

Developing Skills for Employability with German Partners

8 Success Stories from Central and Eastern
European Countries and the CIS



TRAINING – MADE IN GERMANY

AN INITIATIVE OF THE



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of Education
and Research

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Vocational Education
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Preface

The markets in Eastern Europe and the countries of the Commonwealth of Independent States (CIS) are experiencing a boom. The saturation of the domestic markets and the levelling of the wage differentials within the European Union are conducive to the eastern neighbours gaining in importance. Numerous marketing opportunities and co-operation projects have developed in addition to the traditional role of these countries as raw material suppliers.

With regards to co-operating with the countries in Eastern Europe, the programme “International Cooperation on Education and Research – Central, Eastern and South Eastern Europe Region” constitutes an essential co-operation instrument of the German Federal Ministry of Education and Research (BMBF). It provides the framework for allocating funds for development projects in applied research, development and education.

The key countries for co-operation with the CIS states are the Russian Federation and Ukraine. In addition, the Central Asian and South Caucasian countries increasingly emerge as partners, for example, for the joint development of solutions to meet global challenges. Since 2007, the EU’s Central Asia Strategy has helped to create significant progress, for instance, in the fields of education, economic development, trade and investments, energy, transport and environmental policy. Individual nations of the CIS states experience dynamic economic growth and increasingly invest in the further development of their national research and vocational education and training.

“Training – Made in Germany” offers the necessary know-how to meet the challenges in the field of vocational education and training. Germany has a long-standing tradition in this field and enjoys a high reputation for the demand-driven and practical orientation of its qualification programmes. The integration of professional, social and methodological competencies characterises the kind of knowledge German partners can provide.

The initiative iMOVE was established by the Federal Ministry of Education and Research in 2001 in order to promote international business relations of German training providers with international public and private organisations. iMOVE services include a multilingual database which contains information about German training providers, seminars, trainings, and trade visits abroad.

This brochure presents eight success stories of skill development realised in a joint effort by partners from Germany and from Central and Eastern Europe as well as the Commonwealth of Independent States (CIS). With its wide range of training offers and its strong emphasis on employability, “Training – Made in Germany“ has the potential to successfully contribute to the design process of the training systems in these regions through co-operation projects.

A handwritten signature in black ink, reading 'Markus Milwa'.

Markus Milwa
Head of Division iMOVE at the BIBB



Cottbus Chamber of Crafts

Practice-oriented supplementation to Polish vocational education and training

The Cottbus Chamber of Crafts (HWK Cottbus), established in 1953 and a new member in the iMOVE provider database since 2014, has been intensively promoting vocational education and training in the crafts since the German reunification. Some 10,300 trade businesses with a total of 40,000 employees are currently active within the Cottbus Chamber of Crafts district. More than 1,600 apprenticeship contracts are registered in the chamber district. Amongst other things, the chamber advises the businesses in issues regarding business management, the law governing the crafts and foreign trade activities, environmental issues and with respect to the provision of vocational education and training.

In the mid-1990s, the chamber established two training centres. At the training building yard in Großräschen, course participants receive practical training for professions in the construction trades, for example, plasterer, road builder and roofer. Moreover, this is a Germany-wide unique training facility in as far as it provides vocational training and continuing education for building cleaners under realistic operating conditions. The vocational training and technology centre in Cottbus-Gallinchen provides vocational training and continuing education in the fields of wood and metal working as well as automotive and electronics.

In 2013, both training facilities combined carried out 534 training courses for inter-company training of apprentices (ÜLU) with a total of 3,922 course participants.

Also since the 1990s, the Cottbus Chamber of Crafts has been maintaining co-operative relations with international partners, especially with its neighbours from Poland. Following the dissolution of the former Eastern Bloc, the German chamber at first provided help in restructuring the now privatised chamber of crafts in Zielona Góra, Poland, while at the same time supporting the Polish chamber in maintaining its business operations. Subsequently, several youth exchange programmes were implemented.

Since the structure of businesses in the Cottbus chamber district is characterised by small and medium-sized enterprises, the chamber's international activities likewise focus predominantly on projects supporting this target group. The Cottbus Chamber of Crafts has launched the German-Polish project „Intensification of cross-border economic relations in the crafts by way of measures for ensuring the skilled labour supply“. The project is scheduled until end of March 2015 and aims at identifying and systematically further developing solutions for counteracting the skilled labour shortage in the joint economic

Traineeships at trade training centres



region. While many German businesses search in vain for skilled personnel, many Polish job seekers look for jobs and Polish young people search for an apprenticeship placement. The chamber works towards bringing together these respective parties.

