

SIEMENS



Siemens Professional Education

Perfect Practise – The dual study system

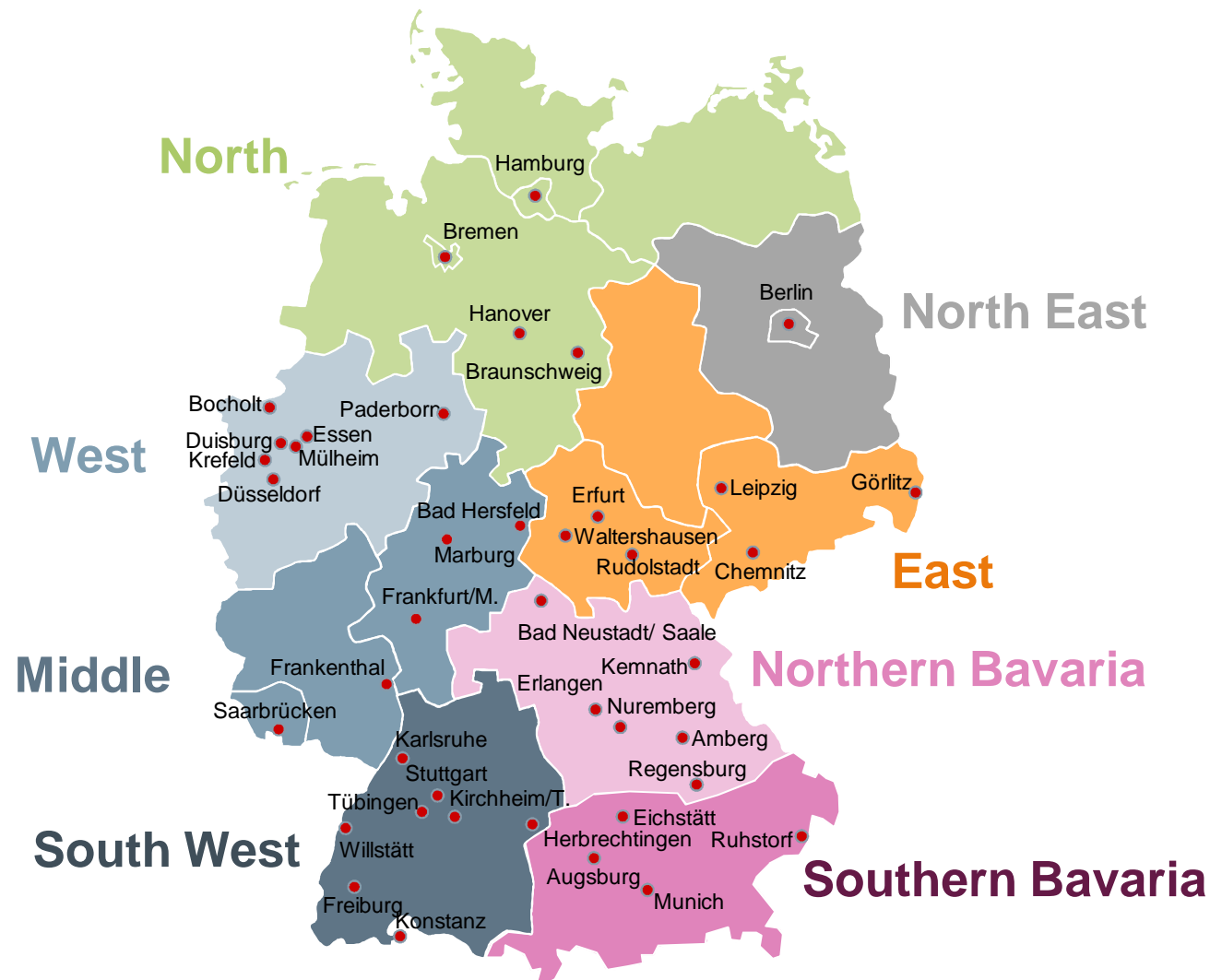
Who we are – Siemens Professional Education and its partners

