



Zentren für  
Kommunikation und  
Informationsverarbeitung e.V.

# **The recruitment challenge and the apprenticeship at IT-Centers of German universities**

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# ZKI



## ZKI Working Groups



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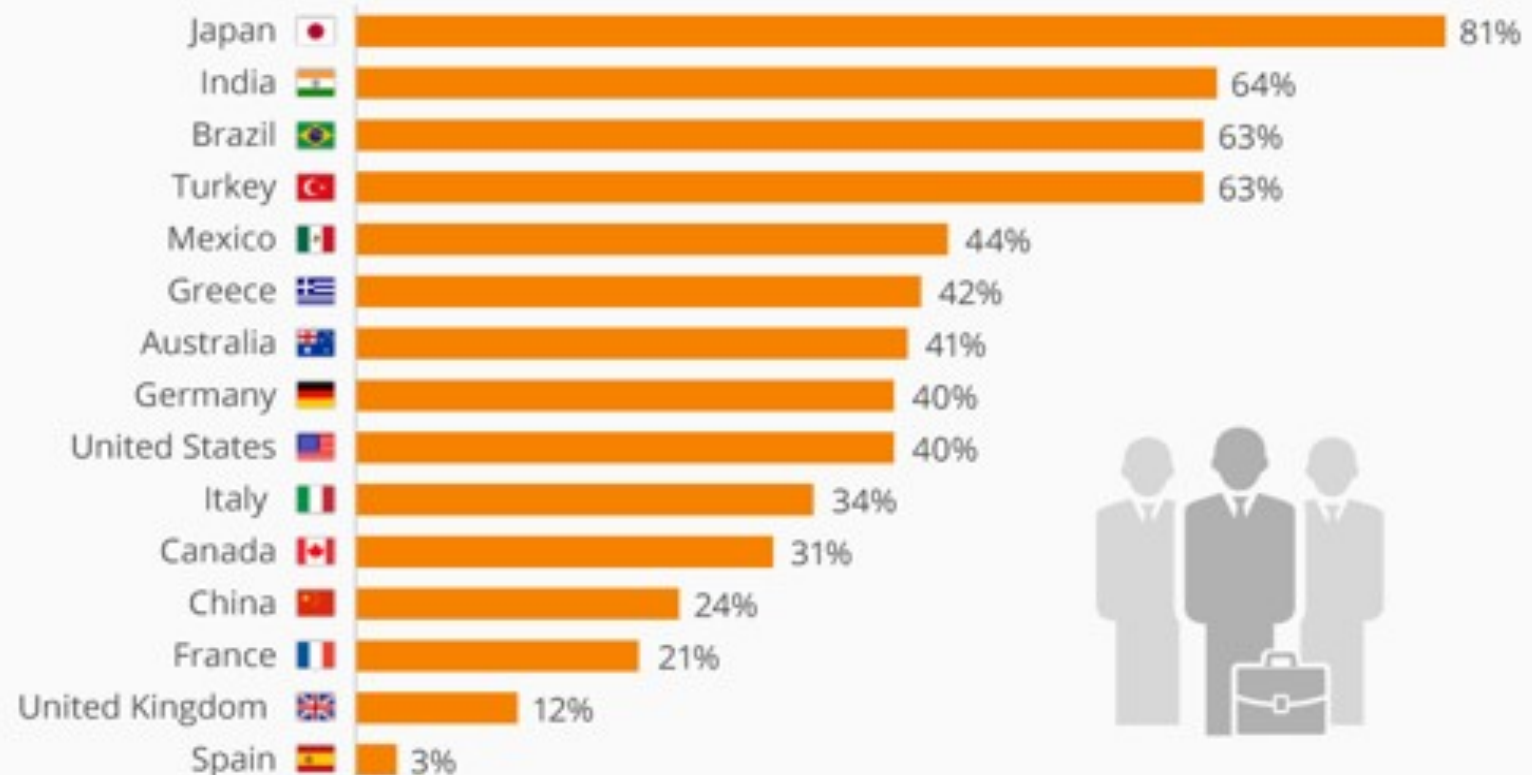
- Apprenticeship
- Campus Management
- E-Learning
- IT Service management
- Security
- IT Strategy and Organization
- Multimedia and Graphics
- Network service
- Software Licenses
- Supercomputing
- IDM
- Web
- Central Systems



