

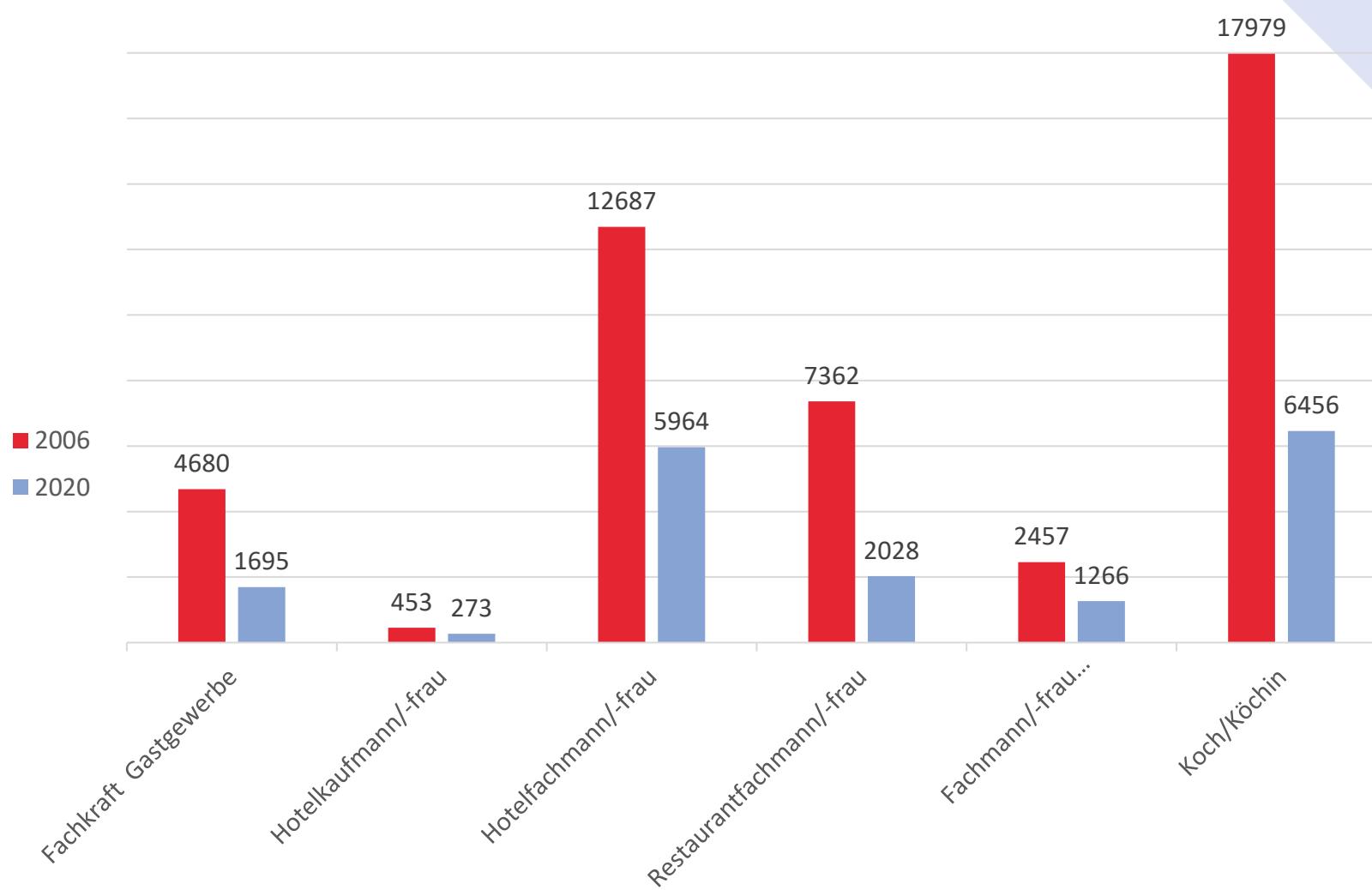
# **The new training occupations in the hospitality sector in Germany**