Excursion – Schooling and the dual training system

What we do – A corporate view on the dual study system

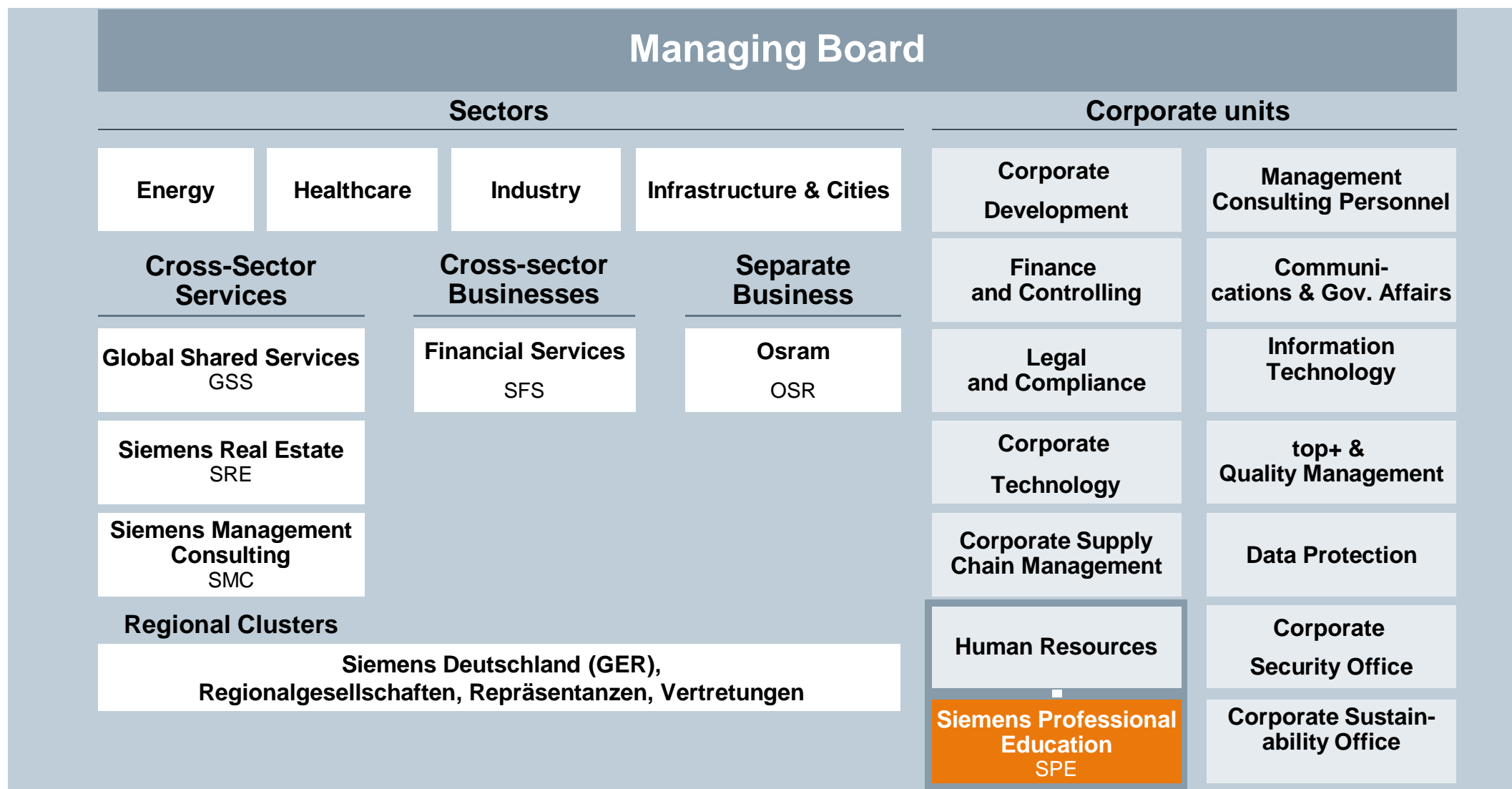
Why we do it – the future of vocational education

Where we are - Siemens offers vocational training all over Germany



As at March 2014

Who we are - SPE is a central department of Human Resources



Excursion: The historical development of the dual training system in Germany

- Introduction of vocational training was formed in the 1870's in recourse to medieval guild training system with its three step curriculum (apprentice, journeyman, master)
- Crafts and vocational training was redesigned to fit the industry's need for skilled workers
- In 1920 first "modern" vocational schools were introduced to increase the school graduates fitness for the job
- In 1969, the modern dual system started with the act on vocational training (BBiG), harmonizing the various different training and school systems in Germany