# And why?

## The Countries Facing The Greatest Skill Shortages

Skills shortage as a % of firms with 10 or more employees in selected countries\*



@StatistaCharts

\* 2014

Source: Manpower Talent Shortage Survey via OECD

statista



Jumping the Skills Gap

Source: DigitalEurope (eSkills for Jobs in Europe)

Yvonne van Hest: As digital skills gap grows, Europe needs labor mobility, flexible training (<https://dispatcheseurope.com/in-the-end-it-is-about-people-and-it-is-about-jobs/>)

# DO IT YOURSELF

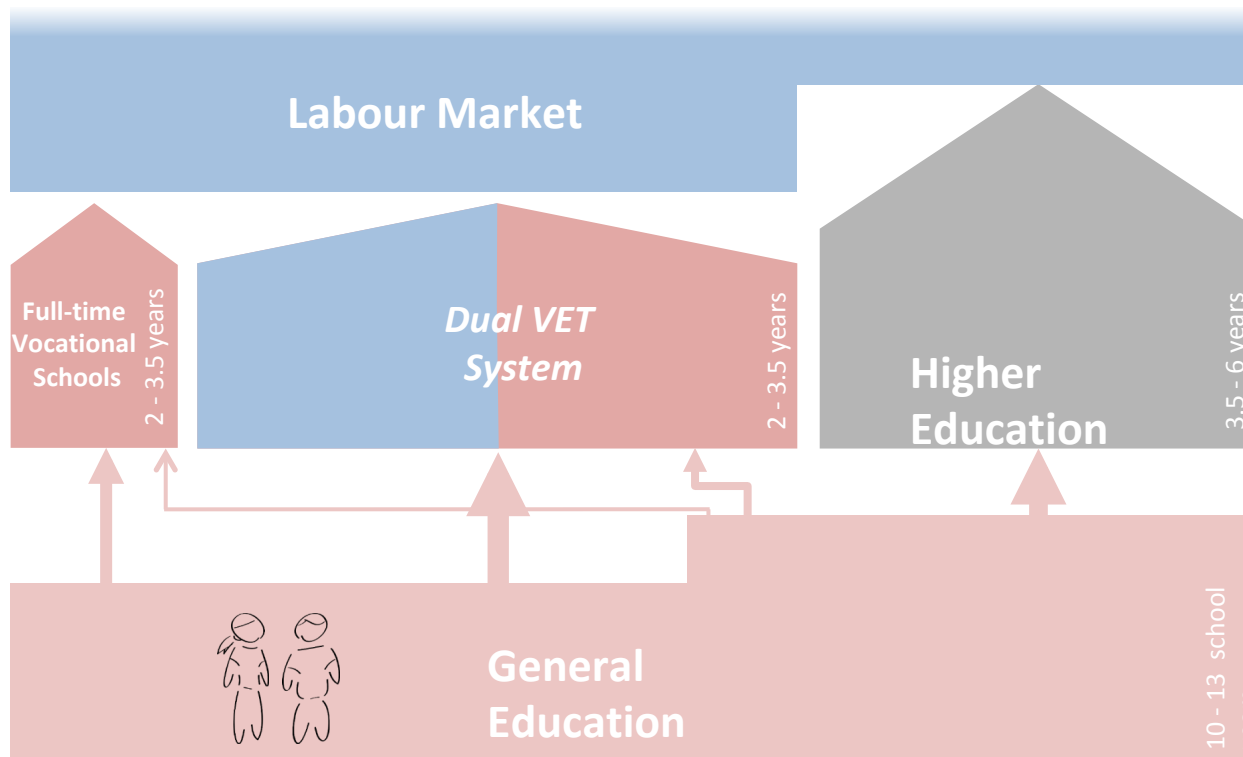
Apprenticeship as solution to  
the looming shortage of  
skilled workers

TEACH

A young woman with long brown hair in a braid, wearing black-rimmed glasses and a white t-shirt, is smiling while working on a laptop. She is in a modern office setting with a grey desk lamp and various office supplies visible in the background. The text 'The German Apprenticeship' is overlaid in large white font.

