



# COMPANY PRESENTATION



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## I. Company Presentation

# Kreishandwerkerschaft Steinfurt-Warendorf

The Kreishandwerkerschaft Steinfurt-Warendorf (KH) represents the interests of the self-employed craftspeople in the districts of Steinfurt and Warendorf (Münsterland region / North Rhine-Westphalia).

It is organised in 27 craftsmen's guilds with approx. 2.300 member companies and stands for dual Vocational Training Made in Germany in 129 qualified jobs. The Kreishandwerkerschaft Steinfurt-Warendorf bundles the craftspeople's interests and those of all companies in the region, enabling it to take over important lobby work in politics and the economy. Within this scope, we offer a wide range of services for craft businesses, starting with legal consultancy, via questions of business management up to consultancy for questions regarding staff.

KH has had a broad network of labour market policy, economics and social actors in the region for more than 30 years. The operational database consists of more than 7.000 contacts to local companies from industry, trade, handicrafts and the social area in the region as well as in the region bordering with Lower Saxony and The Netherlands (EU-REGIO). Additionally, it performs statutory tasks for the Chamber of Crafts Münster (Register of Craft Businesses and Register of Existing Apprenticeship Relationships). KH also takes over the administration of intermediate, final and retraining exams for the Chamber of Crafts Münster.

Moreover, with its Education Centres in Beckum, and Rheine, KH is one of the most important training providers in the region. We offer a wide range of vocational training, enabling us to contribute to the improvement of the economic, labour market and educational structure in the region as well as securing experts there with qualified offers in the area of training and further training, qualification and integration.

The offer includes training measures, also in the areas of vocational orientation, vocational preparation, dual education, retraining, qualification as well as further training. One focus of our training work is dual education: we have been offering dual education at our Education Centres for specific target groups for more than 30 years already.

As early as 1956, we started offering special courses in various disciplines and machine courses for the Chamber of Crafts Münster at our company for apprentices doing their apprenticeship at a company.

We have our own workshops from a wide range of disciplines at all Education Centres for our training work. We have both experienced master craftsmen and educational employees who have gained many years' experience with various target groups. The workshops have a size of 150 - 250 m<sup>2</sup>. They meet current training standards in accordance with the German Berufsbildungsgesetz [Vocational Training Act] and have been tested by the Chamber of Crafts Münster.



Moreover, KH is also officially recognised and used by regional industry as an advanced training and education centre. In this context, we must specifically mention the DVS (Deutscher Verband für Schweißen und verwandte Verfahren [German Association for Welding and Related Processes]), which trains qualified welders based on the international standard DVS®-IIW/EFW 1111. In its official function as an advice centre for further education in the Land [State] North Rhine-Westphalia, KH participates in the efforts of the Land NRW and the federal government to broach the issue of further training and qualification permanently in companies.

KH has always committed itself to the provision of top quality and services. This commitment is expressed in the application and certification of the Quality Management System according to the regulations of the international standard DIN EN ISO 9001–2015. Moreover, we have undertaken to adhere to the AZAV Quality Guidelines as specified by the Bundesagentur für Arbeit [Federal Employment Agency]. This includes that we provide the rooms with high-quality machine equipment and further inventory, use qualified and experienced staff and work with current hardware and software.



## OUR MISSION

We are „the“ service provider in the crafts sector for our voluntary member companies and guilds in our region. The voluntary membership of 2,300 companies is the basis of our work and the foundation of our cooperation. Of course our core business is the education and training in the crafts sector, but also the field of industrial technical education. Furthermore we are a service provider and offer a wide range of consumer demand services and counseling. Our intention is to ensure a high-quality education and training for the crafts sector and to strengthen

the dual system of vocational education and training and also the qualification of the master craftsman. With our qualified staff and modern, well-equipped workshops we provide the best conditions for vocational training.

With our professional workshops and additional actions in the field of education (vocational guidance, vocational preparation, etc.) we want to counteract the shortage of skilled workers in the region.

