

# Establishment of the Schleswig-Holstein Institute for VET (SHIBB)

SHIBB as an efficient, lean bureaucracy, agile und coherent administration for VET

DunE-BB-EU Dialog Forum  
16<sup>th</sup> June 2021 from 4 p.m.  
Video Conference

BB = Berufliche Bildung = Vocational Education and Training = VET



SHIBB Landesamt  
Schleswig-Holsteinisches  
Institut für  
Berufliche Bildung

# Personal Introduction



- 1985 – 1994 Regular Soldier studying electrical engineering (graduate engineer in communications engineering); University of German Armed Forces in Munich
- 1994 – 1996 Additional studies for teaching at VET schools (electrical engineering and physical education)
- 1997 – 1999 Trainee Teacher at the VET school, Plön
- 1999 – 2002 Product and Sales Trainer in the telecommunications sector
- 2002 – 2011 Teacher at the BBZ (Regional VET Centre) Plön, deputy head of the school type Vocational Grammar School
- 2011 – 2014 School supervisor for VET schools/Regional VET Centres at the Ministry of Schools and Vocational Education and Training
- 2014 – 2018 Head of Emil-Possehl-Schule, commercial-technical VET school of the Hanseatic City of Lübeck
- 2018 – 2020 Project manager for the establishment of the Schleswig-Holstein Institute for VET (SHIBB) at the Ministry of Economy, Transport, Labour, Technology and Tourism (MWVATT)
- 12<sup>th</sup> March 2021 Appointment as SHIBB Executive Manager

## **Why did the State Government set up SHIBB?**

- Increasing the attractiveness and quality of the dual training, in particular by pooling responsibilities and competences in SHIBB
- Improving the transition process of young people from school to VET/work
- Reduction of the number and length of stay of young people in the transition process from school to VET/work by improving their start-off chances for VET
- Further reduction of youth unemployment
- Enhancing the cooperation at a state level between schools, businesses, social partners, youth welfare and social service providers to improve the initial situation of school leavers, in particular between VET schools/ Regional VET Centres and businesses by cooperating with the SHIBB Board of Trustees
- Positive impulses for the development of VET and the transition from school to VET/work in Hamburg since the HIBB foundation in 2007

# Responsibilities for VET in the Schleswig Holstein Federal State Administration

## Starting Position:



**MELUND**

- Agricultural Technical Colleges
- Supervisor in charge of agricultural training



**MBWK**

- 34 VET Schools including  
**RBZ** = Regional VET Centres (legal status: Public Agencies)
- Teaching Staff
- **LSBB** = State Seminary for Didactics and Teacher Training in VET: Teacher Training



