





**„EDUCATION AND TRAINING ARE THE DRIVE  
FOR SUCCESS IN THE SKILLED CRAFTS”**

## **Quality Of Training In The Skilled Crafts**

**Central Agency for Continuing Vocational  
Education and Training in the Skilled Crafts**

## Outline

-  Composition Of The Pilot Project
-  Products And Outcomes Of The Pilot Project
-  Significance Of Innovations
-  Effectiveness Of The Measures – Indicators And Criteria

# Pilot Project

## Alliance Partners:

**Chamber of Trade  
Hannover**



**ZWH (interconnector)**

### Project partners:

- 16 Handicraft companies
- Institut for Adult and Vocational Education at the Leibniz-University Hannover

### Project partners:

- 2 chambers of trade:  
Bielefeld  
Braunschweig-Lüneburg-  
Stade
- 2 trade associations

# Offers of the chamber Hannover

Self-evaluation

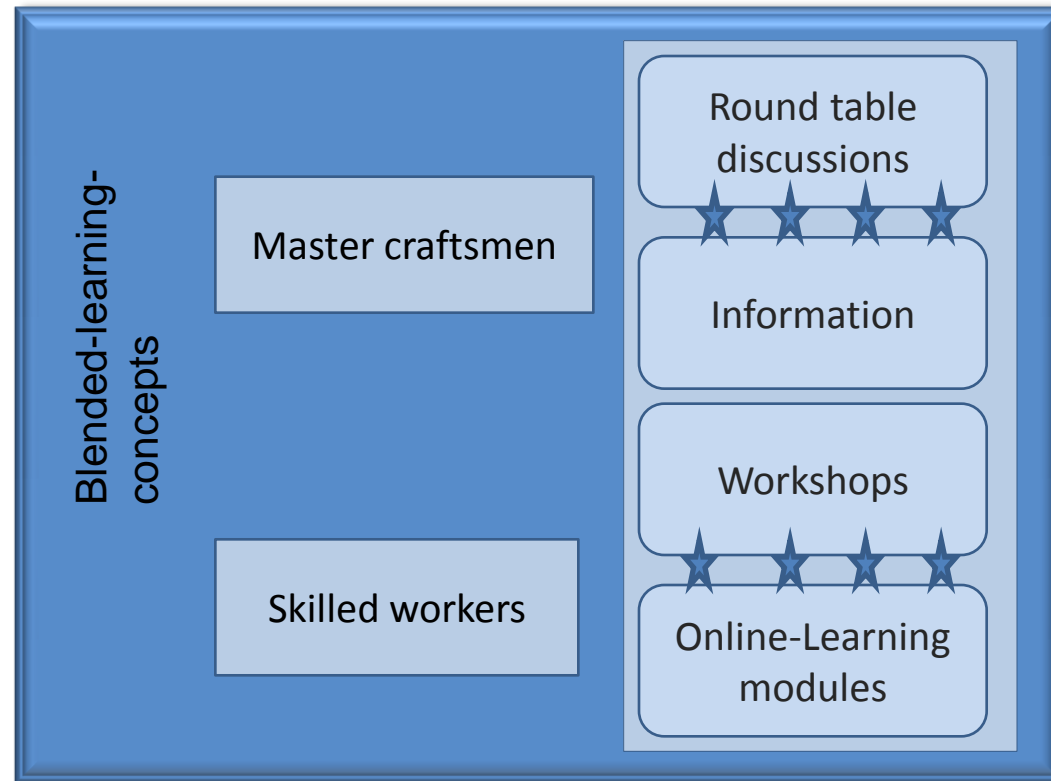


**Diagnosis**  
Quality of Training



Evaluation through IVET  
consultants

QM-Consulting



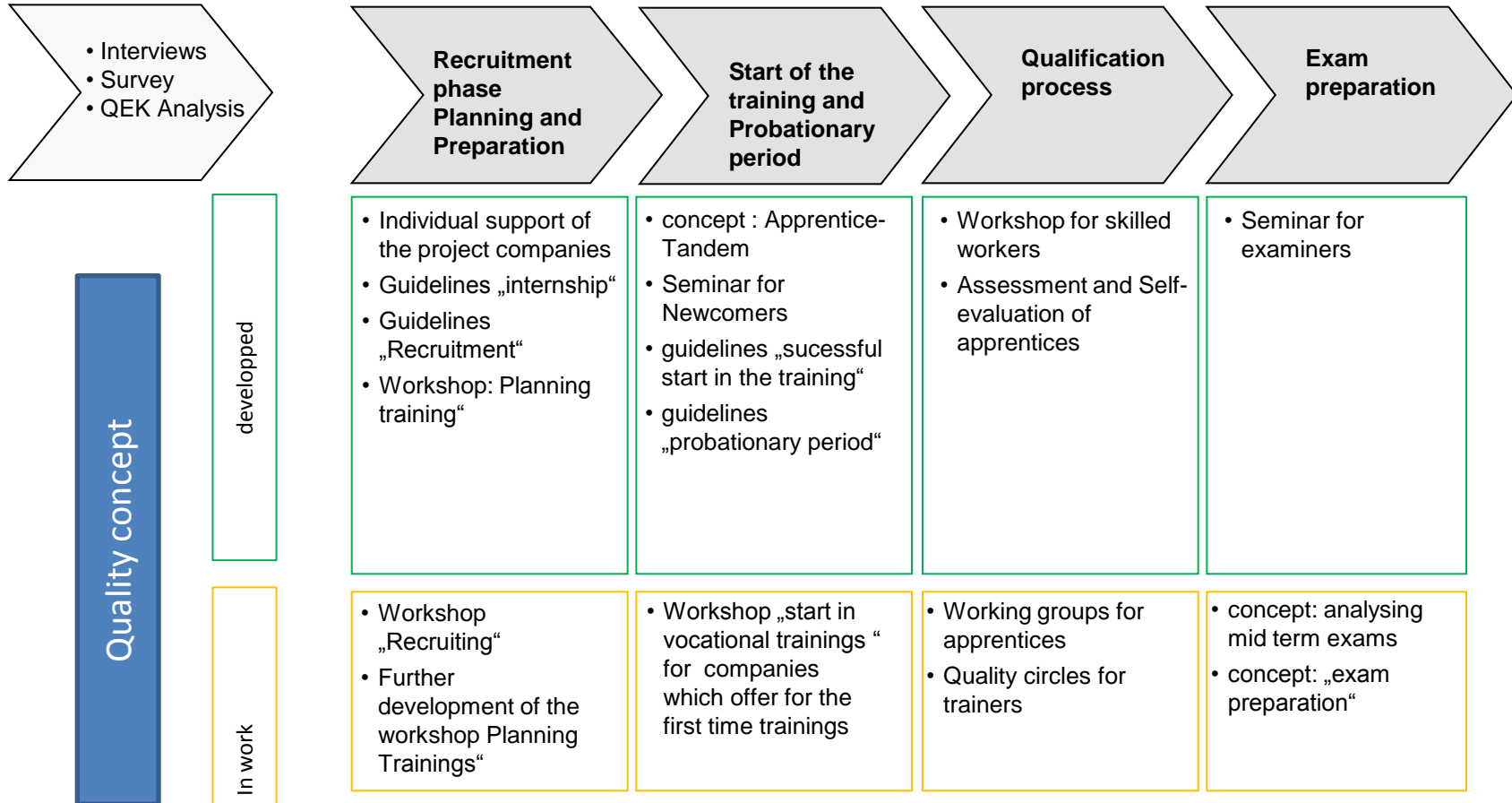
Improvement in Quality  
voluntary agreement

