

Welcome at the Training Association of Home Automation Saxony Anhalt



Contents of today's presentation:

1. Presentation of our association
2. Presentation of our services for the human resources department of your company

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1. Outline of our association

Our association

- ... is a non-profit association
- ...purpose is to support education and training in enterprises
- ... founded in 2001 as a "daughter" of the Association of Plumbing, Heating, Climate Saxony-Anhalt (Fachverband Sanitär, Heizung, Klima Sachsen-Anhalt) and nowadays we are open for new interesting companies regardless from which industry)
- 2 locations: Magdeburg, Halberstadt

Our staff

- ... consists of 6 employees
5 in Magdeburg, 1 in HBS

Our members

- ... Are approx. 170 companies



www.bvht.eu

2. Our services for companies

- ... we support and relieve you from finding qualified professionals while you can focus on your entrepreneurial tasks



The focus of our services :



Apprenticeship



International
Education
Projects



Qualified
professionals

Apprenticeship (Project "ACTIVE" promoted as JOBSTARTER project and funded by the Federal Ministry of Education and Research (BMBF) and the EU)

Present status of vocational education and training:

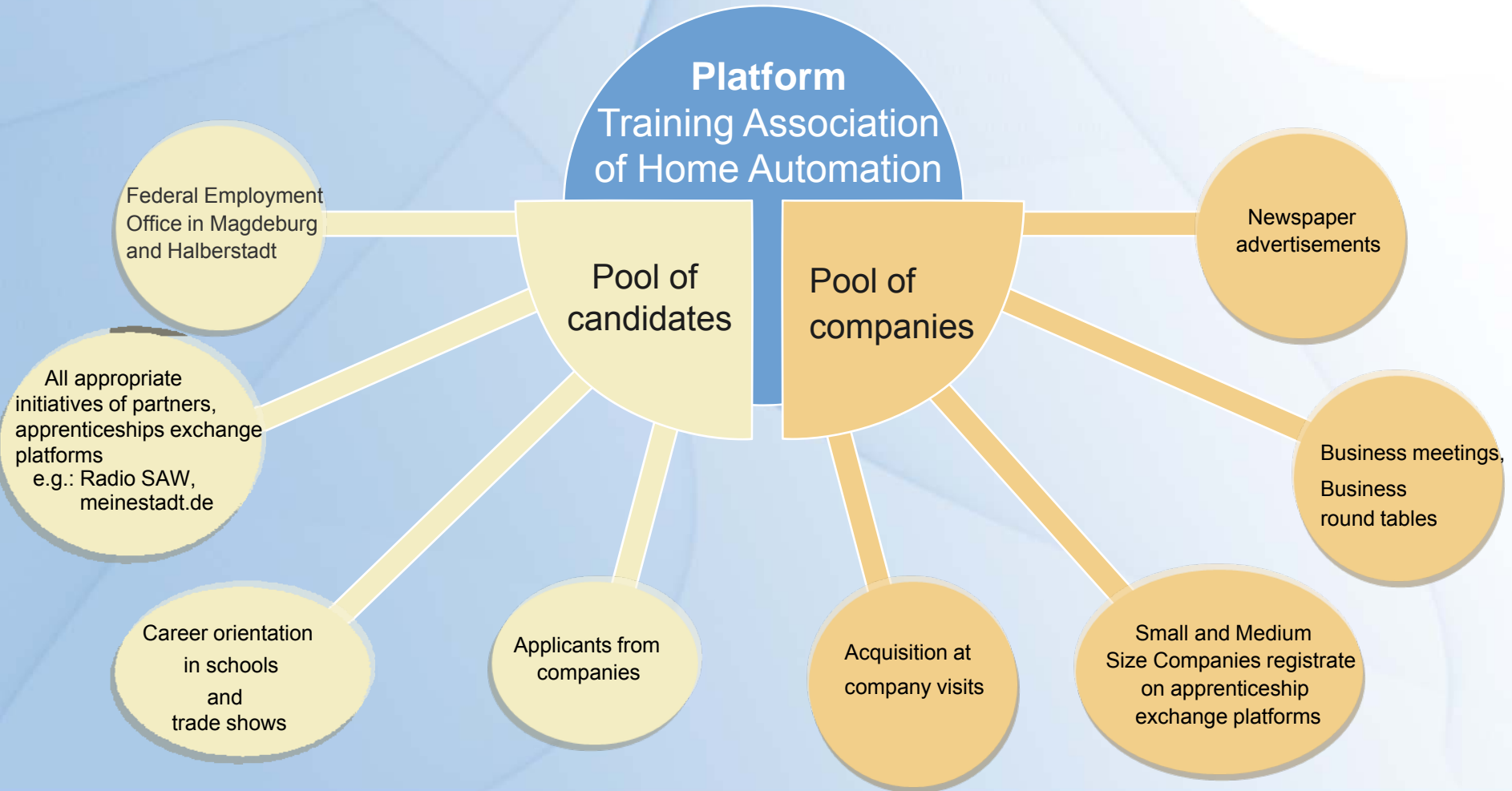
Companies - have a demand for good candidates who fit their profile
(• too many candidates • no candidates • no suitable candidates)

Students/Applicants - looking for a suitable apprenticeship company
(• lack of career orientation • uncertainty about the suitability
• do not know which company offers an apprenticeship)



The Training Association is a "platform" and an intermediary between companies and candidates

Apprenticeship:



Education – that is how we bring stakeholder together

1. Company

Identification of apprenticeship needs

- Job description
- Job specification
- Quantity, etc.

