

ADVANCING APPRENTICESHIP

AN INTERNATIONAL COLLABORATION



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**Amy Pechacek, Secretary**  
Wisconsin Department of Workforce Development



# Wisconsin Apprenticeship

Building Prosperity



# 2024

Year of the  
**Worker**

**2.9%**

Low Unemployment  
(Oct. 2024)

Record High

**3M+**

Employed &  
Nonfarm Jobs  
(Oct. 2024)

**65.7%**

Labor Force  
Participation  
(Oct. 2024)



# 100 Years of Wisconsin Apprenticeship

# Ideas & Outcomes



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**Dirk Schulz**, Deputy Consul General  
Federal Republic of Germany



Consulate General  
of the Federal Republic of Germany  
Chicago



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**Michael Qualter**, Deputy Administrator  
U.S. Department of Labor's Office of Apprenticeship



ApprenticeshipUSA

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**Michele Carter**, Administrator  
DWD Division of Employment and Training

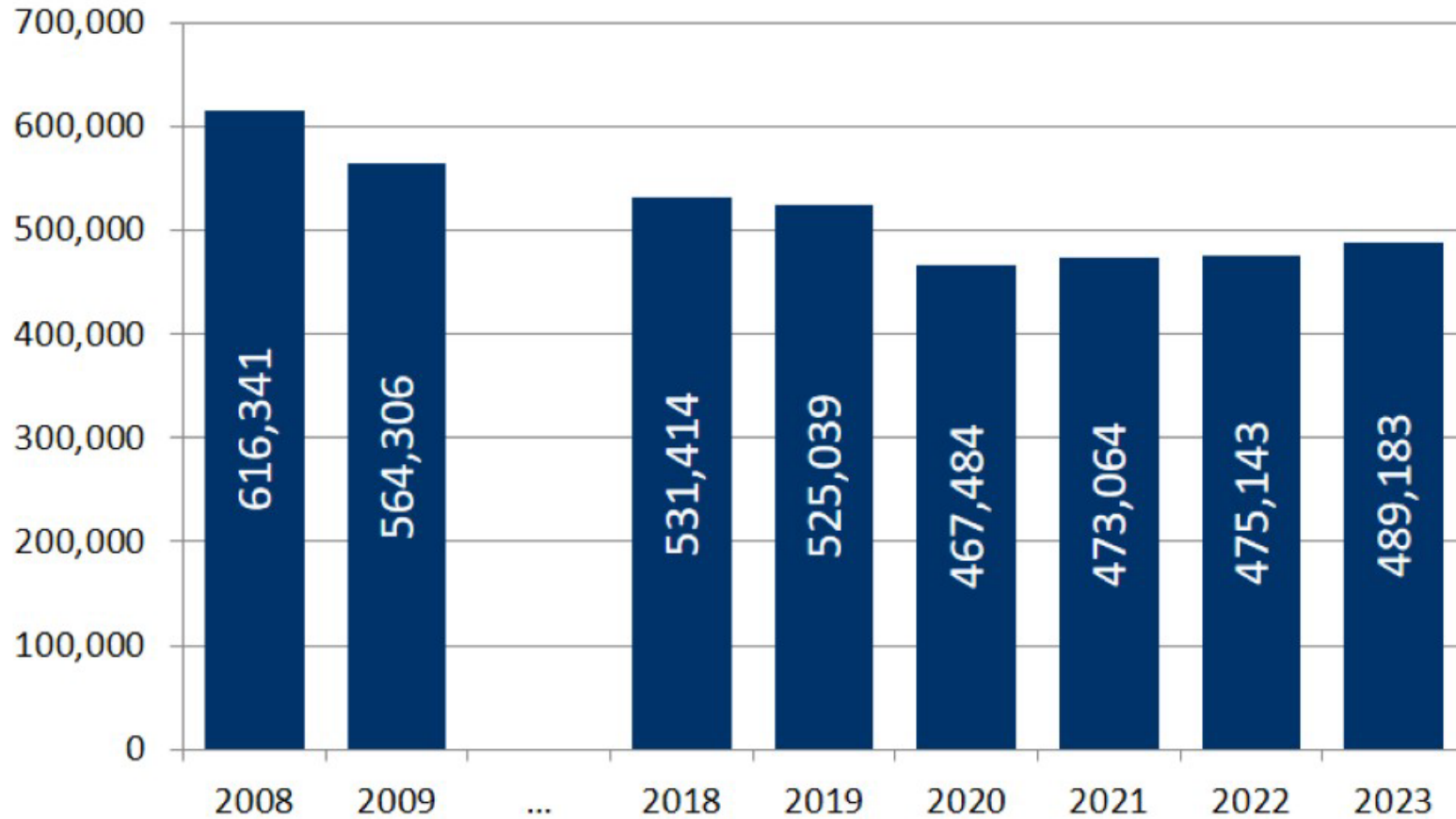
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**Dr. Hubert Ertl, Deputy President**  
Federal Institute for Vocational Education & Training (BIBB)

