

VESBE e.v.

European Association of Social Work, Education & Training

Mutual Steps

Head Office: Hennef, Germany
Locations: Hennef, Siegburg, Bonn, Cologne,
Düren, Troisdorf

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1. VESBE – An Introduction

Facts

- Founded in 1999
- Non-Profit
- Located in and around Bonn
- 120 staff members
- 1400 participants

Partners

- Local and regional VET Colleges/Training providers
- Ministry of Education & Research
- Ministry of Labour, Health & Social Affairs
- The European Union
- Chambers of Trade and Industry
- Local enterprises

Sectors

- Office Administration
- Hospitality**
- Sales-assistance
- Metalwork
- Beauty care
- Plumbing
- Healthcare
- Carpentry
-

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1.1 Our Strengths and Values

FOCUS:

Raising the level of the unskilled
Sector specific **skills shortage**
Employment and social inclusion

CONCEPTS:

Transfer of know-how and **VET standards**
Practice-oriented
European integration programmes
International traineeship programmes

- VESBE** is committed to enhancing **vocational integration of the socially disadvantaged and vulnerable**

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1.2 Challenges and Strategies

- Increase **joint ventures** for sustainable education and meet the demand for skilled workers
- Develop a training culture in **innovative growth areas**
- Increase training opportunities by improving **regional training** structures and increase **company participation** in training
- Strengthen the **promotion of the disadvantaged**
- Create more instruments for qualifying young adults **without** school or training qualifications

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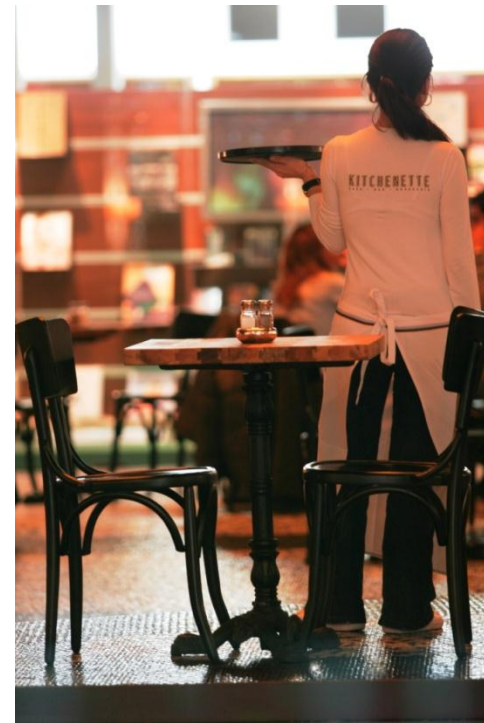
1.3 Our Approach

Action-based Learning

- Learner identification with learning subject-matter

Embedded Learning

- Combines the development of literacy, language and numeracy with vocational and other skills



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1.4 Our Motto for Success

Professional Qualifications and Social Skills



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1.5 Our Experience

- National, European and international partners
- Practice-oriented training and further education
- A wide range of experience in European project work
- Setting up training and further education centres
- Multi-cultural teams consisting of VET trainers, social education workers, teachers, and job coaches
- Experience in hospitality sector and others

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1.6 What we Offer

- Qualification and vocational education in 14 sectors
- Further training for both the employed and unemployed
- Enhancing key qualifications (eg. language and communication, problem-solving, team playing and intercultural skills)
- Career guidance, coaching and job placement
- European exchange programmes
- Project management



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1.7 Our Memberships



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1.8 Our hospitality sector

Trainings in restaurants to learn and improve, e.g:

- Culinary skills
- Pastry skills
- Service techniques
- Management of food and beverage
- Presenting wine and coffee-specialities



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2. VESBE's cooperation partner in Turkey

ISTANBUL
DOORS
RESTAURANT GROUP

- Established in 1993
- Leading restaurant and entertainment conglomerate
- 13 highly successful restaurant and a luxury hotel
- Creative concepts and pioneering endeavours
- International brand
- Owns and operates over 30 high quality restaurants and a hotel in Turkey, London, Baku and Moscow



www.istanbuldoors.com

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2.1 VESBE - Istanbul Doors Akademi

Hospitality Training Centre

- **Joint-venture** with DOORS Holding in Istanbul 2010
- **Main objective:** To train qualified gastronomy and hotel staff in 10 different training courses
- **Research aim:** Training and qualification system transferable to other clients/countries.