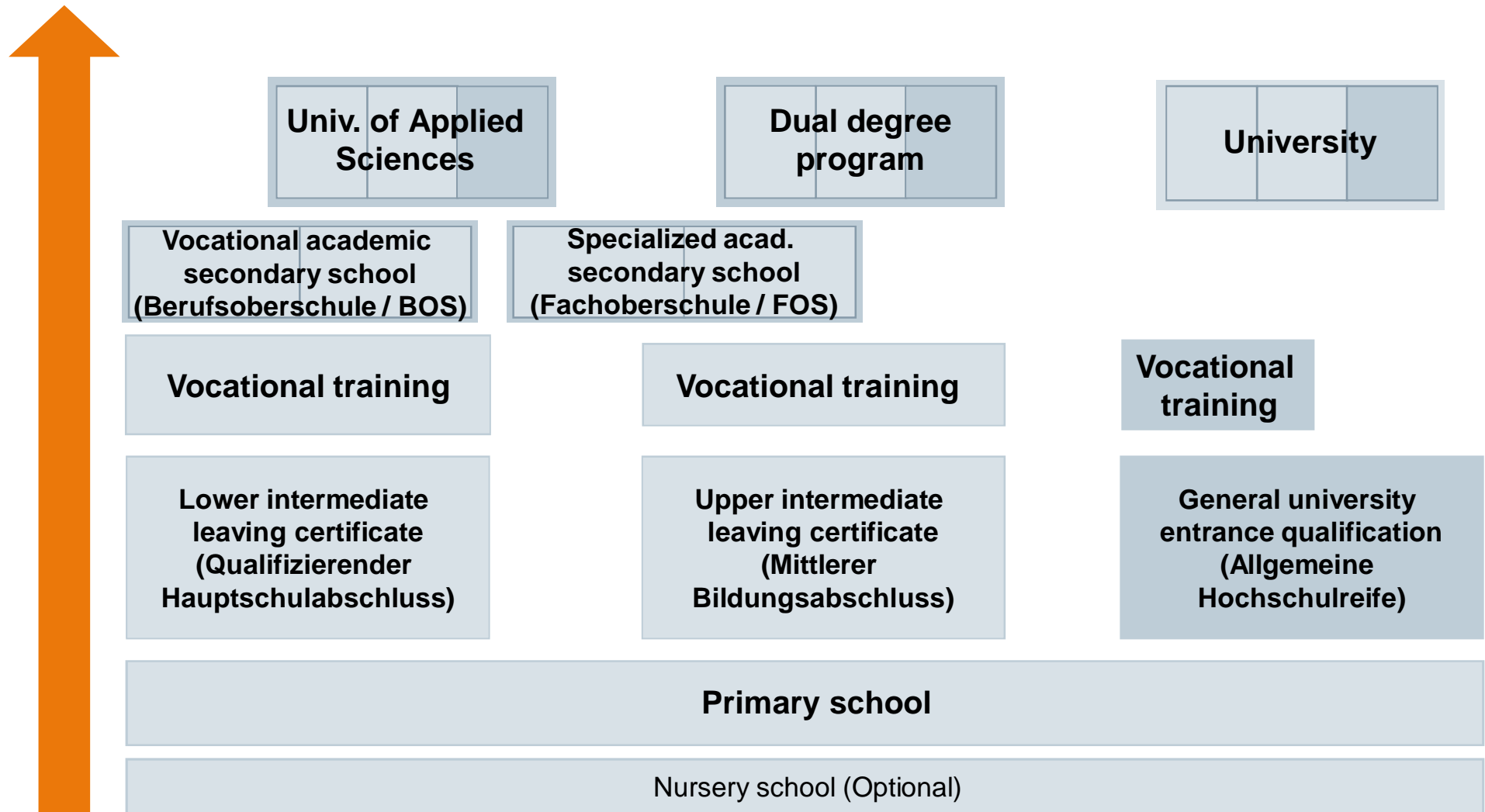


Excursion: The historical development of the dual training system in Germany

- **Dual education laid down by law**
(act governing vocational training, apprenticeship regulations, curriculums)
- **Defined occupations requiring formal training**
(e.g. Industrial Business Management Assistant, Electronics Engineer, Qualified IT Specialist)
- **Duration** of apprenticeship: 2 - 4 years
(may be shortened by 6 months under certain circumstances)
- Apprentice and company conclude an **apprenticeship contract**
(school leavers apply to company)
- **Examinations:** intermediate and final examinations (theory and practice) are centrally set and organized by the Chambers of Industry and Commerce



