



# Towards a System of Logistics Qualifications in Germany



**Initial Vocational Education and Training (VET) in logistics**

**Further VET in logistics**

**Interfaces to Higher Education**



# System of VET Professions in Germany

Further VET Professions level III (800 h):  
Executives

Further VET Professions level II (500-1400 h):  
Middle management

Further VET Professions level I: (150 – 250 h)  
Special Training for skilled staff members

**Initial** Vocational Education and training  
(2-3 ½ years)

General education

Master EU 5

Bachelor EU 4

EU 3



# VET professions made in Germany

- nationwide qualification standards set by competent federal ministries
- independent juries attached to chambers (of commerce, industry, crafts etc.) are in charge of examinations
- social partners are involved in the definition of basic features of the training profiles and their experts from companies work out details of training regulation
- qualification standards must be relevant for a whole segment of business activity, not just for one company
- initial vocational education and training in company and school during two to three and half years
- certificates for initial and further training are awarded after successfully passing examination procedures as defined in regulations.

- **Commercial Professions**  
(haulage contracting, transport, logistics, industry, trade,...)
- **Warehousing and Transshipment Professions**  
(haulage contracting, logistics, warehousing, docks, industry, handicraft, trade,...)
- **Driving and Delivering Professions**  
(haulage contracting, transport, -service, courier service)



	2006	2007
Kaufmann/Kauffrau für Speditions- und Logistikdienstleistungen (logistics)	<b>12931</b>	<b>14916</b>
Fachkraft für Lagerlogistik (warehousing)	<b>16824</b>	<b>20051</b>
Kaufmann/Kauffrau für Kurier-, Express- und Postdienstleistungen (express and postal services, commercial)	<b>400</b>	<b>577</b>
Fachkraft für Kurier-, Express- und Postdienstleistungen (express and postal service operational)	<b>2841</b>	<b>2625</b>



## Central elements of initial VET in logistics

- **Flow** of the material/products/merchandise and related information
- Business **process** orientation
- Customer **relationship**
- **Communication** and foreign language
- **IT**
- **Teamwork**
- **Controlling**
- **Logistics** (working)

- Meister für Lagerwirtschaft/-logistik (Warehousing)
- Fachwirt für Verkehr und Logistik (Logistics)
- Fachkaufmann für Einkauf und Logistik (purchasing and logistics in industry)
- Handelsfachwirt (trade)





# The Central Focuses in Logistics

are derived from the role of the middle management

Company/  
Market

Business  
Process

Customer

Employee

**Executive**

**Expert**

**Manager**

**Leader**

of department

of business-  
process

of business and  
service

of employees

(planner,  
executive,  
innovator, quality-  
manager)

(controller,  
purchaser, sales-,  
marketing-manager,  
product-developer)

(developer, project-  
manager,  
key-accounter)

(leader,  
supporter,  
moderator,  
coach/instructor)

Company

Products

People



# Curricula further VET profession for logistics

- I Basics ; the same of all logistics professions
- II Specials ; for one profession

- Bussiness management; marketing/sales; law
- Leadership, communication, projektmanagement, innovation
- Logistics: supply chain management; logistics strategy; development; planning; Branchenlogistiken



