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Dual apprenticeship program at Alcoa in Hildesheim

# I. Why do we endeavor to implement and retain an attractive apprenticeship program at the Hildesheim location?

## Demographic change

- The skills shortage in Germany is growing- therefore we extend the apprenticeship program to train our own new resources for skilled workers and leaders.
- In 2015 we will have 17 apprentices in 5 different professions compared to 5 apprentices in 2 professions in 2010.

**Skilled workers  
wanted !!!**



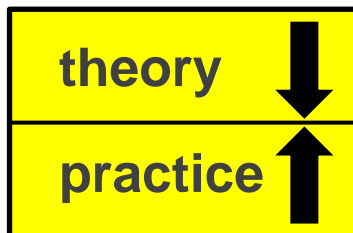
## Social responsibility

- We would like to help decrease youth unemployment in the community and offer attractive apprenticeship conditions with the option of an employment afterwards



## II. What kind of advantages does the dual apprenticeship program offer us as medium-sized company?

- The company gains the theoretical part of the apprenticeship (cooperation with vocational schools)
- Methodic key competencies are transmitted and trained as well (e.g. project management, moderation techniques, presentation skills, teamwork)
- Standard apprenticeship contents are always current state of knowledge. The BIBB (Bundesinstitut für berufliche Bildung) provides framework curriculums with involvement of unions
- Examination standards nationwide for the individual apprenticeships (you know what you get)
- Costs are covered partially by the state
- 80% of the investment in the apprenticeship is amortized through productive contributions of the apprentices (average cost of 15k€ per year for an apprentice)



### III. Which quality characteristics do we consider in order to gain and retain the best apprentices?

#### Recruiting

Tariff commitment and with that attractive training allowance, Christmas bonus, vacation money and social benefits such as additional vacation days, participation at Alcoa bonus program

Internships are being offered for pupils  
Presence at schools, apprentice-fairs



#### Development

Learning groups, private tuition, internal classes

Future perspective such as career options at the company (4 of our staff members were former apprentices at Hildesheim)

#### Engagement

Apprenticeship fundamentals (how do we treat our apprentices?):

- Appreciation by e.g. involvement in smaller projects
  - Delegation of responsible tasks
- Assistance by means of internal mentor

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