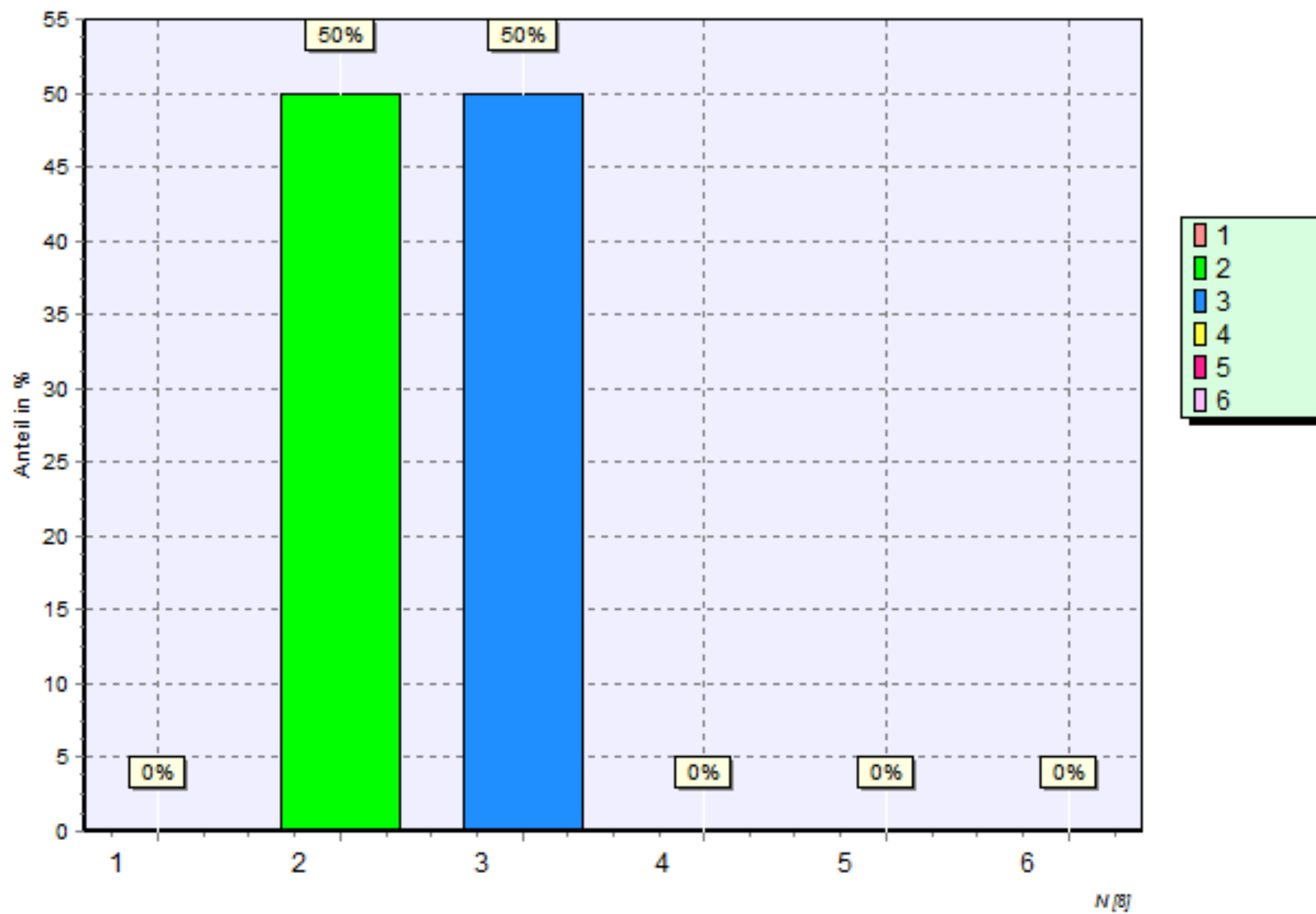


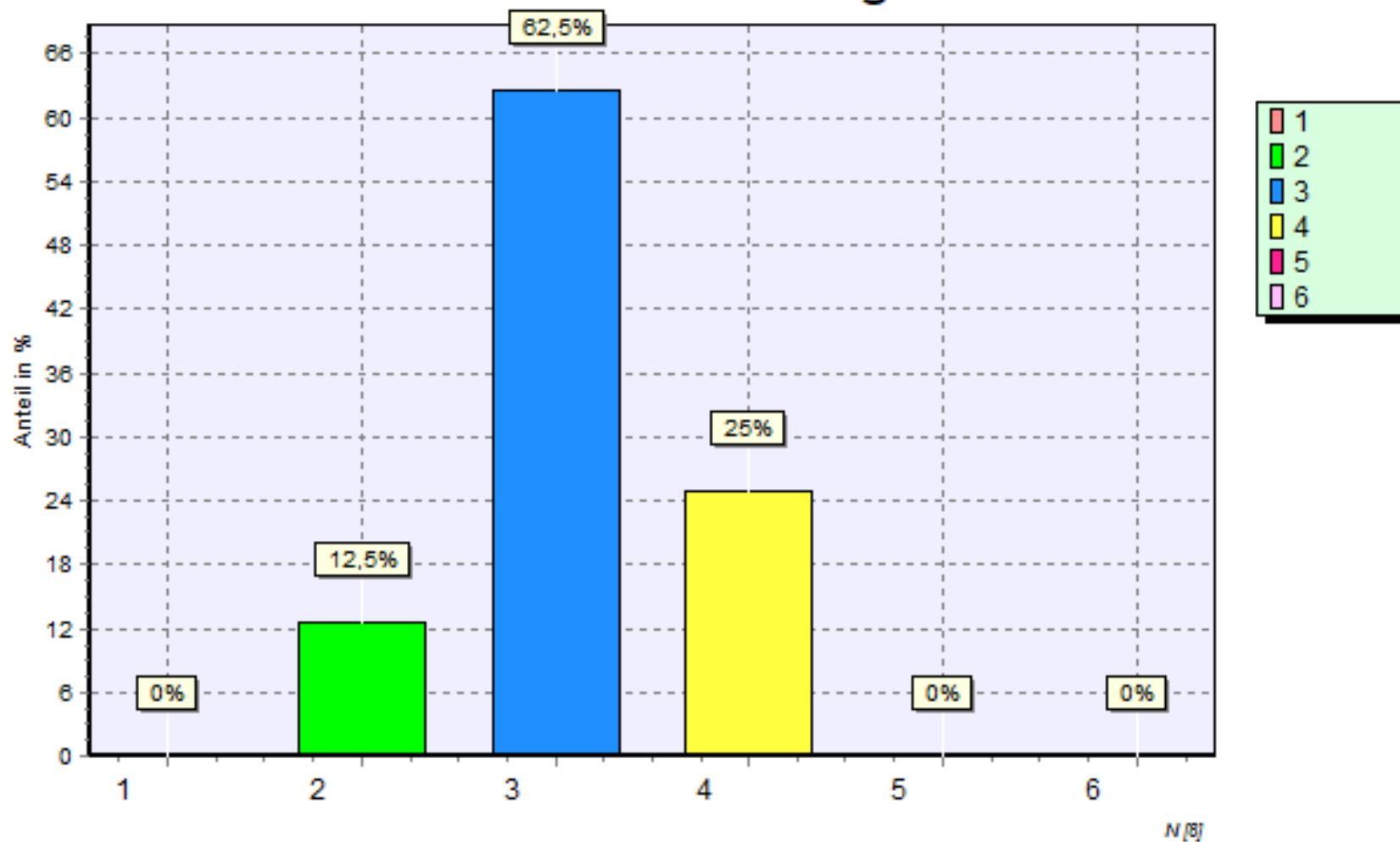
INTERVIEW AT COMPANIES ON APPRENTICES

