The recruitment challenge and the apprenticeship at IT-Centers of German universities

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ZKI Working Groups

- Apprenticeship
- Campus Management
- E-Learning
- IT Service management
- Security
- IT Strategy and Organization
- Multimedia and Graphics
- Network service
- Software Licenses
- Supercomputing
- IDM
- Web
- Central Systems
And why?
The Countries Facing The Greatest Skill Shortages
Skills shortage as a % of firms with 10 or more employees in selected countries*

<table>
<thead>
<tr>
<th>Country</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Japan</td>
<td>81%</td>
</tr>
<tr>
<td>India</td>
<td>64%</td>
</tr>
<tr>
<td>Brazil</td>
<td>63%</td>
</tr>
<tr>
<td>Turkey</td>
<td>63%</td>
</tr>
<tr>
<td>Mexico</td>
<td>44%</td>
</tr>
<tr>
<td>Greece</td>
<td>42%</td>
</tr>
<tr>
<td>Australia</td>
<td>41%</td>
</tr>
<tr>
<td>Germany</td>
<td>40%</td>
</tr>
<tr>
<td>United States</td>
<td>40%</td>
</tr>
<tr>
<td>Italy</td>
<td>34%</td>
</tr>
<tr>
<td>Canada</td>
<td>31%</td>
</tr>
<tr>
<td>China</td>
<td>24%</td>
</tr>
<tr>
<td>France</td>
<td>21%</td>
</tr>
<tr>
<td>United Kingdom</td>
<td>12%</td>
</tr>
<tr>
<td>Spain</td>
<td>3%</td>
</tr>
</tbody>
</table>

* 2014
Source: Manpower Talent Shortage Survey via OECD
Yvonne van Hest: As digital skills gap grows, Europe needs labor mobility, flexible training (https://dispatcheseurope.com/in-the-end-it-is-about-people-and-it-is-about-jobs/)
DO IT YOURSELF
Apprenticeship as solution to the looming shortage of skilled workers
The German Apprenticeship
Dual VET: a common path to employment

Federal institute for vocational education and training (bibb): "Dual VET - Vocational Education and Training in Germany"
Dual Training

Training is mainly provided in the company – supported by teaching in part-time vocational school (Berufsschule)
GOALS & MOTIVATION
The Apprenticeship life cycle & more

- Vocational Education
  - Company Training
  - Vocational School
  - Certificate

- Continuing education
  - Bachelor
  - Master

- Specialist Career
  - Individual Training
ZKI Working Group *Apprenticeship* – Guideline

- Guideline Vocational Training:
- 360° view of apprenticeship
- Reference Framework
- The life cycle
- Practical experience
- Set of best practice examples
- Release 2018
Apprentice Exchange
Apprentice Exchange

1 group -> 3 IT Centers -> 3 Apprentices
Conclusion
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Apprenticeship is an important concept for personal recruitment to overcome the upcoming shortage of specialists.

It is crucial to improve and extend this system in future, e.g. with closer cooperation and collaboration.
Conclusion

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What's about an international exchange?