# Further VET Professions

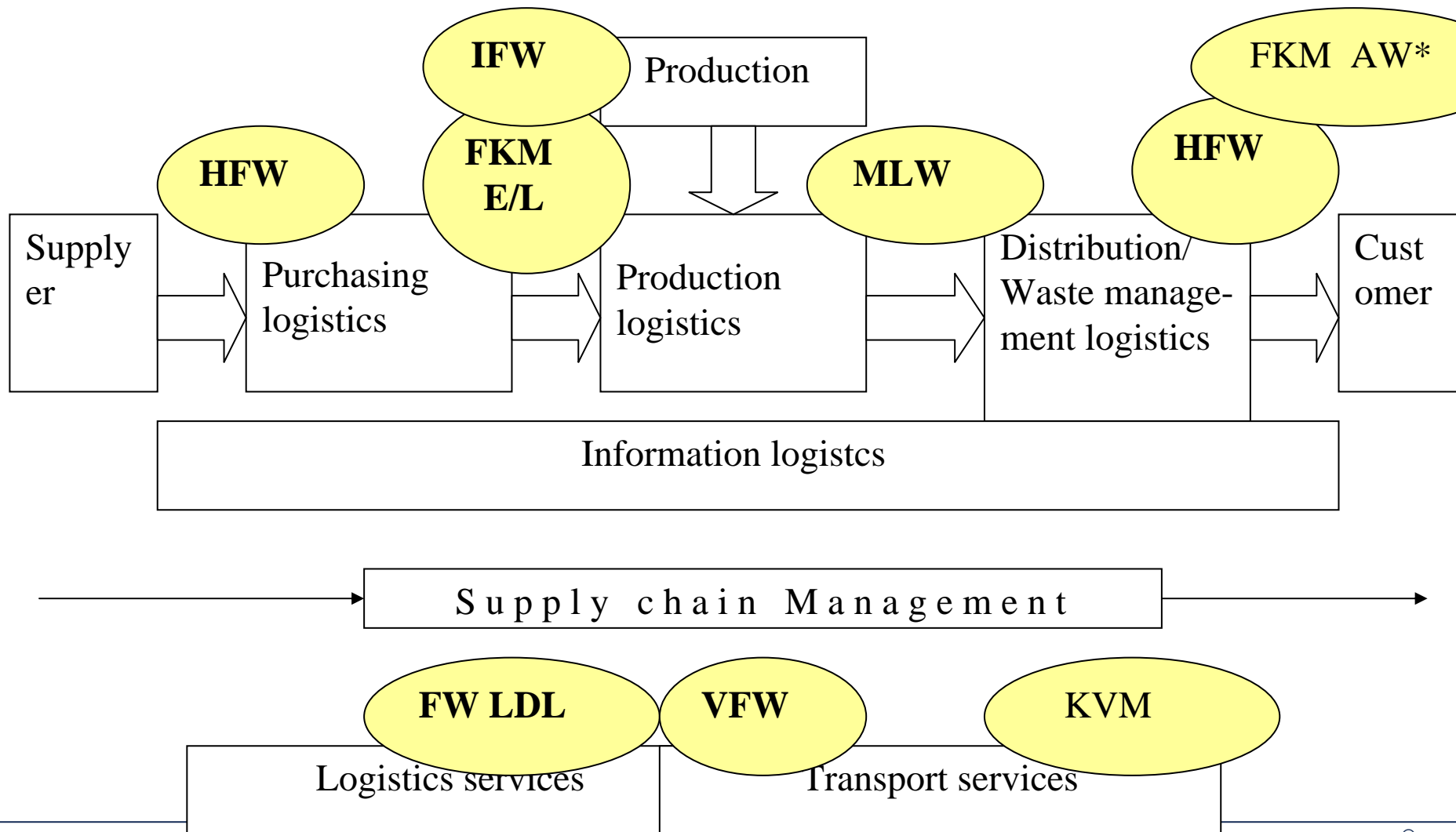
12 % of all gainfully employed persons have successfully passed an examination in further VET.

There are nearly 480 further VET professions in Germany, 190 are nationwide qualification standards.

Further training profession in further VET describe paths into middle management.

There at present 6.500 Verkehrsfachwirte (logistics) and 3.000 Meister für Lagerwirtschaft (warehousing).

# The role of further VET professions in the Supply Chain





# VET - interface to College/University

Vocational education and training

Initial VET professions

Specialists

Middle management professions

Executive professions

... fit for job

College/University

... fit for innovation

Further VET is useful

for college/university graduates

Further VET

should be credited in higher education

# System of VET-Profession in logistics

