International Conference
27 August 2020, 10:00 - 14:30

Dual Vocational Training in South Africa Based on the German Model
At the Southern African German Chamber of Commerce we enable the highest quality of dual vocational training and education (VET). Our Dual VET leads to 95% of our graduates being absorbed within the company and the 5% securing employment within the first six months.

**OUR MISSION**


**OUR VISION**
Overview about Dual VET: a common path to employment

Dual vocational training is characterized by the fact that learning takes place in two places, with **Companies & Vocational schools** acting as equal partners.

**Vocational school**
- Intervention of theoretical knowledge, vocational schools offer lessons in vocational (2/3) and general education (1/3) subjects free of charge
- 30% of time spent
- Based on unified training plan

**Company**
- Apprenticeship in company
- Learning by doing
- 70% of time spent, training under real-life working conditions (in-company trainer, up-to-date equipment, etc.)
- Unified training plan

**Duration of Dual VET between 2 and 3.5 years**
## Responsibilities and Structure in Dual Vocational Training

Business community, Social partners, Government are all involved in **Dual VET**

### Chamber

- Organization and coordination
- Quality Management
- Coordination between both learning places
- Representing & Organizing companies needs, interest & inputs
- Advise companies on VET
- Train in-company trainers
- Monitor in-company training (facilities, instructors, etc.)
- Support companies in finding trainees
- Organise interim and final exams

### Government, Training & Skills Development Institutions & Social Partners

- Financing (SARS Rebates & Allowances, SETAs (Register training contracts, Monitor in-company training facilities, instructors, Financing, etc.))
- QCTO (Quality managed for the local Certification and curriculum)
- Labour unions and employer associations negotiate training allowances for trainees
- Are involved in the development of in-company training standards
- Are part of the examination boards

### Company

- In-house company training
- Rotation through departments/functions
- Assessment against specific areas
- Workplace report, practical exam

### Vocational School

- Theoretical vocational training
- Industry based learning areas
- Tests, Assignments & Formal Exams

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**DUAL VET** *(German and South African Certification)*

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![AHK Logo](image1)

![Bundesministerium für Wirtschaft und Energie](image2)

![Partner For SADC](image3)
# Committee Structure

<table>
<thead>
<tr>
<th>Appointed Chairman</th>
<th>Appointed Deputy Chairman</th>
<th>Appointed Secretariat</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dr. Markus Thill, President of Africa</td>
<td>Mr. Nico Landman, CEO</td>
<td>Ms. Isabella Hlabangu, Head of Training &amp; CSR</td>
</tr>
</tbody>
</table>

- **BOSCH**
- **Nicabi facilitation**

**Partners for SADC**
Dual Vocational Training Programme - Committee Structure
<table>
<thead>
<tr>
<th>Appointed Spokesperson</th>
<th>Appointed Deputy Spokesperson</th>
<th>Appointed Secretariat</th>
</tr>
</thead>
<tbody>
<tr>
<td>Mr. Ralf Schneider,</td>
<td>Mr. Sebastian Heine, Chief</td>
<td>Ms. Amelie Volk, Skills Expert</td>
</tr>
<tr>
<td>Former MD</td>
<td>Delegate South Africa at</td>
<td>at</td>
</tr>
</tbody>
</table>

*Senator International*  
*Kerry Logistics*  
*Deutsche Industrie- und Handelskammer für das südliche Afrika*  
*Southern African–German Chamber of Commerce and Industry*  
*AHK*
Introduction: Roles & Responsibilities of the Training & Education Advisory Committee
INTRODUCTION

• The Southern African-German Chamber of Commerce and Industry is committed to providing relevant and industry-focused Dual Vocational Training Programmes.

• In an effort to improve our programmes, curriculum, and delivery strategies, we created an Education & Training Advisory Committee.

• To be effective and relevant, we believe it is critical that representatives from business and industry all have the opportunity to provide input and service on this committee.

• Committee is open to government and industry representatives, but also open for cooperation with TVET training institutions from the government sector.

• Working groups have been setup to handle different processes of implementation, i.e. Certification & Accreditation, Administration Structure, Recruitment of students, Financials and Infrastructure.

• The linkage between industry and training institutions is very important.
ROLES & RESPONSIBILITIES OF THE COMMITTEE

• Dealing with all fundamental matters in the area of Dual Vocational Training
• Strive for continuous development of the quality in vocational training and further education
• Support thereby staff working in the area of Dual Vocational Training
• Determine the rules and regulations for the implementation of and the quality assurance in Dual Vocational Training and its examinations.
• The Committee shall act on all important matters relating to the Dual Vocational Training. This includes in particular:
  a) Rules
      • for the suitability of training institutions
      • for the maintenance of written training documentation
      • for the length of education and training
      • for the conduct of examinations
      • for the conduct of external and in-company training
  b) Essential issues relating to training contract between the parties involved
GERMAN DUAL V.E.T. AT THE CHAMBER

BUSINESS ADMINISTRATION

MECHATRONICS

LOGISTICS
Dual Vocational Training for and with South Africa

**Business Administration**
- 2 year CATS programme

- Introduction Course
- Office administration
- Business and Office Administration 1
- Bookkeeping
- Marketing Mgmt. & Public Relations
- Business Law & Admin Practice
- Cost & Management Accounting

Assessed by ICB:
Imbedded Certificate in Office Administration (NQF4)

- Business and Office Administration 2
- HRM and Labour Relations
- Economics

Assessed by ICB: Imbedded in Higher Certificate in Office Administration (NQF5)

- Project Planning and Evaluation
- Purchasing and Financing
- Logistics and Production

Assessed as per DIHK standards:
Imbedded in the Dual Vocational Training for Industrie Kaufmann/-frau

**Mechatronics**
- 3.5 year programme

- Mechatronics Technician: German Dual Vocational Training as per current German Curriculum.
- Merseta Mechatronics Technician Apprenticeship

Assessed as per DIHK standards:
Imbedded in the Dual Vocational Training for Mechatronics Technician

AND

MerSETA/ QCTO/ INDLELA as per Mechatronics Trade Test Red Seal (NQF5)

**Logistics and Supply Chain**
- 3 year programme

- Introduction course
- Fundamental literacy
- Fundamental mathematics
- Geography
- The training company
- Organizational behavior
- Freight forwarding
- Warehousing
- Customs

Assessed by RIA: National Certificate in Freight Forwarding & Customs Compliance (NQF 3)

- Process-oriented service provision
- International trade
- Purchase management & controlling
- Contracts, liability & insurance
- Marketing

Assessed by TP: FET Certificate in Freight Forwarding & Customs Compliance (NQF 4)

- Freight forwarding & logistic services
- Forwarding & transport
- Groupage
- International freight forwarding
- Logistic services
- SCM
- Dangerous goods, protection & safety

Assessed as per DIHK standards:
Imbedded in the Dual Vocational Training for Industrie Kaufmann in Freight Forwarding & Logistics

Assessed by TP: National Certificate: Supply Chain Management (NQF 5)

**Dual Certification : South African and German for all Programmes**

Deutsche Industrie- und Handelskammer für das südliche Afrika
Southern African-German Chamber of Commerce and Industry

Partner For SADC
COMPANY BENEFITS
What makes the SAGCCI Dual Vocational training unique?
Companies & Institutions represented in our Training Initiatives
Meet the SAGCC Training Team

Isabella Hlabangu  Boitumelo Mokgosi  Amelie Volk  Taurai Gumbo
THANK YOU!
Contact us

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info@germanchamber.co.za

German Chamber of Commerce and Industry

Partner For SADC