Since 2013, the Cottbus Chamber of Crafts has been implementing traineeships for Polish young people in the field of trade occupations on behalf of Polish vocational colleges and technical secondary schools. In doing so, the chamber of crafts can rely on its own personnel with its good command of the Polish language. In Cottbus, the Polish trainee groups receive training in particular with respect to practical skills to supplement the rather more theoretical vocational education and training provision in Poland in a meaningful manner. For instance, future IT engineers from the Vocational College for Telecommunication in Poznań, Poland, get to build small processors, which they

then program and link together in a network. In addition to practical training, the trainees receive a certificate issued by the German chamber of crafts upon conclusion of the traineeship.

The respective colleges and schools finance the students' two- to three-week sojourn and training provision by German experts at the training facilities in Cottbus with help from the „Leonardo“ programme and, as of 2014, the „Erasmus+“ programme. Because of the low standing of vocational education and training within the Polish education system, government agencies are as yet comparatively reluctant to invest in this area.

Since the Cottbus chamber district is significantly characterised by demographic change and the emigration of its young population to the West German federal states, the education export projects provide a welcome compensation by improved utilisation of the existing modern vocational training and continuing education capacities. After completing their traineeship, some of the young Polish trainees even decided to work or to enter into a second, more practice-oriented vocational training programme in Germany and, specifically, in the Cottbus region.





Dr.-Ing. Paul Christiani GmbH & Co. KG **Modernising the Romanian education system**

For 80 years, the Christiani Technical Institute for Vocational Training has been synonymous with high-quality and practice-relevant vocational training and continuing education. Christiani is a committed and competent partner in all phases of technical vocational education, from school, over vocational training and continuing education, to university. With its comprehensive know-how and continuously growing range of services, Christiani has developed into a full-range supplier. In addition to traditional text books and learning materials, its portfolio includes also interactive media, project work and equipment for training facilities as well as consultancy for and implementation of training projects.

Christiani has been active in the iMOVE network for over ten years and, in roughly the same period, has expanded its international business, which currently comprises more than 60 countries. Christiani has been structuring its international business in a targeted manner especially in the past three years, since the German education system increasingly meets with international interest and the educational material from Germany is in high demand.

In 2013 and 2014 alone, Christiani equipped schools, universities and training centres in Brazil, China, Iraq, Mexico, Mongolia, Peru and Tunisia as well as at numerous sites within Europe with training systems. In the context of these projects, Christiani created corresponding training materials and carried out additional train-the-trainer courses. The in-house development and production of these materials allow for a high degree of flexibility, in particular in adapting an existing concept to the conditions and needs in the target regions.



Romanian teachers gain insights into German dual vocational training system.



Since September 2010, Christiani has been the foreign partner involved in the implementation of three EU education projects in Romania. A total of 2,000 Romanian teachers have received training in the fields of mechatronics, automotive engineering and project work. The training provision used modern training methods, both theoretical and practical, that are known for their successful implementation in the German vocational education and training system. Christiani's project contribution comprised training units in Germany (exchange of best practices) and training material as well as equipment for training rooms. To this end, a wide range of Christiani's training documents and learning software were translated into the Romanian language.

The projects were funded from out of the European Social Fund. In the context of the on-going modernisation of the Romanian education system, the focus was on improving the training provision for teachers at technical schools and schools of general education in Romania. For the most part, the teachers came from technical secondary schools (upper secondary) selected from various regions in Romania. The project partners included the Technical University Pitesti, the Technical University Cluj Napoca as well as the company S.C. TERA IMPEX S.R.L., Christiani's Romanian distribution partner of many years.

The continuing education seminars focused on the communication of didactic tools designed to acquaint the course participants with action-based learning and teaching methods. This specifically applied to seminars conducted in the context of the mechatronics project. For the projects in the fields of automotive engineering and project work, Christiani organised workshops including informal information exchange and corresponding company visits. In addition, all course participants expressed great interest in gaining insights into the German dual system of vocational education and training.

Christiani regularly supervised groups of 20 to 40 people in the period from March 2011 to July 2012. The training courses were carried out in co-operation with the Hohentwiel Gewerbeschule Singen vocational school, the training academy of the Chamber of Crafts in Konstanz, and the GARP Bildungszentrum educational centre in Plochingen.

