



# TVET Hamburg:

## challenges and solutions

### in the context of global educational transformations

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# Agenda

- A few words about GFA Consulting Group GmbH
- Global economic transformations: impact on education
- TVET Hamburg as a response to calls of time
- Green TVET School: digital by purpose
- Q&A

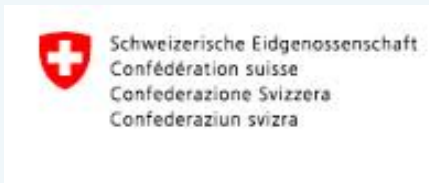
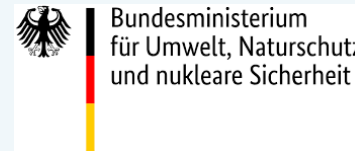


▶ **40** YEARS EXPERIENCE IN **130** COUNTRIES

▶ MORE THAN **3,000** PROJECTS EXECUTED

▶ IN 2021 GFA CARRIED OUT **556** PROJECTS AND STUDIES AROUND THE WORLD

## IMPORTANT CLIENTS



## FINANCIAL INDICATORS 2021 - CONTINUOUS GROWTH



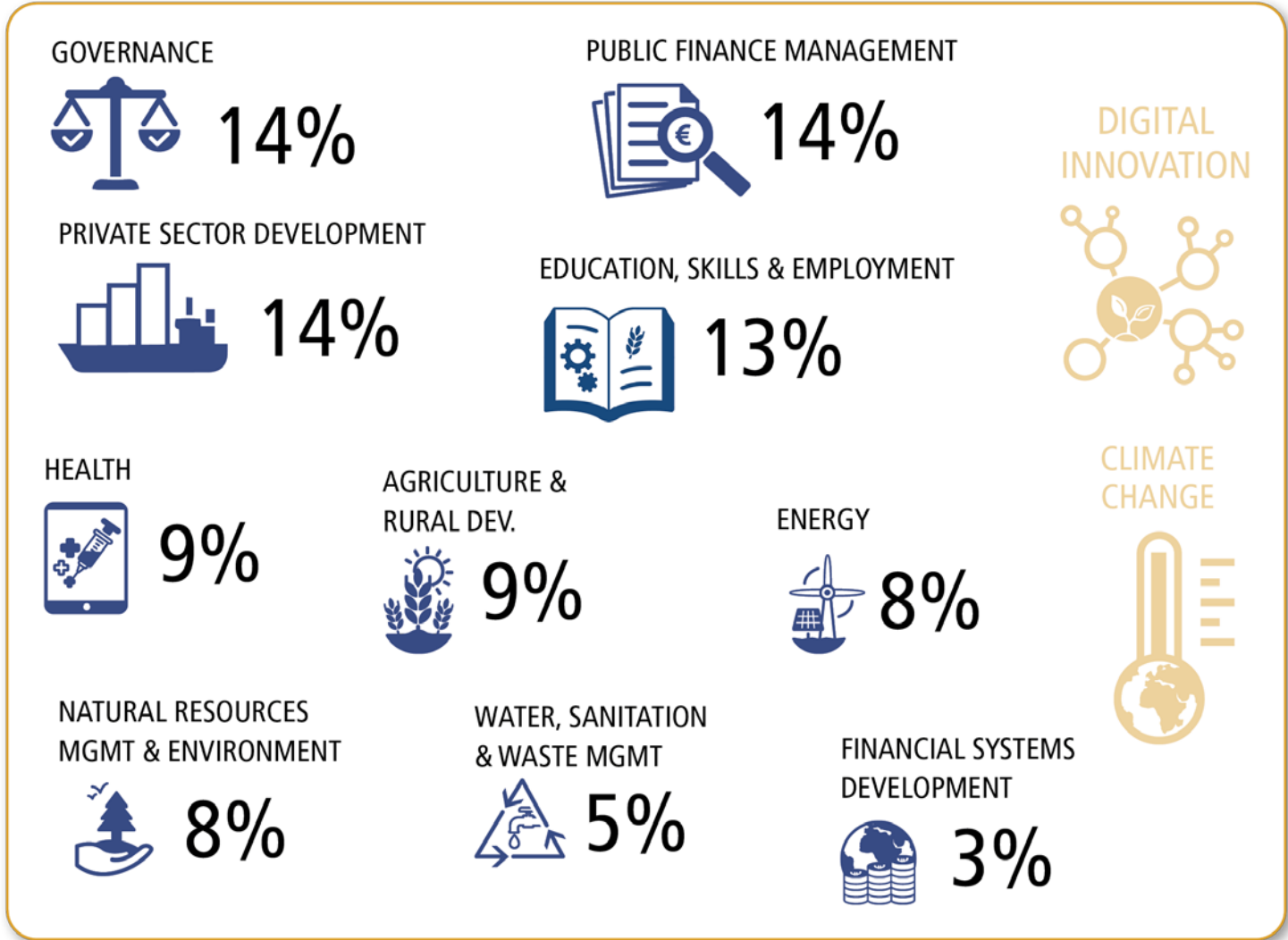
**TURNOVER**  
GFA CONSULTING GROUP  
2021  
MILLION EURO