2. Training Association

Preselection of candidates

- Screening of application documents
- Interviews (social skills)
- Screening Test/ Aptitude Test if suitable > internship

3. Company

- Implementation of the internship
- Decision after the internship

positive

negative

4. Training Association

Carrying out all necessary formalities (Apprenticeship contract, registration for the professional school, sponsorship, financial assistance for apprentices)

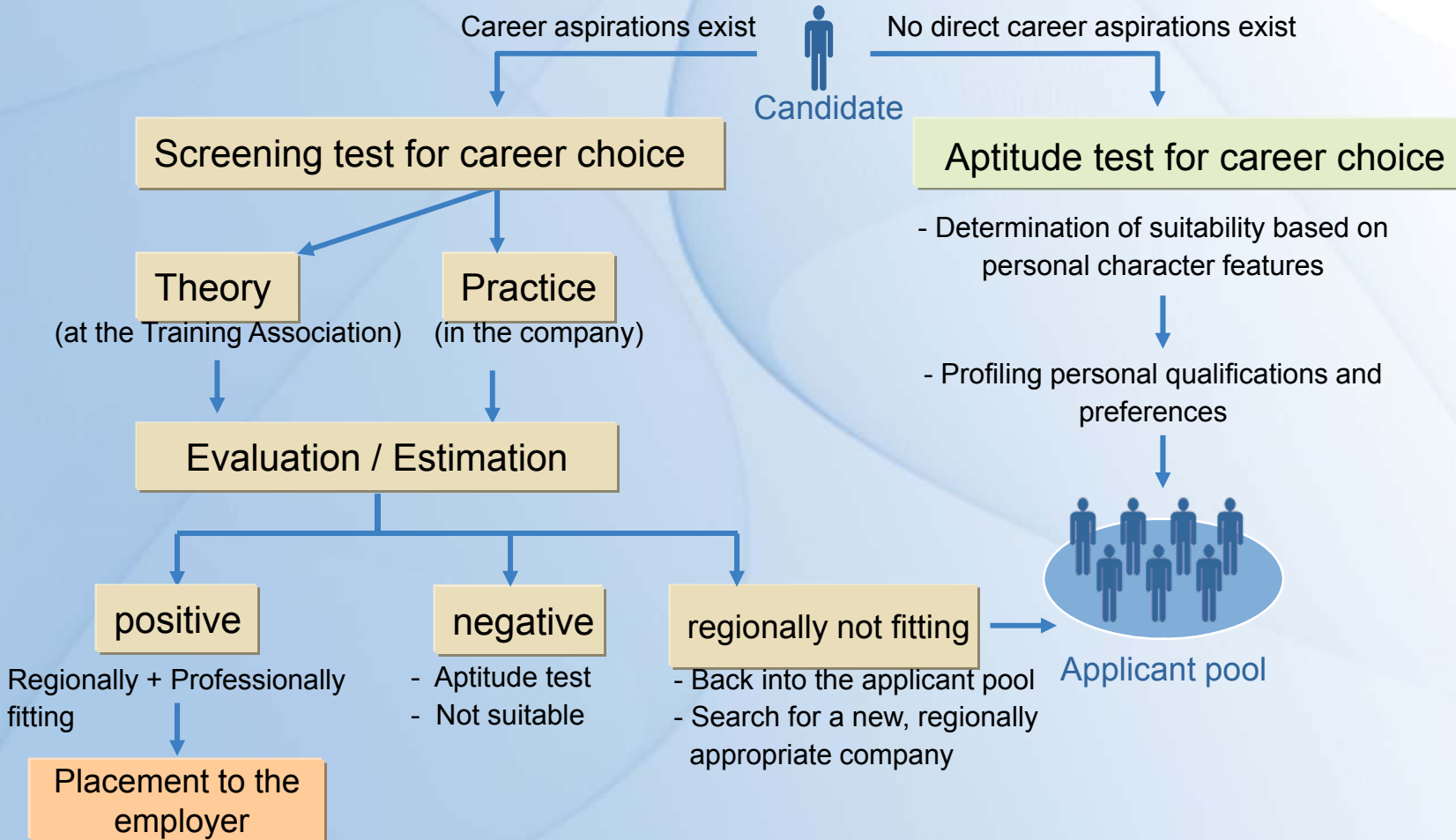
Procuration of an additional candidate

until a final decision

5. Training Association : Permanent supervision on apprenticeship !

Education

Profiling the candidate by testing



International Education Projects

Organisation and implementation of foreign projects

in the context of European
scholarship programs

- Organisation of foreign internships
for **apprentices** in countries of the
European Union

(Flight, accommodation, company,
finance, language training)

- Organisation of **trainer or employers**
trips for a European experience
exchange

(Flight, accommodation, scheduling,
finance, culture)

Qualified Professionals

Placement of qualified professionals

according to the requirement profile of the company
(setting up to the internet)

After a successful recruitment
► Advisory service for potential recruitment subsidies
(often unknown programs or also bad experiences)

Applications for the funding to reduce the wage or salary costs for up to 1 year (50%)
(our experience is that even so you might think there is no financial aid, we will find one)

Support in finding funding opportunities for training of employees (individual courses or courses according the educational plan of the company)

Thank you for your attention