TRAINING IN MALAYSIA
MADE IN GERMANY
If you think about German exports you might think about innovative cars, efficient machinery or electronics equipment. But you should have in mind the system of German Dual Vocational Training GDVT as well. It ensures that trainees in Germany get high-quality technical education in practical work by their employers and theoretically in training institutes. GDVT has been continuously supporting the success story of the German Economy for decades and adapts to new technical developments and requirements. By combining practical experience with academic studies this dual vocational training system has proven to be the underpinning of the German economy.

The Malaysian-German Chamber of Commerce and Industry (MGCC) is one of the pioneers in the field of professional education in Malaysia, offering dual vocational training since 2014 in cooperation with its partners the German-Malaysian Institute (GMI), the Penang Skills Development Centre (PSDC) and German, as well as Malaysian, training companies. Since then, dual vocational training based on German standards has grown constantly, broadening the range of subjects from Industrial and Logistic Operations Management to Mechatronics and offering more and more opportunities for Malaysian students.

It takes time and patience to set up and structure a new education scheme and you have to wait before achieving results. For all of us involved in the efforts to foster vocational training in Malaysia it was a great pleasure to see the first batch of 15 students receiving their certificates - the Advanced Skills Diploma on NOSS Level 5 and the German Chamber (AHK) Certificate. I would like to thank MGCC, its partners GMI and PSDC, the German and Malaysian companies and last but not least the trainees for their participation and support of the German Dual Vocational Training.

My best wishes to the future endeavours of GDVT in Malaysia!

H.E. Nikolaus Graf Lambsdorff
German Ambassador to Malaysia
Greetings and welcome to the German Dual Vocational Training in Malaysia.

“Give a man a fish and you feed him for a day; teach a man to fish and you feed him for a lifetime.”

Following the idea of this old saying, the Malaysian-German Chamber of Commerce and Industry (MGCC) has implemented several Vocational Trainings following the model of German Dual Vocational Training. One main success factor of this concept lies in its duality. The duality is expressed not only in the fact that public learning institutions and private sector industry join in a common effort to provide state-of-the-art education to the young. It can also be seen in the fact that the employer invests in the education of its own apprentices and staff, thus securing an education that follows the latest technical developments and the day-to-day requirements on the shop floor. And finally, not less important, we can see an aspect of duality in the understanding between parents and their children, supporting their 3 to 3.5 years of commercial-based or technical education and training and thus securing their kids’ excellent employability and life-long reputation as highly skilled professionals.

This concept has required over one century to develop in Germany and is now transferred to other countries. In many countries our Chambers (AHK) have successfully and sustainably established dual vocational trainings. Of course, it is not “plug-and-play”. As a bilateral Chamber, we take our pride in serving as the “transmission belt” between Germany and Malaysia. This applies to the adjustment to the applicable training standards, the local legislation, the learning habits and teaching or examination styles as well as the language. With this, we are dedicated to deliver Premium German Standard Vocational Education and Training in Malaysia in order to secure the international industry the much-needed skilled workforce in order to stay competitive and innovative. We provide advice to the HR Departments, the Management as well as the experienced technical staff of the private enterprises to secure the necessary backing, the technical and personal support all the way through the education. We guarantee that the certificates are meeting not only Malaysian standards but also the German requirements for GDVT programs under the German Chamber Standards. And we support the future career of the young professionals by including them in our German-Malaysian business network. With the tireless support of all our partners, the motivation of the teachers and the enthusiasm of the trainees we are convinced that with our program we can offer you the best investment in technical education you can possibly make.

Daniel Bernbeck
Executive Director
The need for competent and highly-skilled workers in Malaysia is growing rapidly. In order to address this concern, the Malaysian-German Chamber of Commerce and Industry (MGCC) in cooperation with the Department of Skills Development of the Ministry of Human Resources (MOHR), the German-Malaysian Institute (GMI) and the Penang Skills Development Center (PSDC), launched the German Dual Vocational Training (GDVT). It was first implemented in 2014, and has been running successfully since then.

The GDVT programme provides a combination of 30% theoretical/classroom training at the training institute, and 70% practical on-the-job training in companies based in Malaysia. Trainees rotate between practical on-the-job training for 6-18 weeks, then theoretical learning at a certified training institute for 3-8 weeks.

To ensure a consistent supply of outstanding, well-trained, technically competent and loyal employees in the talent pipeline.

To keep companies competitive for future business needs.

Upon successful completion of the training and passing of the exams, trainees will be awarded with a professional certificate by the Association of German Chambers of Commerce and Industry (DIHK)/MGCC and a Malaysian Skills Advanced Diploma by JPK.