# Initial situation and procedure

# New vocational education and training (VET) contracts

Newly concluded apprenticeship contracts  
2006-2020

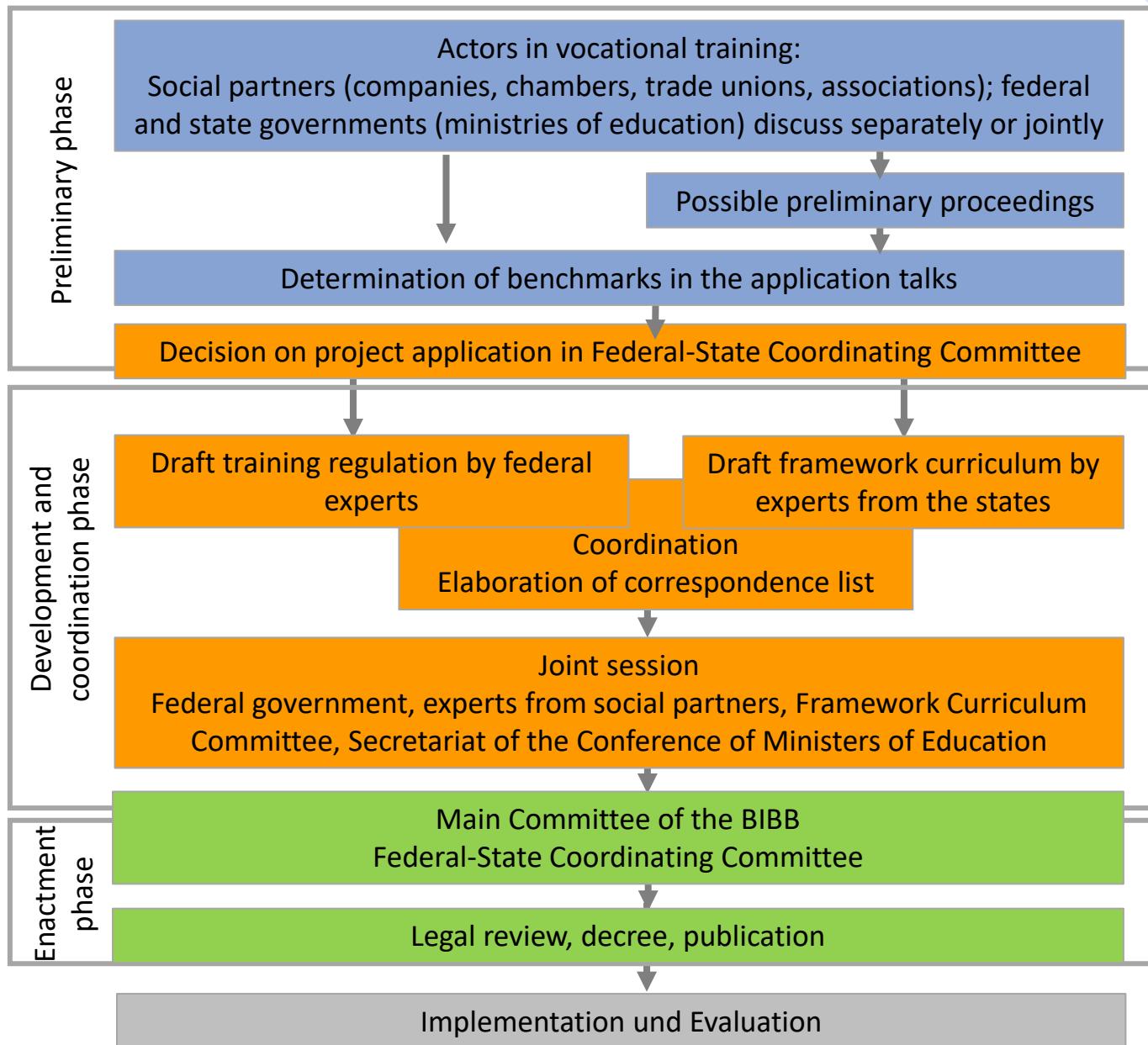


# Our goals as NGG

We want

- ▼ make VET contents fit for the future
- ▼ attractive VET that gives young people opportunities on the labour market
- ▼ less VET dropout
- ▼ no training that is only geared towards simple activities (> professional skills)
- ▼ create permeability where possible

