

# APLICACIÓN DEL MODELO DUAL EN ECONOMÍAS CON ALTA INFORMALIDAD

## Instituciones intermediarias de apoyo a las PyMEs - un ejemplo de Alemania

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# 1. Collaborative Training / Training Partnerships

- Cooperation between several companies to provide joint training
- Supplementary inter-company training (ÜBA) in training centers such as TZH Stade
- Rotational training modules between partner companies (e.g., Bäckerei Weiß even operates internationally)



## 2. Inter-Company Apprenticeship Training (ÜLU)

A central instrument is inter-company apprenticeship training:

- Conducted in educational centers of the chamber of crafts (HWK BLS)
- Teachers training content that cannot be offered within individual companies
- Ensures standardized training quality



# 3. Individual Support Measures for SMEs

The chamber provides a wide range of practical support services:

## a) Training Advisory Services

- Personal support for companies
- Assistance in setting up apprenticeship positions
- Help in dealing with challenges during the training process

## b) Matching and Recruiting

- Placement of apprentices (e.g., speed dating formats)
- Participation in training fairs and campaigns
- Support in addressing new target groups

## c) Funding Programs and Projects

- Information on government funding (e.g., training bonuses)
- Skilled labor development projects
- Support with integration (e.g., refugees, disadvantaged youth)

I would like to refer you to our coordination office for the promotion of women and business advisory services. Further information can be found here:

<https://www.hwk-bls.de/artikel/frauenfoerderung-22,0,1592.html>



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# 5. Best-Practice Examples (Germany)

In addition to chamber initiatives, several proven models exist:

## a) Training Networks (nationwide)

- Regionally organized SME networks
- Often initiated by chambers, economic development agencies, or projects
- Particularly successful in structurally weak regions

## b) JOBSTARTER plus (Federal Ministry of Education and Research – BMBF)

- Funding program to strengthen dual vocational training
- Focus on SMEs and innovative training models

## c) Competence Centers / Training Centers in the Skilled Crafts Sector

- Specialized training facilities (e.g., in Stade and Lüneburg)
- Targeted supplementation of company-based training



# ¡Gracias!

Jürgen Knoll

<https://weiterbildung.hwk-bls.de/artikel/technologiezentrum-stade-22,0,270.html>

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