INTERVIEW AT COMPANIES ON APPRENTICES

Germany
How satisfied are you with the German school system?

- 50% satisfied
- 50% not satisfied

Categories:
1. Very unsatisfied
2. Unsatisfied
3. Neither satisfied nor unsatisfied
4. Satisfied
5. Very satisfied
Are you pleased with the preparation of the apprentices that have a migration background for their vocational training?
New apprentices are very well (1) ... not (6) prepared for your vocational training.
The math skills of your apprentices are ...
The German skills of your apprentices are...

- 0% for level 1
- 0% for level 2
- 12.5% for level 3
- 37.5% for level 4
- 50% for level 5
- 0% for level 6
- 0% for level 7
The general knowledge of your apprentices is...
Are you pleased with the preparation of the apprentices that have a migration background for their vocational training?

![Bar Chart]

- 62.5%
- 25%
- 0%
- 0%
- 0%
- 0%
- 12.5%
Is it difficult to get suitable apprentices?

Anteil in %

- 25%
- 12.5%
- 0%

N[amt]
What is the reason for that?

➢ As we take part in special apprentices events in public we have no problem in acquiring new apprentices.

➢ Lack of knowledge about bulding industry. We assume that bulding industry is not hip enough for pupils.

➢ Lack of disciplin and endurance

➢ Lack of physical endurance, getting wet while working outside doesn`t fit

➢ Bad marks and lack of information about our work

➢ Lack of interest, other jobs seem less stressful

➢ Wrong expectations and imagination
Which qualifications do you expect from your apprentices?

➢ job preparation
➢ Quali" (Graduation), interest for building industry
➢ respect, discipline, endurance, motivation
➢ team competence, flexibility, love for nature (motivation), communication skills
➢ good math skills, visual thinking, handcraft skills
➢ manual skills, friendliness, good german skills
➢ punctuality, honesty, physical and mental endurance
Which deficits do most apprentices have?

➢ lack of motivation
➢ lack of knowledge in german and math
➢ lack of body fitness
➢ Behavior
➢ lack of interest
➢ lack of general knowledge, no flexible thinking
How could the Mittelschule better prepare the apprentices for their vocational training?

➢ We experienced that pupils from Mittelschule are often better prepared than other students.
➢ in offering more hospitation days/weeks
➢ more job oriented focus on timetables
➢ focus on basic math skills and communication skills, sports
➢ in improving the cooperation between school and companies
➢ in focusing on complex and flexible thinking as well as improving text understanding
Which type of school do the apprentices come from?

- Mittelschule: 40%
- Realschule: 40%
- Gymnasium: 20%
What are the reasons?

➢ We focus on individual motivation and engagement - not on the school type.
➢ Performance counts more than graduation for us.
➢ Students from Realschule or Gymnasium are comingly not interested in building industry.
➢ Graduates want to form something new with their own hands.
➢ Entrance requirements fit
Could you imagine cooperating with a Mittelschule in order to ensure that the apprentices are better prepared for their job?

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<td>Yes</td>
<td>100 %</td>
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<td>No</td>
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How could this cooperation look like?

- Hospitation day for classes in the company
- Regularly events or presentations at school or the opportunity for students to visit our company.
- More information days or evening events.
- Hospitation days or events in schools like "agriculture experience day"
- Change of experience