**141**

**TURNOVER**  
GFA GROUP  
2021  
MILLION EURO  
*EQUITY 33%*

**153**

**BUSINESS AREAS**  
(% TURNOVER, SELECTION 2021)





- Education policy and education systems development
- Capacity development for education & training organizations as well as for institutions engaged in employment creation
- Dual VET, dual higher education
- Education financing
- Lifelong learning
- Initial and further education & training
- Sector specific TVET eg. agriculture, water, renewable energy
- Job placement and career guidance
- Youth employment:
  - Labor market reforms
  - Curriculum development
  - Procurement management
- Quality assurance (accreditation and certification)



# Global trends of world development

## Internationalization of economy



- ✓ Climate, demography, globalisation, technological progress change our world at ever faster pace
- ✓ Increased global competition
- ✓ Changed dimensions of the labour market
- ✓ Mobility of labour

## Speeding up of the scientific and technological progress

- ✓ Transition to the knowledge society
- ✓ Smart Manufacturing and Industry 4.0
- ✓ Emerging skills, new jobs, changed occupational profiles
- ✓ Life long learning





# Manufacturing system of the past



- Mass production of standardised products (economics of scale)
- Extended stockkeeping
- Repetitive processes, one-purpose technologies
- **Lots of small work steps, specialisation**
- **Low qualification requirements**
- **Hierarchy, low individual responsibility,**
- Centralised policy making

# Production in the knowledge economy

- Flexible short-scale production, small stockkeeping,
- **Smart multi-purpose technologies**
- Horizontal organisation of labour, individual responsibility, decentralization, spatial clusters
- **Hypercompetition, international quality management**
- Virtual and geographical mobility, asynchronous communication
- **Human intellectual is the key engine of economic enhancement:** higher qualification requirements, transversal skills
- **Competencies as the decisive component of a value chain of enterprises**





## Drivers of change:

- Globally connected world, hypercompetition, superstructured organizations, SDGs
- Digitalization, visualization, new media ecology, 'smart' innovations
  - Changing occupational standards and learning outcomes
  - Need for improved career pathways and future-focused LLL
  - Need for quality assurance at system, institutional, individual levels



## Levels of TVET internationalization:

→ **didactic curricular:** development of transnational vocational competence of trainees, new forms of training etc.

→ **level of supranational educational policy:** mega-standards for professions, international benchmarking of TVET quality, transparency and recognition of qualifications, promotion to international mobility of TVET students and teachers

**TVET** Hamburg

# TVET Hamburg

Three partners joined forces...



