Zentren für
Kommunikation und
Informationsverarbeitung e.V.

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

Kerstin Bein

Maja Ruby, Rainer Bockholt

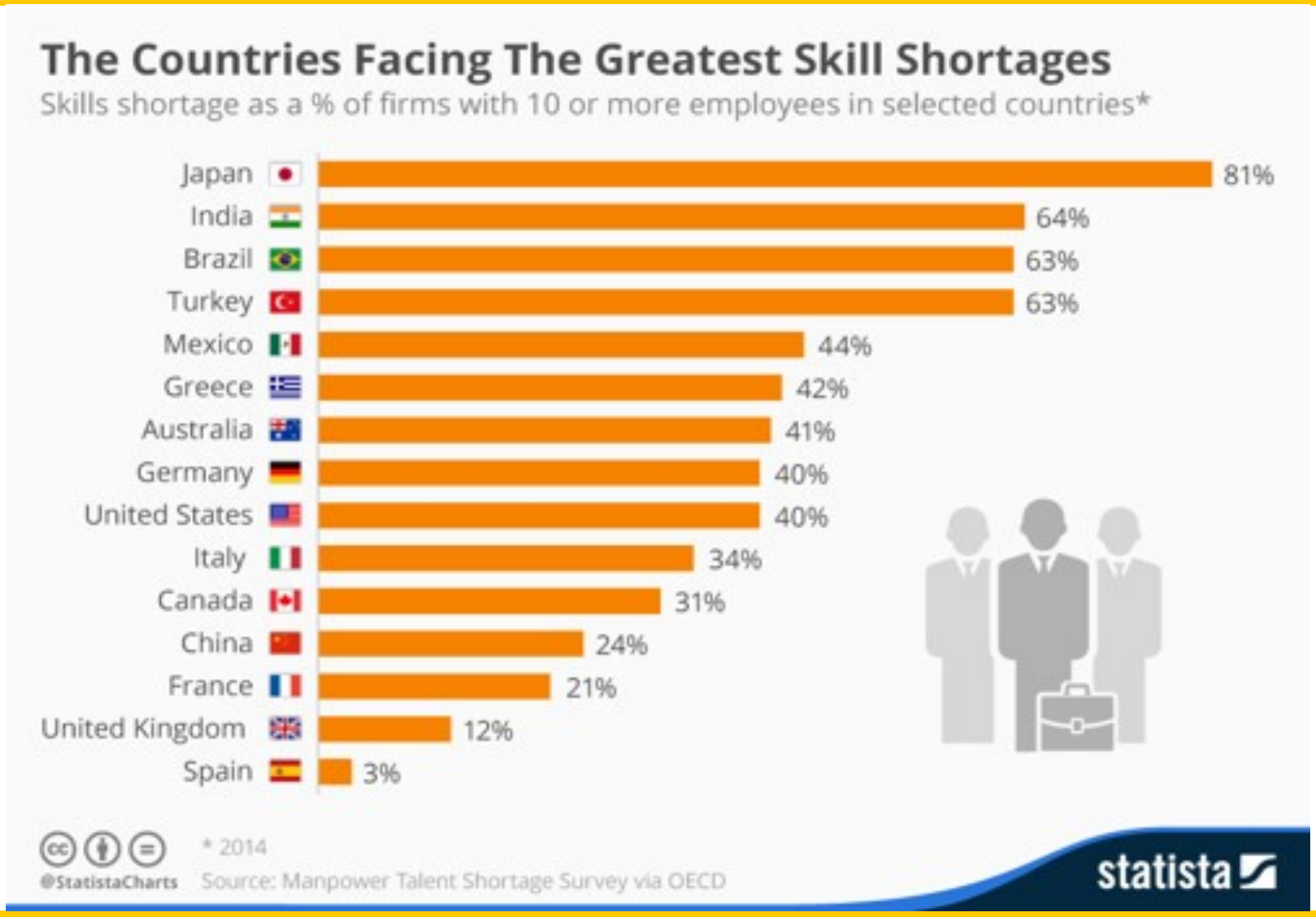
ZKI

ZKI Working Groups

ZKI Working Groups

- 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*
Japan 81%
India 64%
Brazil 63%
Turkey 63%
Mexico 44%
Greece 42%
Australia 41%
Germany 40%
