

**MISSION TO GERMANY AND THE UNITED KINGDOM BY
THE HONOURABLE JOHN BARILARO MP
DEPUTY PREMIER, MINISTER FOR REGIONAL NEW SOUTH WALES, MINISTER FOR
SKILLS, AND MINISTER FOR SMALL BUSINESS
20–29 OCTOBER 2017**

MISSION REPORT

PURPOSE OF TRAVEL

The NSW Deputy Premier in his capacity as Minister for Skills undertook a Mission to Germany from 20 to 26 October 2017 to observe and learn from Germany's widely recognised vocational education and training (VET) system. The Mission's key objectives include:

- Gain a comprehensive understanding of skills policy in the German (educational) pathway system;
- Examine how reforms to the role of government and industry in the German system contribute to the positive employment outcomes for young people, and the skills needs of industry;
- Examine how reforms have led to the high standing of vocational skills in Germany, in particular how employment outcomes are impacted by industry and government investment in education;
- Investigate how Germany approaches skills in priority sectors for NSW, including: health and defence industries, tourism and hospitality, advanced manufacturing and digital technology, and
- To support NSW businesses by promoting NSW's globally competitive capability in financial services, agriculture and food production, infrastructure and technology, as well as the strength of the NSW economy and ease of doing business.

The Deputy Premier also visited the United Kingdom (UK) from 27 to 28 October 2017 to learn about the UK's approach to energy. The Deputy Premier met with UK officials and visited a nuclear power facility in Sizewell.

MISSION BACKGROUND:

NSW is the largest provider of government-funded vocational education and training (VET) in Australia, comprising 35.9 per cent (454,000) of the total 1.3 million students in 2016¹. NSW had the largest number of apprentices and trainees in training nationally at 31 March 2017 with 30 per cent of the national total.²

A report by Skilling Australia Foundation. *Perceptions are not reality: myths, realities & the critical role of vocational education & training in Australia*; in 2017 indicated the importance of VET to developing the current and future workforce:

- VET qualifications exist for nine of the 10 occupations with the highest expected jobs growth by 2020; and
- VET provides qualifications for all of the 10 industry subgroups with the largest projected employment gains by 2020.

Germany's VET system is highly recognised for its contribution to employment and skills-related outcomes, particularly through its *Berufsschulen* (vocational schools) which combine school-based education and workplace training. Considered an indicator of the effectiveness of *Berufsschulen*, Germany's youth unemployment rate is the lowest in Europe and among

¹ NCVET Government-funded students and courses, 2016, July 2017

² NCVET March 2017 quarterly report

the lowest in the world. Germany's VET system is also socially reputable, with about half of school-leavers entering the apprenticeship system.

The German model is different to Australia's in how VET is strongly incorporated into secondary school. At the end of primary school, students and teachers identify what type of lower secondary school (vocational, educational or a mix of both) best suits the student. Only one of the four main types of lower secondary schools, the *Gymnasium*, is designed as an academic pathway to university.

The German model is also different in how industry is more substantially involved in the development and delivery of VET. German businesses must register and participate in a Chamber of Industry and Commerce by law, but are not required to employ apprentices. However, employers subscribe to a long-established norm (reinforced by Chambers and governments) to employ apprentices, viewing it as their civic duty to develop the future labour force.

In turn, the Chambers oversee the delivery of training and assessment (according to national standards), drive reforms to occupations and standards, and verify the competency of instructors and students. These responsibilities are assigned to Chambers by German law.

In 2014, 431,121 companies (about a fifth of all companies in Germany) participated in the German VET system, training some 1.35 million apprentices (more than half of lower secondary school graduates; some 0.52 million new apprentices in 2014/15) in about 350 recognised occupations.³

The Mission provided insights into the German VET system that may inform future reform to the NSW VET system.

KEY MISSION OUTCOMES:

The Deputy Premier visited Germany on 20 to 26 October 2017 to strengthen the relationship between Germany and NSW, explore opportunities for collaboration in VET and discuss the unique strengths and weaknesses of Germany's VET system.

The Mission provided the opportunity to gain a comprehensive understanding of the German VET system and the dual pathway model. Meeting with industry, vocational schools, students, industry, employers, and government officials, the Deputy Premier was able to see firsthand how each contributes to the positive employment outcomes for young people and broader economic benefits.

The mission also provided a platform to promote NSW's strong economic performance, impressive investment in VET and TAFE NSW and our globally competitive capability in financial services, agriculture and food production, infrastructure and technology.

Details of meetings held in Germany

Berlin, Germany 20 to 23 October 2017

The Deputy Premier met with representatives from VET schools and range of large companies and government officials who each contribute to the development of VET standards, content and delivery of training.

