

## The Initiative for Training and Qualification of SÜDWESTMETALL



**SÜDWESTMETALL**  
Inklusion im Metall - Teil der Arbeitsmarktintegration



## Access to Careers in the Metal-Working and Electrical Industries

- Training support and training management
- Vocational preparation in cooperation classes
- Basic training course in the metal sector
- Practical training year in the metal sector
- Youth tutor

## Engineer Promotion

- Student-Engineer-Academies
- Advanced Training Courses for Teachers
- Joint projects with schools
- Information events

## Quality Development at Schools

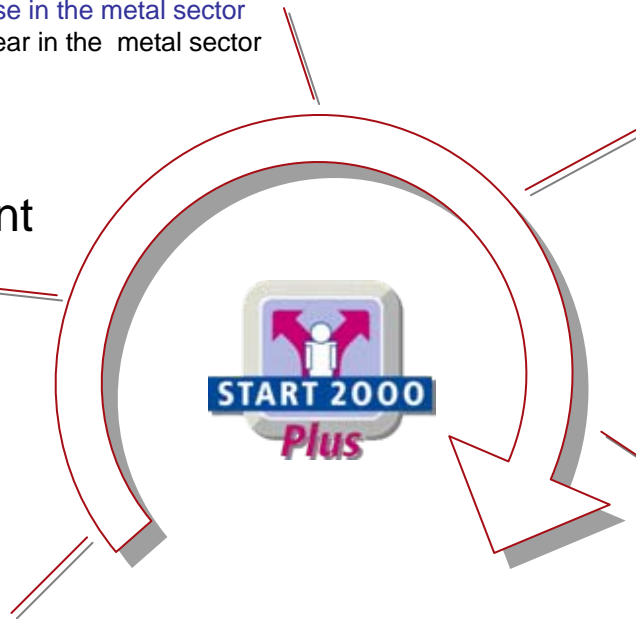
- Transfer
- QZS(School Quality Certificate)
- SCHuB (JobOrientation Program)
- JUNIOR(School Entrepreneurial Education)
- Economics School Prize
- Economic Education online

## Career Access for University Graduates

- International postgraduate study course MBA
- Staff management within the network
- Practical oriented Project Management
- IT-Qualification
- CoachAcademy

## Early Promotion and Compatibility of Family and Career

- TECHNOlino – Technology promotion in Kindergardens
- 2gether – transition from Kindergarten to primary school
- familyNET – Compatability of family and career



**SÜDWESTMETALL**  
Inklusion, Vielfalt, Qualität, Innovation, Verantwortung, Transparenz



## BiK – Vocational Preparation in Cooperation Classes

### Objectives

- Improving the students' chances to get a job or an apprenticeship
- Promoting the image of jobs in the electrical and metal-working sector
- Promoting a reform of German „*Hauptschule*“ to make them open to the work environment
- Increasing the cooperation between German „*Hauptschule*“, vocational schools and companies

SÜDWESTMETALL  
Innovative Metallverarbeitungstechnologien für die Zukunft



## GL Metall – Basic Training Course in the Metal-Working Sector

### Objectives

- Promoting the students to reach a stage of development matching the demands of vocational training
- Preparing the students for a commercial-technical training in the metal-working and electrical industries
- Using free capacities within the training sectors of SÜDWESTMETALL's member companies
- Improving the chances to fill vacant apprenticeship places

