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Erasmus+ Programme
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COOPERA
DUAL HIGHER EDUCATION IN MOLDOVA AND UKRAINE



Involvement of Economic Agents in promoting the necessary occupations and attracting potential candidates, German experience

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23 November 2023

Integrating Dual Higher Education in Moldova and Ukraine

617490-EPP-1-2020-1-MD-EPPKA2-CBHE-SP

<https://coopera-project.ase.md/>



Why companies are interested in participation in DUAL education?

- direct recruitment of suitable candidates
- direct participation in the training of specific practical skills
- close interconnection between theory and practice
- maximum efficiency of investment in new specialists
- fewer wrong forecasts
- the trainee is already part of the team
- high retention of trained staff
- positive image in the area of activity

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Cooperation between company and training Institution

- the company invests in infrastructure and teacher development
- joint development of the learning plan
- participation in knowledge and skills training according to actual and future needs



How companies are involved in promoting occupations and attract candidates





Showing the attractiveness of the company
Advantages over competitors



Offline	Online
Publications, flyers, Magazines	Career fairs
Banners in the training institutions	IHK Portal (Chamber of Commerce and Industry)
Career fairs (in the training institutions)	Social Media channels of the company
	Company Website, University web



Ausbildungsmesse



Banner








How does the training work?

- Instructions for processes, equipment, machines
- There is no special training space, everything is done in the real working environment (exception is in the VET system for specific trades)
- Project tasks/exercise pieces/Rotation
- Trainers show - Trainees do -Control/feedback – Communication
- Sufficient time to practice and ask questions



How are apprentices/students integrated into the company?

Trainee Welcome Day		Getting to know each other better
Work programme		Getting to know the company rools, procedures, culture
Tasks/projects		Independent work based on trust
Equipment		Active using/ applying from the start
Feedback meetings		Regular exchanges, communication formal and non formal



Thank you for your attention!