



Successful implemented Apprentice dual education with AHK certificate

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我们参与校企合作 职业培训  
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## Why we need the apprentice education in China

Long term business success can only be secured with well trained and educated associates

Current Vocational Education System in China can't meet our needs/  
requirements (engineer versus unskilled worker)

Implementation of approved “dual education” from Germany to close the gap accordingly



**University graduate**



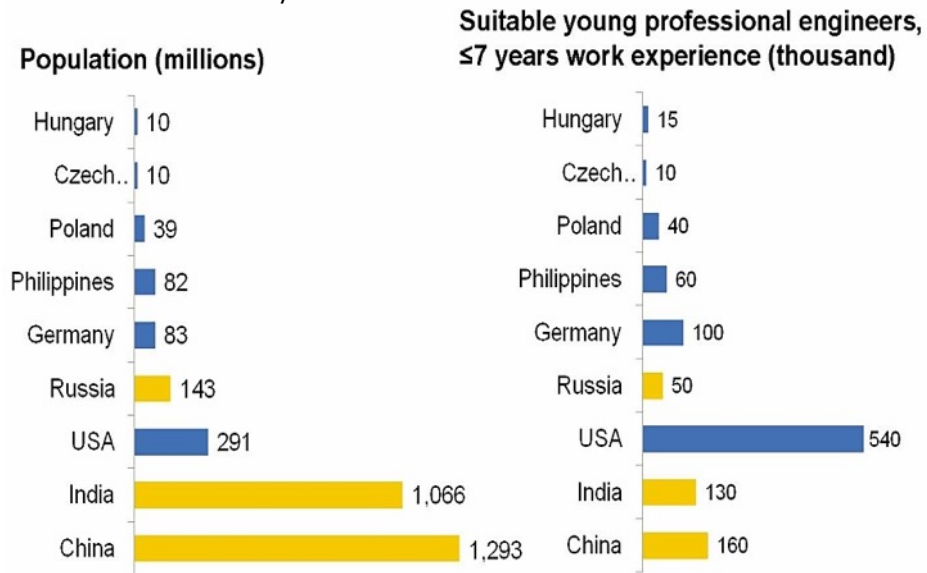
**craftsman**



**Unskilled worker**

## Why we do not find skilled worker and engineers?

1. Skilled engineers or technician vs. population of the country



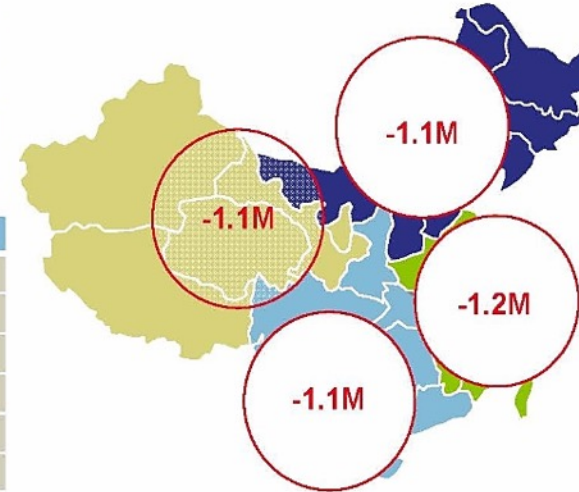
Info: Engineer and craftsman counted as professionals

Source: Information from AHK Shanghai -Beijing  
( MOHRSS) Ministry of Human Resources and Social Security Beijing

2. Missing craftsman China wide 2015

Year	Gap
2010	-0.6
2015	-1.1
2020	-2.5
2025	-2.8
2030	-3.8
2040	-5.8

Year	Gap
2010	-0.5
2015	-1.1
2020	-2.7
2025	-3.1
2030	-4.2
2040	-6.7



Year	Gap
2010	-0.7
2015	-1.1
2020	-2.4
2025	-2.7
2030	-3.6
2040	-5.6

Year	Gap
2010	-1.0
2015	-1.2
2020	-1.7
2025	-1.8
2030	-2.2
2040	-3.0

## Dual education standard from Germany to China

### First Year (100 % in school)



- Bosch culture introduction
- Basic training at school

### Second Year (60 % in Bosch)



- Practice in TGA
- Test preparation
- Employee branding
- Follow German-education plan