... Vocational Education from one source in one place

# OUR OFFER

- 1 Information Workshops and Study Tours
- 2 Qualification of TVET Personnel
- 3 Curriculum Development
- 4 Certification and Assessment Procedures
- 5 Development of TVET Systems
- 6 Digital Learning Offers

# Green TVET School 2022

- **Digital Training on German dual TVET**
- **first-hand experience** from German vocational schools, industrial companies, research and management institutions implementing dual TVET with focus on **renewable energy solutions and energie efficiency**
- For **TVET professionals**
- **6 weeks** with a total workload of **24 hours**



Help Desk



Webinar



Course Timetable

Module 1: Introduction to the German dual TVET system



Module 2: Learning venue cooperation & sustainable development in TVET



Module 3: Vocational jobs in renewable energy



Module 4: Green TVET curriculum development and TVET centers setup



Module 5: Crosscutting topics - digitalisation, teacher training & quality management



Module 6: Developing your own roadmap towards 'greening' TVET



### TVET Teacher Training in the Dual TVET System

In this section, we will take a closer look at the topic of TVET teacher training systems. You will also have the opportunity to learn and exchange with Prof. Dr. Thomas Schröder during the live webinar on Thursday.

Furthermore, we have prepared the below summary. Please drag and drop the missing words into the blanks while reading.

#### TVET teachers and in-company trainers in the dual TVET system in Germany

Germany is known for its [ ] in vocational education. The success of the system is based on the high quality of apprenticeships and in-company trainers, national standards and training regulations (both for in-company and school-based programmes) and by the close [ ] between the state, companies and social partners based on social dialogue and shared decisions. The four stakeholders, the federal governments and state government, companies and trade unions, develop the [ ]. These regulations allow some flexibility to give room for company's plans for apprentices.

- vocational action competence
- isolated skills
- dual system
- training regulations
- behaviour and attitude
- cooperation

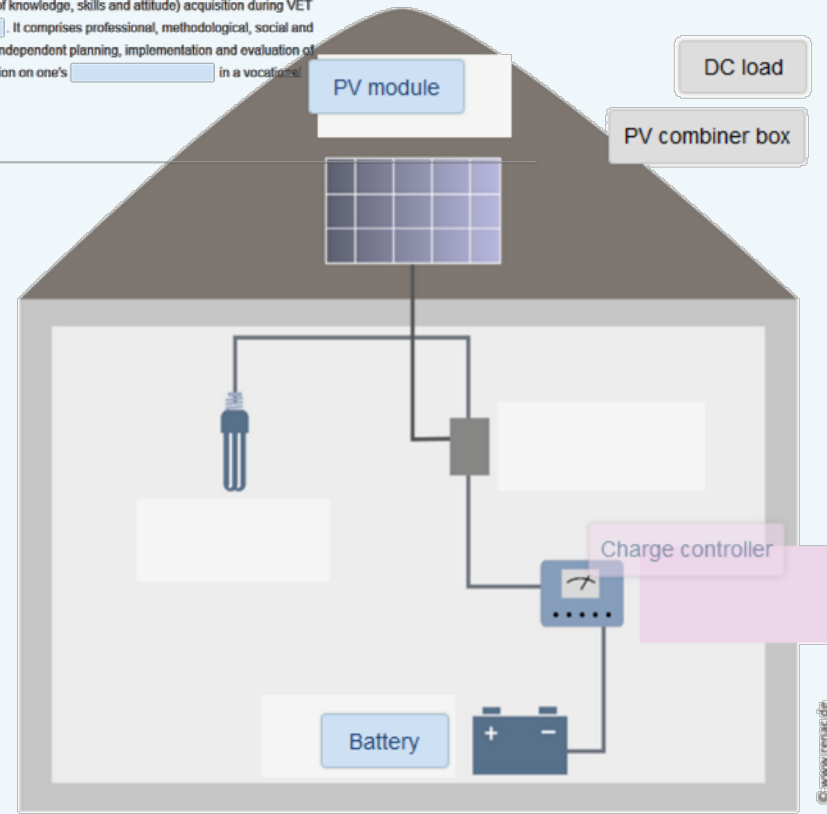
Another characteristic of the German VET system is the concept of [ ]: a holistic and integrated approach to competence (a combination of knowledge, skills and attitude) acquisition during VET instead of the acquisition of [ ]. It comprises professional, methodological, social and personal competences. This lays the foundation for independent planning, implementation and evaluation of work and professional tasks, and for personal reflection on one's [ ] in a vocational context.

