

GERMAN DUAL VOCATIONAL TRAINING IN THE KENYAN CONTEXT

Effective tool for producing competent graduates

Presenters



Moderated by:

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Guest Speakers



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BASF SE



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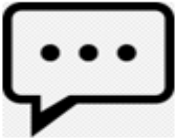


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House Keeping



Mute your Microphone at all times unless allowed to speak



Use the Chat Function if you have a question



We encourage you to turn off your video for better quality presentation and audio in case of slow internet connectivity

Content

- About AHK Eastern Africa
- Vocational Education and Training in Kenya
- Dual VET System
 - How it works in Germany
 - Adaptation to the Kenyan Context
- Examination and Certification
- Unique features and benefits of Dual VET
- Training of Trainers
- Q&A

Who are we?



AHK Eastern Africa Departments



Services



Energy and Environment



Technical, Vocational and Educational Training



Regional Coordination



German Business Association
in Kenya

In other countries, AHKs may have membership arms, however, in Kenya, we have a partnership with the existing German Business Association in Kenya which has been in Kenya since 1987.

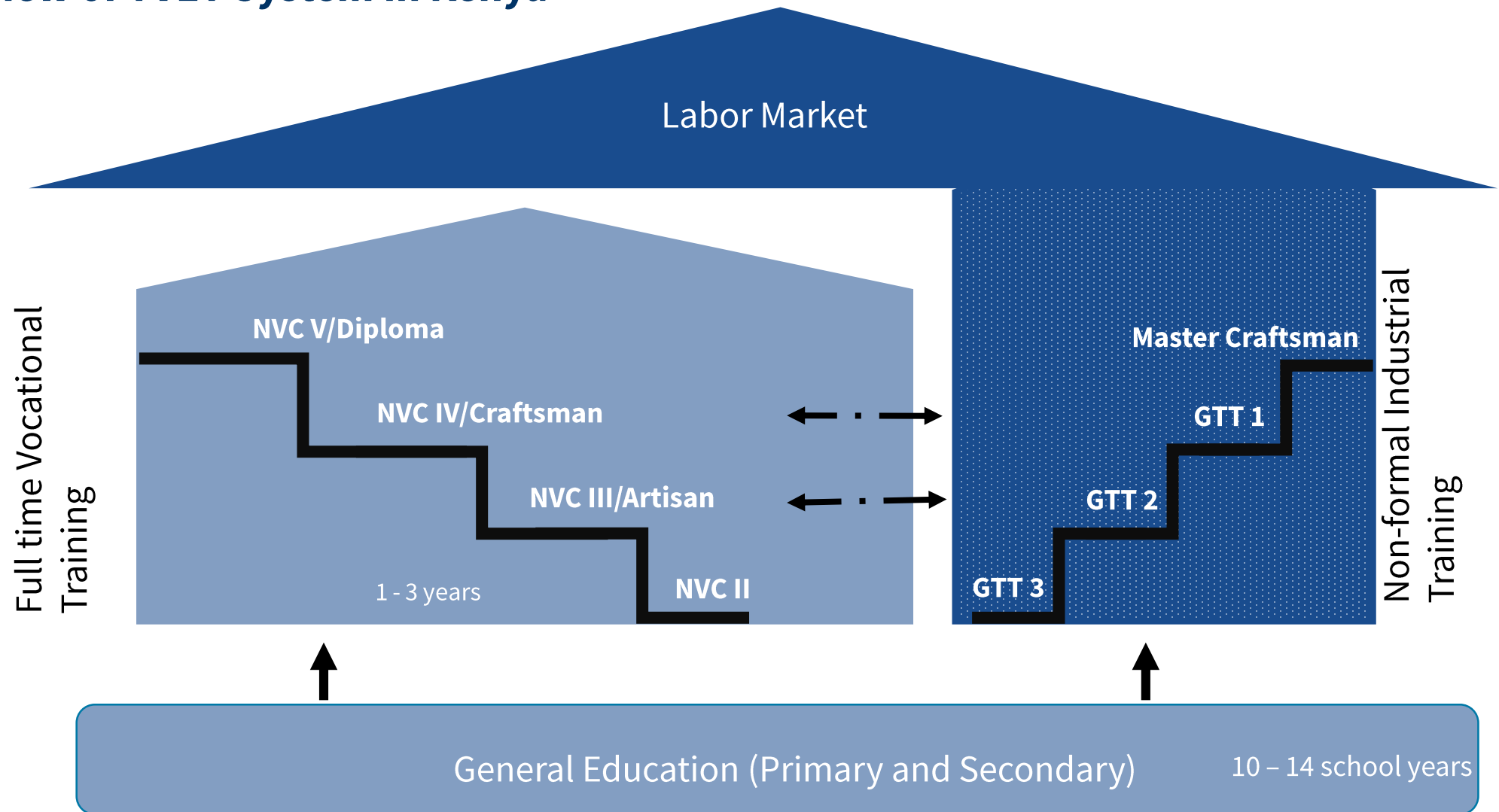


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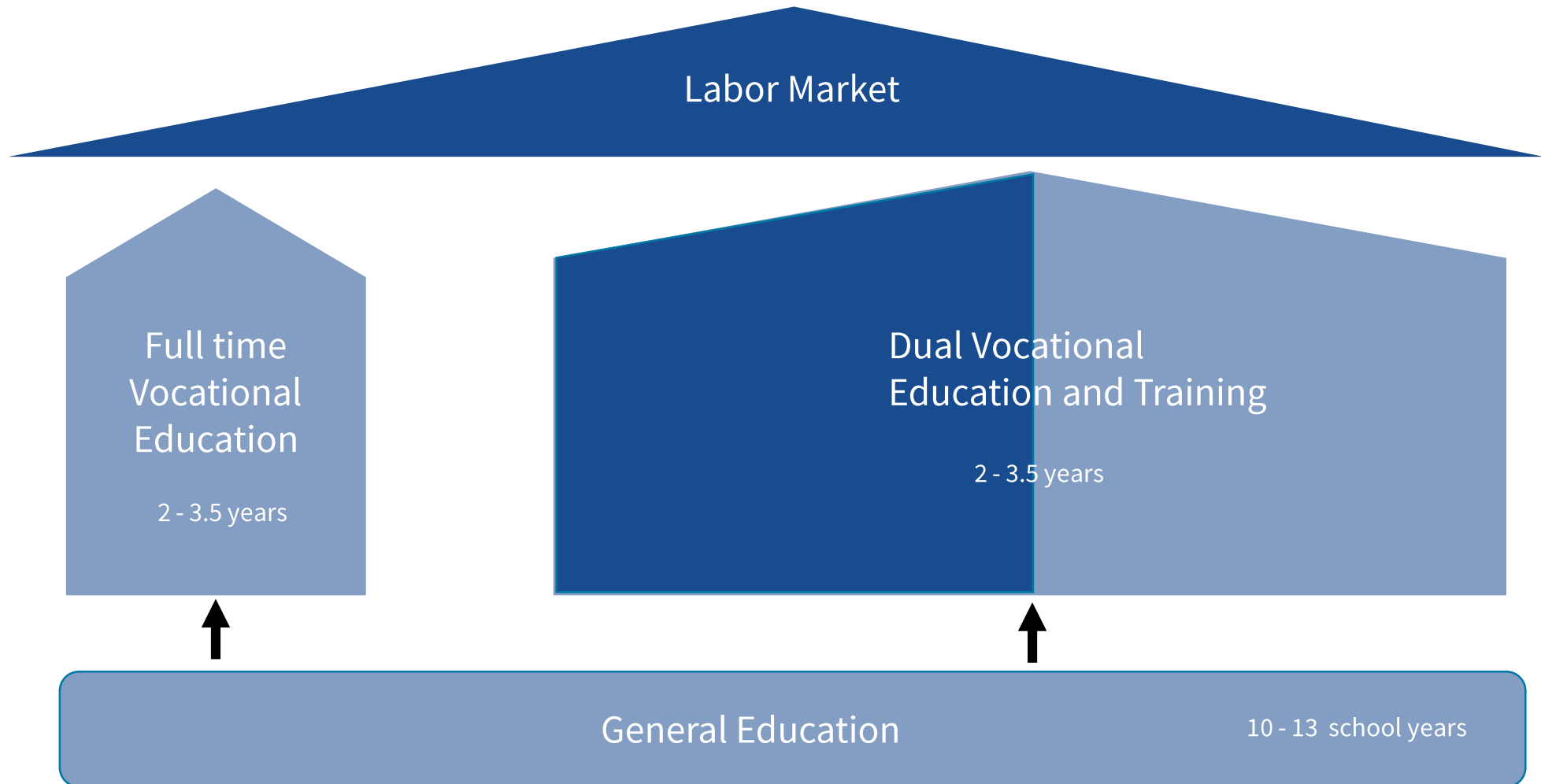