### Third Year (80 % in Bosch)



- O.J.Training in Bosch
- Final-Test ( Betriebsauftrag)

## Education Profession in China



**Toolmaker**



**Mechatronic**

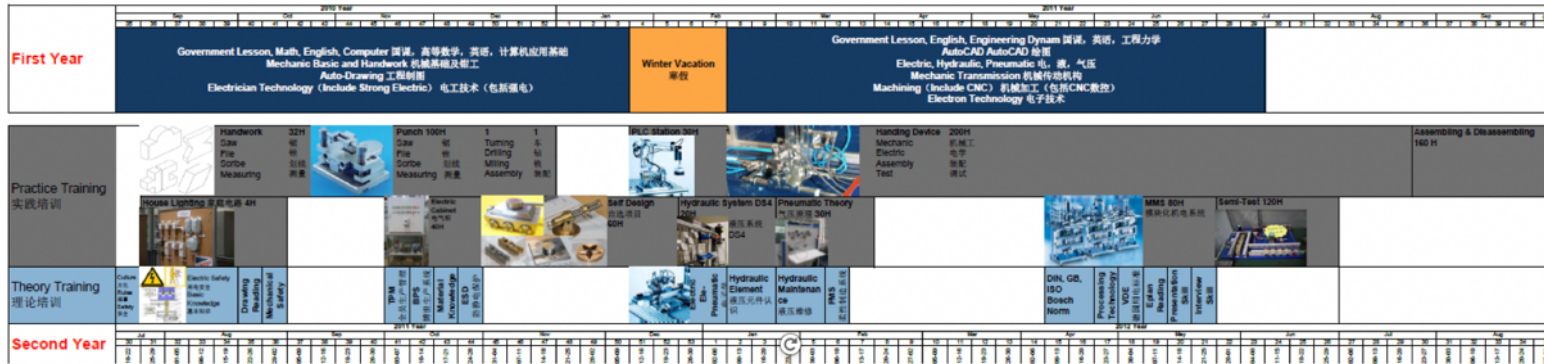


**Industries Mechanic**

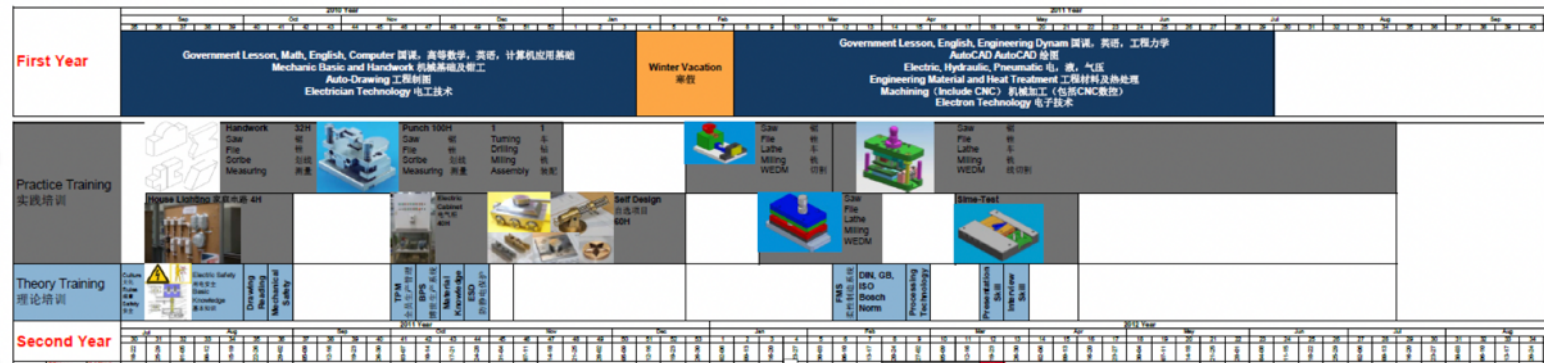


