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Qualifications for the future

Elísio Silva -15/11/2017

ETF—Study Visit on Employment and Skills Policies to Promote Youth Employability and Transition to Work

SLIDE 2

The DUAL system: the German experience

‘If you think hiring a professional is expensive, wait until you hire an amateur’

Paul Adair

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About us

The Portuguese-German Chamber of Commerce was founded in 1954. It’s a non-profit association of companies of public utility.

Its members comprise more than 1,000 companies spread across Germany and Portugal.

It’s belongs to the German Chambers of Commerce international network, active in more than 90 countries.

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The Chamber’s mission

To promote and support the economic relations between Germany and Portugal;

To accompany member companies during their business relations with partners;

To actively support the internationalisation process of Portuguese companies;
To contribute to the growth of business exchanges between Germany and Portugal.

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What is DUAL?

In July 1983, thanks to the initiative of prestigious multinational companies, the Chamber kicked off its vocational training/qualification services. In 2007, this service was renamed 'DUAL';

At the start of the 1980s, Portugal was developing its own Vocational Training system for young people;

The main goal was to carry out training based on the dual German system.

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DUAL's mission

We guarantee solutions investing in excellence thanks to the Dual qualification:

DUAL is a unique pioneering brand which focuses on hands-on activities and which is recognised for its high employability rate and effectiveness;

We're an active partner in the socioeconomic development of the country, supporting companies in improving their competitiveness and helping younger generations with in their personal and professional growth;

We're a dynamic and expert team that develops unique and innovative solutions.

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APPRENTICESHIP CULTURE

FOUNDING MEMBERS

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DUAL in Portugal

Porto DUAL Centre

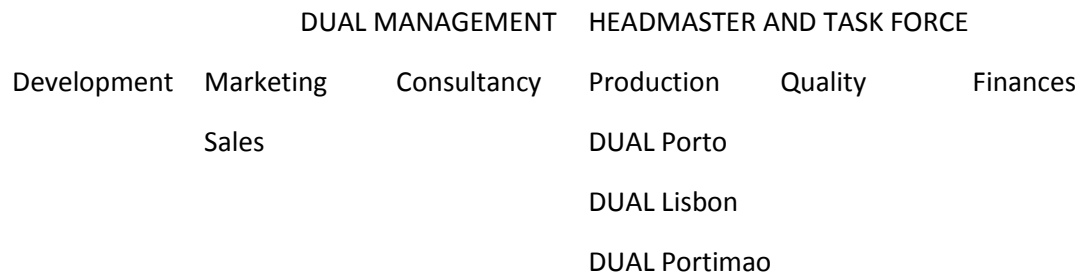
DUAL HQ in Lisbon
(Development, Marketing, Consultancy, Finance, Quality)

Lisbon DUAL Centre

Portimao DUAL Centre

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Organisational Chart



24 employees

150 trainers

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The DUAL philosophy

Development of a win-win situation

Centre/School	Company	Trainer
DUAL Qualification		

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APPRENTICESHIP CULTURE

Share of German companies which provide internships

Total number of companies which provide internships

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COMPANIES PROVIDING INTERNSHIPS

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Initial training timeline

1983 Administrative Management

2007 Energetic systems

2012 Hotel receptionist

1997 Accounting

2007 Logistics

1985 Automotive mechatronics

2004 Maintenance mechatronics

1998 Transport

2003 Industrial Maintenance

1999 Hotels

2007 Electronics

2013 Restaurant/Bar

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Life-long learning qualification timeline

1992 Life-long learning courses

1989 REFA Specialist

2007 Lean Manufacturing Six Sigma

2016 Industrial Foreman

2017 Data Protection

2005 Energy Manager

1998 Administrative Management Technician

2000 MBA

2006 Quality Auditor, Technician

2006 Innovation Manager, Energy Efficiency Ed.

2005 IT Security, Solar Energy

2002 HR Technician, Marketing, and Logistics

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SERVICES I

Initial qualification for young people:

DUAL Qualification and DUAL Apprenticeship

Life-long DUAL qualification for active workforce in:

Production and Planning

Automotive

IT

Industrial Maintenance

Management and Administration

Quality

Energy

HR / Behaviour

Languages

Hotels

Sales

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SERVICES II

Intra-company DUAL Qualification

Life-long learning Organisation and Product Management (REFA)

Consultancy in life-long qualification and HR planning and development

Creation and extension of professional qualification services in other countries

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DUAL Qualification – 2 years

Target group: interns up to 25, with 11 years of compulsory education (out of 12)

80% practical qualification 4 days / week

20% theory 1 day / week

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Advantages of the DUAL qualification systems

- Very practical courses
- Contact with the workplace from the start of the course
- Professional experience
- Obtaining a professional qualification
- Equivalence to the 12th school year
- Qualification grant
- High employability rate
- Integration opportunities in companies firmly rooted in the market

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DUAL APPRENTICESHIP – 2.5 years

Trainees to the age of 25, with 9 years of compulsory school

40% practical qualification 3 days / week

60% theory 2 days / week intense blocks

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ADVANTAGES OF THE DUAL APPRENTICESHIP

- More theoretical knowledge
- Professional experience
- Obtaining a professional qualification
- Equivalence to the 12th school year
- Qualification grant
- High employability rate
- Integration opportunities in companies firmly rooted in the market

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Advantages of a DUAL Qualification

Employability

Guaranteed transition from school to work

(>90%)

Acceptance

Companies providing internships are integrated in the system

Counselling

Planning courses based on the companies' needs

Flexibility and possibilities

An integrated system to support a professional career

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Life-long qualification

Target group: adults, active workforce

Project structure:

Diagnostic of qualifications needs

Drafting and planning a qualification plan

Preparation of the courses

Implementation of the courses

Assessment of the learnt skills employed in everyday occasions

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DUAL QUALIFICATION STATS

Initial qualification:

	2008	2010	2012	2014	2015
Classes	49	56	59	68	65
Interns	707	716	846	1157	1188
Companies	308	216	202	281	2109

Life-long qualification:

	2008	2010	2012	2014	2015
Classes	110	171	182	139	167
Interns	1264	2102	2004	1661	2109

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Professional training based in companies - DUAL

- The companies' needs are crucial
- Companies know best about the necessary skills and knowledge
- Apprenticeship is linked with real work
- Direct relation between the market needs and training requirements
- Combination between theory and practice offers an holistic offer

Smooth transition between training and the labour market

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Key elements for sustainable professional training

- Companies are co-responsible for the training content
- Practical training in the company is combined with theory at a vocational centre / school
- Qualified trainers at the schools and companies
- Quality guaranteed in an independent manner during the whole training process
- Equivalent syllabus and exams all over the country

Companies and the society recognise and give importance to training