Excursion - There are various paths of education in Germany, all of which can lead to the highest qualification



(Illustration based on the example of the Free State of Bavaria)

What we do - Dual degree programs are conducted at an institution of higher education with practical periods at the company

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Degree course

Theory in cooperation with 30 institutions of higher education and universities



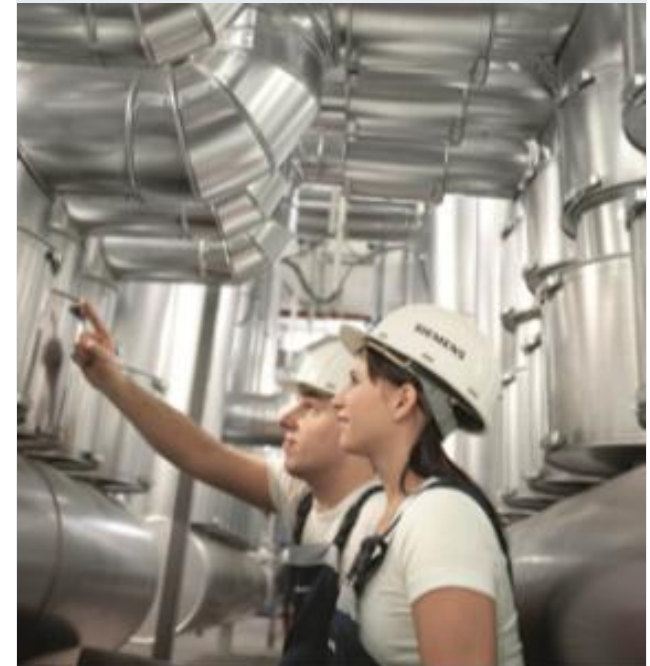
Double qualification for young people



Duration 3 – 4 years

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Practical periods in Germany and abroad



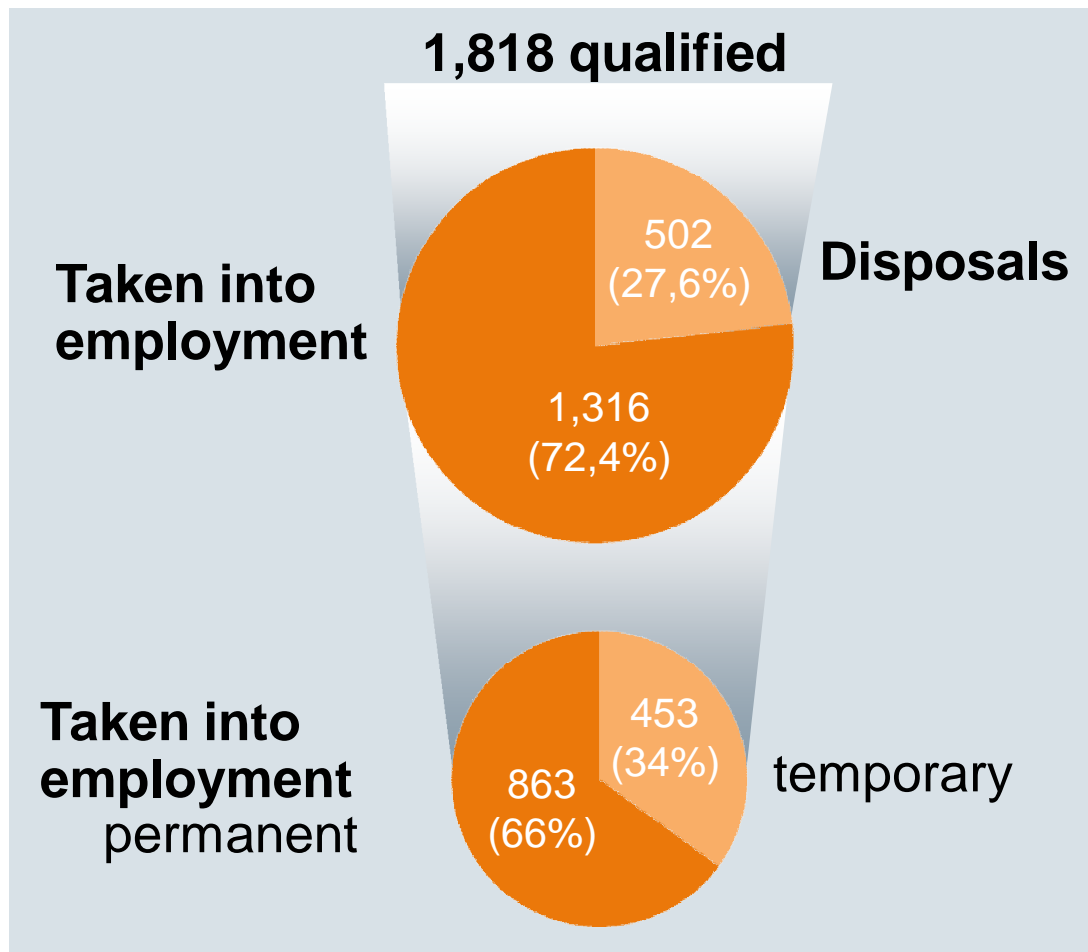
What we do - Examples of our dual curricula