**SÜDWESTMETALL**  
Inklusionsnetzwerk für die Berufsbildung in der Metall- und Elektroindustrie



## GL Metall – Basic Training Course in the Metal-Working Sector

### Participants

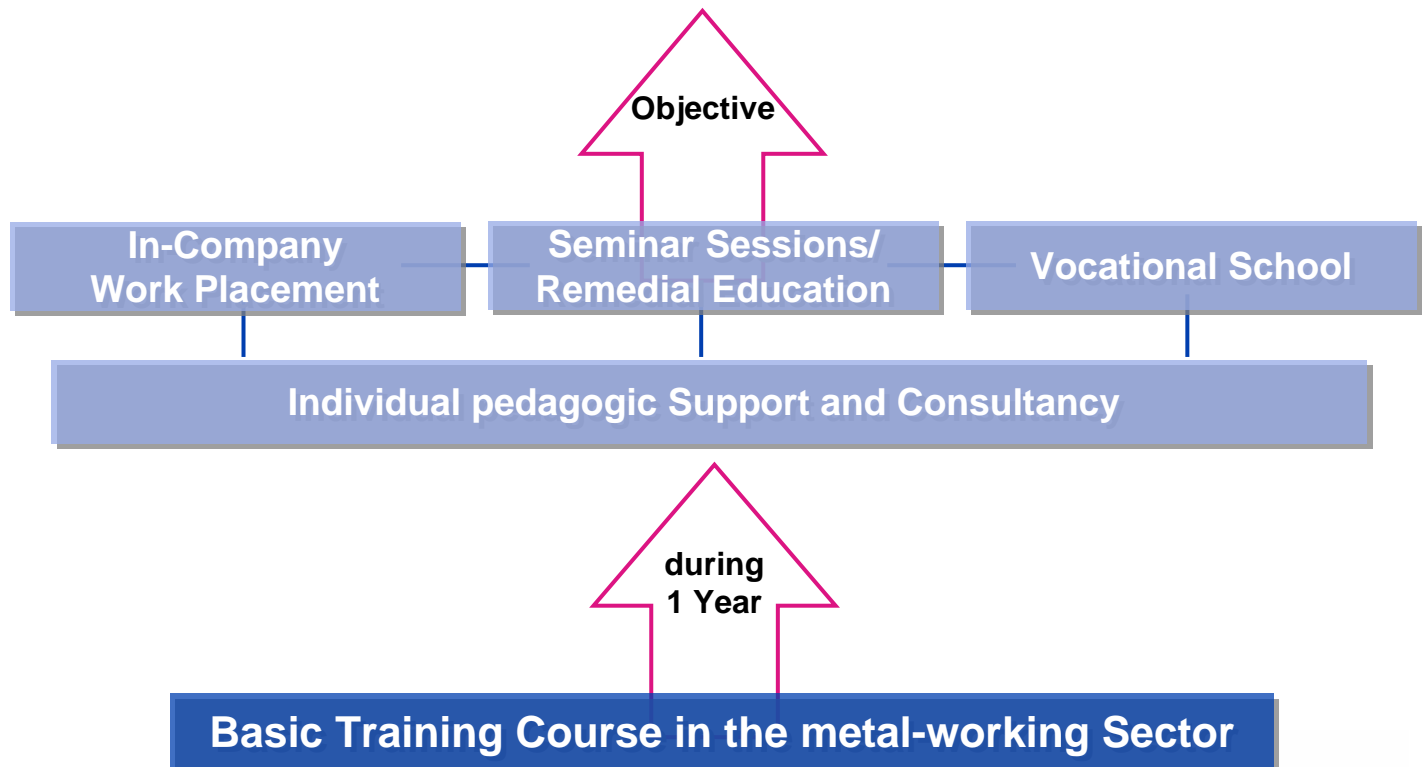
- Handily talented school graduates, not yet fit for vocational training in the metal-working sector without a special vocational preparation
- Member companies of SÜDWESTMETALL

**SÜDWESTMETALL**  
Innovative Metall- und Maschinenbauunternehmen in Süddeutschland



## GL Metall – Basic Training Course in the Metal-Working Sector

Transfer to regular Vocational Training/Apprenticeship



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Inklusion ist Teil unserer Verantwortung. [www.suedwestmetall.de](http://www.suedwestmetall.de) | 0714120400-10



## GL Metall – Basic Training Course in the Metal-Working Sector

### Support and Consultancy

- Individual pedagogic support
- Extra tuition
- Contact person for all involved parties

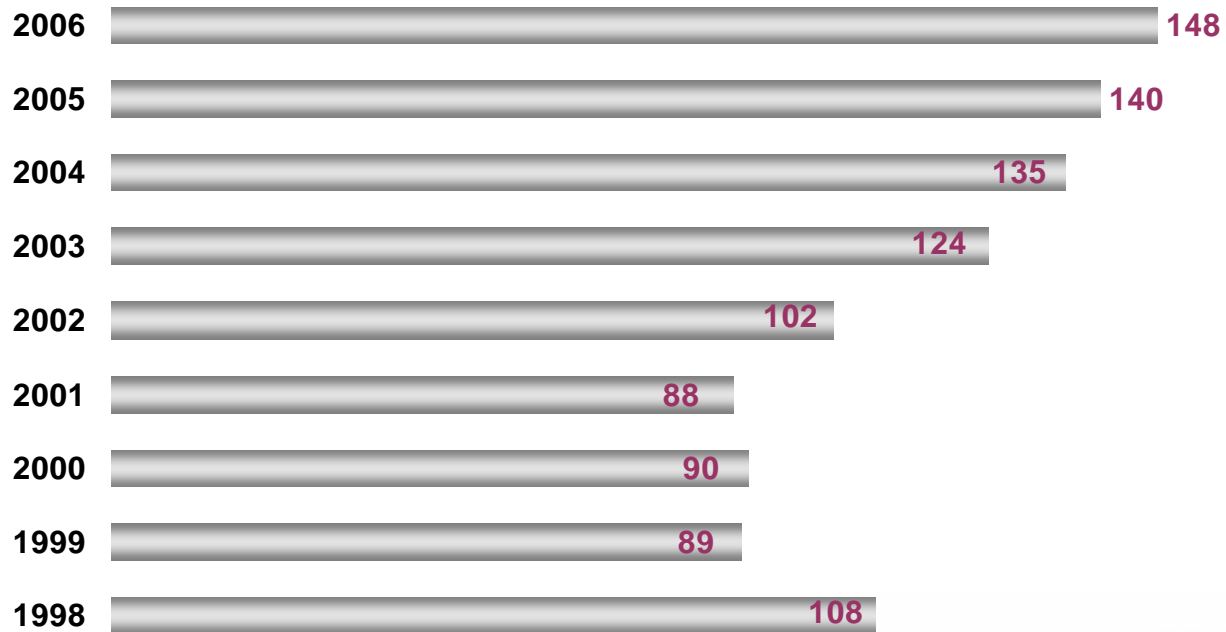


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Inklusionsstelle für die Berufsbildung im Metall