Christiani

Technical Institute for
Vocational Training

Internet: www.christiani.eu



Sparkassenstiftung für internationale Kooperation e. V. Introduction of dual vocational education and training programme in Turkmenistan

The Sparkassenstiftung für internationale Kooperation (Savings Bank Foundation for International Co-operation) was established in 1992 as a registered association. Its member institutions comprise 261 savings banks and 11 savings bank associations. The foundation makes their experience available in developing and emerging countries by implementing projects on site and lending support to financial institutions, which sustainably promote the economic and social development at a local, regional and national level by way of demand-oriented banking. The Sparkassenstiftung has set itself the goal of increasing the professional standing of its partnering institutions so as to put these in a position of being able to offer their customers stable access to financial services. The target groups of the partnering institutions of the Sparkassenstiftung are in particular small and medium-sized enterprises (SMEs) as well as poor people and socially disadvantaged groups. By strengthening the local and regional financial structures, the Sparkassenstiftung not only creates development alternatives for broad swathes of the population and local enterprises, but also contributes to generating new jobs and income opportunities. Many of these projects receive funding from the German Federal Ministry for Economic Cooperation and Development (BMZ) in the context of German development assistance. In the case of some projects, the co-operation costs are either fully or partly borne by foreign project partners.

The basis for successful banking is well qualified personnel at all levels of operation. This is why personnel development and training constitute integral elements of any project undertaken by the Sparkassenstiftung. The foundation moreover organises projects with an exclusive focus on personnel development and training. The largest German banking group and the leading group by far in the field of vocational education and training in the German banking sector, the German savings banks, their associations, academies and university contribute a special degree of competence to such projects. The Sparkassenstiftung foundation is committed to the establishment and further development of educational institutions for the financial sector and the establishment of a dual system of vocational education and training. The foundation moreover devises concepts for the vocational training and continuing education provision to the finance industries of its partnering countries; it carries out train-the-trainer seminars and organises specialised and executive seminars focusing on management issues as well as on business administration for small enterprises.

In doing so, the Sparkassenstiftung co-operates with financial institutions that are similar to the savings bank concept, microfinance institutions, associations and vocational training institutions as well as with other organisations and institutions that provide important services to the financial sector. The



Internet: www.sparkassenstiftung.de

Strengthening regional finance structures creates economic opportunities.



foundation is a well-respected and valued partner, known for long-term and sustained commitment, in South America, Africa, Europe and Asia. The usual project period is six to eight years. In 2014 alone, 39 projects in 38 countries were carried out by more than 160 employees (24 alone working in Germany). The number of implemented projects has more than doubled since the Sparkassenstiftung's establishment. The total sum of project budgets has multiplied many times over.

The Sparkassenstiftung has been active in the CIS states since its first establishment. Here, Central Asia is of particularly high significance. In the context of a fact-finding mission in 2012, the Sparkassenstiftung foundation conducted talks with the central bank and several commercial banks in Turkmenistan to sound out their need for supportive action. The Turkmen partners expressed the desire to develop a dual system vocational education and training programme for bank assistants/customer account managers in the context of a co-operation project between the Sparkassenstiftung and a banking college maintained by the Turkmen central bank.

The subsequently launched project comprises the conceptual and content-related development of a ten-month vocational education and training programme that aims at increasing the customer awareness of future bank consultants. It consists of about 40 per cent theory and 60 per cent practice, taught in the respective departments of the participating ten banks. The theoretical learning content includes, amongst other things, economic and legal fundamentals, whereas the practical part focuses on customer-oriented communication, payment transactions, forms of investments as well as customer and data protection issues, to name but a few.

Following the concept development phase, the trainers and teachers first were trained. The Turkmen central bank provides local experts; German experts are dispatched by the Saalesparkasse Halle and Sparkasse Heilbronn savings banks. The joint project started in 2013 with a pilot group of more than 50 participants, who very successfully completed the training programme. Training of a second group with 50 participants has already begun.

The introduction of a dual system vocational education and training programme constitutes an innovation within the Turkmen financial sector. The active support from the Turkmen central bank gives reason to expect that the project approach will be sustainably continued. In future, the training programme will be offered at various sites on a regional level.

There is an interest in Turkmenistan to transfer this dual system vocational education and training model to other professions. In response to concrete requests, the Sparkassenstiftung foundation will initiate corresponding contacts and recommends the co-operation with Turkmen partners also to other providers of educational services.



Akademia Przedsiębiorczości (ap) GmbH

Renewable energy for Poland

The bfz gGmbH (Berufliche Fortbildungszentren der Bayerischen Wirtschaft – Vocational Continuing Education Centres of the Bavarian Economy) is the largest provider for vocational training measures in Bavaria with some 3,000 employees and about 180 training centres. The bfz gGmbH has been also internationally active in the field of education since the mid-1990s. Subsidiary companies have been established in East-Central Europe (Poland, the Czech Republic), Austria and China, in addition to projects in South America, Asia and Africa.