Germany

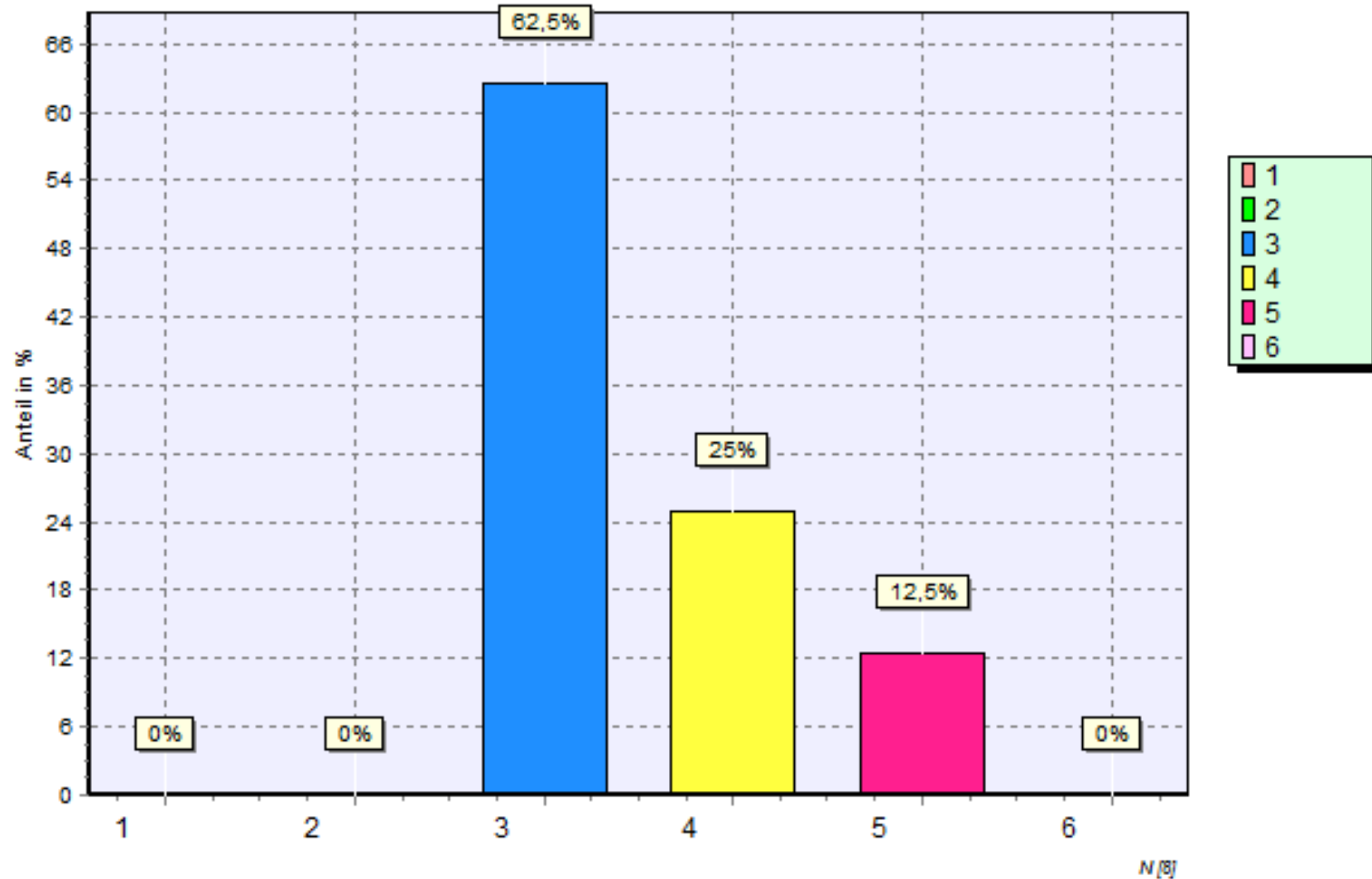
How satisfied are you with the German school system?