## GL Metall – Basic Training Course in the Metal-Working Sector

### Results



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Inklusionsnetzwerk für die Berufsbildung in der Metallbranche



## VME – Training Network of the Metal-Working and Electrical Industry

### Additional Training Capacities

- Development of existing , but so far not utilized additional training capacities in the companies

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Inklusion ist Teil unserer Unternehmenskultur



**BBQ**  
Ihr Kurs in die Zukunft



**FORUM DER  
KULTUREN  
STUTTGART E. V.**

**iris**



**STUTTGART**



**Europäische Union  
Ministerium für Arbeit und Soziales**

**Equal**  
Gemeinschaftsinitiative



**EUROPAISCHE UNION  
Europäischer Sozialfonds**



**ZIP**  
Zukunftsorientierte  
Internationale  
Personalentwicklungs-  
strategien  
**CEMAnet**

## VME – Training Network of the Metal-Working and Electrical Industry

### Objectives

- Gaining junior employees
- Creating new apprenticeship places
- Completing a regular apprenticeship/vocational training

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## VME – Training Network of the Metal-Working and Electrical Industry

### Participants

- Adolescents and young grown-ups with a secondary school qualification who are fit for vocational training but have not found an apprenticeship place, yet
- Member companies of SÜDWESTMETALL

**SÜDWESTMETALL**  
Inklusionsnetzwerk für die berufliche Ausbildung in der Metall- und Elektroindustrie



## VME – Training Network of the Metal-Working and Electrical Industry

### Vocational Training Management

- Support in finding suited candidates
- Support in selecting the candidates
- Assumption of the personnel administration by employment at BBQ

**SÜDWESTMETALL**  
Inklusions-Team der BBQ Südwestmetall gGmbH, 70439 Stuttgart



## VME – Training Network of the Metal-Working and Electrical Industry

### Vocational Training Support

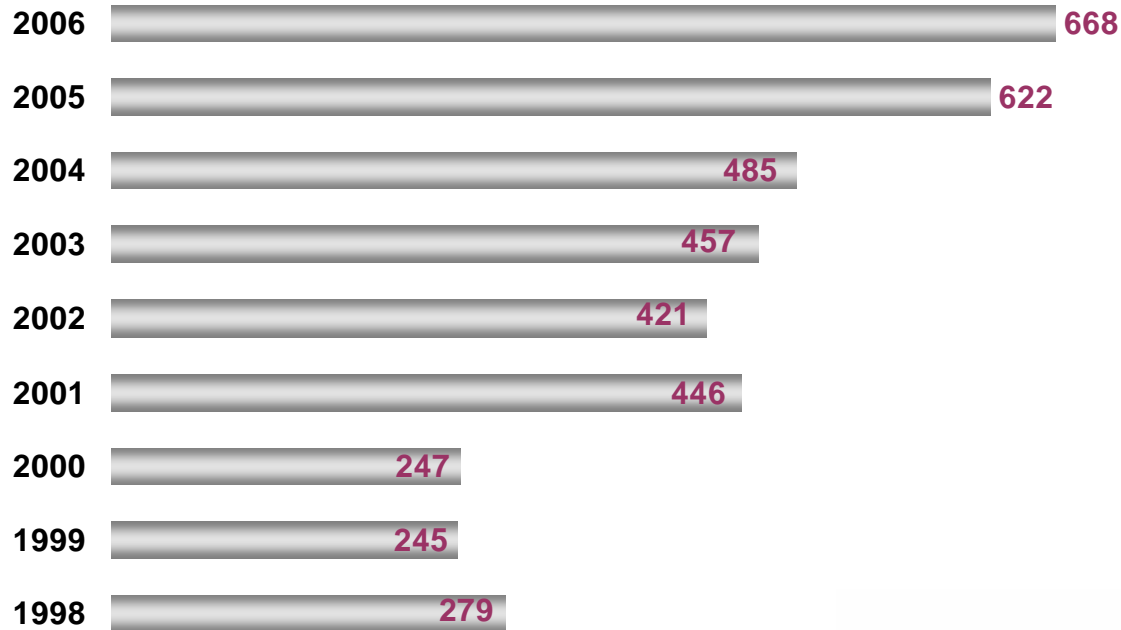
- Regular individual in-company support
- Preparing examinations
- Tutoring
- Conflict management
- Consultancy in any situation
- Contact to vocational school, parents and company
- Two seminar courses annually

**SÜDWESTMETALL**  
Inklusion durch Vielfalt in der Berufsbildung



## VME – Training Network of the Metal-Working and Electrical Industry

### Results



**SÜDWESTMETALL**  
Inklusionsnetzwerk für die Metall- und Elektroindustrie



Thank You Very Much!



SÜDWESTMETALL  
In der Zukunft mit Talent und Bildung zusammenarbeiten. www.suedwestmetall.de



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