Contacts to various Polish educational institutions have been maintained since 1999. In May 2004, the bfz established the joint venture Akademia Przedsiębiorczości (Academy of Entrepreneurship) (ap) GmbH together with the economic chamber Regionalna Izba Gospodarcza (RIG) in Starachowice.

ap's areas of activity include continuing education and training services for adults for the purpose of gaining professional qualification and improvement of general professional competences, occupational and psychological advisory services, business consultancy, employment services as well as research and development services. Projects have been implemented for public institutions at a national, regional and local level as well as for businesses in the region. Each year, some 1,700 people attend the training courses of ap.

In June 2014, ap officially opened a modern educational laboratory for solar, wind, thermal and hydro power and energy efficiency at the technical centre in Starachowice. Renewable energy is a dynamically developing industry sector in Poland. Both the Polish government and independent industry associations forecast that thousands of new jobs will develop in this sector in the coming years.

The opening of the educational laboratory, which is supported by the Polish regional politicians, is the result of the transnational project “PWP-EKO-Techniker – Bildung mit Energie” (PWP-EKO Technicians – Education with Energy). The aim of this project with a total budget of 885,000 zloty is the development of vocational education and training services in the field of renewable energy. In this field, ap collaborates with the technical centre in Starachowice and the German project partner Entwicklungsgesellschaft Energiepark Lausitz (EEPL – Development Company Energy Park Lusatia) in Brandenburg.

In the context of this project, Polish teachers and students receive qualifications in the field of renewable energy and energy efficiency by attending educational trips and workshops.



Modern educational laboratory for a dynamic industry sector



In addition, renewable energy issues are being integrated into the existing curricula of the vocational education and training programmes for building and construction industry technicians, technicians for electrical installations, mechatronics technicians and environmental protection technicians. The modernised curriculum for “Technicians for renewable energy installations and systems” was introduced as a modular programme in addition to the technical centre’s existing educational service provision. Moreover, 15 students from the technical centre will soon complete a renewable energy internship in German businesses. A basic course in German was specifically created for them.

The idea for the “PWP-EKO-Techniker – Bildung mit Energie” project originated when ap compiled an expert report on the current development status of vocational training and continuing education in the renewable energy sector; the report was in the context of the project “Quali. EE – Qualitätsentwicklung in der Aus- und Weiterbildung für den Bereich EE” (Quality development in vocational training and continuing education in the renewable energy sector). For the report, ap described the Polish vocational education and training system and the renewable energy programmes on offer at vocational education and training institutions and universities. ap moreover conducted a survey in written form at vocational colleges as well as held talks with businesses at a trade fair to identify the potential for co-operation projects between

vocational education providers in Brandenburg and Polish institutions. The “Quali.EE” project is carried out by the f-bb Research Institute for Vocational Education and Training on behalf of the Federal State of Brandenburg Ministry for Labour, Social Affairs, Women and Family and is funded from out of the European Social Fund.

Another project, “EDUCATED – Industrial worker 2.0”, focuses on developing a modular vocational education and training programme in a European context for the metal processing industry. ap was given the task of illustrating how Polish businesses react to a modular vocational training provision below the actual skilled trade worker vocational education and training programme and what such a training provision must contain to be accepted by the businesses. In addition to ap, the project includes partners from Germany, Austria and Sweden.





Initiative Wohnungswirtschaft Osteuropa (IWO) e. V. Energy efficient building renovation in Kazakhstan

So far, the Kazakh building sector hardly uses any energy efficiency technologies, neither in new construction work, nor in renovating existing housing. About 32 per cent of all buildings, mainly built during the Soviet era, are in dismal condition due to the absence of renovation activities. The housing sector in Kazakhstan is the main user of heat, using about 40 per cent of total consumption. At 240 kilowatt hours per square metre and year, the heat consumption of Kazakh prefabricated buildings is about double that of the European average. Compared to renovated prefabricated buildings in East Germany, houses in Kazakhstan use about three to four times the amount of energy.