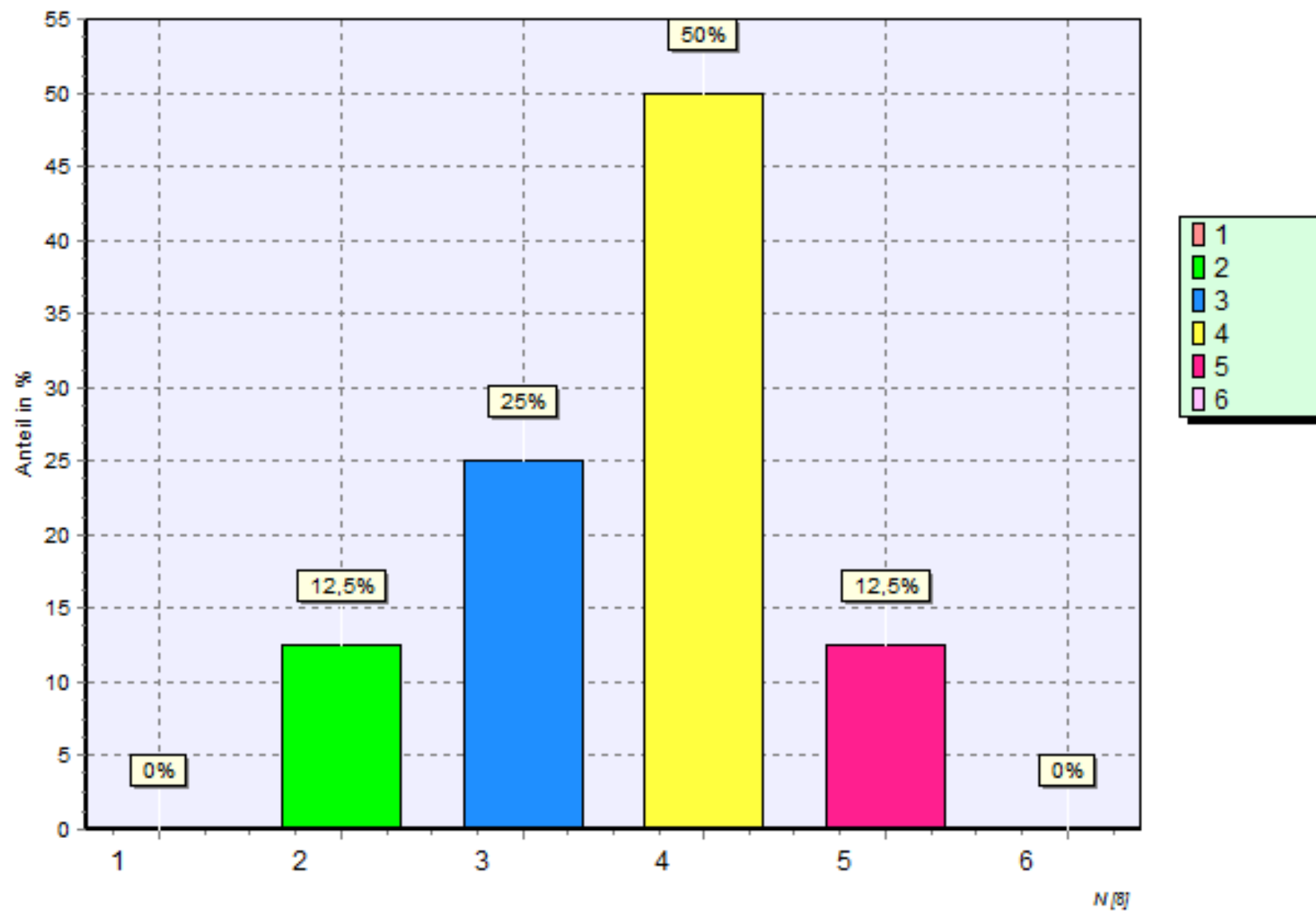
Are you pleased with the preparation of the apprentices that have a migration background for their vocational training?