# Process of modernisation of training regulations



- ▶ Federal Institute for Vocational Education and Training (BIBB) Main Committee
- ▶ Federal Ministry for Economic Affairs and Energy
- ▶ Federal Ministry of Education and Research
- ▶ Federal Ministry of Justice and Consumer Protection
- ▶ Conference of Ministers of Education
- ▶ Framework Curriculum Committee
- ▶ Social Partners (NGG & DEHOGA)
- ▶ Federal Experts

Example:

- ▶ Work in 3 groups – gastronomy / kitchen / hotel
- ▶ 23 honorary NGG experts from all professions are represented
- ▶ 7 - 9 experts per group

## Participants in the procedure



# What is new?

# Overview of all this occupations

- ▼ Extended final exam instead of intermediate exam
- ▼ More modern exam instruments and more concrete exam content
- ▼ **Digitised world of work as new standard job profile position**
- ▼ **Sustainability as standard job profile position** conveyed in an integrative manner
- ▼ Convey topic of hygiene in an upgraded and integrative manner
- ▼ Also: more focus on consumer protection, nutrition trends and teamwork
- ▼ Principle of complete action taken into account when formulating job profile positions

# Sustainability

## ▼ Excerpt of standard job profile position:

3 b) **use materials and energy** in work processes and with regard to products, goods or services in accordance with economic, environmental and social sustainability aspects

3 e) **develop suggestions for sustainable action in own area of work**

## ▼ Example of integrated job profile position:

13 b) **develop own values with regard to social, ecological and economic sustainability** and compare them with the corporate goals, **identify decision-making dilemmas and derive suggestions for the implementation of sustainable action**

(HoKa: quality and process-oriented action in the team and at interfaces, process control)

# Digitalisation

## ▼ Excerpt of standard job profile position:

4 b) Assess risks when using digital media and information technology systems and comply with company regulations when using them

4 f) Apply learning and working techniques as well as methods of self-directed learning, **using digital learning media and recognise and derive the requirements of lifelong learning**

## ▼ Example of integrated job profile position:

14 j) select and use customary **electronic data processing programmes**, in particular for spreadsheets, presentations, word processing, file storage and communication, task related

(SysGa: commercial guidance and control as well as entrepreneurial action)

# Gastronomy occupations

„Fachmann/-frau für Restaurants und Veranstaltungsservice“

- ▶ New title: restaurant and event service specialist
- ▶ Focus on events, conferences, banquets for restaurant specialist
- ▶ System gastronomy specialist gets more human resources management and marketing
- ▶ Role as host more comprehensive
- ▶ Qualified hospitality sector professional in 2 main areas, scope: 4 months
- ▶ Additional qualification bar and wine

# Hotel occupations

„Kaufmann/-frau für Hotelmanagement“

- ▼ New title: hotel management specialist, commercial parts upgraded
- ▼ Revenue and channel management upgraded as a topic
- ▼ Content more specific for hotel specialist, especially sustainability
- ▼ Additional qualification bar and wine