Almost all flats in prefabricated buildings were privatised immediately after the dissolution of the Soviet Union. The rate of home owners in Kazakhstan is 97.6 per cent. Yet there are hardly any efficient structures of self-administration that attend to the installation, operation, maintenance and renovation of jointly used municipal facilities in the fields of electricity, water and waste management, canalisation, gas supply and communication networks in the blocks of flats. To begin with, less than ten per cent of home owners are organised in self-administration structures. They lack the expert knowledge for establishing and maintaining the target-oriented administration of a home owner association. Housing administration societies, engineering offices and complementary construction companies lack the know-how required in

technical planning and carrying out a building renovation with the objective of achieving energy efficiency.

By now, the Kazakh government has launched extensive reforms both in the fields of energy efficiency and vocational education and training. In September 2010, it passed the “Sector programme for modernising the housing and municipal economy by 2020”. The programme mainly aims at safeguarding the future-oriented vocational training and continuing education provision for employees in the housing industry, both in the fields of administration and the construction industry. To develop an energy-efficient housing industry by 2020, the country will need approximately 5,000 specialists with higher education and about 10,000 technicians and craftsmen. Funds totalling some 1.38 billion euros have been allocated for the first phase from 2011 to 2015.

The reforms have paved the way for developing a continuing education programme for building renovation managers with a focus on energy efficiency. The training provision was designed and implemented by the German Housing Initiative for Eastern Europe (IWO e. V.), based in Berlin. Numerous businesses from the German construction industry are involved in IWO; the initiative has already successfully implemented similar continuing education projects in the Baltic States and in Ukraine. In Kazakhstan, the IWO members involved in the project are: Viessmann Werke GmbH & Co. KG, European market leader in the field of heating technology, Lacufa GmbH Lacke und Farben, responsible via a



Internet: www.iwo.de

Learning modules for technical and administrative know-how



network of distributors for the North-eastern European business of the building paint and insulation system manufacturer DAW, and Profine GmbH, global market leader in the field of plastic profiles for window and door systems.

The German partners have developed a continuing education programme including a curriculum in co-operation with the Kazakh Centre for the Development and Modernisation of the Housing and Municipal Economy and the International Professional Academy Turan-Profi in Kazakhstan and supported by an energy efficiency project organised by the United Nations Development Programme (UNDP). To this end, the German project partners have established a teaching cabinet at the Turan Profi Academy. The continuing education programme fully updates employees of housing authorities, construction businesses and housing administration societies to achieve state-of-the-art knowledge of technology and management for the modern, energy-efficient renovation of residential dwellings.

The continuing education programme participants are made aware of all aspects of energy-efficient building renovation. To this end, six course modules were developed, which are offered either as a full course over three months or as special seminars of one day to two weeks duration. This allows participants to attend only individual courses or to combine various topics from several modules. The individual modules cover the topics of project management of renovation projects, planning and implementation, renovation of façades and entrances, energy audits, communication, co-ordination processes and funding as well as pilot projects and practical examples.

The implementation of the continuing education programme cost approximately 400,000 euros. It was realised by way of a public-private partnership. The German developPPP programme bore about half of the costs. In addition, the German federal

government supports German businesses in the implementation of sustainable projects abroad.

At the start of the project, 15 Kazakh specialists from the partnering organisations had been invited to Germany to have a look at energy-efficient measures in complex renovation projects, the production of the building and other materials developed in Germany as well as modern heating technology and other innovative technologies; they also were made acquainted with the organisation of housing administration.

These multipliers helped to organise and carry out seminars and events in five regions of Kazakhstan. Over the course of the project period (2012 to 2013), a total of 16 weeks of training was provided in form of ten-day as well as five- to one-day seminars in Astana, Almaty, Karagandy, Kostanay and Pavlodar, involving both the German consortium partners and the Kazakh project partners.

Towards the end of the education project, an IWO member was commissioned by the United Nations Development Programme in Kazakhstan to contribute to a pilot project for modernising an urban housing estate located on the fringes of Astana. After completion of the conceptual phase, IWO considers presenting this German-Kazakh pilot project at the Expo 2017 in Astana focusing on the topic of energy efficiency and renewable energy to further disseminate the knowledge regarding the effectiveness of German technologies and materials.



Landwirtschaft und Ökologisches Gleichgewicht mit Osteuropa (LOGO) e. V. Budding agriculture workers improve their occupational prospects

LOGO e. V. (Agriculture and Ecological Balance with Eastern Europe, registered association) provides future skilled workers and executives in the agricultural sector in Eastern Europe, Central Asia and the Caucasus with the opportunity of completing six- to twelve-month internships at German farms that follow ecological operations. The practical vocational training provision is augmented by specialised seminars. In addition to and together with the university partners in the co-operating countries, LOGO e. V. organises trade conferences and invites groups of interested university lecturers and farmers to attend specialist excursions in Germany. LOGO e. V. is represented also in the iMOVE provider database; the registered association had become aware of iMOVE through existing contacts with the Federal Institute of Vocational Education and Training and via the websites of various German embassies in the partnering countries.