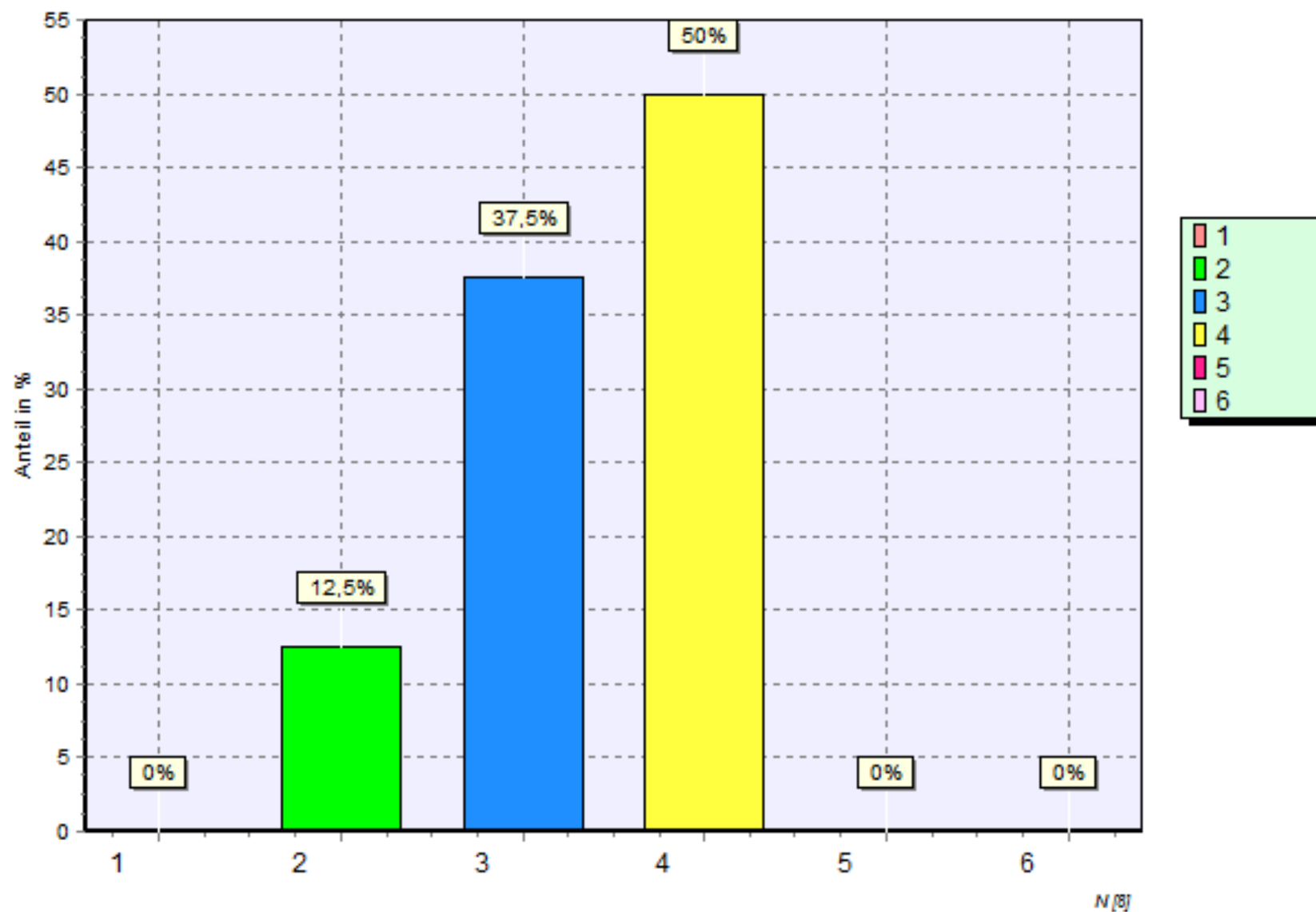
New apprentices are very well (1) ... not (6)
prepared for your vocational training.