**MWVATT**

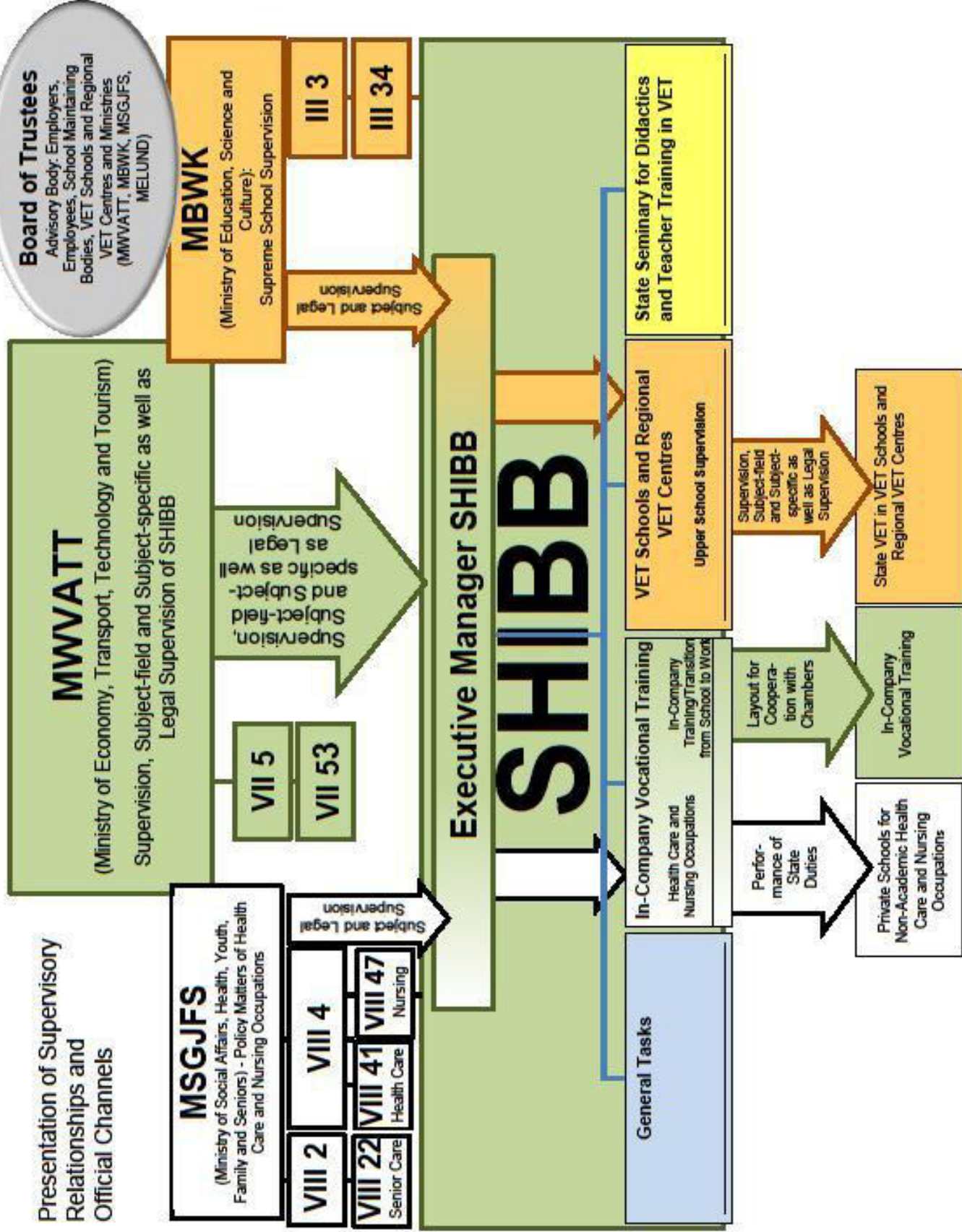
- In-company training
- Supervisor in charge (IHK = Chamber of Commerce and Industry, HWK = Chamber of Crafts)
- Transition from school to VET/work
- 1 VET School (seaman's school)



**MSGJFS**

- **LasD** = Landesamt für Soziale Dienste = State Office for Social Services: State tasks for non-academic Health Care and Nursing schools (non-state, non-BBiG = Berufsbildungsgesetz = Vocational Training Act
- Supervision of government agencies

**Presentation of Supervisory Relationships and Official Channels**



# SHIBB-Structure: State Office at the Ministry of Economy, Transport, Technology and Tourism

Staff Committee  
 Equal Opportunities Officer  
 Representative Officer for  
 Disabled Employees

## Executive Manager SHIBB

Staff Section for Coordination (Cooperation with Ministries, Advisory Bodies and External Partners) as well as Central Project Management (e.g. Digitization and School Development Planning in the Land Schleswig-Holstein)

Staff Section for Publications and Public Relations

### Board of Trustees

Advisory Body: Employers, Employees, School Maintaining Bodies, VET Schools and Regional VET Centres as well as Ministries (MWVATT, MBWK, MSGJFS, MELUND)

#### Department 1

##### General Tasks

##### SA 10: Personnel Management:

- Teachers/Teacher Trainers for Vocational Fields and Subjects
- Recruitment and Development of Junior Trainee Teachers
- Psychologists at VET Schools and Regional VET Centres
- SHIBB-Personnel

##### SA 11: Legal Advisors and Budget

- Legislation for VET Schools and Regional VET Centres
- Service and Disciplinary Law
- Controlling
- Funds for Substitute Teachers, "Money instead of Jobs"
- Teachers' Personal Expenses