## Overview of the main working areas



- Vocational education and training (VET) of apprentices
- Training of skilled workers
- Legal advice
- Representation of companies in the crafts sector
- Marketing of VET + skilled crafts



- International VET
- International Projects:
  - Implementing work-based-learning structures abroad
  - Train international clients from abroad in our workshops and/or abroad (in new technology and didactics)

## II. INTERNATIONAL PROJECTS OF THE KREISHANDWERKERSCHAFT

The German Dual Education System enjoys global recognition. The combination of practical training in a workplace in addition to the theoretical complement of a vocational school is THE success factor of this system. The lowest unemployment rate of 16- to 24-year-old people in Germany in European comparison confirms this statement.

The Kreishandwerkerschaft Steinfurt-Warendorf is an important component of this success because of its education infrastructure. Even though it is almost impossible to export this model directly to other countries, there is a way for you and your company to benefit from this unique system. By keying practical and theoretical training, we can address the individual needs of your company and your employees.

We offer you an individual training in our Kreishandwerkerschaft, based on the German dual education system. You will get the opportunity to benefit from our knowledge and experience.

Our intention is to ensure a high-quality education and training for the crafts sector and to strengthen the dual system of vocational education and training and also the qualification of the master craftsman. With our qualified staff and modern, well-equipped workshops we provide the best conditions for vocational training.

The Kreishandwerkerschaft works with several international partners and in different projects through its KH Service- und Wirtschaftsgesellschaft mbH (short: KH S+W), a limited company founded in 2007 and fully-owned by the Kreishandwerkerschaft.

Become our partner and benefit from our networks and our decades of experience. About 27 guilds with around 2.300 companies are organized voluntarily through us. In the guilds themselves, businessmen of the same trade have come together to jointly represent the industrial interests (e.g. metal-guild, carpenter-guild etc.).





# OUR PROJECTS (Overview)

## South Africa

Partnership Project with a vocational College in Richards Bay. Implementing dual structures in the VET-system, with focus on the construction area. Additional training and qualification of South African craftsmen in Germany and South Africa.

*(since 2015)*

### General Project Idea

The Kreishandwerkerschaft Steinfurt-Warendorf is cooperating with VET institutions and local companies in South Africa to implement qualified apprenticeship structures. Furthermore skilled workers will learn how to train apprentices to guarantee sustainability in the education sector for the future. The set-up or upgrading of training institutions on-site will be supported, depending on the existing conditions.

Local people will get the opportunity to get involved in vocational education and training in the construction sector and at the same time the urgent needs of the economy of skilled workers will be met. The main aim of the project is the installation of practical VET structures in the construction area that is close to the needs of the local economy.

### Key Aspects

As an education provider KH offers great know-how in the VET sector and especially in the combination of theoretical and practical learning. The project emphasizes on modernizing the theoretical education system in South Africa with the transfer of know-how and the use of short and long term experts. The planned actions focus on the construction sector, more sectors may follow in the future.

Within the project the local demand will be identified and local companies will get actively involved in the development and implementation of VET structures. The development and certification of qualification makes working in the crafts sector more attractive for the population.

Basically, the thought of practical and theoretical education and training and further training should be supported with the goal to strengthen the South African VET.



*Let the future be known*

## Objectives and Results of the Project

The main objective of the project is: Practice-oriented vocational training will contribute to more employment and higher skill levels of young people and adults, as well as to increase productivity and competitiveness of enterprises in South Africa.

The project objective is: The chances for employment of graduates of vocational education and training courses of the uMfolozi College have increased.

The project aims to achieve the following three results:

### RESULT 1:

The cooperation with the private sector on the economy is formalized and shows first signs of success.

### RESULT 2:

Improvement of training capacities and introduction of new training approaches will create incentives for companies to engage in cooperation with the college

### RESULT 3:

There is a running “Centre of Entrepreneurship” at the college

Since November 2017, the „Center of Excellence“ has performed dual training courses in the areas masons, carpenters and plumbers. The construction of the center was completed with the help of the project and complete fitted.



### Project

The KH Service- und Wirtschaftsgesellschaft mbH coordinates a vocational training partnership with VET and private sector players in Mozambique, mainly in the province of Maputo. The project partners are the Vocational Training Institute Instituto Industrial de Maputo (IIM) and the Association for Renewable Energies Associação Moçambicana de Energias Renováveis (AMER). The project is funded by the Federal Ministry for Economic Cooperation and Development (BMZ).