## New training contracts



+14.000 (+3,0 %) (c. 2022)

-35.900 (-6,8 %) (c. 2019)

+21.700 (+4,6 %) (c. 2020)

Source: BIBB survey of new training contracts as of 30 September (all absolute numbers rounded to a multiple of 3)

## Concurrence of crises

- Corona pandemic
- War in Ukraine
- Changes in democratic societies
- Global tasks:
  - Fulfilment of the Sustainable Development Goals,
  - Automation and digitalization, AI
  - Demographic change

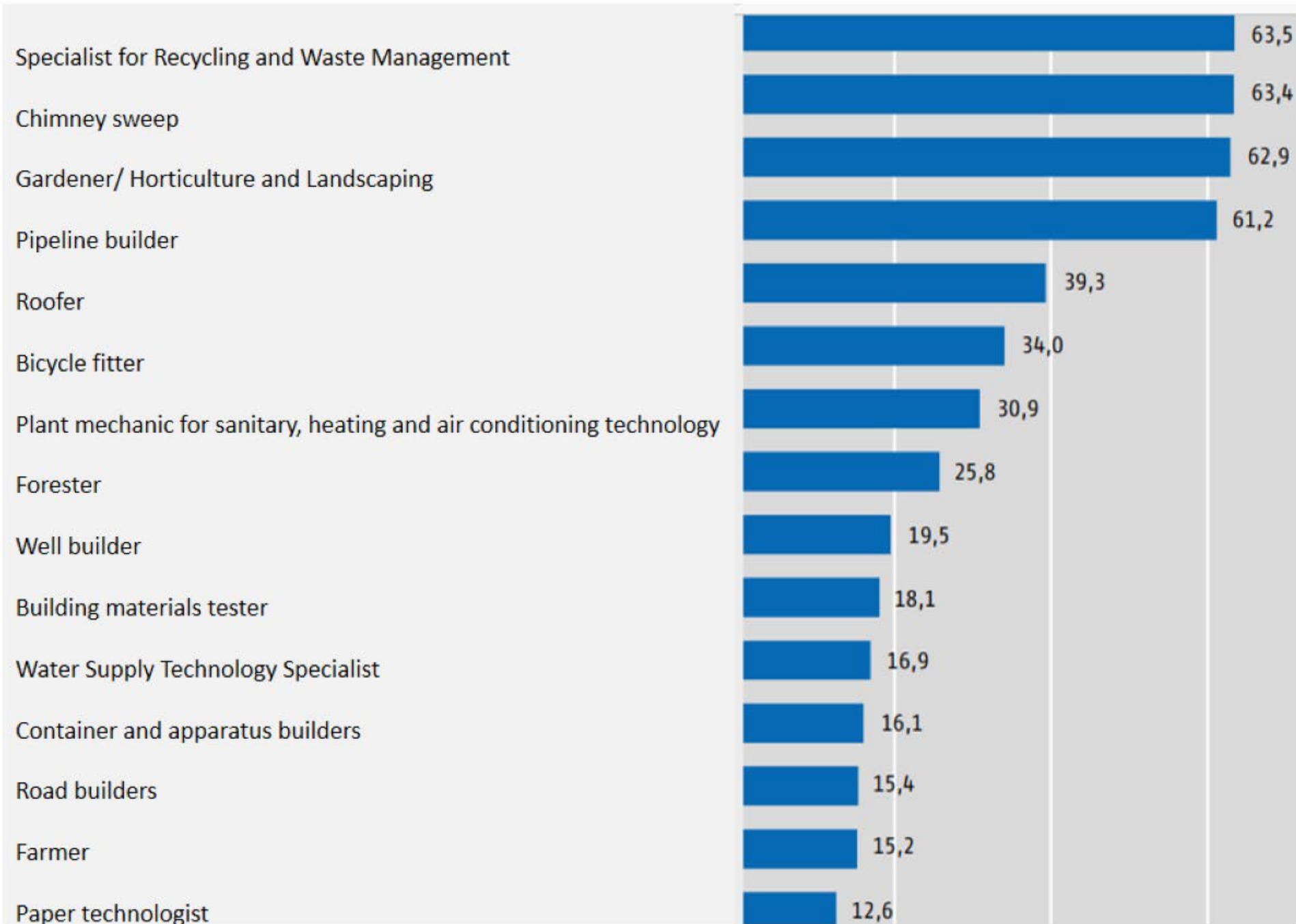
## Increasing social inequalities

- Unequal distribution of access to certain technologies, e.g. digital devices in schools and universities
- Unequal distribution of ecological burden between countries, Global North and South, industrial sectors and individuals
- Affordability of climate-friendly technology such as e-cars and heat pumps