##### SA 12: Central Services and IT-Management

SA = Subject Area

#### Department 2

##### In-Company Vocational Training (Dual Partners)

- SA 20: In-company vocational training:  
 Questions about the design of in-company vocational training and increasing the attractiveness and quality of dual vocational training in cooperation with
- Chamber of Commerce and Industry
  - Chamber of Crafts
  - Possibly further chambers in charge of in-company vocational training
- Promotion of Projects  
 Regional Trainee-Support and -Monitoring  
 Integration of Migrants  
 Inclusion in In-Company Vocational Training  
 Youths and the World of Work, Transition from School to VET/Work (Youths' Job Centres, Youths' Training Centres, "Production-School" for Youths without Completed Vocational Training)  
 Investment Promotion of Vocational Training Centres  
 Interenterprise and Industry-wide and Training
- SA 21: Non-Academic Health Care and Nursing Occupations:  
 State Government Affairs of the Non-Academic Health Care and Nursing Occupations

#### Department 3

##### VET Schools and Regional VET Centres (Upper School Supervision)

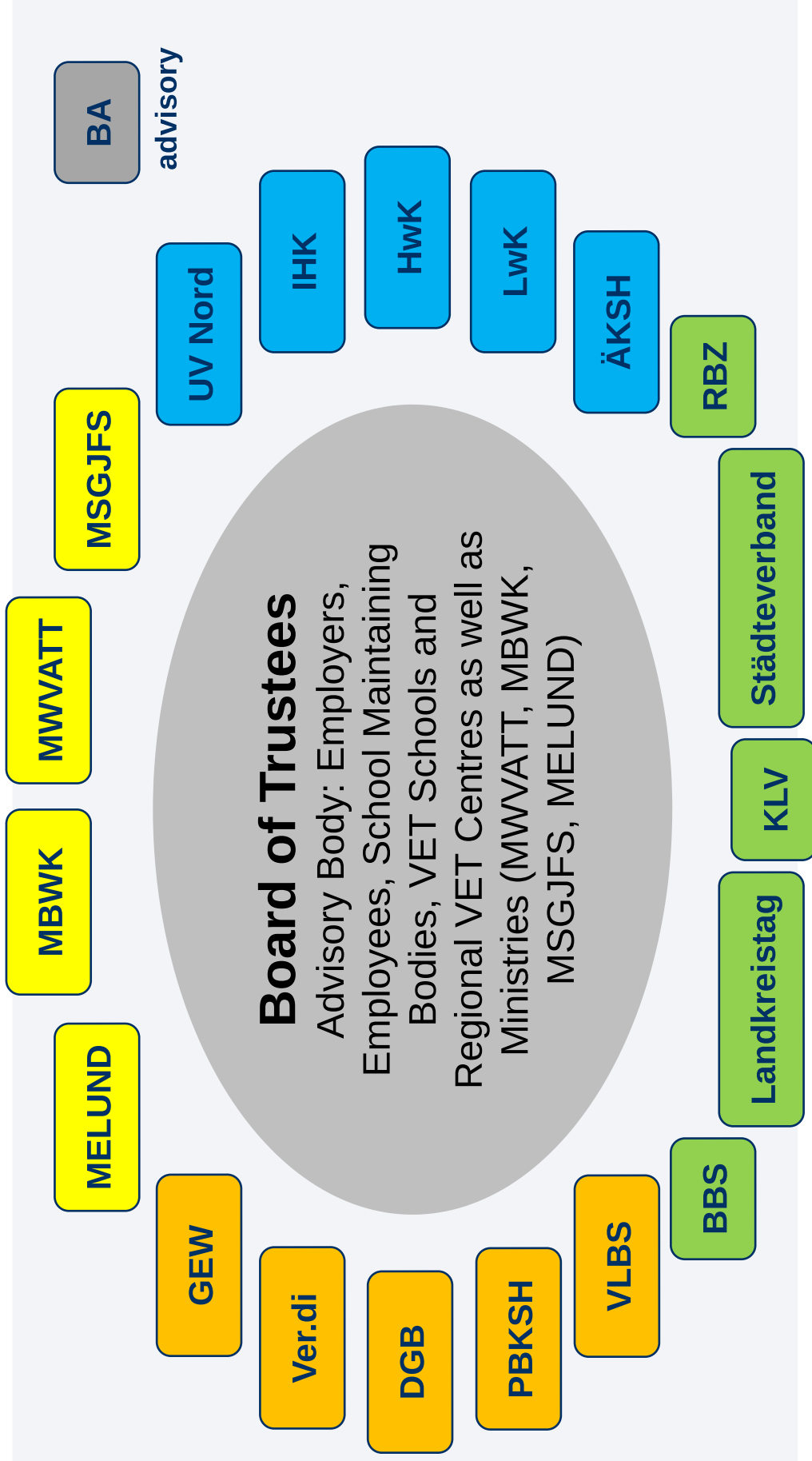
- Supervision, Subject-field and Subject-specific as well as Legal Supervision of VET Schools and Regional VET Centres (including Private Schools)
- Subject-specific Supervision of the School Types in VET
- Subject-specific Supervision for Vocational Fields and Subjects
- Supervision of Task Fulfillment of the School Maintaining Bodies
- Certification (e.g. audits for agencies offering labour market policy services), Quality Management, Target Agreements with Schools
- State-wide School Development
- Future VET Projects (e.g. Digitization)

