

Programme: LLP – Leonardo Da Vinci – Multilateral Projects – Transfer of Innovation - TOI

Project title: WITE – Women in Technical Education

Project Identification: LLP – LdV – TOI – 11 – IT – 567

Meeting typology	Study visit to IHK
Location	Frankfurt an der Oder and Eisenhuettenstadt
Date	From 25 th to 27 th April 2012

Subject: 25th April 2012 at 19.30-21.00 Frankfurt an der Oder

Participants (name and organisation): Anna Tombesi (Fond. CUOA), Hartmut Schaefer (IHK), Gellert Szentkirályi Tóth (Fortuito), Linda Noemi Kaposi (Fortuito), Maciej Kielbasinski (SWSPIZ), Marco Sacco (Regione Veneto), Cristina Toniolo (Associazione Industriali di Vicenza), Barbara Varotto (ITIS Rossi), Daniela Napoli (ITIS Rossi), Lil Reif (Krems Donau University), Jaroslaw Puta (SWSPIZ).

Report:

Introduction by Mr. Schaefer of the study visit agenda, both on an organizational and content point of view. Presentation of the East Brandenburg Region: economical situation, organization, characteristic production, number of companies, role of the Chamber of Commerce and Industry and its` project company.

Subject: 26th April 2012 Eisenhuettenstadt at 8.30 c/o Arcelor Mittal GmbH at 11.00 and afternoon c/o QCW GmbH

Participants (name and organisation): Anna Tombesi (Fond. CUOA), Hartmut Schaefer (IHK), Sindy Petzold (IHK), Gellert Szentkirályi Tóth (Fortuito), Linda Noemi Kaposi (Fortuito), Maciej Kielbasinski (SWSPIZ), Marco Sacco (Regione Veneto), Cristina Toniolo (Associazione Industriali di Vicenza), Barbara Varotto (ITIS Rossi), Daniela Napoli (ITIS Rossi), Lil Reif (Krems Donau University), Jaroslaw Puta (SWSPIZ), Rolf Hill Gurger (Arcelor Mittal), Martin Uhlmann (Arcelor Mittal), Anja Prochnau (IHK), Frank Roeder (QCW).

Report:

Arcelor Mittal

The company has 300,000 employees all over the world, 2,600 in Eisenhuettenstadt. They have 50 pupils in apprenticeship a year. It is the biggest steel company in the world, 25% of the employees are female. An apprentice earns 750-850€ per month, the company has an internal training centre where the apprentices learn 35 hours/week. Usually a worker in Arcelor Mittal works 32 hours/week. After 3 years of apprenticeship the apprentices have a final exam and then they usually find easily a job (95%). If they fail the exam they can repeat it after 6 months, for 2 times (1 each semester). The Chamber of Commerce (IHK) deals with the contract for the apprentices and organises the exam. If the apprentice decides to go on studying after the apprenticeship, the company contributes for the fee.

When girls arrive at Arcelor-Mittal for the Girls Day, the apprentices show them the training centre. The demand for the visit comes from the girls themselves, and their families.



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MARTIN – apprentice – Metalwork

During one day the girls can visit, and sometimes try, the laboratories, they are about 15. They try the drill, the cutter, etc. The girls-apprentices show and explain. The cutter can be used only after 6 months of apprenticeship.

We met Diana (25), she has already had an apprenticeship in a bakery. This is her second year of apprenticeship in Arcelor, her mother works here, and this is common. A lot of girls have mothers working in Arcelor.

Then we met Julia (22), she started her apprenticeship in September in industrial mechanics. She was welding. She is doing her apprenticeship with other 17 people, they are only 4 girls and she wants to show that she can succeed. Her older brother was important for the choice, her grandparents would have preferred her to choose a more feminine job. She knew about the job during a training day and a 2 weeks stage when she was 14.

In the automation department there are 6 apprentices (3 boys and 3 girls). They state that the Training Day is essential for the choice, the parents opinion as well.

QCW GmbH (Qualifizierungszentrum der Wirtschaft) Mr. Roeder – Managing Director

The centre has been existing for 21 years. It is a centre for requalification and IVT of youths and adults, indeed the average age is 47. They work both on vocational training and lifelong learning in several sectors, also welding. They deal also with requalification for unemployed. They work on more than 30 professions. They train the apprentices of 25 companies of the area. After the apprenticeship, worker willing to acquire a higher qualification attend their evening courses.

To become a Master (after apprenticeship) the exam is the same all over Germany. It is arranged by the CCI (Chamber of Commerce and Industry) and is valid at national level. Apprenticeship is level 4 of EQF; Master is level 6 of EQF.

