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Apprenticeships During the Pandemic: Cross-National Lessons Learned in Germany and the US

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Housekeeping

- Event is being recorded and the recording will be posted online afterward.

- Hide captions or adjust settings with the Live Transcript button.

- Slides are posted online at Urban.org

- All participants are muted.

- Type your **questions** and **comments** into the Q&A box at any time.

- Please complete the survey at the end of the event.

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Apprenticeships During the Pandemic: Cross-National Lessons Learned in Germany and the US

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German and US Apprenticeship Models
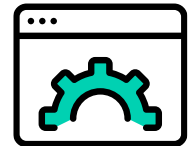
Germany

- 55% of graduates from general education, comparable to graduation from high school in the US, enter an apprenticeship program in Germany

- *HOW* students enter a job (and training program)

- Apprenticeship enjoys a good reputation

- More formalized and standardized approach

  - Two coordinated learning venues

  - Model gains strength trough the collaboration of different stakeholders and their respective roles

    - Business and industry

    - Government, social partners

    - Educational institutions

  - Broad-based acceptance of the apprenticeship standards (framework curricula, training regulations, industry involvement)
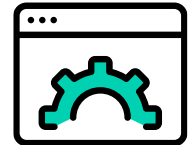
German and US Apprenticeship Models

US

- Smaller share of the population enters apprenticeship programs

- Apprenticeship is still often an unknown or new concept

- Perception of benefits and ROI for employers

- US approach: more flexible in design and approach
    - Programs for specific employer needs
    - 2019: 24,778 registered apprenticeship programs (from common to niche occupations)
    - Customized approaches for sequencing classroom training, on-the-job learning, pay and credentials
    - Different styles of assessment
    - registered vs. industry-recognized approach

- Flexibility requires specialized expertise to navigate the processes

- Intermediaries with specific workforce development and apprenticeship program expertise can offer support

German and US Apprenticeship Models

Unexpected Challenge: COVID-19

- Both countries were (and still are) facing the pandemic

- Both countries went into lockdowns

- New challenges:
  - Lockdown
  - Remote Learning
  - Closed businesses
  - New regulations on a national and state level, internal regulations at companies and schools
  - New policies upon return to work/schools
  - Lockdown renewals and extensions
  - → Different approaches throughout the countries
  - → Lessons learned and shift to a "new normal"
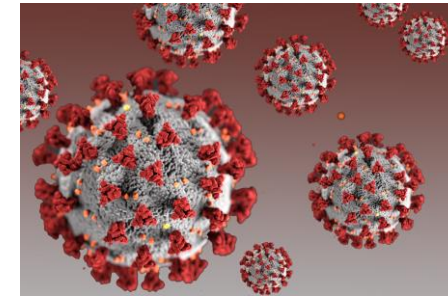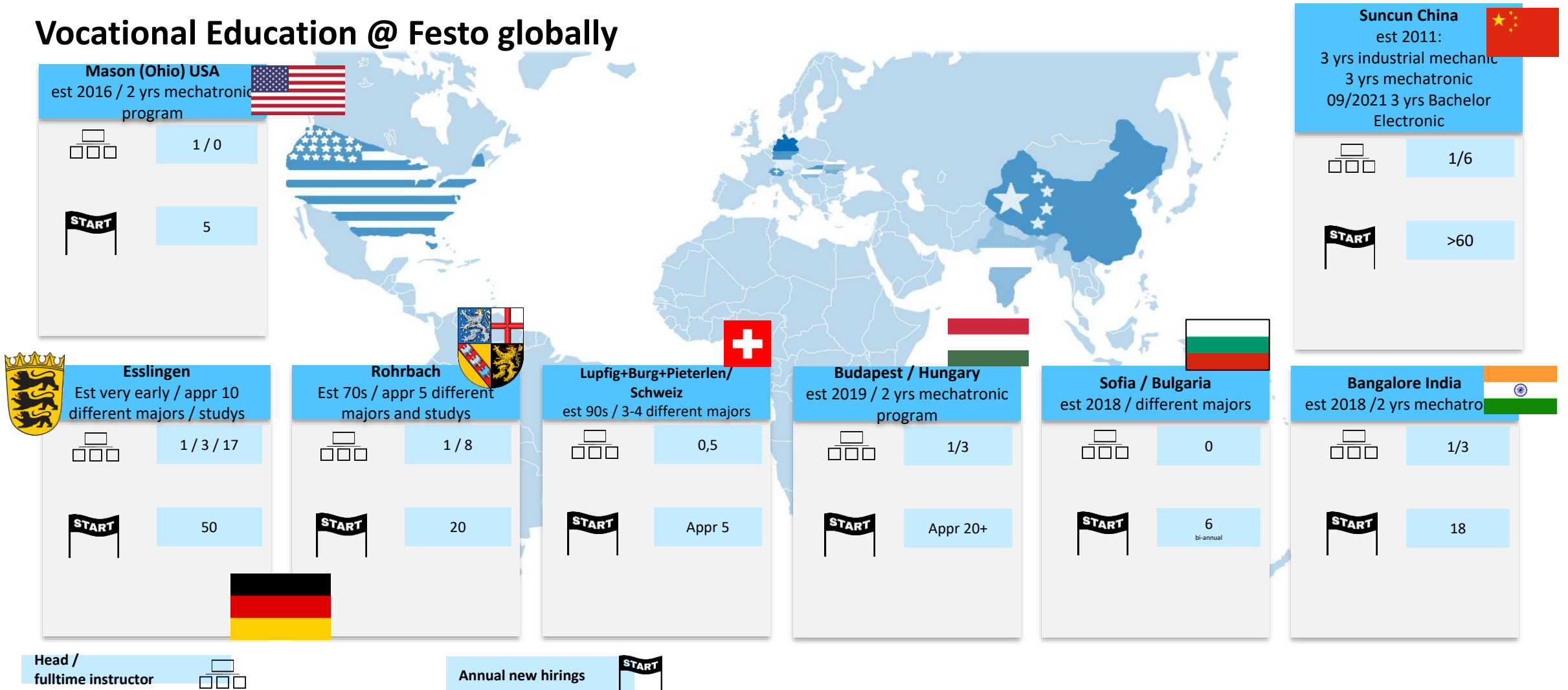
Vocational Education @ Festo

