

HANDOUT 3.3.1 QUESTION STEMS

Use the following to help you develop your questions for the apprenticeship game.

What...?

Where...?

Who...?

When...?

Name...?

How many...?

Why does ...?

List two or three...

Define...

HANDOUT 3.3.2 APPRENTICE INTERVIEWS

The following answers in green are replies from real apprentices from Karlsruhe, Germany, in their own unedited language.

Name: Marvin

1. Why did you decide on an apprenticeship?
To have completed a vocational training for my career.
2. What type of apprenticeship did you do?
Process mechanic for plastics/rubber.
3. How did you decide on your apprenticeship?
This profession was suggested to me by a former classmate.
4. What was your first year like during your apprenticeship?
It was crucial in getting to know practical operations/activities.
5. Did you earn money while you learned your trade? If so, how much did you earn (per month)?
About €700 (\$840) net in the first month.
6. How long did your apprenticeship last?
3 years.
7. What has been the most challenging part of being part of the apprenticeship program?
Studying after work is difficult.
8. What did you find the most rewarding during your apprenticeship program?
Practical and theoretical experience, and exchanging experience with other trainees.
9. What were your favorite subjects in school?
Vocational subjects / occupational subjects.
10. How do you envision your professional future?
Taking on responsibility upon graduation from technical school.
11. How difficult was the application process?
Very difficult, there is a lot of competition from others seeking an apprentice position.
12. What is your daily routine as an apprentice? (Daily work life)
Work on theory as well as practical tasks with other trainees/employees.
13. Did your parents or teachers help you decide to do an apprenticeship?
Yes.
14. Did you receive career counseling from an employment agency?
No.

Name: Sara

1. Why did you decide on an apprenticeship?
Security, own income, foundation for further education.
2. What type of apprenticeship did you do?
Training as a toolmaker.
3. How did you decide on your apprenticeship?
Good opportunities for further training, very diversified profession.
4. What was your first year like during your apprenticeship?
Exciting, interesting, strenuous.
5. Did you earn money as you learned your trade? If so, how much did you earn (per month)?
1st year of apprenticeship: €800 (\$960), 2nd year of apprenticeship €900 (\$1,080), 3rd year of apprenticeship €950 (\$1140), 4th year of apprenticeship €1,000€ (\$1,200).
6. How long did your apprenticeship last?
3.5 years.
7. What has been the most challenging part of being part of the apprenticeship program?
The practical midterm exam.
8. What did you find most rewarding during your apprenticeship program?
Teamwork with other apprentices, discovering different departments and activities.
9. What were your favorite subjects in school?
Physical education, history, geography, technology.
10. How do you envision your professional future?
An open, communicative workplace in a medium-sized company.
11. How difficult was the application process?
Very easy due to good economic conditions.
12. What is your daily routine as an apprentice? (Daily work life)
Work through learning content. Fulfill work assignments. Get to know new machines and activities. Work in departments.
13. Did your parents or teachers help you decide to do an apprenticeship?
Yes.
14. Did you receive career counseling from an employment agency?
The curriculum of a Realschule includes visits to career information fairs and to the employment agency – so yes.

Name: Karim

1. Why did you decide on an apprenticeship?

An apprenticeship in a skilled trade forms the foundation for later or advanced training. During your time as an apprentice, you receive a salary and have a secure employment relationship.

2. What type of apprenticeship did you do?

An apprenticeship as an automotive mechatronics technician, in the field of passenger vehicle technology.

3. How did you decide on your apprenticeship?

I have been interested in cars from an early age.

4. What was your first year like during your apprenticeship?

Very interesting, but one could have hoped for more, especially in the field of alternative driving concepts. But in 2006, there were relatively few carmakers aspiring to work on this type of technology.

5. Did you earn money as you learned your trade? If so, how much did you earn (per month)?

It was about €350 (\$420) in the first year, and increased to around €500 (\$600) in the third year of my apprenticeship.

6. How long did your apprenticeship last?

3.5 years.

7. What has been the most challenging part of being part of the apprenticeship program?

Replacing the DC-to-DC converter/inverter on a hybrid vehicle as an apprentice.

8. What did you find most rewarding during your apprenticeship?

The class community and also the willingness to experiment in the workshop and in the school laboratory.

9. What were your favorite subjects in school?

I have to be honest and say that I really enjoyed the subjects of engine theory and the air conditioning. They always discussed very interesting topics.

10. How do you envision your professional career?

I am currently continuing my education in this field.

11. How difficult was the application process?

It was extremely difficult at that time, with about 100 applicants per job posting in 2006. You had to assert yourself and prove yourself through an internship.

12. What is your daily routine as an apprentice? (Daily work life)

At dealerships, unfortunately, reconditioning and cleaning vehicles for the end customer is also part of the daily work. However, there were relatively few engine repairs and accident repairs during my apprenticeship. Troubleshooting with the laptop or with the diagnostic tool is the real daily work of an apprentice.