LOGO e. V. pursues the goal of sustainably improving the vocational training and continuing education provision for young skilled workers from the partnering countries. Following approval by the Zentrale Auslands- und Fachvermittlung (ZAV – Central International Placement Office), students of agricultural university courses are invited to Germany. Once in Germany, the focus is on the communication of methods and principles of ecological agriculture as well as utilisation

of renewable energy sources – always adapted to the framework conditions in the students' countries or regions of origin.

The medium and long term goal is the development of individual departments and main research themes at the partnering universities to further develop these issues on a regional level. This could also result in the creation of occupational prospects for some project participants by their becoming multipliers of what they have learnt in Germany. In the medium to long term the activities aim at the further development of those educational activities that already exist in Germany and the partnering countries and at the launching of new initiatives.

The non-profit organisation LOGO e. V. was established by ecologically working farmers in Kassel in 1995. These days, the organisation has 260 members and four employees. The number of interns was 80 in the first year, increased to more than 280 by 2012 and currently consolidates at 230 programme participants. So far, a total of more than 3,200 young people from the partnering countries of Armenia, Azerbaijan, Belarus, Georgia, Kazakhstan, Kirgizia, Moldavia, Russia, Tajikistan, Ukraine and Uzbekistan have attended the programmes. This makes LOGO e. V. the largest agricultural exchange organisation in Germany with respect to co-operation with Eastern Europe, Central Asia and the Caucasus.

LOGO e. V. currently co-operates with some 70 universities offering agricultural study courses. The training provision for the students takes place at 200 ecologically operating agricultural businesses in Germany. With their membership fees, these businesses finance the intern programme and the organisation's work.

Ecological agriculture internships



The interns are selected at their home-country universities by members of the organisation. The selection process assesses their theoretical and practical existing knowledge, the student's interest in vocational education and training programmes as well as their knowledge of the German language. However, German as a foreign language is increasingly being superseded by English at the partnering universities. This makes it more difficult to find suitable applicants for the internships in Germany. This is why LOGO e. V. is in the process of intensifying its contacts to the German teachers at the universities.

In Germany, supervision is provided by former interns who now live in Germany. They support both the operations managers and interns with their cultural background knowledge and experience.

During their stay in Germany, the programme participants are asked to keep a specifically devised reporting journal to record their work and experience at the agricultural businesses. In summer, LOGO e. V. offers the seminar "Ecological Agriculture and Renewable Energy" comprising lectures and excursions. In winter, the interns learn how to prepare for job applications and about the existing study opportunities in Germany in the "Vocational Education and Training" seminar. At the end of these five-day seminars, the imparted knowledge is tested and assessed by a written examination.

At the end of the internship period, LOGO e. V. checks the reporting journals and requests appraisals of the interns from the operations managers. These respective grades and the seminar results are recorded in certificates, which by now are held in high regard in the interns' countries of origin and which prove to be very useful for the young people in their further career.

LOGO e. V. supports former interns in their subsequent university entry or in their doctoral thesis or career entry. By now, some former interns work as lecturers at the universities in their home countries, where they further disseminate the knowledge acquired in Germany. Others work for German companies in their home countries. Many former interns maintain close ties with the organisation to this day and support its work, for example, as internship supervisors, during company visits and in preparing trade conferences and specialised excursions.

LOGO e. V. also supports students from Germany in finding an internship placement in Eastern Europe, Central Asia and the Caucasus. Some businesses in the partnering countries use English or German. In future, the organisation intends to intensify this form of exchange and aims at increasing its support for projects focusing on ecological agriculture in the partnering countries.





WSQ Werner Seeger Qualitätsmanagement GmbH

Quality management for the Romanian automotive industry

The company WSQ Werner Seeger Qualitätsmanagement has been advising well-known, internationally active businesses in industry and the general economy with regards to all issues of quality and environmental management since 1994. One of WSQ's main competences is in the field of industrial serial production, in particular in the automotive and supplier industry, the plastics processing industry and mechanical engineering. The advisory service provision is supplemented by a comprehensive offer of training and educational programmes. The focus here is on

quality and process management. The programme range includes introductory workshops for various management systems as well as seminars focusing on tools and methods

WSQ started preparation for the internationalisation of its own service provision in the late 1990s, in the wake of German automotive suppliers expanding into Eastern Europe. To remain as close to its customers as possible, the company established the subsidiary Werner Seeger Qualitätsmanagement Romania SRL (WSQR) in Sibiu in Transylvania, Romania, in 2001. At the time, the city began to emerge as a preferred site in particular for German manufacturing companies. Yet the number of Romanian businesses recognising the competitive advantage of additional competence in the field of quality management has likewise been increasing.