Apprenticeships and degree programs requiring university entrance qualification

Electrical Engineering/ Mechatronics	Information Technology	Mechanics/ Mechanical Engineering	Business Management
<p>Bachelor of Engineering. in Electrical Engineering and Information Technology incl./excl. vocational qualifications awarded by the Chamber of Industry and Commerce</p> <p>Bachelor of Engineering in Electrical Engineering</p> <p>Bachelor of Engineering in Mechatronics incl./excl. vocational qualifications awarded by the Chamber of Industry and Commerce</p> <p>Bachelor of Science in Electrical Engineering and Vocational Training incl. vocational qualifications awarded by the Chamber of Industry and Commerce</p> <p>Bachelor of Engineering in Industrial Engineering Industrial Technologist</p> <ul style="list-style-type: none"> Automation Mechatronic Systems 	<p>Bachelor of Engineering. in Information Technology</p> <p>Bachelor of Arts in Business Administration incl. Specialist Consulting</p> <p>Bachelor of Science in Computer Science</p> <p>Bachelor of Science in IT Engineering and Business Consulting incl. vocational qualifications awarded by the Chamber of Industry and Commerce</p> <p>Specialist Consultant in</p> <ul style="list-style-type: none"> Software Engineering Integrated Systems Sales 	<p>Bachelor of Engineering in Mechanical Engineering incl./excl. vocational qualifications awarded by the Chamber of Industry and Commerce</p> <p>Industrial Technologies in Mechanical Engineering/ Power Engineering</p> <p>Master of Engineering in Power Systems Engineering incl. Bachelor of Engineering + vocational qualifications awarded by the Chamber of Industry and Commerce</p>	<p>Bachelor of Arts in Business Administration incl./excl. vocational qualifications awarded by the Chamber of Industry and Commerce</p> <p>Bachelor of Arts in International Management incl. vocational qualifications awarded by the Chamber of Industry and Commerce</p> <p>Bachelor of Arts in Business Administration Industry/ Service Management</p> <p>Bachelor of Science in Business Information Technology</p> <p>Bachelor of Arts in Management with Engineering</p> <p>Office Management Assistant (2-year)</p>

What we do - most apprentices and students were hired permanently after they completed their education

Apprentices / trainees qualified at Siemens Germany (FY2013)