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Overview of TVET System in Kenya



Overview of German Dual VET System

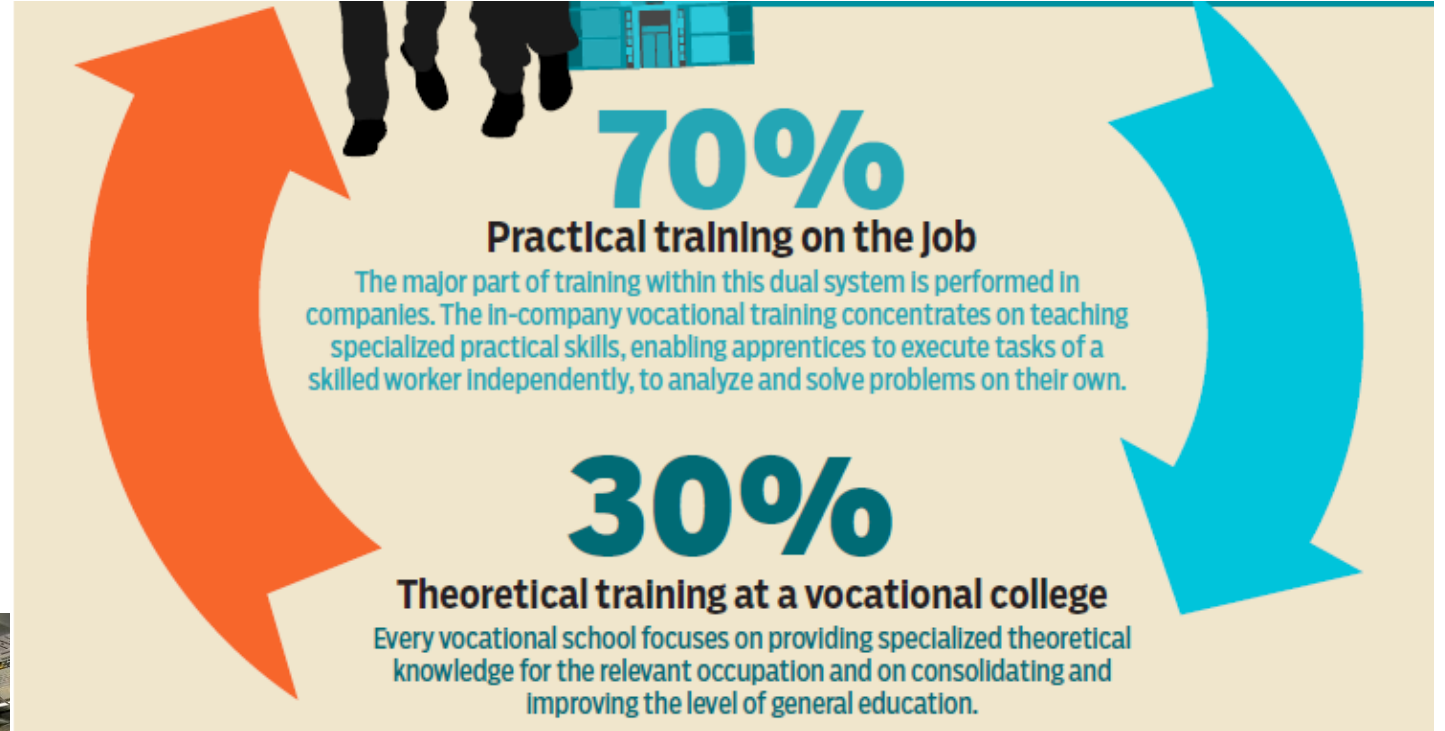


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How Dual VET works in Germany



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BASF

We create chemistry

Welcome!