# The German Apprenticeship

# Dual VET: a common path to employment

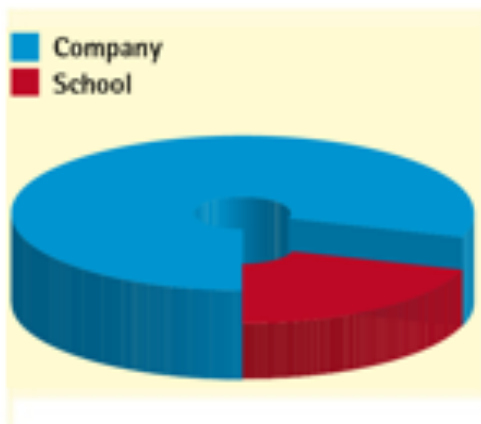


Federal institute for vocational education and training (bibb): "Dual VET - Vocational Education and Training in Germany"

# Dual Training



Training is mainly  
provided in the  
company –  
supported by  
teaching in part-time  
vocational school  
(Berufsschule)



A full-page photograph of three young adults (two men and one woman) jumping joyfully in a snowy park. They are all smiling and have their arms raised in the air. The woman on the left is wearing a brown jacket over a grey t-shirt and blue jeans. The man in the middle is wearing a blue denim jacket over a black t-shirt and black pants. The man on the right is wearing a black t-shirt and black pants. They are jumping over a snow-covered path. In the background, there are bare trees, a brick building, and a sign that reads "Caution! Cross Traffic Does NOT Stop for Pedestrians".

