

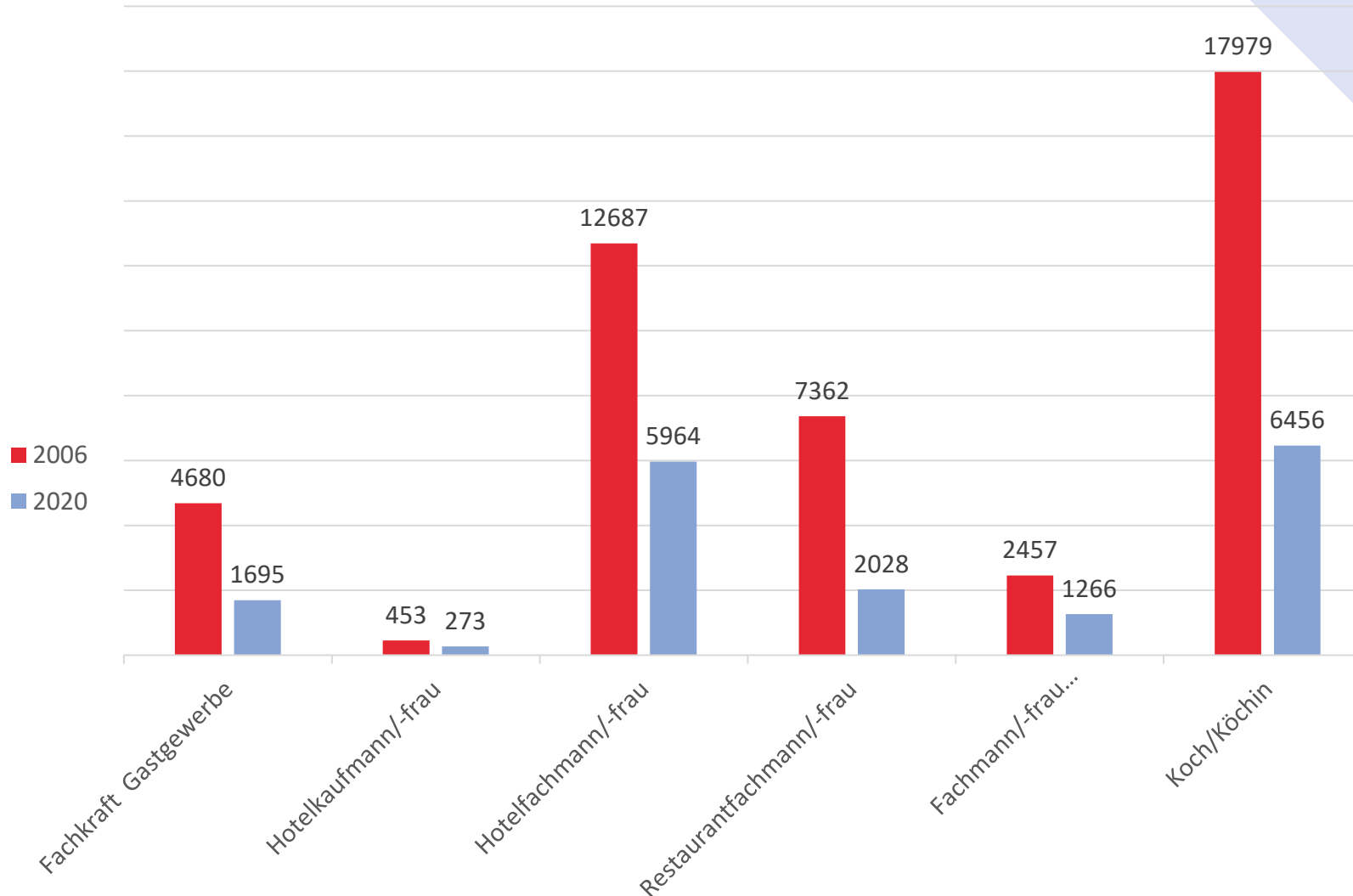
# **The new training occupations in the hospitality sector in Germany**