Check

Digital by purpose

Flexible learning experience

Increased access



Check

# How is it going?

- **Two successful rounds** in 2021
- More than 70 TVET professionals from **all around the world**
- **Tangible course outcomes** and certification

➔ 97% of participants would recommend the course to their colleagues



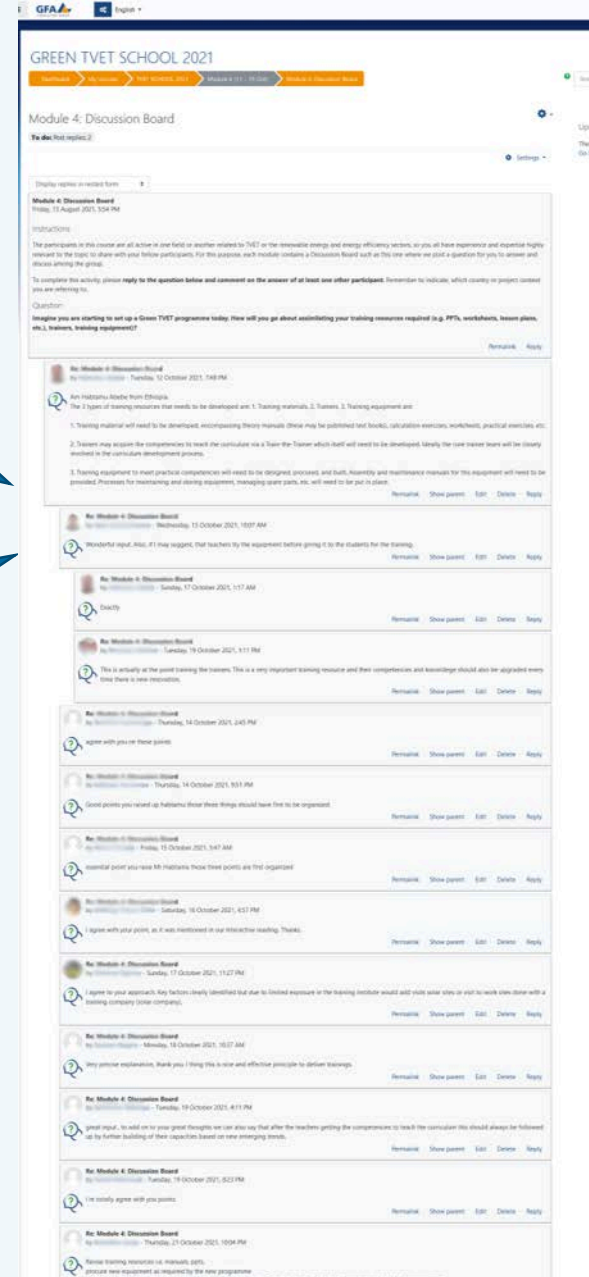
# What participants think:

“The training was very exciting and active. **Sharing knowledge and exchange experiences** with participants from different countries was very useful.”

“It was wonderful to **learn from people of diverse backgrounds** and to share similar concerns.

“Wow! The **roadmap** is like paving the way to take action and implement the program.”

“The whole training was useful and I have learned a lot especially on the German TVET System.”



# What sets the Green TVET School apart?

- **First-hand experience** from German vocational schools, industrial companies, research and management institutions implementing dual TVET and renewable energy solutions
- **Interactive and engaging methods** for peer-learning and shared knowledge: forums, discussions, Q&As, virtual cafés
- Groupwork to develop **real action plans** for ‚greening‘ TVET systems
- **Tangible course outcomes** and certification

# Sneak peak...





- Join us from **17 October to 25 November 2022**
- The registration deadline is **10 October 2022**
- **Register now** on [www.tvet-hamburg.de](http://www.tvet-hamburg.de)

# TVET Hamburg



## TVET Hamburg

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