The situation of entrepreneurial cooperation and the vocational education and training system for the renewable energy sector in the Maputo region are to be improved. The project also strengthens the role of private sector associations, which should function as intermediary organizations between the companies and the TVET institutions involved. In addition to the targeted improvement of competences in the training institutions, the partnership focuses on the strengthening of in-company training offers and training opportunities.

*(since 2019)*

### Project coordination

The Kreishandwerkerschaft (KH) Steinfurt-Warendorf is legally a public corporation, a training provider and a business association. It represents the interests of 2,400 craft enterprises, which are organized by voluntary membership in 27 guilds in the two districts of Steinfurt and Warendorf and offers its members a wide range of services and sovereign tasks. In addition, KH stands for the dual training „Made in Germany“ in 160 training occupations. It offers a wide range of vocational training to improve the economic, labor market and training structure in the region through qualified provision of training, qualification and integration. Thus, KH contributes to create attractive conditions for skilled works in the region.

KH's offer includes educational measures among others in the areas of career orientation, job preparation, dual training, retraining, qualification and continued learning. One focus of the educational work is on the dual training that KH has been providing in its education centers in various professions for more than 30 years. Since 2014, KH has the department „Vocational Training International“. This department is based in the KH Service- und Wirtschaftsgesellschaft mbH, a wholly owned subsidiary of Kreishandwerkerschaft. The know-how in the field of vocational training is thus also actively used for the international sector.

## GOALS AND AIMED OBJECTIVES OF THE PARTNERSHIP PROJECT IN MOZAMBIQUE

### Project Goal

The aim is to increase the employment opportunities of graduates of the revised and newly introduced training courses at the Instituto Industrial de Maputo (IIM).

#### RESULT 1:

The basic training courses in the three main fields electricians, metal and construction trades of the Instituto Industrial de Maputo (IIM) are improved with regard to the quality and practical orientation of training and the orientation to the needs of the labor market, especially for the renewable energy sector.

#### RESULT 2:

The IIM promotes the recognition of informally acquired skills/recognition of prior learning (RPL) in selected trades and provides on-demand training to prepare for the assessments for RPL.

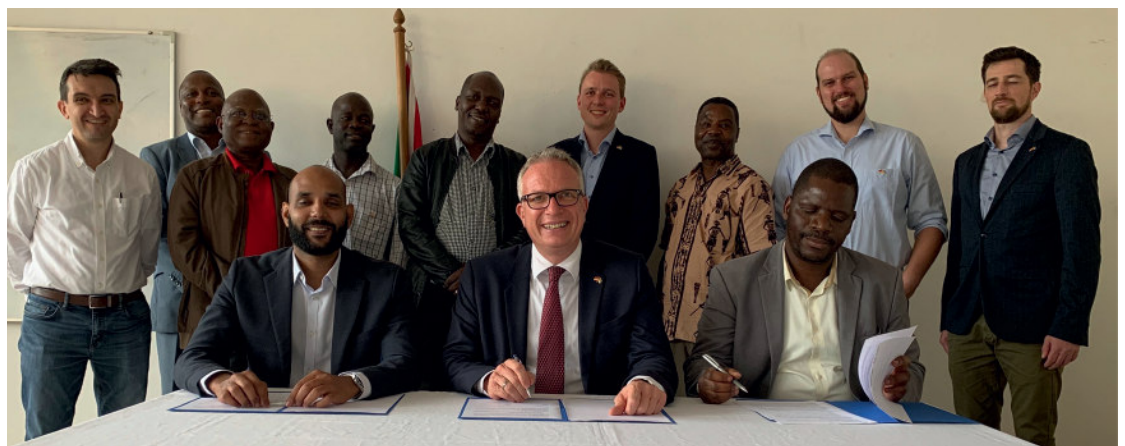
#### RESULT 3:

The IIM has been strengthened in its organization (capacity building in the areas of finance, internal processes, public relations) and the exchange with another vocational training center has been initiated.

#### RESULT 4:

Selected private-sector organizations (such as AMER) work with IIM to improve the needs-based training and employment opportunities of graduates and are institutionally and professionally empowered for these tasks.