# GOALS & MOTIVATION

# The Apprenticeship life cycle & more



**Influencer**

## Vocational Education

Company Training  
Vocational School

Certificate



## Continuing education

Bachelor  
Master

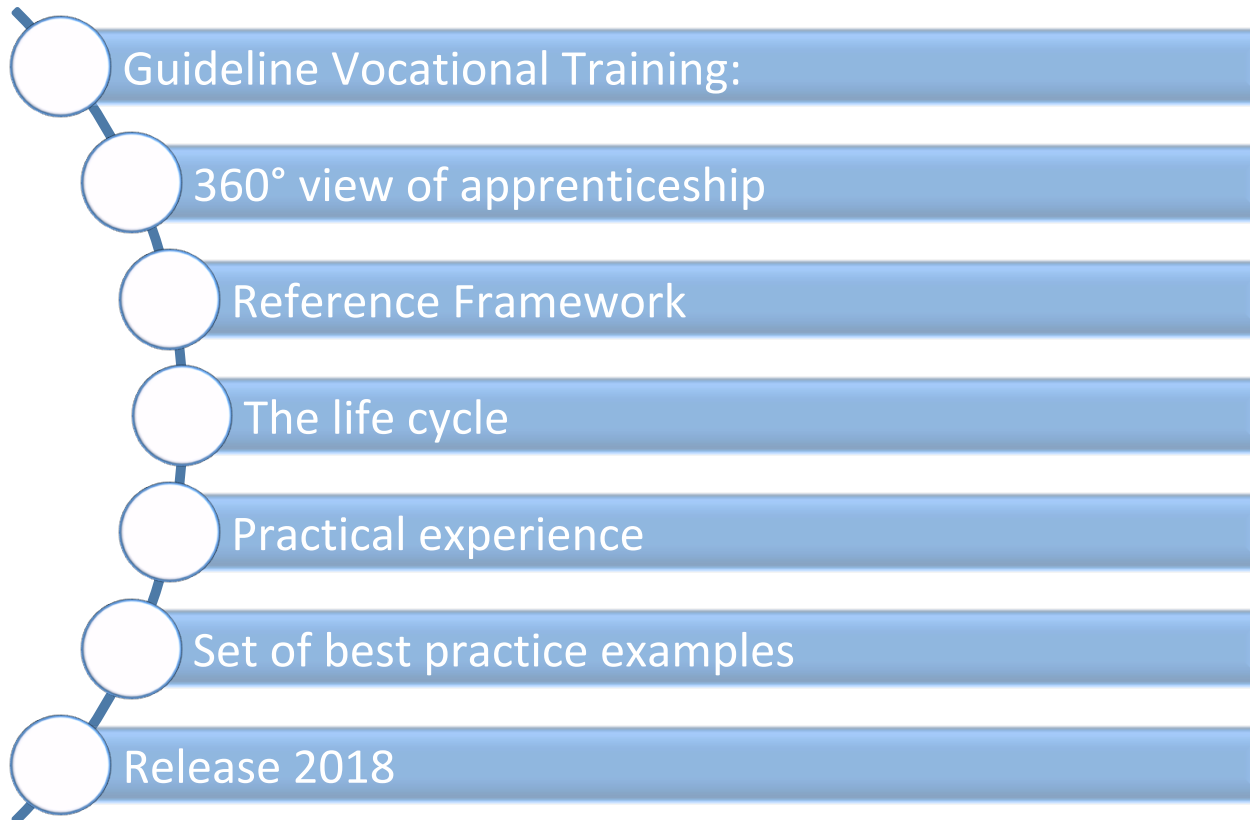


## Specialist Career

Individual  
Training



# ZKI Working Group *Apprenticeship* – Guideline



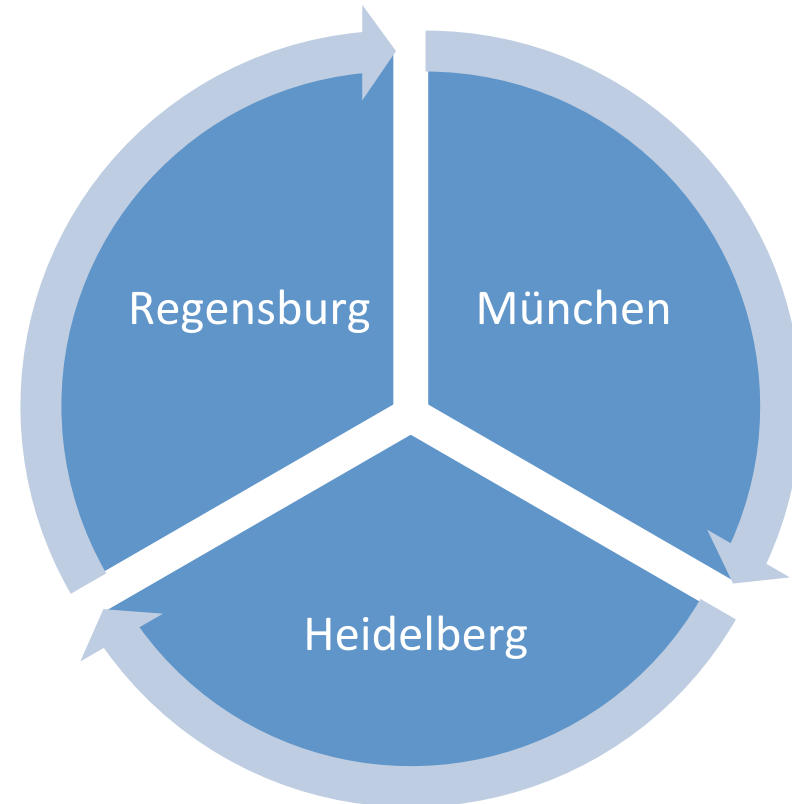
# Apprentice Exchange



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**1 group -> 3 IT Centers-> 3 Apprentices**



# Conclusion



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- ➡ The growing shortage of IT professionals in almost all European countries is an important fact.
- ➡ Apprenticeship is an important concept for personal recruitment to overcome the upcoming shortage of specialists.
- ➡ It is crucial to improve and extend this system in future, e.g. with closer cooperation and collaboration.

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A top-down view of a desk with various travel-related items. A silver laptop is open on the left. Next to it is a white mug filled with brown liquid. A black passport for the United States of America lies in the center. A light green Instax camera is on the left. A hand with a black watch and a ring points at a map on the right. A silver camera with a black strap is at the top right. A pair of sunglasses is on the right. A black hat is at the bottom. The background is a large map of the United States.

# What's about an international exchange?