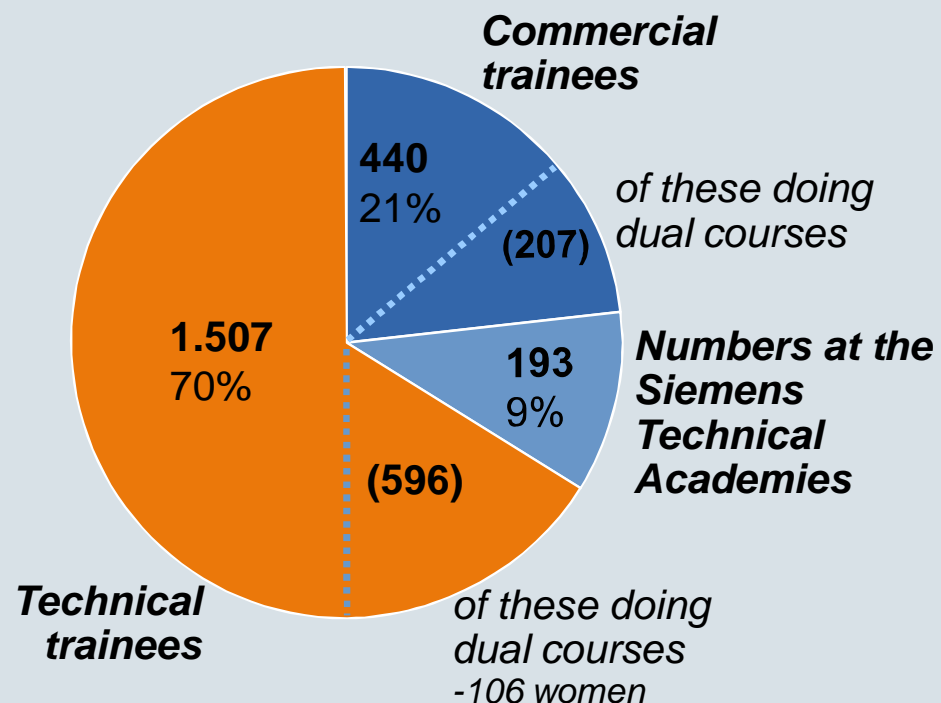
There are many reasons why people leave Siemens after completing their vocational training:

- To aspire to a higher educational qualification
- To go on to higher education (degree course)
- To work outside the company
- Personal reasons

What we do - Siemens is one of the largest trainers in Germany

Training costs Germany: 184' €p. a.

► 2,140 hirings in 2013



Numbers: 6,957

Technical occupations

5375
of these 589 are women

Commercial occupations

1,195
of these 707 are women

Siemens Technical Academies

387
of these 54 are women

Trainees via corporate associations

90

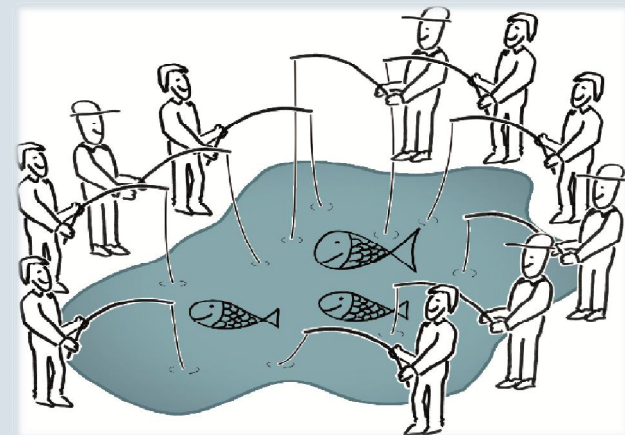
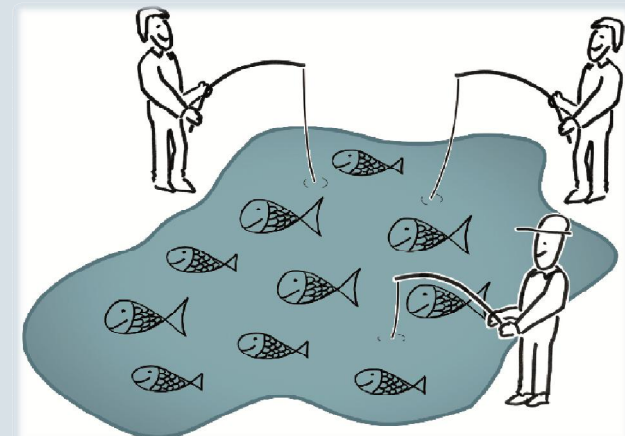
External Trainees

2,814

Why we do it – Why we have to do it!

The education market will become an applicant market

- The number of school graduates will go down until 2020 and competition for best fit applicants will increase.
- There will be a low number of applicants vs. a large number of open jobs (esp. in technical dual courses).
- A growing number of companies will offer dual courses.



Why we do it – Our benefits

Training founded in reality

- Learning on the job
- Insight into their future work environment
- Social qualifications

Career ready employees

- Little to no transaction costs
- No special trainee program required
- Ready for the job after graduation



Contact



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