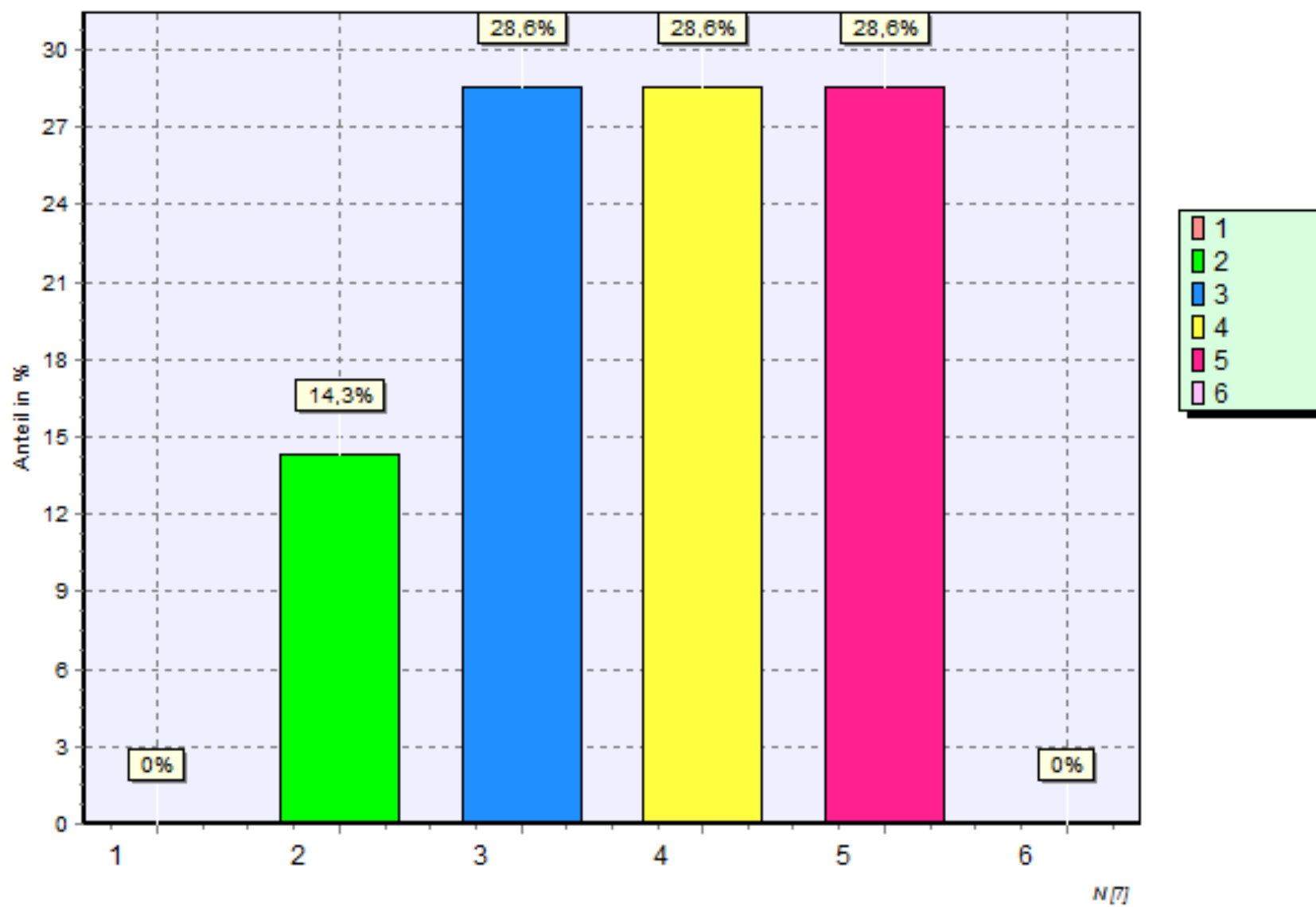
The math skills of your apprentices are ...