René Bohn



Gesellschaftshaus



Feierabendhaus



St. Johann



Weinkeller



Employee canteens



Catering



Haus Breitnau

Advantages of dual training

- high quality in training with personal contacts and modern training centers
- high practical relevance due to directly work in company
- rapid integration into areas of responsibility, even after degree with a possible takeover
- Integration in company from day one
- combination of school and practice
- uniform school system mit uniform degree (IHK)
- connected network between IHK – school – company
- also between examiner – teacher – trainer
- responsibilities:
 - IHK = Degree
 - school = theory
 - company = practice
- workshops, trainings and competitions
- support to build a network

Apprenticeships within gastronomy

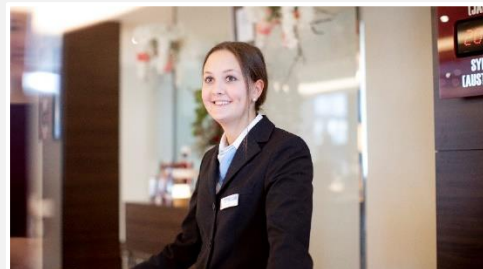
Intended recruitment 2020

	Ludwigshafen	St. Johann	Breitnau
For candidates with High School degrees <ul style="list-style-type: none"> • Trainee International Hotelmanagement 	5		
For candidates with secondary school degrees or high school degrees <ul style="list-style-type: none"> • Restaurant professionals • Cooks • Hotel professionals • System gastronomy professionals 	7 10 5 3	2	1 2
For candidates with secondary school or high school degrees <ul style="list-style-type: none"> • temporary contract and further education ➤ ICA certificate as outlet manager recognized by IHK 		8	

Trainee International Hotel Management

You...

- Strive for a High School degree
- Are interested in language and culture
- You are a talent with organisation and own good expressive assets
- Are confident and love to connect to demanding guests
- See flexibility as self-evident



Datas& facts...

- Company and location:
*BASF Gastronomie GmbH
Ludwigshafen am Rhein*
- Cooperating university:
Hochschule Worms
- Degrees:
 - *Hotel professional*
 - *Bachelor of Arts*
- Apprenticeship duration:
 - *2 years apprenticeship*
 - *3 years university*
- Beginning:
September 1st

Hotel Professionals

You...

- Strive for a Secondary or High School degree
- Are confident and charismatic
- Convince with kindness and love being a competent contact person
- Are customer-oriented and have a passion for communication with demanding guests
- See flexibility as self-evident