Transparent, flexible and tailored to the interests and needs of the restaurants



Research basis: German Vocational Training System

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2.2 Istanbul Doors Akademi

Steps to establishment

1. **Analysed** the **needs** for trained staff:
What kind of skills needed?
2. **Identified** two fields of training:
Professional competence = theoretical “knowledge”
and practical “skills”
Personal competence = “social competence” and “autonomy”
3. **Assessed** companies’ needs for **level of qualification**
4. **Planned** the **types** and levels of qualification



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2.3 Istanbul Doors Akademi

On the basis of a service agreement to develop curricula, trainings and the quality management system and its recognition according to EN ISO 9001, **VESBE** now acts as a partner in VET



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2.4 Istanbul Doors Akademi

Modules

1. Introductory training modules:
Basic principles of employability skills
2. Partially qualifying training modules:
Introduction to one or more fully qualified occupations
3. Fully qualifying training modules:
Expertise in a chosen certified occupation
4. Advanced training modules:
Improved knowledge or specialization in a certain field



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2.5 Istanbul Doors Akademi

The Doors Academy's **goal** of constant improvement in service quality □

- Professional cooks, pastry chefs, sommeliers, hotel and service employees of the future
- Different training courses in other sectors

Focus on learning outcomes – activity-based situations rather than on formal completion of trainings



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2.6 Basic and Specialized Training for Chefs

Learning fields

TU = teaching units

Module 1	Working in the kitchen	120	TU
Module 2	Working in the storeroom	40	TU
Module 3	Foods from plant raw materials	40	TU
Module 4	Snacks	20	TU
Module 5	Cold and warm buffets	20	TU
Module 6	Desserts	40	TU
Module 7	A la carte	60	TU
Module 8	Banquets	30	TU
Module 9	Special offer weeks	30	TU
Module 10	Menu sequence	30	TU
Module 11	Regional national and foreign cuisine	50	TU



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2.7 Module 11: Example

Regional national and foreign cuisine

- Food culture
- Recipes
- Regional foods (market supply, nutritional significance, uses, quality features, storage)
- Legislation
- Forms of presentation
- Preparation and cooking
- Teamwork
- Calculating (recipes, quantities, cost)
- Specialised language courses
- Foreign language courses
- Computer courses



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2.8 Istanbul Doors Akademi: Challenges

Cross-cultural challenges faced and solutions found

- Different business and working cultures
- Take the time to build up relationships of trust and understanding
- Different needs in the planning of the curricula
- Flexibility, e.g. instead of 2/3 year courses offer more time intensive shorter courses

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3. VESBE in India

India's set goal:

Modernising its VET system to meet international standards as a key element for continued future economic development and for positioning India's sustainably in the world economy



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3.1 India's Solution

Skills development - a national priority

- To address the **skills gap** and define the **skills needs** of industry
- To **provide** the **qualified training** for these skills
- To train manpower in general, and the **service sector**, in particular
- To **integrate** untrained **unemployable youth**
- To further qualify the **educated unemployed**

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3.2 VESBE's Cooperation Plan

- Jointly develop innovative concepts to deal with the structural conditions of the Indian employment and education market
- Establish and reinforce contacts with stakeholders from the Indian hospitality sector to ensure commitment and support
- Design and develop high standard courses content for selected hospitality modules
- Collaborate with institutions carrying out research to identify future requirements in training and skill enhancement
- Collaborate with national accredited training organizations



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3.3 VESBE's Realisation Plan

- Identify skill gaps and develop course curricula, training programmes and training manuals accordingly
- Offer vocational guidance and training occupations, in particular, the hospitality sector
- Set national standards, benchmarks and testing for each level
- Plan and execute Training of Trainers (certified)
- Examine and provide certification to candidates on the selected modules
- Develop feedback mechanisms and processes for quality assurance



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3.4 VESBE's Programme

- Complete VET package with turnkey solutions in the hospitality sector
- Independent VET quality training modules
- Further qualification courses also for employed workers
- Short-term courses for qualifying unskilled workers to semi-skilled workers
- Training focused strongly on employability through contacts to companies
- Training developed according to skills and levels required and adapted to local conditions (language and markets)
- Quality, safety and efficiency training courses



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4. Benefits of dual-structured VET

For the state:

- Vocational training for all
- Increase in qualified workers
- Private sector contribution **eases** burden on public budgets
- More partners in developing and maintaining competitive national training standards

For companies:

- Disburdens** companies from expensive training courses
- Increase in company operation efficiency

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Closing remarks

Thank you for your Attention.

For more information: www.vesbe.com

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VESBE is committed to upholding the
quality standards of VET

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