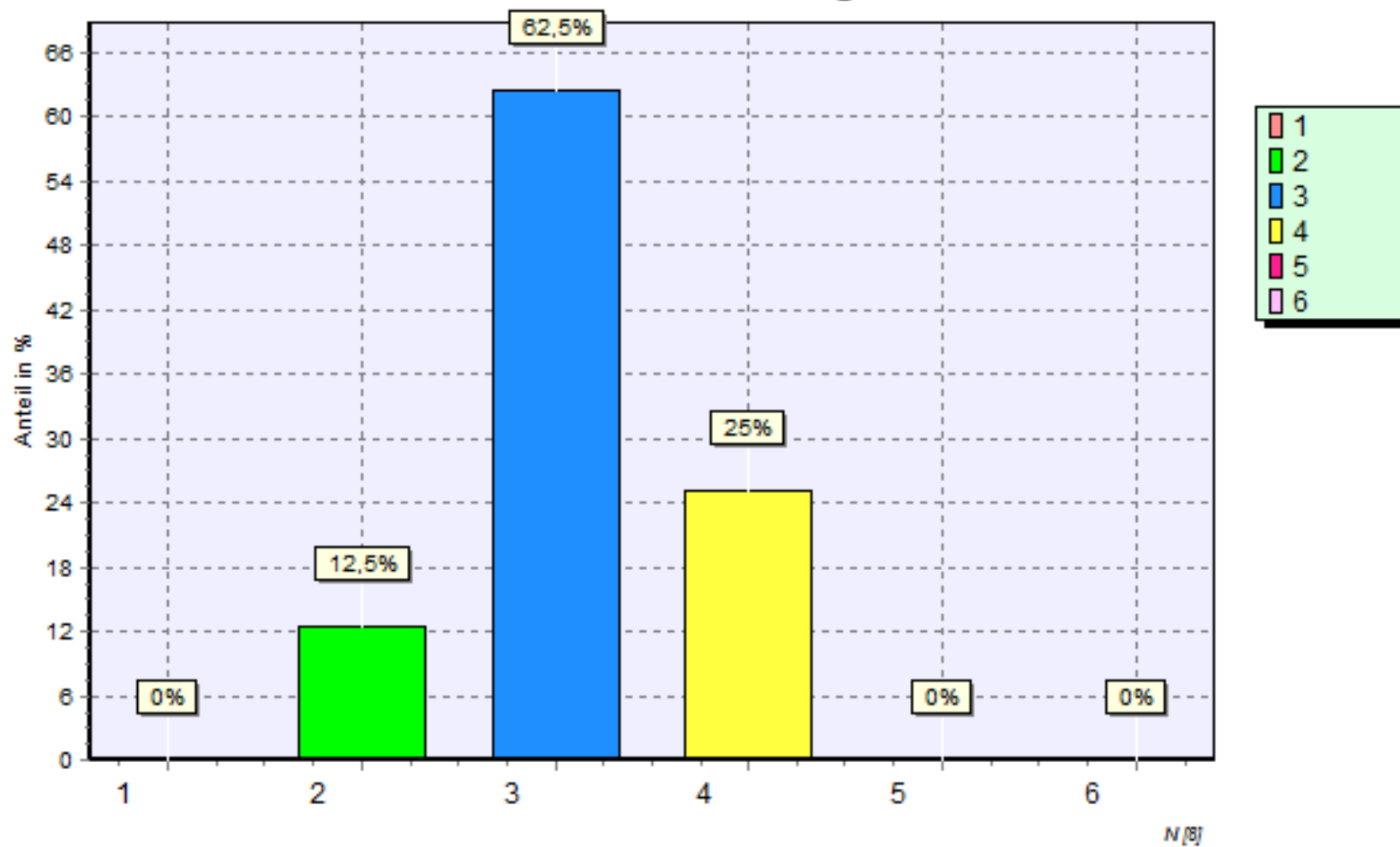
The German skills of your apprentices are ...