## Definition of Quality Fields and Objectives

Process quality/ quality fields: content and methods of the vocational training			
Quality objectives	Indicators	Standards	Instruments
<p><b>The start in the training is successful.</b></p>	<p>The welcome and introduction on the first day is well organized.</p> <p>The start is productively planned. Information and documents are provided to the new apprentice.</p> <p>The training plan and qualification process are explained.</p> <p>The staff is informed about the new apprentice. The new apprentice gets a mentor.</p> <p>For the probationary period are tasks chosen to find out about the aptitude and preferences of the new apprentice.</p> <p>The apprentice should get the chance to recognize if he/she could start a career in this working field.</p> <p>Feedback is frequently given in short intervals. The apprentice knows the requirements and assessment criteria.</p>	<p>The company places great emphasis on a planned and structured introduction and assessment during the probationary period.</p> <p>The welcome and introduction (by the management) show that the new apprentice is welcomed.</p> <p>Assessments are conducted.</p>	<p>Guidelines: successful start in the vocational training</p> <p>Brochure: welcome in the team for apprentices</p> <p>Workshop: Building up apprentice-teams</p> <p>Workshop for newcomers</p> <p>Workshop: Start in the training for trainers</p>

# Instruments and Qualification concepts

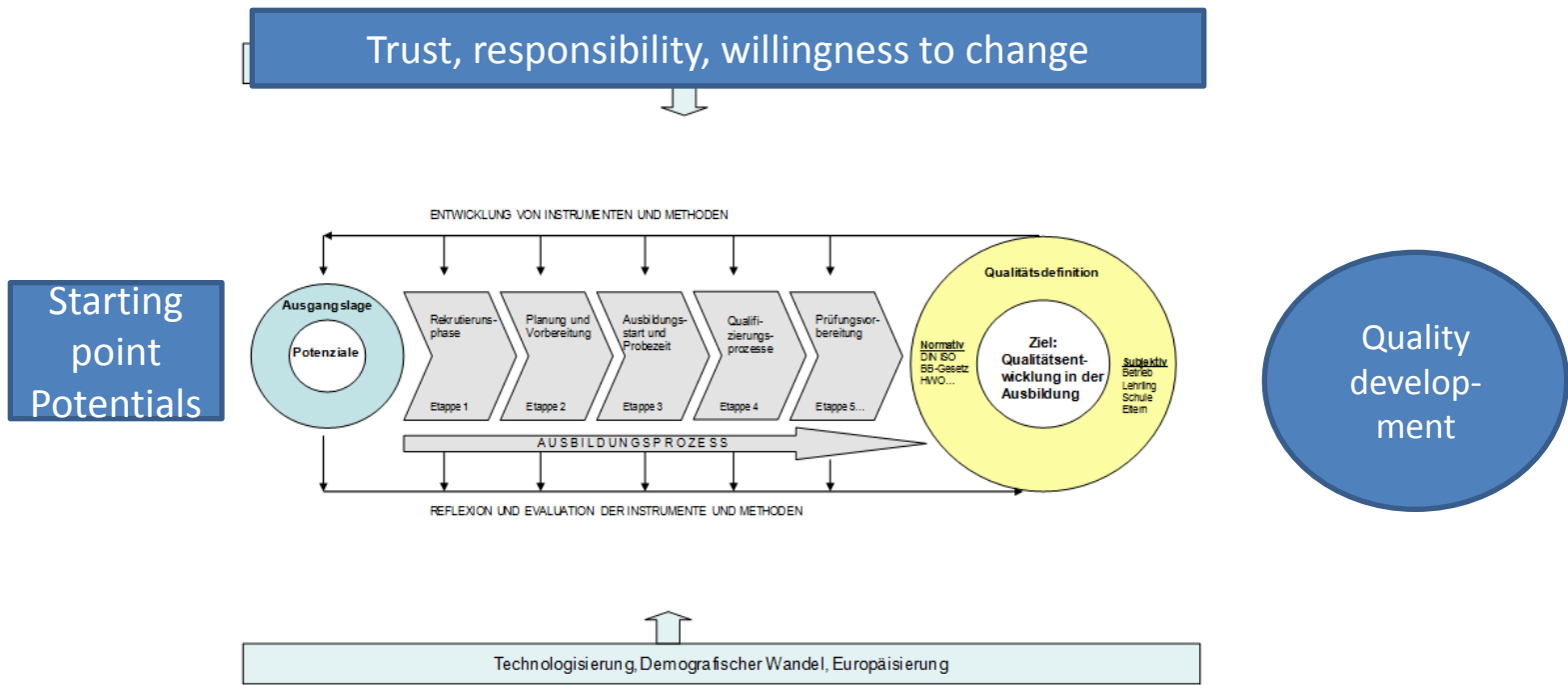
Objective: Built up a culture of learning!