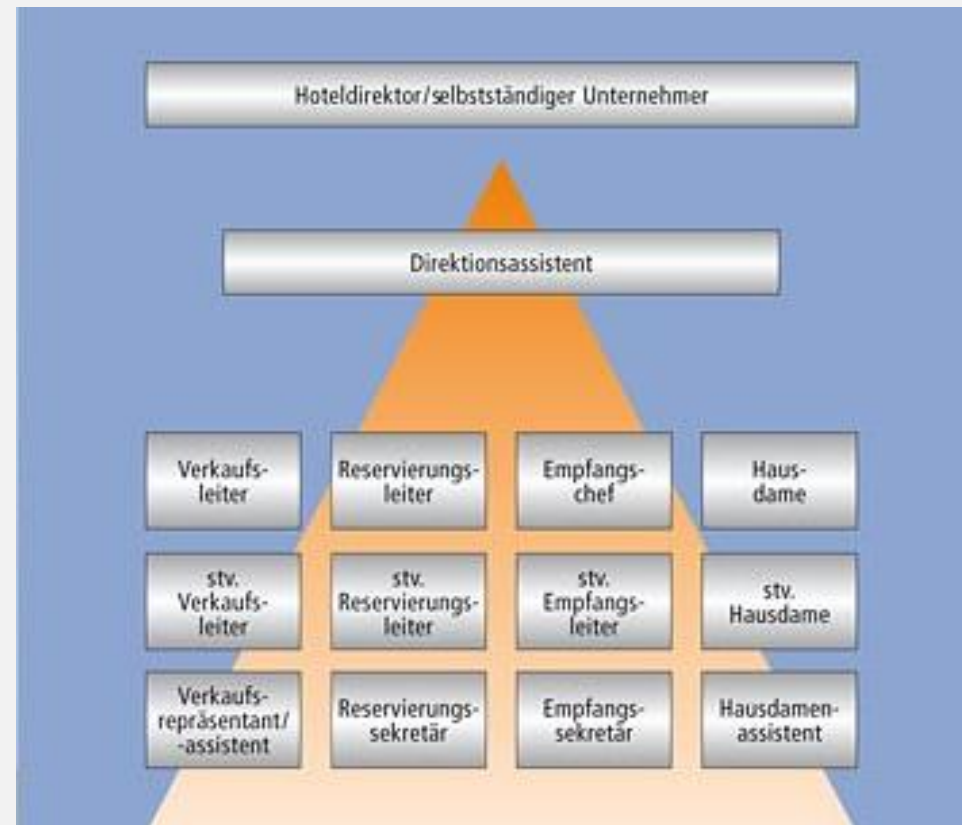


Datas & facts...

- Company and locations:
*BASF Gastronomie GmbH
Ludwigshafen am Rhein,
Breitnau und St. Johann*
- Apprenticeship duration:
3 years
- Degree:
*hotel professional
(Additive qualification „hotel
management“ possible)*
- Beginning:
September 1st

Career chances and further education within hotel industry

- Study at a university
- Master course (hotel master)
- Hospitality economist(IHK)
- Hospitality college (state approved economist and multiple host)
- Further education abroad
- Technical seminar



*Quelle: DEHOGA (07.08.2014)

additional qualification *Institute of Culinary Art*

For the professions...

- ✓ cooks
- ✓ restaurant professionals
- ✓ hotel professionals
- ✓ system gastronomy professionals

✓ Datas & facts...

- requirements:
 - *Secondary School degree*
 - *High School degree*
- seminar with an approved economist and multiple host degree (IHK)
- duration: *4 modules à 3 months*
- cost acquisition
- opportunity of a temporars contract of 2 years at BASF Gastronomie GmbH after the apprenticeship is completed

✓ content...

- (preparation for leading tasks)
- value chain management
- supply-chain & process management
- marketing & staff management
- production & cost accounting

 **BASF**

We create chemistry

Adaptation of Dual VET in Kenya

Since the end of 2017, AHK has been implementing a “Skills Expert Program” (SEP) with the primary goal to establish sustainable structures to enable dual vocational training in Kenya.

A pilot Dual VET course in the **hospitality sector** kicked off in Feb 2019 in partnership with renown hotels in Nairobi.

A second Dual VET course in the **Logistics Sector** has been introduced and is yet to start in the coming months.



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Examination and Certification

Examination is conducted by an **independent examination** board composed of representatives of

- Employers
- Employees
- Vocational school teachers (government)

The trainee does a practical and a theory test

The examination board assesses and grades trainee



After successfully completing the training course, the trainee is awarded double certification;

- A German Certificate (Internationally recognized)
- A Kenyan Certificate (Nationally Recognized)

The Delegation of German Industry and Commerce for Eastern Africa is accredited by KNQA as a Qualifications Awarding Institution in Kenya

Process oriented in-company training



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Unique Features

- Training is conducted in 2 venues, company and vocational school
- Trainee is paid a training allowance during the training
- Flexible implementation structures depending on the companies e.g. “3 weeks company training/1 week school training” or “3 days in company/2 days in school”
- In our program, trainee gets double certification

&

Benefits of Dual VET

Employers

- Gain highly competent employees **meeting the needs** of the company (versus hiring externally)
- Improve **productivity** as well as **quality** of services and products
- Save recruitment and retraining costs
- Realise **high return on investment** in the long run

Trainees

- Gain **occupational proficiency**
- Earn **training allowance** during training
- Learn in **real and state-of-the-art work environment** (machinery, work processes)
- Learn how to **identify** with company and occupation
- Become capable and certified to **access different occupational and educational opportunities**



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Training of Trainers

AHK supports companies by offering AdA International, “Vocational Trainer Qualification (AHK)”

- According to the German Ordinance on Trainer Aptitude (AEVO)
- Specifying in detail how vocational and professional skills can be combined with competency-based and process-oriented content.
- Offered in 2 versions, Basic (5days) and Full Course (10 days)
- Award internationally recognized certificate



Q&A

For more information contact us on

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