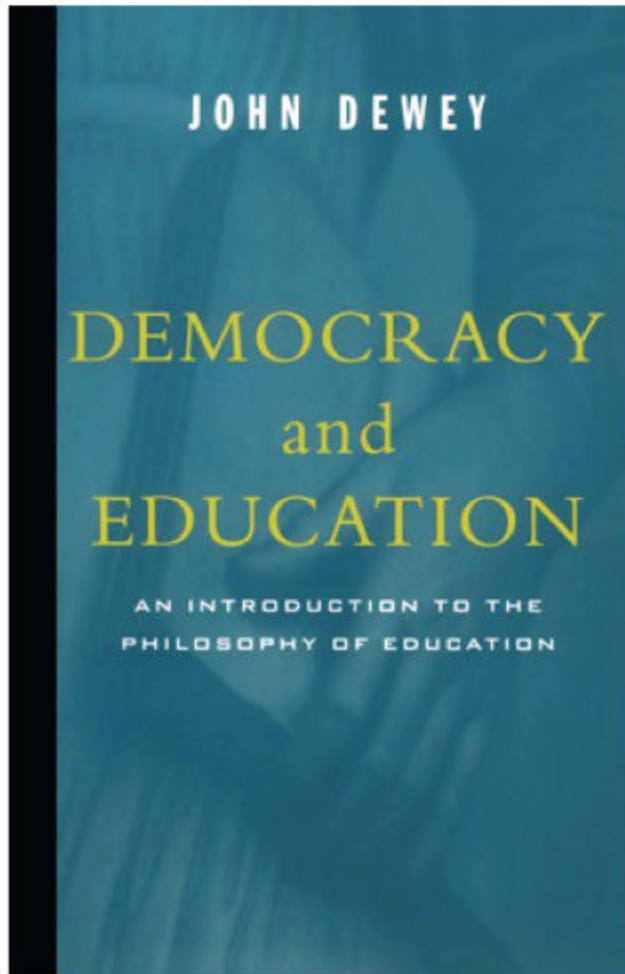
Expected labor market changes due to structural change

Berufssegmente (KldB2010)	Changes 2020 to 2030 (ths)			Changes 2030 to 2040 (ths)		
	Cutting jobs	Creating jobs	Difference	Cutting jobs	Creating jobs	Difference
Agricultural, forestry and horticultural professions	-80	47	-33	-49	15	-33
Manufacturing Occupations	-375	53	-322	-231	33	-198
Manufacturing Profession	-310	139	-172	-266	67	-199
Construction and finishing occupations	-89	80	-8	-184	21	-162
Food & Hospitality	-250	42	-208	-70	82	12
Medical and non-medical health professionals	-60	508	448	-43	346	303
Social and cultural service professions	-110	498	388	-141	208	68
Commercial professions	-281	74	-206	-184	37	-148
Professions in corporate management and organization	-315	303	-12	-321	184	-137
Business-related service occupations	-304	301	-4	-265	128	-137
IT and scientific service professions	-46	245	199	-52	138	87
Safety professions	-44	52	8	-39	24	-16
Transport and logistics professions	-193	247	54	-165	116	-49
Cleaning professions	-100	43	-56	-51	19	-32
<b>Altogether</b>	<b>-2.557</b>	<b>2.632</b>	<b>75</b>	<b>-2.062</b>	<b>1.421</b>	<b>-642</b>

Proportion of green terms found in apprenticeship advertisements 2011 to 2022 (in %)



# VET and Citizenship Education



*“A democracy is more than a form of government; it is primarily a mode of associated living, of conjoint communicated experience”*

(Chapter 7)



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**David Polk**, Director  
DWD Bureau of Apprenticeship Standards

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**Dr. Henning Klaffke**, Professor  
Hamburg University of Applied Sciences

