

Qualification Requirements for In-Company Apprenticeship Trainers

Germany

[AusbEignV 2009 - Ausbilder-Eignungsverordnung \(gesetze-im-internet.de\)](#)

[HA135.pdf \(bibb.de\)](#)

DESCRIPTION

Since 2009, in Germany, it has been a **legal requirement that all in-company trainers hold qualification to train apprentices**. The so called “*Ausbildereignungsverordnung*” (AEVO) defines the knowledge, skills and competences that trainers must possess to acquire the “*Ausbilderschein*” (the certification that documents this qualification). Courses leading to this certification are offered by both public and private actors.

To obtain the qualification, **trainers need to follow a two-week full-time training course**; it can also be obtained **online** or through other **flexible arrangements**.

The AEVO contains **four major fields of action**, each **subdivided into competences**. One of these (3.9) addresses the development of learners’ “**intercultural understanding**”. Here, trainers are required to support apprentices in **developing skills such as “tolerance, empathy, respect of others, objectiveness and constructive co-operation skills”**, and to “**be open to all cultures and approach cultural differences with a positive attitude**”. This inscribes itself directly into a CDC context.

In-company trainers in the field of crafts have a separate qualification (“*Meisterprüfung*”), similar to the AEVO.