Study visit on dual vocational education and training

Governance and perspectives for Syria

Berlin | 27 September to 3 October 2026



Contractor:

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Overview

The study visit provided Syrian education and industry representatives with direct insights into the governance and delivery of Germany's dual vocational education and training (VET) system. All scheduled meetings and visits took place. Participant feedback was very positive, indicating that the choice of topics and the combination of institutional discussions and practical visits met expectations.

The programme covered federal coordination, the role of chambers, company-based and inter-company training, vocational schools, trade unions and training materials. An opening workshop established a common understanding of the system; a closing workshop brought the findings together and considered their relevance to Syria.

The main lesson was the need for clear responsibilities and sustained cooperation between training companies, schools, chambers and social partners. The visit identified approaches for further consideration in Syria. Their suitability requires assessment against local institutional capacity, training needs and financing conditions.

The programme in practice

Monday 28 September 2026

The opening workshop with the Federal Institute for Vocational Education and Training (BIBB) introduced the dual system and provided the framework for the visits that followed. The programme focused on the legal framework, federal responsibilities, standard-setting, financing and coordination. These topics helped explain how company-based learning and vocational schooling fit within a common system.

The visit to the German Confederation of Skilled Crafts (ZDH) examined the skilled crafts perspective. Discussions addressed cooperation between business, government and education institutions, the role of chambers and the organisation of vocational training. The visit illustrated how agreed occupational standards and institutional responsibilities support training quality. After all, the German model involves more than young people dividing their training between a company and a vocational school. It also depends on clearly coordinated responsibilities, recognised occupational profiles and cooperation between many partners.

One point became clear right at the start: quality in vocational training does not happen by chance. It requires reliable structures, professional standards and institutions willing to take responsibility.



Opening workshop and discussion at the German Confederation of Skilled Crafts

Tuesday 29 September 2026



At the training centre of Berliner Verkehrsbetriebe (BVG), Berlin's public transport operator, the delegation explored training within a large company covering several occupations. The visit focused on the organisation of practical learning and its coordination with vocational schools. The central question was how to organise training when different occupations, technical demands and day-to-day operations must all be brought together. Recruitment and the benefits of dual training for employers were also topics in the programme.

The Academy of German Bakery Craft Berlin-Brandenburg provided a second perspective: inter-company training for the skilled crafts. Such provision complements workplace learning by covering practical content that individual businesses, particularly smaller businesses, may not be able to provide on their own. Together, the visits showed how different training arrangements can support the development of occupational skills.

Two visits in one day, but certainly no repetition. Instead, they demonstrated two different ways of achieving a common goal: preparing young people for professional demands and creating the right conditions for learning. This contrast between a large company and the skilled crafts made the programme especially tangible.





Company-based training at BVG and inter-company training at the Academy of German Bakery Craft

Schools and institutions supporting training

Wednesday 30 September 2026

The visit to Berlin Fashion School, the public Upper Secondary Vocational School for Clothing and Fashion, examined the school's role within the dual system. It complemented the previous day's focus on practical training by showing how occupation-related theory and general education contribute to vocational competence. Cooperation with companies and quality assurance were central topics in the programme. In this way, the visit complemented Tuesday's insights very well.

The meeting with the German Trade Union Confederation (DGB), with the trade union perspective represented by DGB and IG Metall, addressed the interests of employees and trainees. It added the social partners' perspective to the discussions with companies, schools and chambers and showed why their involvement matters in the governance of vocational training. Once again, it became clear that successful vocational education and training is a shared responsibility across society.



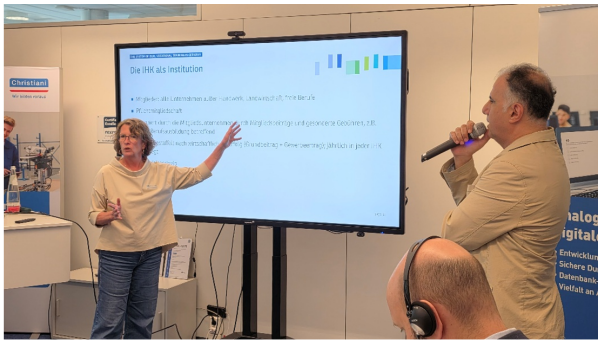


Berlin Fashion School and discussion of the trade unions' role in vocational education and training

Thursday 1 October 2026

At the Christiani Competence Centre Berlin, the delegation considered the role of teaching and learning materials. The visit showed how suitable resources help trainers translate occupational requirements into practical learning. The programme also addressed the provider's role in vocational training, examination-related cooperation and international markets.

The meeting with IHK Berlin, the Chamber of Commerce and Industry, completed the chamber perspective introduced at ZDH. Topics included training contracts, examinations, certification and quality assurance. The visit helped connect the chambers' regulatory and support functions with the training delivered by companies and vocational schools.

Discussion at Christiani and presentation of the responsibilities of IHK Berlin

Reflection and relevance for Syria

Friday 2 October 2026

The closing workshop reviewed the institutional visits and consolidated the main findings. Participants considered the structure of dual training, the allocation of responsibilities and stakeholder involvement, as well as the financing of new tasks. The workshop linked the different experiences of the week and opened discussion on their relevance to vocational education and training in Syria.

The visit concluded with check-out and the return journey on Saturday, 3 October 2026.

Areas for further consideration

The visit highlighted several areas that could inform subsequent technical work in Syria:

- **Cooperation between companies and vocational schools.** Examine how training content, schedules and communication could be coordinated between the two learning venues.
- **Responsibilities of chambers and other institutions.** Clarify which organisations could advise training companies, oversee training arrangements and support examinations and quality assurance.
- **Shared provision for smaller training companies.** Assess whether inter-company training could address practical learning needs that individual businesses cannot cover.
- **Participation of social partners.** Consider how employers, employees and trainees could contribute to decisions on vocational training.
- **Training materials and trainer support.** Review the resources and support required to deliver occupational learning objectives in schools and companies.

These are areas for assessment, rather than agreed implementation measures. A next step would be to review their relevance with Syrian stakeholders, identify feasible priorities and define institutional responsibilities, resource needs and financing before developing an implementation plan.

Overall assessment

The programme was delivered as planned and received very positive participant feedback. Its combination of workshops, institutional discussions and visits to training providers made the relationships between governance and training practice clear. It provided a shared reference for further discussion on vocational education and training in Syria; it did not establish which elements can be transferred without adaptation.