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

The DUAL system: the German experience

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

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.

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

<table>
<thead>
<tr>
<th>DUAL MANAGEMENT</th>
<th>HEADMASTER AND TASK FORCE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Development</td>
<td>Production</td>
</tr>
<tr>
<td>Marketing</td>
<td>Quality</td>
</tr>
<tr>
<td>Consultancy</td>
<td>Finances</td>
</tr>
<tr>
<td>Sales</td>
<td></td>
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</tbody>
</table>

DUAL Porto
DUAL Lisbon
DUAL Portimao

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**

**SLIDE 13**
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
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

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

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
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

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

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

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:

<table>
<thead>
<tr>
<th>Year</th>
<th>Classes</th>
<th>Interns</th>
<th>Companies</th>
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<tbody>
<tr>
<td>2008</td>
<td>49</td>
<td>707</td>
<td>308</td>
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<td>2010</td>
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<td>716</td>
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<td>2015</td>
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<td>1188</td>
<td>2109</td>
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Life-long qualification:

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<tr>
<th>Year</th>
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<th>2010</th>
<th>2012</th>
<th>2014</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Classes</td>
<td>110</td>
<td>171</td>
<td>182</td>
<td>139</td>
<td>167</td>
</tr>
<tr>
<td>Interns</td>
<td>1264</td>
<td>2102</td>
<td>2004</td>
<td>1661</td>
<td>2109</td>
</tr>
</tbody>
</table>

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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