



# Why should Vocational Training and Education be tied in the Company?

- The international competition requires a high degree of flexibility, Quality and innovation.
- A lack of specialized workforce exists and exacerbates.
- Staff members become pensioners. Fewer young people are available.
- Fast technologic developments require the qualification of the employees.
- Increasing quality requirements, customer expectations new forms of labour organization, new products, and growing concurrence require creativity, innovation and qualification of the staff on all levels of the enterprise.



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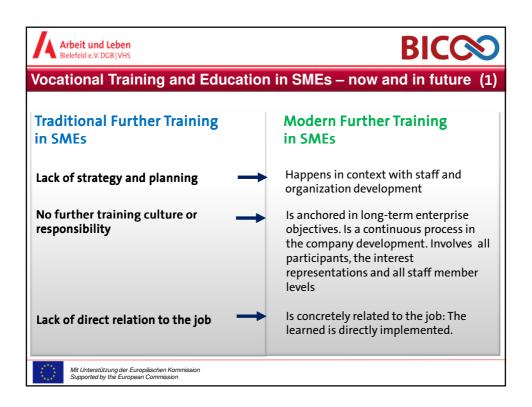


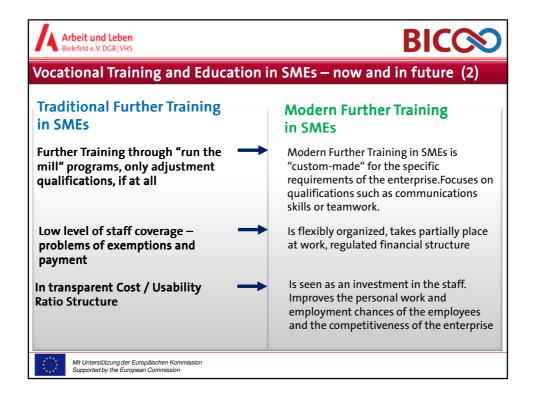
## **Reservations against Company-Based Further Training**

- Employees have no time, the production is a priority.
- Further training costs too much. We do not need to spend this money.
- Further training is not necessary, things have worked out without before.
- Employees then come back with demands for a better job.
- Employees then want higher wages.
- Employees search for jobs in other enterprises.
- The learned material does not fit to the company's requirements.
- The new material is not applied.



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# Seven Steps for achieving the aims

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## 1. Develop mutual objectives

Employers and interest representatives agree on a target and the framework conditions.

#### 2. Objective Definition

The targets of the enterprise and the further training are assessed through interviews and debates within the company as well as an analysis of key data.

#### 3. Assessment of Demands

A set-actual comparison analysis is used to evaluate the training needs. Criteria for success are laid out.

#### 4. Annual Schedule

Here, the achievements of the individual workers are cleared, as well as the groups which are going to be qualified and the most suitable training methods



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# Seven Steps for achieving the aims

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## 5. Concrete Planning

This includes suitable training institutions, plans for the teaching arrangements in the company, releases times, and replacement regulations.

#### 6. Implementation

How content are the participants?

Do they transfer the learned material to their work situation?

#### 7. Evaluation

After comprehensive questionings, the success of the measure is evaluated based on the success and the usefulness is assessed.



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