

JUMPSTART YOUR APPRENTICESHIPS WITH TRANSATLANTIC BEST PRACTICES

Workshop July 26 – July 30



In the toughest labor market of our times, many companies are turning to apprenticeships to build their own pipeline of talent.

Go right to the source and learn from an apprenticeship model that's been replicated in more than 35 countries.

The agenda has been designed to consolidate a full trip into just a few hours per day.

The program points below will include interactive discussion and development of best-practice recommendations. Workshop participation on all days is requested.

Who should attend:

- Company representatives will learn from peers who have decades of experience with apprenticeships
- Education partners will see a number of successful models, which can help them evaluate, create, and advise on local programs their students are involved in.
- Policy makers and will see the effects of the structures in practice.

Workshop Agenda

Subject to change

Monday, July 26

8:30 AM

Welcome and program introduction

Mario Kratsch, German American Chamber of Commerce of the Midwest, Inc.

9:00 AM

Introduction: Apprenticeships in Germany

German-style apprenticeships have been implemented in over 35 countries. Learn how industry, education, and government coordinate to create a structure that ensures success, as well as how it has expanded across the world.

Presenter: Steffen Bayer, DIHK

DIHK is the Berlin-based organization responsible for coordinating activities of local German chambers "IHKs", which are responsible for administering apprenticeships, as well as German Chambers Abroad, which implement German-style apprenticeships across the world.

9:45 AM

Break

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10:15 AM

Examinations: The Litmus Test for Apprentices

“You can’t improve what you don’t measure” applies to education and training as well. Comprehensive examinations at the end of every apprenticeship are a way to consolidate and review knowledge, and to prove to employers that their new hires have truly acquired the skills that were taught. Learn how Germany’s IHKs work with education and industry to develop skills testing, and how that translates to portability of credentials.

And what about the US? Geneva Scurek will discuss how these exams are localized and implemented in the US, and the experience of the employers who use them for quality control of their training.

Presenters: Jürgen Siegle, PAL

PAL is the German organization that develops examinations for technical apprenticeships, such as those for manufacturing or automotive.

Geneva Scurek, GACC Midwest

GACC Midwest has been localizing the PAL exam for mechatronics, for use by US manufacturers, since 2014. Geneva leads the US exam boards and the administration of the exams themselves.

11:30 AM

Additional Q&A and Networking

Tuesday, July 27

8:30 AM

Call the experts! Third-party training providers

In an ideal world, your existing staff would have all the skills that you need your apprentices to learn. But what if you need to develop a new skill set, or your technical experts aren’t effective teachers? Learn how third-party training providers can complement your own on-the-job training to make the best of both worlds.

Presenter: Stefan Dietl, FESTO (tbc)

FESTO is a leading supplier of pneumatic and electrical automation technology, and through its division FESTO Didactic, provides training materials and training services for apprentices and incumbent workers.

9:45 AM

Break

10:15 AM

“But will it work for me?” Localization in practice

Learn from a small/midsize enterprise (SME) how they have adapted and localized their German apprenticeship program to their US operations in Omaha, NE. This view into similarities and differences will allow participants to begin thinking about how they can apply lessons of the workshop to their own operations.

Presenters: Ralf Sieverding, HR Manager, Graepel Germany

Joe Cole, Vice President, Graepel North America

Graepel Apprentice Cora van Slooten

Graepel is a tier-one supplier to the truck, bus, agricultural and construction machinery industries, with customers including household names.

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11:30 AM

Additional Q&A and Networking

Wednesday, July 28

8:30 AM

Attracting young talent when your industry isn't sexy

The battle for talent is fiercer than ever, and many young people are looking at how cool their possible employers are. But what do you do if your business isn't trendy? Learn how this rock-crushing company is using marketing, projects, and digital technology to attract and retain the new generation of talent.

Presenters: Kleemann GmbH

Karin Barthel, IHK Stuttgart

Kleemann GmbH (Wirtgen Group, a subsidiary of John Deere) manufactures rock-crushing and screening equipment.

9:45 AM

Networking Break

10:15 AM

When "oops" isn't an option

Apprentices need real-world experience to learn, and mistakes are part of learning. But when everything about your business must be incredibly precise, how can employers balance the need for practice, with the critical importance of getting absolutely everything right? Learn how Alexanderwerk ensures that their apprentices have the skills and supervision to get it right.

Presenter: Alexander Schmidt, CEO Alexanderwerk

Alexanderwerk designs and produces machinery for the pharmaceutical-manufacturing industry, with customers on four continents. Alexander Schmidt started his career as an apprentice.

11:30 AM

Additional Q&A and Networking

Thursday, July 29

8:30 AM

Recommendations for localization

Nina Moyer wrote her dissertation on differences between German and US style apprenticeships. In this session she will discuss action items and steps that can be taken to take the best of German style and do it in the U.S. (tbc)

Presenter: Nina Moyer, Head of Talent Acquisition, Schott Glas

Schott Glas is a multinational company (MNC) producing glass and glass ceramics for industries ranging from aviation to gastronomy and more.

9:45 AM

Break

10:15 AM

Company presentation – more information coming soon

11:30 AM

Additional Q&A and Networking

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Friday, July 30

8:30 AM

It's all about good teachers: Train the Trainer Qualification

Good training means better retention of knowledge, and retention of employees as well! Teaching as its own skill, separate from the technical knowledge, shouldn't be overlooked when planning to train apprentices. Learn how Germany's Train the Trainer qualification is designed to ensure apprentice training is effective for company and apprentice alike.

Participants will also learn how this program has been localized and implemented in the United States, with a sneak peek of some of the content using interactive activities.

Presenters: Sinem Özerdem, IHK Stuttgart
Geneva Scurek, GACC Midwest

10:00 AM

Break

10:15 AM

So now what? Summary and next steps

After a week of input and discussion, it's too easy to fall back into the daily crush. In this wrap-up hour, participants and facilitators will review key takeaways, discuss next steps and action items, and create a personalized action plan for using apprentices to help solve the workforce shortage.

Presenter/facilitator: Virginia Rounds, GACC Midwest

11:15 AM

Additional Q&A and recommendations

GACC Midwest staff will be available to answer additional questions specific to your situation, and give recommendations on how you can implement any of the lessons learned.

Opportunities to build on the connections made here will be available with a [study trip to Germany](#), planned for December 2021. Information coming soon. Contact klein@gaccmidwest.org for more information.

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