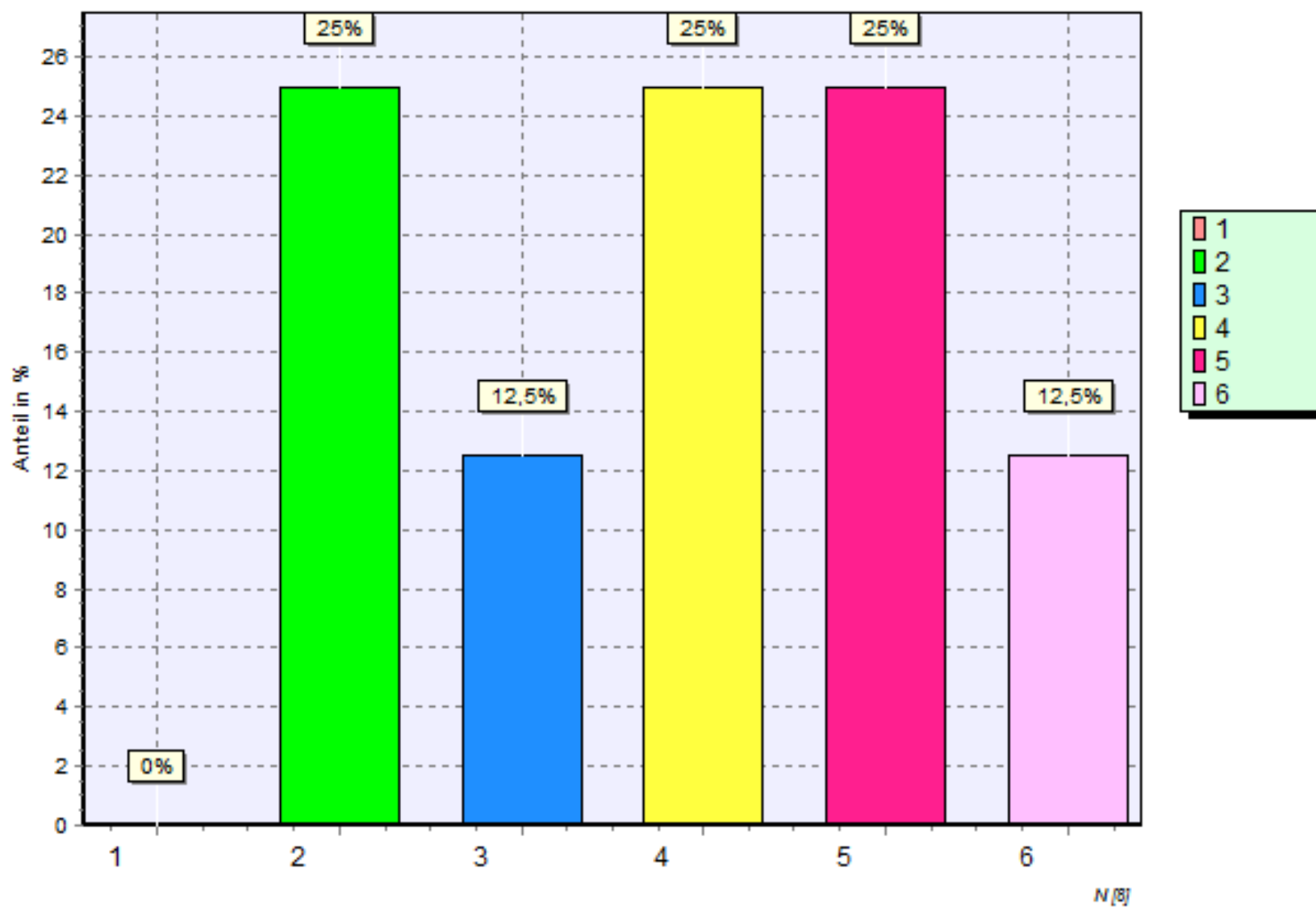
The general knowledge of your apprentices is...