Stefan Dietl
Global Head of Vocational Education
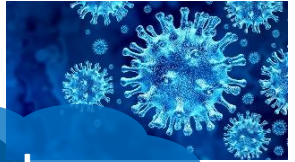Stefan.dietl@festo.com

Vocational Education @ Festo globally

Suncun China
est 2011:
3 yrs industrial mechanic
3 yrs mechatronic
09/2021 3 yrs Bachelor
Electronic

1/6

>60

Mason (Ohio) USA
est 2016 / 2 yrs mechatronic
program

1 / 0

5

Esslingen
Est very early / appr 10
different majors / studys

1 / 3 / 17

50

Rohrbach
Est 70s / appr 5 different
majors and studys

1 / 8

20

**Lupfig+Burg+Pieterlen/
Schweiz**
est 90s / 3-4 different majors

0,5

Appr 5

Budapest / Hungary
est 2019 / 2 yrs mechatronic
program

1/3

Appr 20+

Sofia / Bulgaria
est 2018 / different majors

0

6
bi-annual

Bangalore India
est 2018 /2 yrs mechatro

1/3

18

Head /
fulltime instructor

Annual new hirings

Friday, March 13th 2020

In total around 20k COVID-infections (not per day!)

Internal news: „As of next week: Homeoffice where ever homeoffice is possible"

First signal from state government „schools might be closed as of TUE next week"

Decision at 4.p.m. to close the training center at least for the following week.

First signal from Chamber „exams will be postponed"

How to attract candidates and applicants?

How can we reach our newcomers (pre-retention)?

How does the situation in vocational schools looks like?

How to communicate in a secure way with apprentices?

How to teach the apprentices esp. For hands-on-topics

How to keep our apprentices up to date?

How can we….???

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The pandemic accelerated existing trends in remote work, e-commerce, and automation, with up to 25 percent more workers than previously estimated potentially needing to switch occupations.

Remote work
20–25% of workers in advanced economies could work remotely 3+ days a week on a long-term basis

Digitization
2–5x growth in **e-commerce**, as a surge in digital platforms is underway

Automation
Uptick in use of robotics, robotic process **automation**, and AI

The answer is MAP²

The future of work after COVID-19

Trends accelerated by COVID-19

Work arenas with high physical proximity were most disrupted short term during COVID-19, and some will see enduring effects.