## German AHK/IHK education Plan

### Mechatronic



### Toolmaker



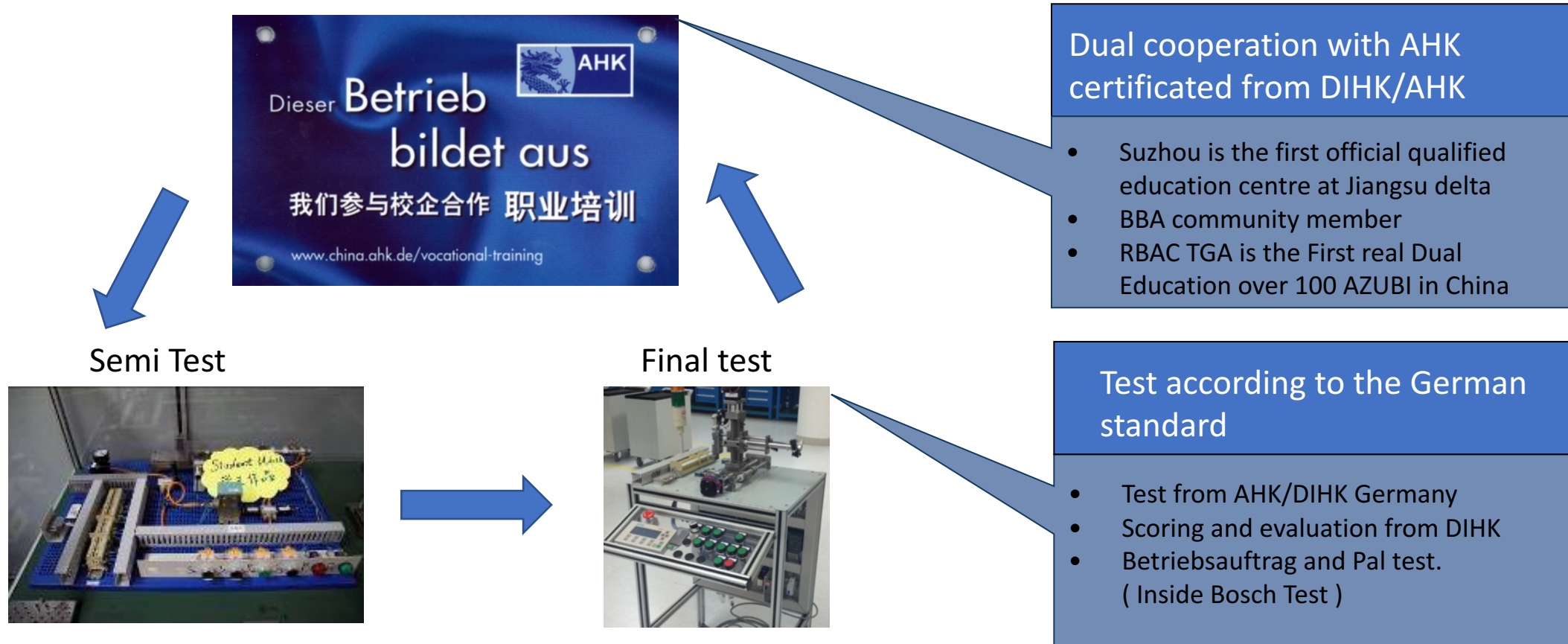
German education plan realized in projects

Practical related training over 60%

Standard at all Bosch TGA China



## German AHK/IHK certification for China



# Apprentice Program



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