To achieve these goals, the partners carry out various joint activities and the partners are trained. For example, short-term expert missions are carried out, networks of companies interested in vocational training are created, delegation trips are organized, seminars and events are held, and teaching materials are developed. It is generally the goal to introduce suitable elements of dual training according to the partner country's needs.



The main goal of this project, founded by the German ministry of economic cooperation and development is to address the causes of flight and migration. Target groups are Syrian refugees in Jordan and underprivileged groups in the Jordan society.

To improve the employability among the youth within the mentioned target groups, Kreishandwerkerschaft offers capacity building for Jordanian organizations engaged in technical and vocational education and training (TVET). Furthermore, job-orientation courses, seminars and qualifications are provided to students and trainers. The cooperation with private companies and organizations from the skilled crafts sector is a core element of this project.

Among others, the following trainings are provided by Kreishandwerkerschaft:

- Training for manual and mechanical skills and short-term-courses
- Capacity building for organizations (management, controlling, administration, public relations)
- Job orientation and career counselling
- Development of an image campaign for the skilled crafts sector
- Capacity building for trainers
- Development of curricula
- Counselling for accreditation, certification and recognition of skills



The activities provided by Kreishandwerkerschaft are assigned by Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ mbH). The direct partner organizations in Jordan are the following:

### **Mechanical Guild**

Mechanical guild cooperates with two TVET Organizations to train skills, especially in the areas of heavy machines, car mechanics and welding.

### **Education for Employment (EFE)**

EFE Jordan was founded in 2006 and is a leading provider of technical and vocational training as well as for career counselling in Jordan.

### **Princess Taghrid Institute for Development (PTI)**

PTI supports especially young disadvantaged groups in the Jordanian society such as orphans or refugees.

### **Ministry of Labor**

The Jordanian Ministry of Labor is the responsible authority for technical vocational education and training in Jordan.

### **Vocational Training Corporation (VTC)**

VTC is a nationwide public education provider that operates 43 educational institutions.

### **Theodor Schneller School (TSS)**

The TSS leads its students, who often come from difficult backgrounds, to intermediate qualification, after which the students can complete vocational training in various trades.

## National image campaign for the Jordanian craft sector

Jordan faces the challenge of integrating millions of refugees from Syria, Iraq and the Palestinian territories into the labor market. The skilled crafts sector can be an important partner here.

The Kreishandwerkerschaft provided several experts from the fields of skilled crafts marketing, social media management and strategic public relations who closely accompanied the Jordanian partners in creating the campaign. Together with the organization EFE Jordan and a Jordanian PR agency, the campaign was planned, materials developed and staff trained on site. The intervention took place both in the form of expert missions in Jordan and - especially in times of Corona - via a continuous digital exchange from Germany.



The campaign should help to increase the appreciation and the image of skilled crafts in Jordan and to inspire more young people, parents and companies for a career in the skilled crafts sector. A central goal is to make a contribution against the high youth unemployment in Jordan. The German-Jordanian cooperation has proven very effective in this project because it was possible to optimally combine knowledge of local conditions in Jordan and the longstanding experience of the KH with public relations work around skilled crafts.



## Turkey

Cooperation with GIZ: Delegation visit in Germany of 15 TVET teachers. Focus on the topic of integration of refugees into the labour market.

*(March 2018)*

## Pakistan

Cooperation with GIZ (Gesellschaft für Internationale Zusammenarbeit). Qualification of skilled employees in our workshops in Germany (6 weeks / 2015) and in Pakistan (3x 1 week / 2016) in the fields of car-mechanics, metal/CNC and welding.

*(2016)*



## Panama

2 weeks training of 14 TVET teachers from Panama in the car mechanic sector. The training takes place at the workshops of the Kreishandwerkerschaft in Beckum.

*(July 2018)*

## Nigeria

Cooperation with KH Fachkräfteservice and ZWH (Zentralstelle für die Weiterbildung im Handwerk). Personnel recruitment for a VET-project in Nigeria. A vocational training center has been opened by ZWH, but there is a lack of qualified staff for teaching. The KH Fachkräfteservice helped to find qualified staff.

*(2014 - 2015)*

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**Federal Ministry  
for Economic Cooperation  
and Development**

**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH



**ZDH**  
ZENTRALVERBAND DES  
DEUTSCHEN HANDWERKS



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