#### Department 4

##### State Seminary for Didactics and Teacher Training in VET

- Section 1: Teacher Training, Cooperation with Universities, Assessment of Foreign University Degrees
- Section 2: Continuing and Further Training of Teachers/ Executives at VET Schools/Regional VET Centres
- Section 3: School Development, Education and Training of Sustainability
- Section 4: Development of School Curricula and their Implementation
- Section 5: Qualification and Further Training of and for Executive Staff as well as Human Resources (HR) Development

# Board of Trustees - SHIBB Planned Composition



# Current Priority Topics at SHIBB Public Awareness of VET



**FAQ**  
**Coronavirus**

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**Corona-Infos für Schulen**

Schulinformationen und Erlasse des SHIBB für den Bereich der berufsbildenden Schulen und RBZ

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19.03.2021

**Unterbringungskosten bezuschussen**

Schleswig-Holstein gewährt in diesem Jahr Zuschüsse für Azubis, die bei Blockunterricht auswärts übernachten müssen.

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12.03.2021

**Leitung des SHIBB besetzt**

Arbeitsminister Buchholz hat Jörn Krüger zum neuen Direktor des Schleswig-Holsteinisches Institut für Berufliche Bildung ernannt.



## Current Priority Topics at SHIBB / MWVATT

- Continuation of further development of functional structures including synergies (e.g. Comprehensive Schools, Transition from School to VET/Work)
- Recruitment and staffing of vacant positions
- Corona crisis management for VET schools/Regional VET Centers at SHIBB; commitment to "suitable" specifications (SHIBB staff mainly in remote work, probably until 30<sup>th</sup> June 2021)
- Ensuring implementation of final exams □ therefore careful openings
- Performing all assigned tasks despite severe understaffing (still approx. 67%)
- Expert opinion on challenges to VET
  - Shortage of qualified teachers
  - Optimizing the transition from school to VET/work
  - Structural changes (professions, job profiles, school development planning)
  - Learning with digital media/digitization in VET
- Current fields of activity in VET
- Responsibility for funding the transition from school to VET/work including the preparation of the ESF (European Social Fund) funding period
- Improving public awareness of VET
- Constitution of the Board of Trustees on 10<sup>th</sup> June 2021: Starting point for political work at

# Conclusions after the First 100 Days of SHIBB

- SHIBB has arrived and has made a positive impression.
- Despite understaffing and, in some cases, new assignments, the tasks assigned are largely carried out smoothly.
- Staff do their best!
- A large number of vacancies are expected to be filled by 1<sup>st</sup> August 2021.
- We intend to fill the remaining vacant positions by the end of 2021.
- An annual programme plan for SHIBB is available.