Remote work
20–25% of workers in advanced economies could work remotely 3+ days a week on a long-term basis

Digitization
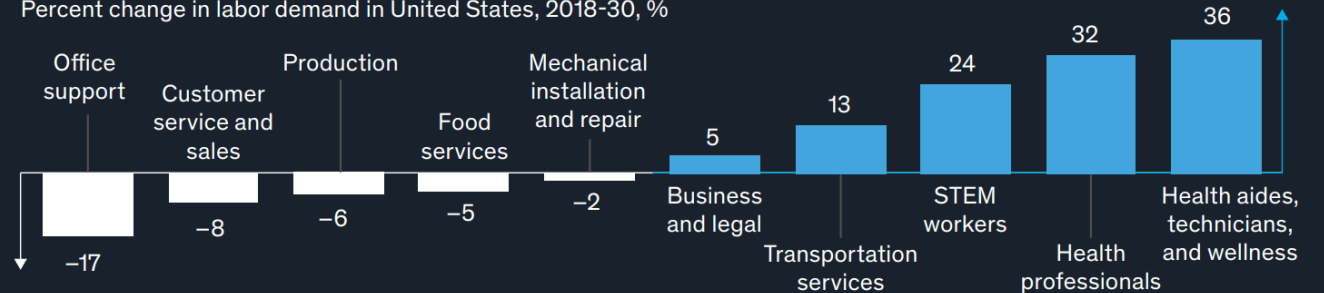2–5x growth in **e-commerce**, as a surge in digital platforms is underway

Automation
Uptick in use of robotics, robotic process **automation**, and AI

Classroom and training
Transportation of goods
On-site customer interaction
Leisure and travel
Computer-based office work
High physical proximity
Outdoor production and maintenance
Medical care
Personal care
Home support
Low physical proximity
Indoor production and warehousing

Labor demand will shift across occupations
Percent change in labor demand in United States, 2018-30, %

Office support	Customer service and sales	Production	Food services	Mechanical installation and repair	Business and legal	Transportation services	STEM workers	Health professionals	Health aides, technicians, and wellness
−17	−8	−6	−5	−2	5	13	24	32	36

Business leaders and policy makers can build out digital infrastructure, enable faster reskilling, and innovate new worker benefits and support mechanisms.

Microsoft Leap Apprenticeship Program

Microsoft Leap is paving the way for the technology industry as we redefine what great talent loos like and where it comes from. Microsoft Leap Apprenticeship Program's mission is to recruit, develop, upskill talented people from all walks of life with the goal of employability in the technology industry worldwide.

Learn. Work. Transform

One Apprenticeship – Multiple Offerings

External Apprenticeship
(4-12 months)
Recruit & upskill external talent to Microsoft

Internal Apprenticeship
(4-10 months)
Upskill Microsoft employees from non - technical roles) to technical / engineering roles at Microsoft

Microsoft Leap as a Service
(4-12 months)
Reskill & upskill external talent for Microsoft ecosystem & communities

Pathways offered

- Business Program Management
- Customer Service Engineering
- Software Engineering
- Software Support
- Technical Program Management
- User Experience Design
- Cyber Security
- Data Analytics
- Technical Sales

Serving our global mission

Our global footprint has expanded from Redmond WA, to Canada, Sunnyvale CA, Reston, VA, Atlanta, GA, Austin, TX, Mexico, Colombia, Nigeria, and Kenya, where we have developed strategic partnerships and apprentices have had a positive impact on their communities.

Department of Labor Recognition

In May 2021, the Microsoft Leap Apprenticeship became officially accredited as a National Registered Apprenticeship Program by the US Department of Labor.

American Council of Education (ACE) Partnership

In addition to professional skills development, we are helping Microsoft Leap graduates advance their education journeys by working with ACE to provide academic credit towards college or advanced degrees.

World Business Council for Sustainable Development (WBCSD)and Global Apprenticeship Network (GAN) Thought Leadership

Microsoft Leap was a thought leader and key contributor to a collaborative publication by WBCSD and GAN: 'Skills strategies for a sustainable world of work: A Guide for Chief Human Resource Officers.' In May, also shared our perspective on a panel at WBCSD's Liaison Delegate Meeting.

At Microsoft, we have a responsibility to ensure that we prepare, educate, and train our workforce to keep up with the unprecedented pace of digital transformation changing our world and the way we do business. The Microsoft Leap Apprenticeship Program directly fulfills this responsibility and our commitment to develop talent that can change the world.

REACH	CONVERSION	
700+	**98%**	**68%**
Apprentices since 2015	**Employability across tech careers**	**Full-time Employability at Microsoft**