United States 40%
Italy 34%
Canada 31%
China 24%
France 21%
United Kingdom 12%
Spain 3%
* 2014
@StatistaCharts
Source: Manpower Talent Shortage Survey via OECD
statista

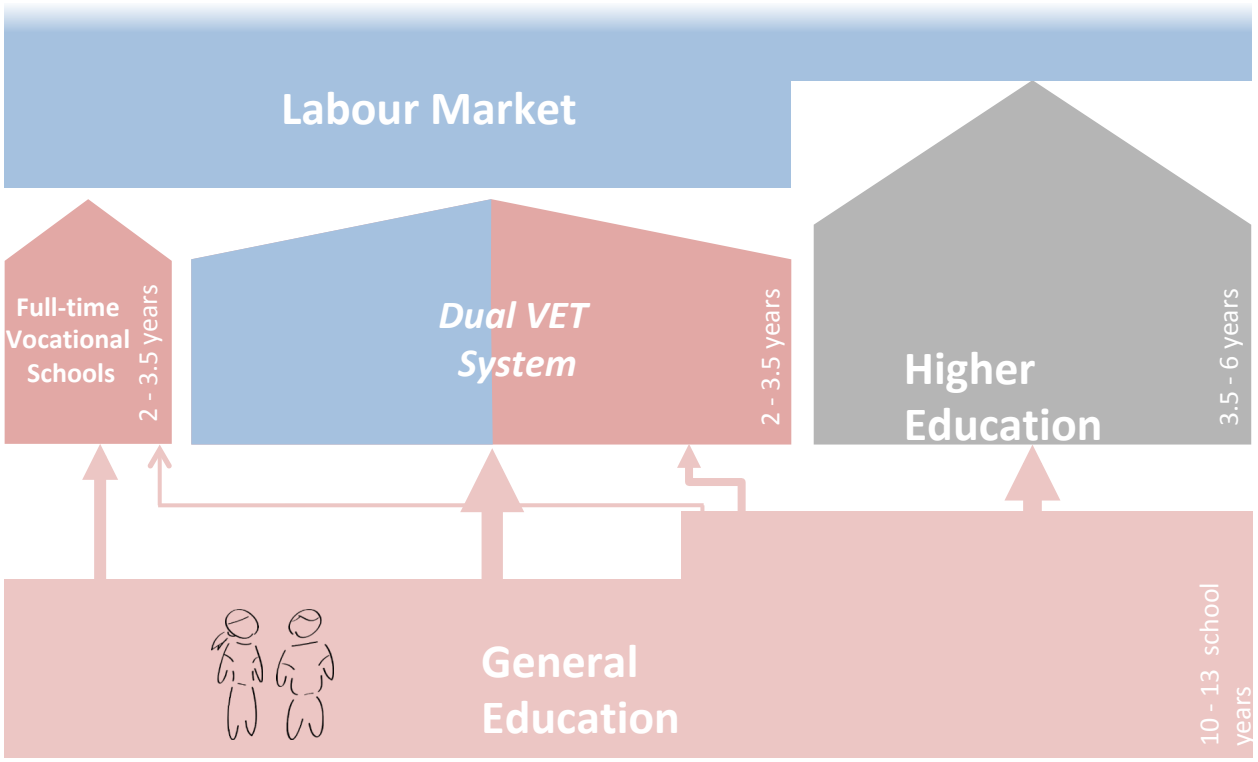
Yvonne van Hest: As digital skills gap grows, Europe needs labor mobility, flexible training (https://dispatcheseurope.com/in-the-end-it-is-about-people-and-it-is-about-jobs/)