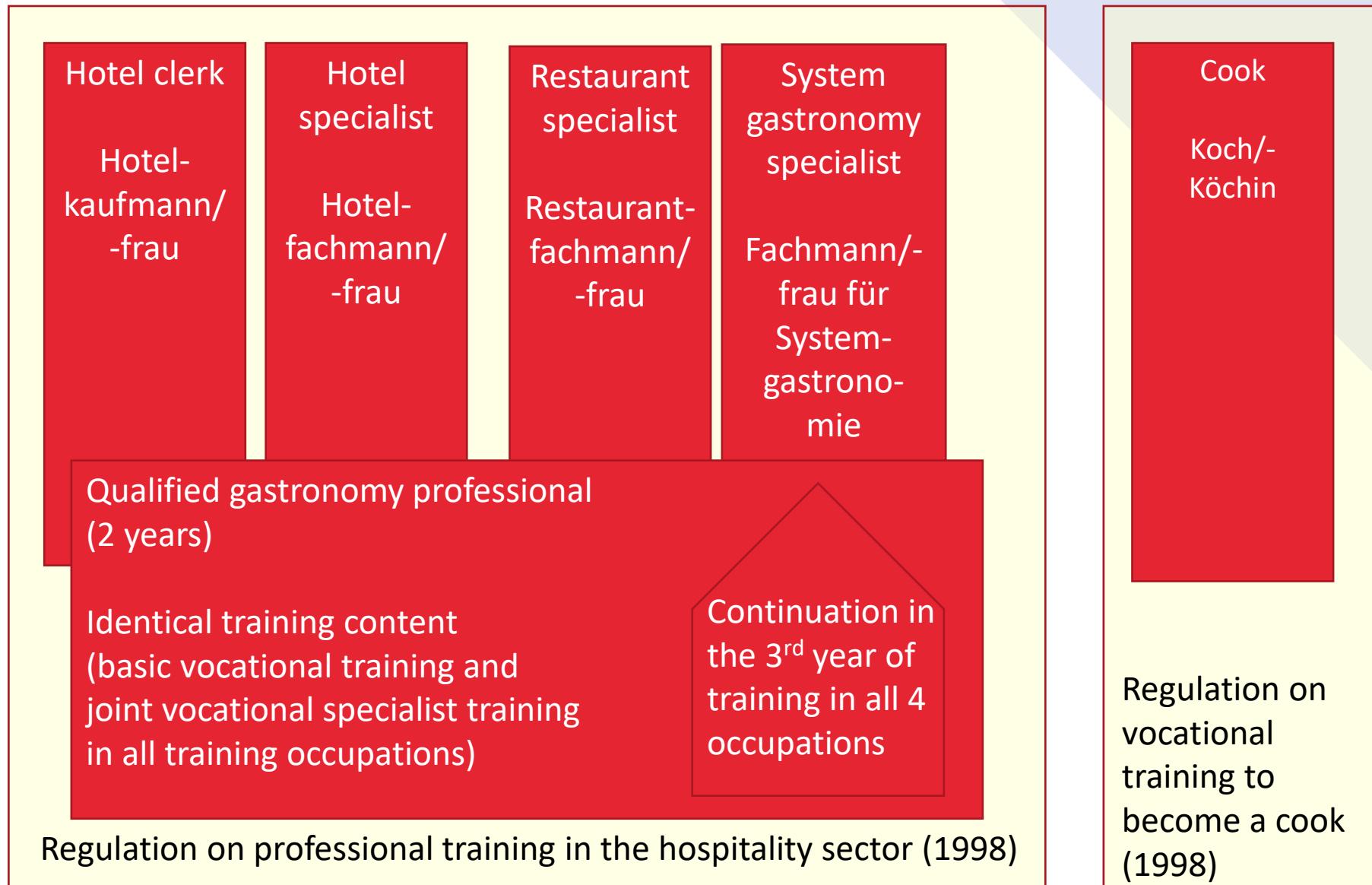
# Kitchen occupations

## “Fachkraft Küche”

- ▼ New occupation: qualified kitchen professional (2 years)
- ▼ Specification and modernisation of content on procurement of goods, calculation and cost control
- ▼ Concretisation of exam requirements
- ▼ Additional qualification in vegetarian and vegan cuisine

# **Structure of training occupations**

# Old structure of training occupations



# New structure of training occupations



# New structure of training occupations

- ▶ Qualified kitchen professional limited to 7 years
  - ▶ Repeal of limit only if agreement between social partners and with evaluation BiBB
- ▶ New titles for hotel clerk and restaurant specialist
- ▶ Crediting of qualified hospitality and kitchen professionals on respective three-year occupations
- ▶ Additional qualifications for deepening / expanding knowledge
  - ▶ Own exam / certificate
  - ▶ Scope: 8 weeks
  - ▶ Standardised nationwide

# **Rights of works councils in vocational education and training**

- ▼ Monitoring of the provisions of the Vocational Training Act (BBiG)
  - ▼ Content of the training contract
  - ▼ Release for attendance of vocational school
  - ▼ Minus hours / overtime
  - ▼ Company training plan
  - ▼ Qualification of trainers
  - ▼ Training materials (in particular literature and equipment)
  - ▼ Documentation of training
- ▼ Right to propose vocational training (§ 96 paragraph 1 sentence 3 Works Constitution Act)
- ▼ Further rights as for other workers

# Thank you very much for your attention!

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**WIR SIND DA,  
WENN DU  
UNS BRAUCHST**

**STANDING UP TOGETHER  
FOR YOUR INTERESTS**

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