The decision for Sibiu brought with it a significant increase in the advisory and training contracts for WSQR. All customers have an increasing need for the practice-oriented qualification of their employees that follows international standards. Since spring 2013, the firm of WSQ and its service profile have gained representation also in the iMOVE provider database.



Internet: www.seeger-quality.com, www.seeger-quality.ro

Teaching of German training standards and content



As in Germany, the seminars and training courses are addressed at emerging and practising quality assurance managers and representatives, internal and external auditors as well as executive staff in the automotive industry. WSQR carries out its practice-oriented dissemination of knowledge by co-operating with a network of freelance trainers. Noteworthy examples for WSQR's international activities in the past decade include support for the former Romanian public enterprise FLARO Prod on its way to become an internationally competitive automotive supplier as well as advisory services to Bosch Rexroth Automotive in Blaj in the relocation of their production and the complete implementation of a management system.

Another highlight is WSQR's training programme licensed by the quality management centre of the German Association of the Automotive Industry (VDA). WSQR uses this training programme to convey German training standards and content

in Romania. WSQR records particularly high demand from all regions of the country due to the strong position of German companies in the Romanian automotive industry.

The training courses are carried out in the Romanian language by local trainers with corresponding qualifications. WSQR organises also seminars in the German and English language in irregular intervals or on demand. Demand for these courses exists also in Germany due to the very good transport links also by air with direct connections to Vienna, Munich and Stuttgart.

Even in the face of growing national and international competition in the training provision market, WSQR benefits from the high quality of its training programmes and the demanding examinations that expressly underline the increase in the graduates' competence. WSQR's many years of experience in the automotive industry further augment the company's competitive advantage. This is also the background against which WSQR organises the annual quality management conference "Sibiu Quality Days".





SLV Halle

Training for welding supervisors in Poland

With its nearly 100 employees, SLV Halle GmbH is a business integrated in the DVS – Deutscher Verband für Schweißen und verwandte Verfahren e. V. (German Welding and Associated Processes Association). It works in the fields of vocational training and continuing education, materials engineering, materials testing, quality assurance in welding-related production, in corrosion control as well as in research, development and technology transfer.

SLV Halle moreover co-operates with the GSI – Gesellschaft für Schweißtechnik International mbH (Society for International Welding Technology). The GSI was established in 1999. It is a syndicate of very efficient research and education institutions in the field of welding technology with more than 80 years of experience in joining technology and test engineering. The purpose of the GSI is to provide vocational education and training as well as advice in the field of welding technology and to transfer the corresponding technology both on a national and international level. The GSI is active in over 50 countries. Of its more than 450 members of staff, more than 300 are engineers and technicians.

The GSI supports its customers through vocational training and continuing education programmes during the career entry phase and in the further development of their career. Each

year, the GSI carries out more than 20,000 training courses and examinations in the field of welding. In addition, it conducts 1,500 training programmes for welding supervisors and 6,000 continuing education programmes for executives. Moreover, the GSI issues 2,500 operating licences and certificates as well as 600 materials and damage assessments per year. It also pursues approximately 20 research and development projects.



Employee qualification promotes competitive capability of businesses.



All training events are carried out under due observation of the German national technical regulations and the standards and guidelines as issued by the DVS (Deutscher Verband für Schweißen und verwandte Verfahren – German Welding and Associated Processes Association), by the EWF (European Federation for Welding, Joining and Cutting) and by the IIW (International Institute for Welding).

SLV Halle has already maintained international contacts, in particular to Eastern European partners, in its former role as the GDR's Central Institute for Welding Technology. As of 1990, the organisation further expanded its range of activities. The co-operation with the GSI, a long-standing networking partner of iMOVE, has yielded business contacts in partnership with the GSI's foreign branch associations, for example, in Poland, the Czech Republic, the Baltic States, China, Turkey and Egypt. Since 2010, SLV Halle has been working intensively on establishing co-operation agreements with partners in Asia. The target markets include Mongolia, Kazakhstan, Indonesia, Malaysia and Myanmar.

Based on a co-operation agreement with GSI SLV Polska, SLV Halle has lent its support in a continuing education programme for welding supervisors in Poland, who work in the field of rail vehicle construction. More and more Polish producers of rail vehicles require employees with verifiable knowledge of the

current DIN standards in order to become or remain internationally competitive.