DO IT YOURSELF

Apprenticeship as solution to the looming shortage of skilled workers

The German Apprenticeship

Dual VET: a common path to employment

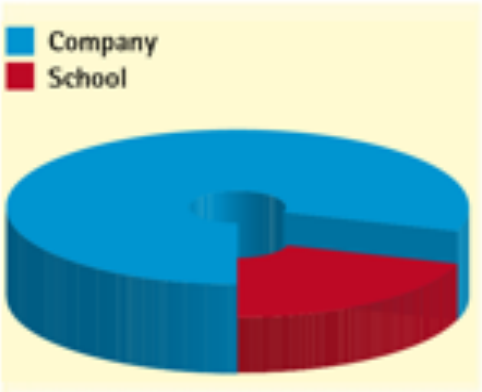


Federal institute for vocational education and training (bibb): "Dual VET - Vocational Education and Training in Germany"

Dual Training

Dual Training

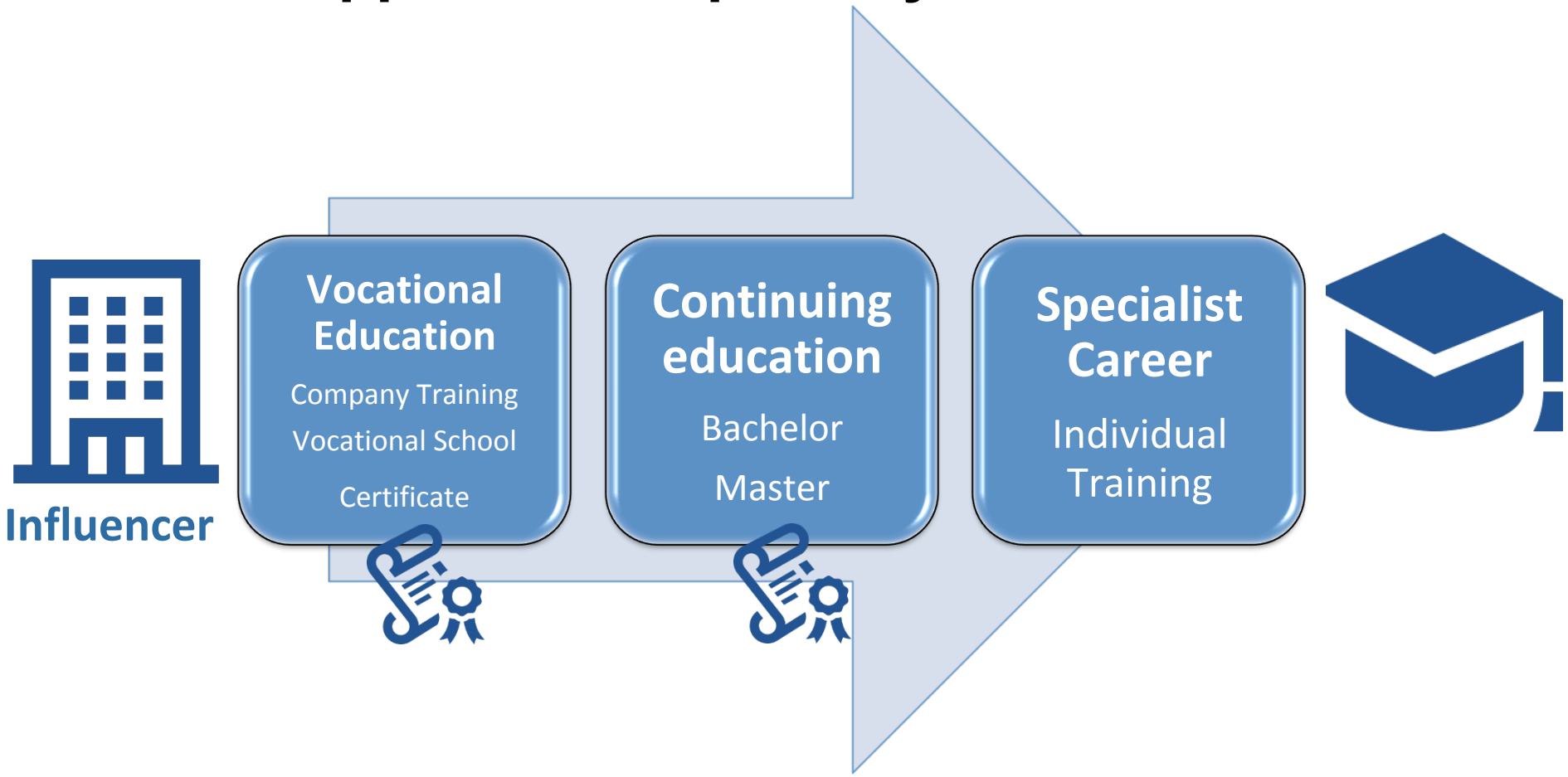
Training is mainly provided in the company – supported by teaching in part-time vocational school (Berufsschule)