13. Did your parents or teachers help you decide to do an apprenticeship?

Yes they can see the skills and the abilities that you have and that you can possibly expand on and thrive.

14. Did you receive career counseling from an employment agency?

No, you can do without them.

Name: Hanna

1. Why did you decide on an apprenticeship?

My motivation to continue school after graduating high school was no longer there, and I really wanted to learn a profession after graduation and earn my own money.

2. What type of apprenticeship did you do?

An apprenticeship as a motor vehicle mechatronics technician, specializing in commercial vehicle technology.

3. How did you decide on your apprenticeship?

I was always interested in machines and engines, as well as cars, trucks, tractors, motorcycles, and everything that runs with an engine and has wheels or chains and absolutely wanted to learn the profession of automotive mechatronics.

4. What was your first year like during your apprenticeship?

The first year was not easy and was a big transition from school life to working life. However, I received a lot of support from the company and the vocational school. So the first year was a little easier and also over pretty quickly.

5. Did you earn money as you learned your trade? If so, how much did you earn (per month)?

I earned about €850 (\$1,020) gross in my first year of training in the city of Mainz (public service).

6. How long did your apprenticeship last?

The apprenticeship takes 3.5 years.

7. What has been the most challenging part of being part of the apprenticeship program?

The biggest challenges were the exams, but in retrospect they were easy.

8. What did you find most rewarding during your apprenticeship program?

Working in a team in the workshop and learning the trade.

9. What were your favorite subjects in school?

The subjects that related to my apprenticeship were my favorite subjects, they were very interesting.

10. How do you envision your professional future?

I already started my professional career. I am doing further training to become a technician for automotive technology at the Carl Benz School in Gaggenau in Germany.

11. How difficult was the application process?

The application process for my apprenticeship was quite simple. After 2 interviews, I got a training position directly with the waste management company of the city of Mainz.

12. What is your daily routine as an apprentice? (Daily work life)

There were 1-2 days a week of vocational school. The other days of the week I went to work in the workshop.

13. Did your parents or teachers help you decide to do an apprenticeship?

I made this decision by myself for myself.

14. Did you receive career counseling from an employment agency?

At the school where I received my certificate, there was a career counseling service which I took advantage of at the beginning. However, my decision to train as an automotive mechatronics technician was made pretty quickly, so I didn't need any more career counseling.

Name: Steffen

1. Why did you decide on an apprenticeship?
To have a good job in the future.
2. What type of apprenticeship did you do?
Industrial mechanic.
3. How did you decide on your apprenticeship?
Location and company were a good fit.
4. What was your first year like during your apprenticeship?
Good.
5. Did you earn money as you learned your trade? If so, how much did you earn (per month)?
€1,000 (\$1,200).
6. How long did your apprenticeship last?
3.5 years reduced to 3.
7. What has been the most challenging part of being part of the apprenticeship program?
Intermediate exam.
8. What did you find most rewarding during your apprenticeship program?
Development, learning new things, making new colleagues/contacts, working in a team.
9. What were your favorite subjects in school?
Economics.
10. How do you envision your professional future?
At Daimler.
11. How difficult was the application process?
Hard. Two tests and two interviews.
12. What is your daily routine as an apprentice? (Daily work life)
Milling, turning, drilling.
13. Did your parents or teachers help you decide to do an apprenticeship?
Yes.
14. Did you receive career counseling from an employment agency?
No.

Name: Ilya

1. Why did you decide on an apprenticeship?

I wanted to learn automotive mechatronics; I would not do so today!!!

2. What type of apprenticeship did you do?

Apprenticeship at the CBS Gaggenau (Germany).

3. How did you decide on your apprenticeship?

It was my dream job as a child.

4. What was your first year like during your apprenticeship?

Training in the company was satisfactory. However, I would give the training portion at school an insufficient grade because many teachers themselves lacked the basics in the profession or just did not understand them.

5. Did you earn money as you learned your trade? If so, how much did you earn (per month)?

€600 (\$725).

6. How long did your apprenticeship last?

Three years after reducing my time there, as the learning content was insufficient.

7. What has been the most challenging part of being part of the apprenticeship program?

To teach myself all the content.

8. What did you find most rewarding during your apprenticeship program?

The work at the company where I could work on Porsche vehicles, if I had the chance to do so.

9. What were your favorite subjects in school?

None.

10. How do you envision your professional future?

OK.

11. How difficult was the application process?

It was relatively easy.

12. What is your daily routine as an apprentice? (Daily work life)

Changing tires and inspections, sweeping the yard; unfortunately, I learned nothing.

13. Did your parents or teachers help you decide to do an apprenticeship?

No, they warned me against my decision, and that is why I first finished high school.

14. Did you receive career counseling from an employment agency?

They are pretty useless, poorly accessible, and unreliable.