Boys and girls from the schools come for a week of orientation and then they confirm or change their choice. At present they have 20 students, shared in 4 groups. The pupils choose the group after having visited the centre. A pupil has the chance to know 3 professions during different 1 week experiences. We visited the sector for “office work” and there are several departments: sales, secretariat, accountancy... In one week the pupils try a work-station a day. In the computer there are software they can try, they learn how to apply for a job. For each pupil there is a form with the training project, objectives, required skills, etc. At the end of the week also the pupils fill in an evaluation form about the trainer. Each pupil receives a self and a hetero evaluation.

We visited the manufacturing department and met 2 girls from a Gymnasium at their second week at the centre. Every 6 pupils there is a trainer. At the end of the weeks all the evaluation form are compared and this helps give a suggestion.

For three years the centre has been receiving funds for the project BIWAQ (Bildung, Wirtschaft, Arbeit im Quartier) by the Ministry of the local development, building and transport, not by the Ministry of Education. The project stops in October 2012.

50% of the A-level pupils choose apprenticeship, so they need guidance. QCW has a Dual Programme: apprenticeship and study at the same time; so at the end of 4,5 years the pupils have 2 qualifications: industrial mechanics and a (Bachelor) degree in engineering.

The company makes a contract with the pupil, it pays for 5 years so this is an investment for the company. The wage is between €500 and €800 a month + the semester fee €250 ca. When the pupil is not at the centre, he/she is at work, so at the end of the 5 years he/she knows the company and is immediately operative.

The classes have usually 19 pupils, among which 1 girls. The success rate of girls is 90%.



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Arcelor pays for the QCW only if there are their students attending. Companies sending apprentices pay their fees.

If someone attends the Master in Industry (fee €5.000,00), he/she pays directly; sometimes the company pays 50%, quite rarely 100%.

The staff of QCW is composed of 38 permanent and 15 temporary. €100/week/student is the cost of the activity: staff and material.

In 2011 they had 574 students on 8 professional profiles. The demographic decrease affects the situation and often pupils beginning apprenticeship aren't skilled enough. The 50 apprentices beginning every year in Arcelor must receive an extra training in QCW in Mathematics, Physics, English and German.

The company accepts the apprentice very carefully because it is responsible for the result of the final exam. It signs a contract and takes a commitment. Arcelor keeps the 10 best apprentices out of 50 directly within the company, the other ones still work for Arcelor but in a subsidiary.

Subject: 27th April 2012 Frankfurt/Oder at 10.00 c/o Gauss Gymnasium - at 12.00 and afternoon c/o IHK-Projektgesellschaft mbH

Participants (name and organisation): Anna Tombesi (Fond. CUOA), Hartmut Schaefer (IHK), Sindy Petzold (IHK), Gellert Szentkirályi Tóth (Fortuito), Linda Noemi Kaposi (Fortuito), Maciej Kielbasinski (SWSPIZ), Marco Sacco (Regione Veneto), Cristina Toniolo (Associazione Industriali di Vicenza), Barbara Varotto (ITIS Rossi), Daniela Napoli (ITIS Rossi), Jaroslaw Puta (SWSPIZ), Christine Zahn (Gauss Gymnasium), Richard Voelker (IHK), Beate Guenther (Netzwerk Zukunft).

Report:

Gauss Gymnasium – Ms Zahn – English Teacher and pupils

Usually technical classes are mainly masculine. This year they are 9 boys and 9 girls, finally. The focus of the class is on Mathematics and Natural Science. The average age is 17. We had a kind of speed-date meeting small groups of pupils around a table and asking them the questions of the enclosed list.

Most of them chose this school because there a strong stress on biology and science compared to other schools. The teaching is of high level. There is a project called Studienkompass that helps pupils through workshops and other guidance activities.

Most of the pupils have visited the schools during the Gauss-Woche (Gauss-Week), talking to experts. The teachers work on their motivation leading them to museums, universities, laboratories, trying experiments. When they do these activities they prepare the visit fixing some tasks.

Talking about possible guidance activities they like the idea of a role playing and of a magazine, but they don't give much importance to the parents opinion.

Girls are not worried of working with men but of finding a job.

IHK Mr Peter Hoefling – Managing Director for projects.

In East Brandenburg the companies are mainly SMEs and have difficulties in finding skilled workers. CCI project company (existing since 2001) has been dealing with guidance for 20 years, they have been developing projects since 1993 (within former education centre of the chamber). The first one was in Ukraine with the Ministry of Education. They had seminars in Kiev for automechanics and



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then some trainers came to Frankfurt to learn about new technologies for the diagnosis in car and motorcycle. At the end of the 90s they had an Adapt project with partners from Italy and from UK, then an Equal.

They have a project for unemployed youths: 3.600 young people in the last 10 years. About 20 projects for about €2.300.000. CCI project company has 60 employees and about 10 sites where they realize activities to support enterprises in the region.