DIHK – Deutscher Industrie- und Handelskammertag (https://www.dihk.de/en/segments/training/education-training

GOALS & MOTIVATION

The Apprenticeship life cycle & more

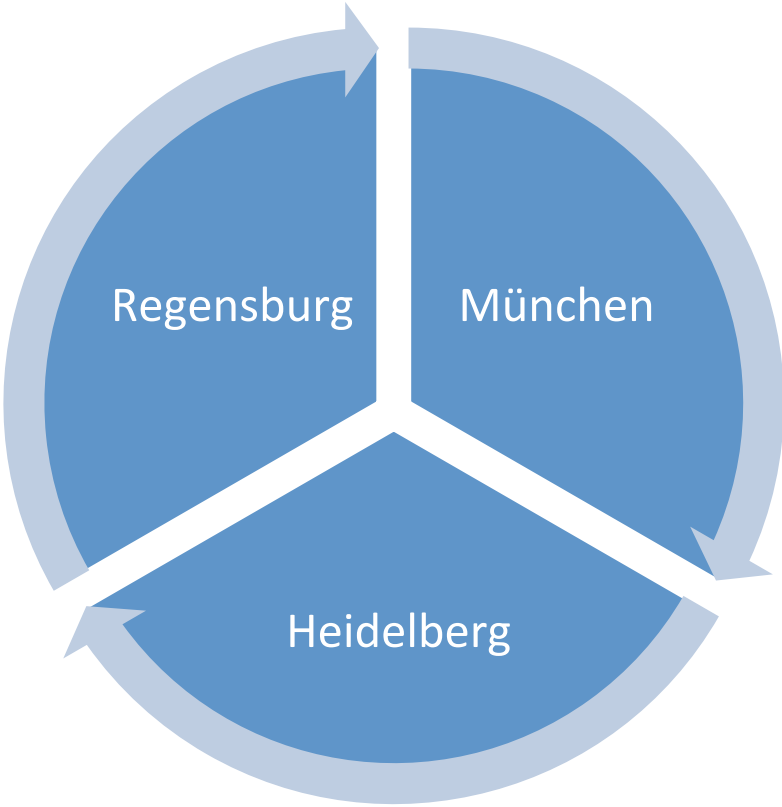


ZKI Working Group *Apprenticeship* – Guideline

- Guideline Vocational Training:
  - 360° view of apprenticeship
  - Reference Framework
  - The life cycle
  - Practical experience
  - Set of best practice examples
  - Release 2018

Apprentice Exchange

Apprentice Exchange



1 group -> 3 IT Centers-> 3 Apprentices

Conclusion

Conclusion

- 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.

Conclusion

- 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.

What's about an international exchange?
United States of America
ALASKA
LOCATOR MAP