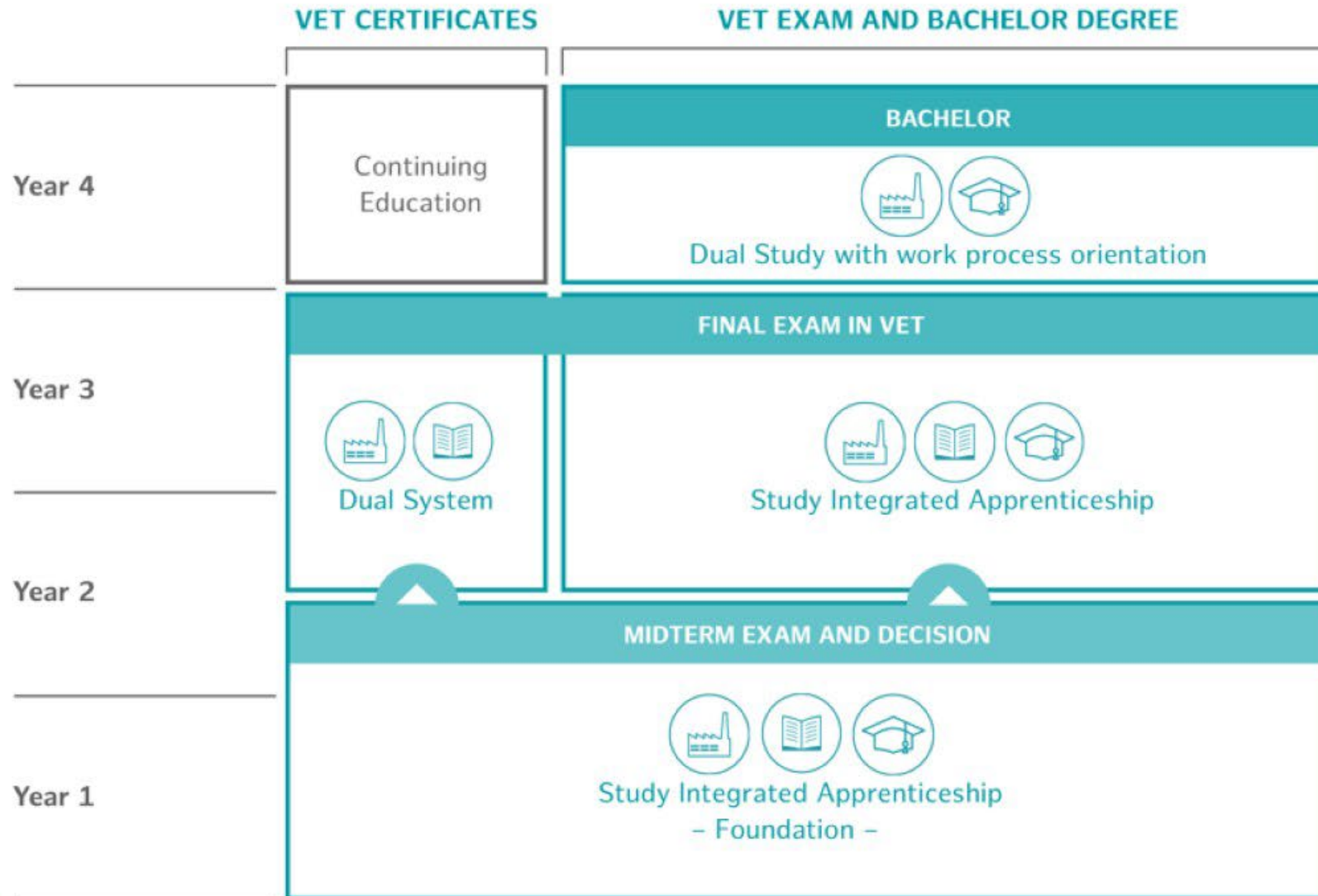
# Study Integrated Apprenticeship

a new concept to enhance  
vocational and academic education at the  
Berufliche Hochschule Hamburg - (UAS)

Prof. Dr. Henning Klaffke



<b>VET Occupations</b>	<b>Industrial Clerks Bank Clerks, Marketing and Communication Clerks</b>	<b>IT Specialists</b>
<b>Study Courses</b>	<b>Business Administration Industrial Management, Banking and Finance , Marketing &amp; Communication</b>	<b>Computer Science</b>





## Quality management in 3 Learning Venues (TQM)

- † **Aim: Quality Assurance of SIA**
- † Joint Project HIBB-BHH, HIBB as Lead
- † 1 out of 17 funded Projects of the policy „InnoVET“  
by the Federal Ministry of Education and Research
- † **Duration:** 01.11.2020 bis 31.10.2024
- † **Volume:** 4 Million Euro
- † **Number of Staff:** 15
- † **Location:** Anckelmannstraße 10 (BS01/02)





## • Coaching and Counselling

- Educational path
- Coordination of advisory and accompanying offers



## • Assessment and Monitoring

- Chamber Exams
- Module Assessment
- Monitoring
- E-Portfolio



## • Cooperation of Learning Venues

- Curriculum Development
- Company
- Evaluation
- Didactic and Andragogic
- Continuing Education

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# Questions & Answers



and