Assessment sheets for analysing the quality of trainings

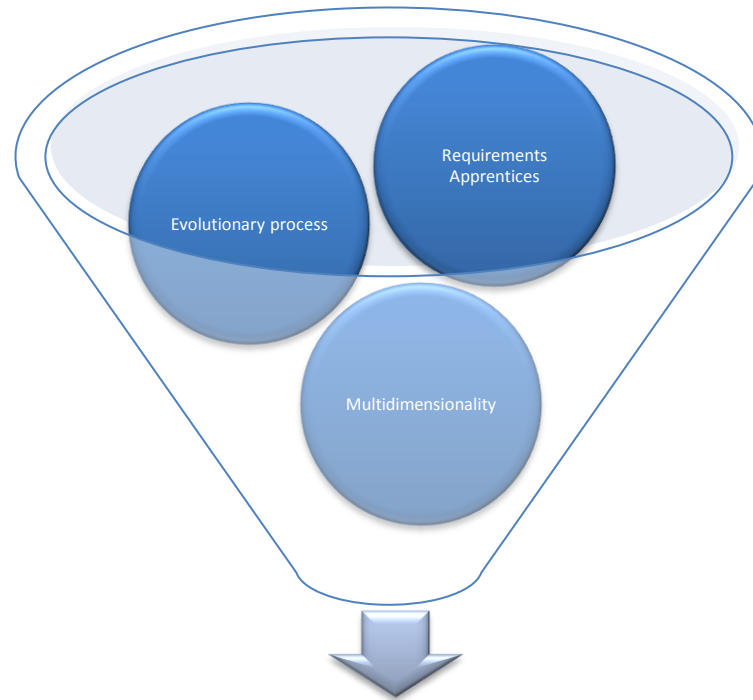
# Significance of Innovation

- Focus on awareness, step-by-step-acquaintance
- Consideration of the training situation in craft companies
- Integrated approach of the vocational trainings
- Inclusion of the IVET-Consultants of the Chambers



# Effectiveness of Measures

- |                              |  |
|------------------------------|--|
| Anwendung                    | <ul style="list-style-type: none"> <li>• Evaluation of the suitability</li> <li>• Use of the instruments</li> <li>• Demand of the workshops</li> </ul>         |
| Veränderte Ausbildungspraxis | <ul style="list-style-type: none"> <li>• Exchange of experience</li> <li>• Interviews</li> <li>• Feedback</li> <li>• Results of the Self-Evaluation</li> </ul> |
| Nachhaltige Implementierung  | <ul style="list-style-type: none"> <li>• Consolidation of the quality circles</li> <li>• Changes in the IVET Consulting</li> <li>• Quality circle</li> </ul>   |



Influencing factors



**Vielen Dank für Ihre Aufmerksamkeit!**

**感谢您的倾听**

**Thank you for your attention!**

**Muito obrigado pela vossa atenção.**

**Hartelijk dank voor uw aandacht!**

**Merci pour votre attention!**

**gracias por su atención!**

**Mille grazie per la suo attenzione.**

**Dziękuję za uwagę!**