The pilot course with 27 participants took place in Katowice over a period of four days in late 2013. Integrated into the training programme was a visit to Alstom Konstal in Chorzów, one of the most modern production sites for rail vehicles in Europe.

The training course content included the general technology directives, construction requirements, legal principles and testing methods. Accredited welding engineers and welding technicians were given the opportunity to sit for an exam so as to gain official recognition of the newly acquired additional qualification. In future, due to the high demand, the plan is to offer the continuing education seminar once or twice per year.





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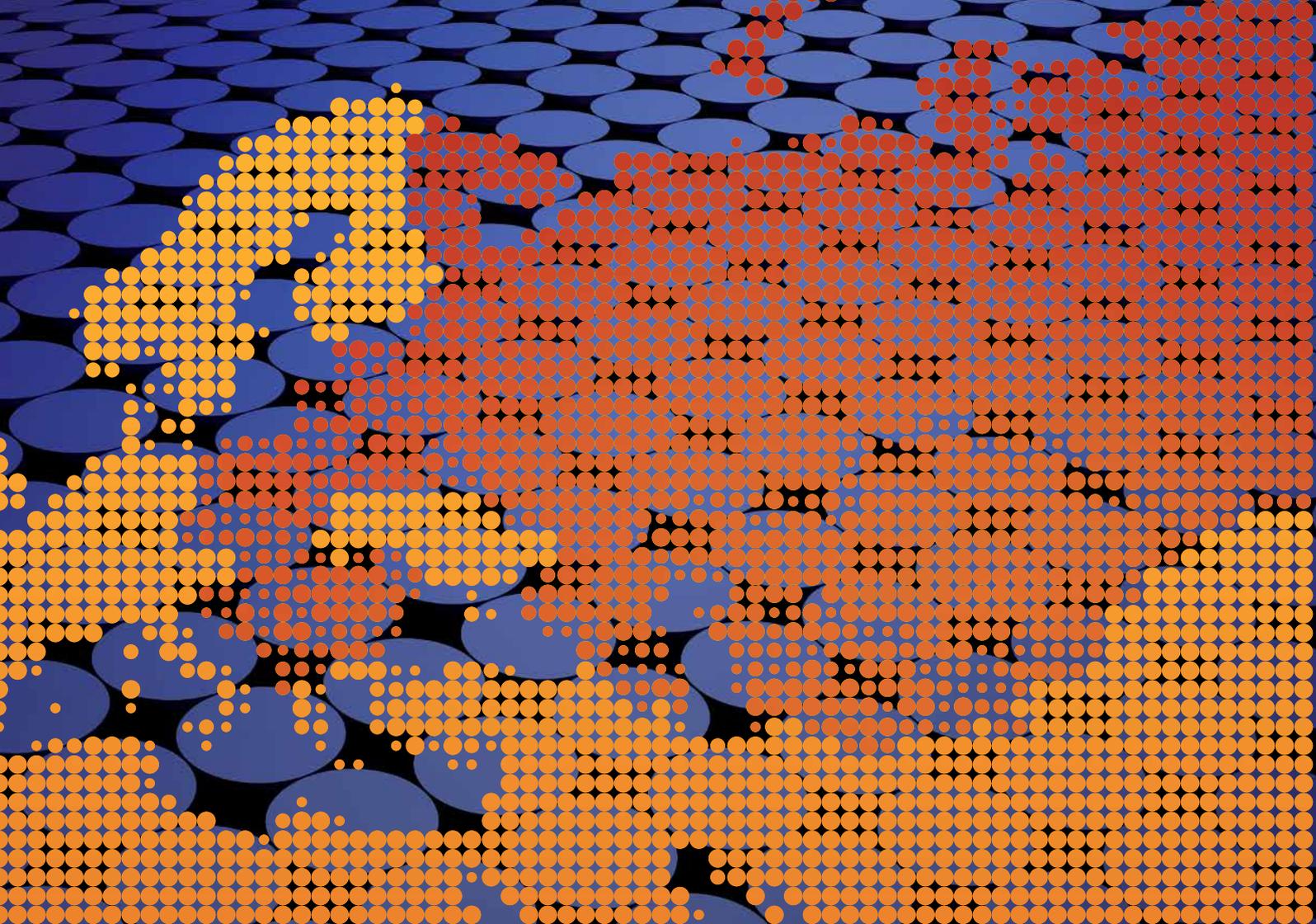
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