employers' associations and trade unions, chamber organisations, the Länder (represented by representatives of the Federal Institute for VET (BIBB) Joint Committee and the Conference of Ministers of Education and Cultural Affairs) and BIBB formally agreed on the updated profile items.</p> <p>A working group of the BIBB Joint Committee (with the participation of the Federal Government, the social partners, the Länder and BIBB) had comprehensively modernised the existing standard occupational profile items. With the goal of including a “sustainability” feature in the “environmental protection” standard occupational profile, the former focus of the profile item on the use of products, goods or services, materials and energy was extended to account for the three dimensions of sustainability, these being economic, ecological and social. Furthermore, the profile was expanded to include aspects of sustainable value chains, fair trade, and the reflection of conflicting goals between the individual sustainability dimensions.</p> <p>This modernisation process lasted several years and involved stakeholders on all levels of IVET in Germany, hence the work of the committee can be regarded as the “tool” to achieve a common standard. At the same time, the joint commitment to the modernised standard occupational profiles is the strong basis for its success.</p> <p>With the modernisation, the recommendation for action from the National Action Plan for the Implementation of the UNESCO World Action Programme "Education for Sustainable Development" (2015-2019) was implemented in a timely manner.</p> <p>As tangible output of the initiative, the translated version of the German standard occupational profile items provides a useful resource to an international audience.</p> <p>The four new standard occupational profile positions are treated as binding minimum requirements in all modernised and newly developed recognised training occupations coming into force from 1 August 2021. These minimum requirements can be extended as demanded in the context of regulatory procedures in the occupational profile content, depending on occupational or sector-specific special features.</p> <p>In addition, the BIBB Joint Committee recommends that training companies and vocational schools teach these modernised standard job profile positions in an integrative manner in all dual training occupations in connection with job-specific skills, knowledge and abilities throughout the entire training process – even if they are not yet included in all training regulations.</p>

	<p>To support in-company training practice, the BIBB Joint Committee working group also prepared an explanatory note, which was co-published as part of Joint Committee Recommendation No. 172.</p> <p>It is also planned to develop video material with examples and explanatory notes as well as a booklet of the BIBB publication series “<i>Ausbildung gestalten</i>” (“Shaping Training”, cf. their website on sustainability) for training practice. These explanatory videos target training staff in an average training company, in particular small and medium-sized enterprises.</p>
<p>Other information</p>	<p>As part of research into and monitoring of the national implementation of “education for sustainable development”, analyses of documents regulating IVET in the German dual system are carried out. In 2017, the analysis refers to the then standard occupational profile “environmental protection” (<i>Umweltschutz</i>), while the 2022 analysis features the modernised profile “environmental protection and sustainability” (<i>Umweltschutz und Nachhaltigkeit</i>).</p> <ul style="list-style-type: none"> • Otte, I., & Singer-Brodowski, M. (2017). Verankerung von Bildung für nachhaltige Entwicklung dualen beruflichen Ausbildung. Berlin. [transl. title: <i>Anchoring education for sustainable development of dual vocational training</i>.] • Holst, J. (2022). Nachhaltigkeit & BNE in der Beruflichen Bildung: Dynamik in Ordnungsmitteln, Potentiale bei Berufen, Lernorten und in der Qualifizierung von Ausbildenden. Kurzbericht des Nationalen Monitorings zu Bildung für Nachhaltige Entwicklung (BNE). Berlin. [transl. title: <i>Sustainability & ESD in Vocational Education and Training: Dynamics in regulatory means, potentials in occupations, places of learning and in the qualification of trainers. Short report of the National Monitoring on ESD</i>]
<p>Contacts and sources</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>Source (in English): https://www.bibb.de/en/134898.php</p>
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