Are you pleased with the preparation of the apprentices that have a migration background for their vocational training?



Is it difficult to get suitable apprentices?



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 building industry. We assume that building industry is not hip enough for pupils.
- lack of discipline 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 you 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

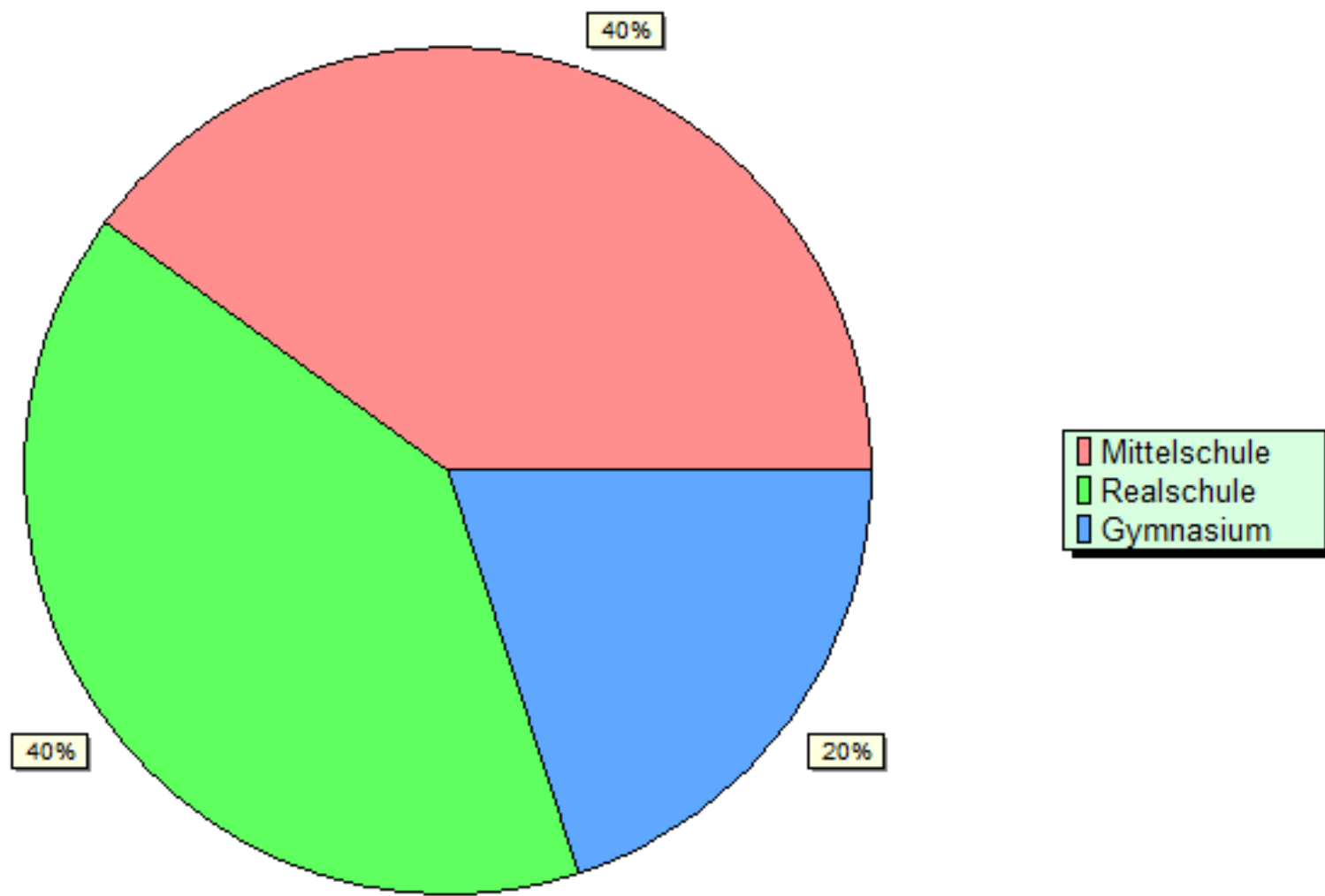
Which deficits do most apprentices have?

- 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?



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?**

Yes 100 %

No 0 %

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