While in Berlin the Deputy Premier:

- Visited **VIVANTES** an Institute for VET in Healthcare and compared Germany's dual model with the Australian VET system.
- Met with the **Australian Ambassador** to Germany and business representatives and academics with an interest in VET

³ www.apprenticeship-toolbox.au/germany/apprenticeship-system-in-germany

- Met with Mr Ralph Linde, Head of **Volkswagen Group Academy** to discuss how the company supports the development and delivery of quality VET and opportunities to increase industry engagement in NSW VET.
- Met with Ms Angela Behns-Vespermann, **Head of Siemens Technical Academy** to discuss Siemen's approach to training, industry engagement with training as well tour training facilities with students and view their projects.
- Experienced high speed rail (Deutsche Bahn's ICE)

Stuttgart, Germany 24 October 2017

- Met with **Dr Theodore Niehaus**, Festo Management Board to discuss how the company supports the development and delivery of quality VET, opportunities to increase industry engagement in NSW VET as well as tour the factory and training facilities. Festo is a technical training specialist.
- Met with **State Secretary Mr Volker Schebesta**, MdL, Baden-Württemberg Ministry of Culture, Youth and Sports to discuss the unique strengths and weaknesses of Germany's VET system, the different roles and responsibilities of German governments, industry and trade organisations, and how VET legislative and policy settings can engage industry to support the development and delivery of quality VET.
- Toured the **Robert Bosch Schule** with Mr Frank Roskamp, Principal to discuss the role of vocational schools in the dual system and view a 'Lenfabrik 4.0' (smart manufacturing) pilot school.

Frankfurt, Germany 25 October 2017

- Meeting with **Mr Heiko Scholz**, **Director Global Rail Academies, Deutsche Bahn Engineering and Consulting** to discuss Deutsche Bahn's support for the development and delivery of quality VET and opportunities to increase industry engagement in NSW VET. The meeting also included a visit to Deutsche Bahn's innovation space.
- Met with **Mr Werner Steinmueller, Deutsche Bank CEO Asia and Pacific and Mr Richard Leather, Austrade Senior Trade Commissioner** to promote NSW's strong economic performance and investment opportunities.
- Toured the **Phillip Holzman School** with **Mr Andre Fresé, Department Head** and discussed how the school promotes its agriculture, technology and engineering courses to its students and prospective students, and discussed how the school collaborates with government and industry to develop and deliver quality training.

Bonn, Germany 26 October 2017

- Met with **Mr Markus Arbenz, Executive Director, International Federation of Organic Agriculture Movements (IFOAM)** to promote and support Australia's bid to host future IFOAM Organic World Congress in Sydney.
- Met with **Prof. Dr. Hubert Ertl, Head of Research, Federal Institute for Vocational Education and Training** to understand the role of the Institute and discuss the different roles of German governments in setting VET policy and delivery of VET in Germany.
- Met with **Mr Udo Michalik, General Secretary, Standing Conference of the Ministers of Education and Cultural Affairs** to discuss the different roles and responsibilities of German governments, industry and trade organisations, and how VET legislative and policy settings can engage industry to support the development and delivery of quality VET.

London, United Kingdom 27 and 28 October 2017

The Deputy Premier met with **Mr Craig Lester**, Deputy Director, Nuclear Strategy and Nuclear Decommissioning Authority, from the **UK Department of Business, Energy and Industrial Strategy** to discuss arrangements relating to energy supply, affordability and security. The Mission also provided a unique opportunity to see firsthand an operational nuclear plant in Sizewell.

OFFICIAL DELEGATION

The Honourable John Barilaro MP

Deputy Premier, Minister for Regional NSW, Minister for Skills, and Minister for Small Business

Accompanied by:

Mr Simon Smith

Secretary, Department of Industry

Ms Laura Clarke

Deputy Chief of Staff, Office of the Deputy Premier

ESTIMATED COSTS AND DETAILS OF TRAVEL

Minister	The Honourable John Barilaro MP
Portfolio	Deputy Premier, Minister for Regional NSW, Minister for Skills, and Minister for Small Business
Destinations(s) visited a) Countries b) Cities	a) Germany, United Kingdom b) Berlin, Stuttgart, Frankfurt, Bonn, London
Dates of travel a) Departure date b) Return date	a) Thursday 19 October 2017 b) Sunday 29 October 2017
Number of official travel days	11 days
Number of accompanying a) Minister's staff b) Government officials	a) 1 b) 1
Accompanied by spouse a) in an official capacity b) in a private capacity	a) N/A b) N/A
Costs (\$A)	
Airfares a) Minister and Minister's staff b) Government officials	a) \$19,955.45 b) \$7,781.24
Accommodation (includes any meals/incidentals charged to room) a) Minister and Minister's staff b) Government officials	a) \$7,822.64 b) \$5,173.74
Official hospitality a) Minister and Minister's staff b) Government officials	a) Nil b) Nil
Other expenses a) Official gift presentation b) Ground transport c) Meals and refreshments d) Interpreter e) Translation of business cards	a) Nil b) \$9,824.31 c) \$1,234.82 d) \$951.21 e) \$104.50
TOTAL estimated travel cost \$A	\$52,847.91