# Initial situation and procedure

# New vocational education and training (VET) contracts

Newly concluded apprenticeship contracts  
2006-2020

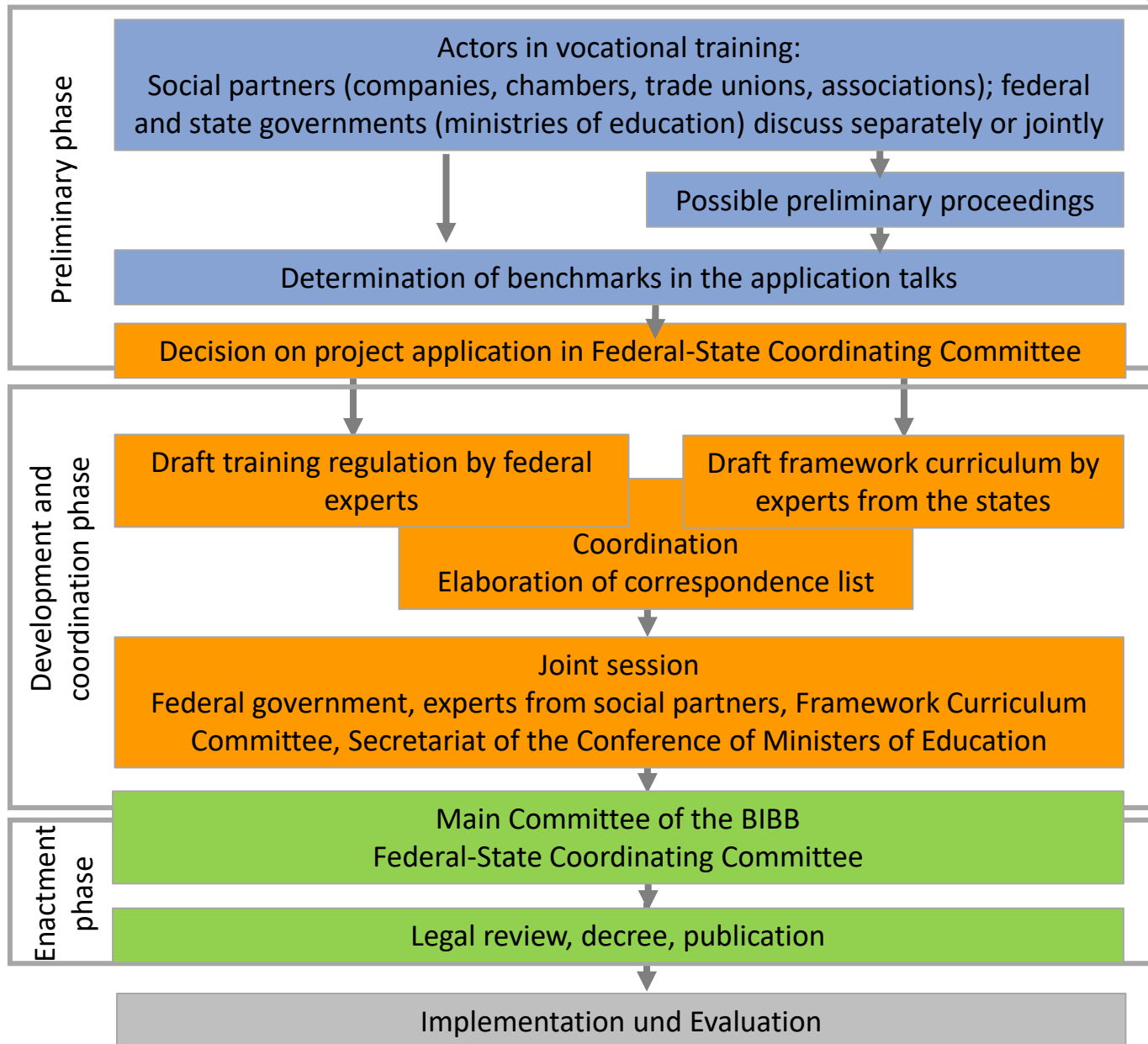


# Our goals as NGG

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



# Participants in the procedure

- ▶ 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**



# 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



## ▼ 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)

## ▼ 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)

## „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

## „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

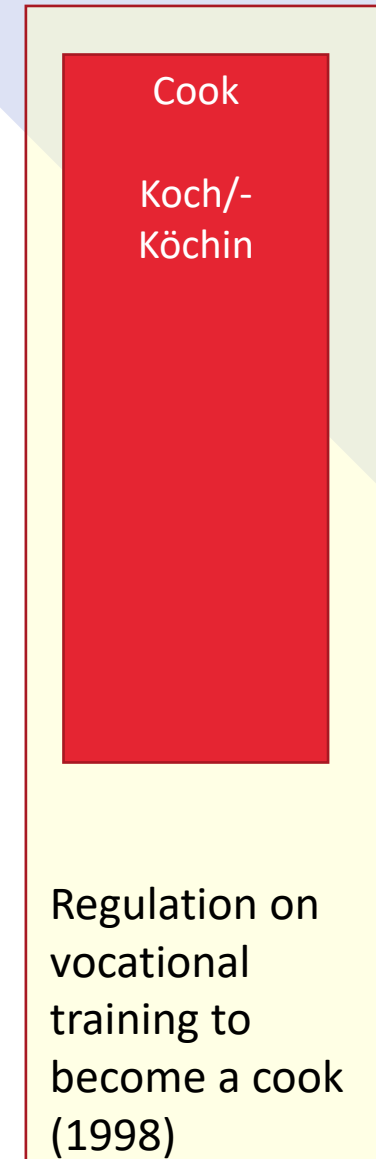
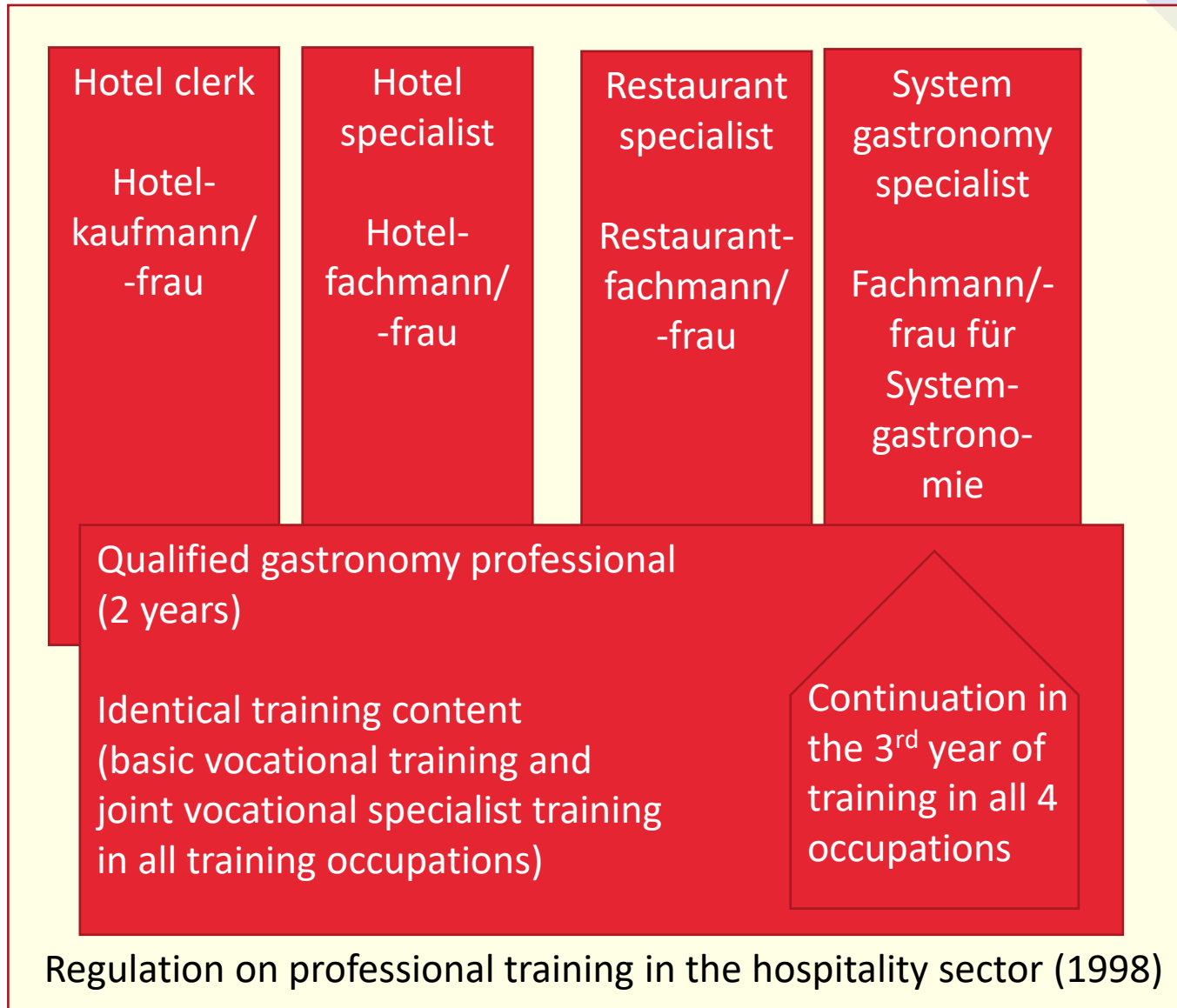
# Kitchen occupations

## “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

Hotel management specialist

Kaufmann/  
Kauffrau für  
Hotel-  
management

Hotel specialist

Hotel-  
fachmann/-  
frau

Restaurant and event service specialist

Fachmann/  
Fachfrau für  
Restaurants  
und  
Veranstaltung  
sservice

System gastronomy / catering specialist

Fachmann/-  
frau für  
System-  
gastronomie

Cook

Koch/-Köchin

Qualified hospitality sector professional (2 years)  
Focus:

- restaurant service
- system gastronomy

Qualified kitchen professional (2 years)

1<sup>st</sup> year

Joint schooling

2<sup>nd</sup> year



# 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!

**Thomas Giessler**

Head of Unit VET-Policy

**German Trade Union Confederation**

[Thomas.Giessler@dgb.de](mailto:Thomas.Giessler@dgb.de)

-

-

A close-up photograph of two hands shaking in a firm grip. The hand on the left is light-skinned and has a large, colorful tattoo of a rose on the forearm. The hand on the right is dark-skinned and is wearing a yellow and white striped sweater. The background is plain white.

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

**STANDING UP TOGETHER  
FOR YOUR INTERESTS**

NGG-Hauptverwaltung  
Referat Jugend/Berufliche Bildung  
Volkmar Wolf  
[hv.jugend@ngg.net](mailto:hv.jugend@ngg.net)  
040/38013-151