In 2009 they started with success Mobility Project for 150 people.

CCI focus in on its associated companies and their needs and therefore to understand how to make attractive the territory and the enterprises for workers and investors. Here wages are lower than in other areas of Germany.

They are working to make more homogeneous the recognition of competence, in order to make their certificated valid all over Germany and abroad. The validate competence acquired in anon-formal way, CCI is required to issue certificates but it doesn't have the legal authority to do it. CCI has authority only on the Dual System, thus they release the final exam and certificate for apprenticeship. Moreover CCI states a minimum level of wage.

Mr. Voelker – Head of counselling department of CCI (Chamber of Commerce in Industry East Brandenburg)

CCI is engaged with many activities, above all coping with the lack of specialized workers due to the demographic decrease.

MINT (Mathematics, Informatics, Nature, Technics) is a project of the special department Schule-Wirtschaft (School – Economy).

44.000 are the companies associated to CCI, whose tasks are to work on training policies and advising companies for the apprenticeship. In Germany there are 380 different professional profiles for apprenticeship, among these 120 are present in CCI companies. CCI arranges for 5.000 exams a year, about 8.000 contracts a year. The exams for different professions are in different days, but the same day all over Germany.

The offer in vocational guidance is aimed at making the pupils able to choose on their own study and job. There are several institutional subjects participating in guidance, in order to do it in an homogeneous way.

From the 7th grade pupils have a document where everything they do is recorded. It is a document they can later use to apply for a job, it's up to them. It is prepared at school by the teachers and later by job agencies; a kind of portfolio.

They have a database as Internet support for the match of demand and offer. Beside guidance there is indeed the support for the placement in apprenticeship. In every school there is a board with the firms offering apprenticeship. Then there is a fair where companies offer places in apprenticeship, if they haven't found apprentices yet.

There is a special school for nurses in Kindergarten to help them guide the children in games with experiments, very basics, to let them get acquainted with science since childhood.

As regards guidance, CCI has tried a team game about robotics (LEGO League) where there was the presence of 10% to 20% of girls among the participants of the teams. Pupils were between 10 and 14.

The situation in Germany is changing, since 2005 till 2012 the number of young people with an A level has halved (from about 12.000 to a bit more than 4.000).

All Chamber of commerce and industry have some common tasks all over Germany, some of them can be carried out or not, depending on the needs of the companies on the territory.

Another important tasks of CCI is to create a network among enterprises.



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Ms Guenther – Netzwerk Zukunftstag (Network FutureDay)

The network was born as association in 2001 in an informal way, then became a no-profit association in 2006. It was created to develop strategies and activities of guidance, to promote education, to create a network among stakeholders. They have a headquarter in Potsdam, they coordinate the several stakeholders and exchange good practices with other federal states or cross-border states.

Among their activities there are “Guidance tours” for teachers and counselors, because often teachers don’t know what happens on the territory. There are awards for the schools showing a particular attention to guidance and there are guidance tours also for pupils.

For some kind of professions it is difficult to involve both teachers and pupils and families.

Companies ask them to do something and they keep on trying. Teacher must participate but they choose the tour, and in the end they receive a certificate.

It should be a systematic cycle as follows:

Guidance tour for teachers -> guidance tour for pupils -> information on the sector -> internship

There is a Business Game where teachers are masters and use a computer programme to prove the pupils business plan. The tasks are: economic, team management, decision making, knowledge of regional companies.

Schools interact with Netzwerk Zukunftstag in different ways, some collaborate other not. In Brandenburg they switched from Girls’day to Zukunftstag because with the population decrease they cannot focus only on girls. It is promoted through leaflets. Companies and pupils fill in a form on the website and then receive a confirmation. NZ asks the schools to inform and motivate especially pupils of the 8th and 9th grade, but also older. The Ministry of Labour covers the costs for promotion and organization.

This was the first year of Girls’day in Hungary; it takes place also in Poland. The Polish partner will get information on it.

In Italy the Job Day is organized by Union Camere, we could propose them a merging of initiatives.

For further details, the presentations seen during the study tour are in the web-platform.

Partnership observations:

- It could be interesting to have the chance of using the regional training centers for the pupils of the middle schools to try the laboratories. This is something about which Ms Toniolo (Industrial Association) and Mr Sacco (Regione Veneto) are talking.
- The idea of getting acquainted to MINT since Kindergarten is a good input. MINT= mathematics, informatics, nature, technics.
- Also the idea of the Business Game should be investigated.
- The Polish and the Hungarian partners will send information about Girls’Day and other guidance activities in their country.



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- It was reminded the importance of keeping the evidence of each expense and that at mid July is expected a report on activities carried out by each partner and expenses records.
- It was highlighted the role of each partner in the project.
- It could be useful to meet someone to talk about SIT-COM from a technical point of view.