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COMPONENTS

COMPANY TRAINING
• Industry Defined Competencies
• Company training plan including core skills and knowledge
• Additional Company-specific training possible
• Tailored to the needs of company
• Apprentice reaches Full Time Equivalent (FTE) productivity approximately in third year
• MGCC accredited

VOCATIONAL INSTITUTE
• Based on industry standards
• Complimenting company training
• Extra courses available on request
• Aligned to internationally recognised German standards
• Follows JPK and MGCC requirements

EXAMS
• Periodic testing throughout apprenticeship (after 18 months and at the end of training)
• Written and practical parts
• Comprehensive skills and knowledge test
• Developed by MGCC exam boards
• Testing of company relevant information
• End results: A professional certificate by the Association of German Chambers of Commerce and Industry (DIHK)/MGCC and a Malaysian Skills Advanced Diploma by JPK.

WHAT IS INDUSTRY 4.0?

Coined by German economist Klaus Schwab in 2015, the Fourth Industrial Revolution is used to describe the emergence of the Digital Economy and use of automation and data exchange in industrial technologies. Commonly referred to with the catchphrase Industry 4.0, it also included the Internet of Things and collaboration between networked machines and human beings in decision-making.

Technology experts are already speaking about the coming industrial revolution as one that has the potential to disrupt every industry in every country due to the exponential pace that is the nature of the digital revolution which is at the heart of Industry 4.0.

Therefore MGCC has implemented the German Dual Vocational Training in Malaysia, with focus on Training 4.0, to get companies ready for Industry 4.0.
TYPES OF VOCATIONAL TRAINING

CURRENTLY THE FOLLOWING TRAININGS ARE AVAILABLE

- Industrial Management
- Logistic Operations Management
- Mechatronics
- Electronics Automation Technology

OTHER TRAINING AREAS IN DEVELOPMENT (BASED ON DEMAND OF INDUSTRY)

- Electronics – Systems and Devices
- Precision Machining
- Hospitality
- Toolmaker
- Material Tester Metal/Plastic
- Moulding Technician for Plastic/Rubber Processing/Tool & Die
- MRO-Technician (Maintenance/Repair/Overhaul)
CONTENTS OF VOCATIONAL TRAINING

INDUSTRIAL MANAGEMENT
Areas of training include order sourcing and processing, marketing and sales, purchasing and stockpiling, materials and management, human resources planning, transport, logistics, finance and controlling.

LOGISTIC OPERATIONS MANAGEMENT
The logistics manager has to organise and manage the transportation of goods, handle storage and stockpiling, consolidate shipments and arrange insurance coverage, constantly gain knowledge on customs, foreign trade regulations and INCOTERMS, and advice on transport and connections.

MECHATRONICS
Mechatronics is a blend of mechanical engineering, electrical engineering, computer control and information technology. Mechatronic engineering combines aspects of mechanical, electronic and computer engineering in order to increase efficiency in the production and function of manufactured goods. Trainees study aspects of fluid mechanics, control theory, and computer programming.

ELECTRONICS AUTOMATION TECHNOLOGY
The adaptation or adjustment of electronic assemblies and equipment. If malfunctions occur, you employ measuring and testing appliances to find the cause and rectify any faults. During the development of new assemblies, electronics technicians are involved in the production of prototypes and repetition parts as well as in quality assurance.

PRECISION MACHINING
Responsibilities are to set up and operate a variety of machine tools to produce precision parts and instruments. Includes precision instruments makers who fabricate, modify or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout and machining procedures.

HOSPITALITY
The hospitality field, by definition, is a service industry. Its task is to create shareholder wealth by servicing and satisfying guests. Industry segments include, among others: hotels, restaurants, private clubs, managed food service, event planning, tourism related businesses, and travel providers. More often than not, the product purchased is either intangible or the perceived quality of the product purchased is impacted by the service method in which it was received.
**STRUCTURE**

- **MONTHLY TRAINING ALLOWANCE** of minimum of **RM 700**
- **NO TUITION FEES**
- **DURATION** 1-3.5 years, depending on program and certification
- **TRAINING MODEL** Rotation between 30% theoretical/classroom training and 70% practical on-the-job training
- **TRAINING BASED ON A CONTRACT BETWEEN INDIVIDUAL AND COMPANY**
- **YEARLY INTAKE** **JULY** (subject to change)

**CERTIFICATIONS**

- MGCC Certificate
- Malaysian Skills Advanced Diploma
BENEFITS FOR COMPANIES

Companies obtain a wide range of benefits by participating in the training:

- Obtain qualified staff with practical skills and theoretical knowledge
- Improve productivity as well as quality of service and products
- Influence content and quality of training
- Identify dedicated trainers in the company
- Adapt framework (provided by MGCC) for on-the-job training
- Support corporate social responsibilities (CSR)
- Enhance productivity while trainees are paid apprentice-level salaries
- Increase staff motivation
- Reduce recruitment and settling-in costs
- Opportunity to recruit the most successful candidates
- Justified salary
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HOW TO PARTICIPATE

Companies can participate in GDVT by following these steps:

1. Register with JPJ as an SLDN training provider and with MGCC as a vocational training partner
2. Identify dedicated trainers in the company
3. Adapt framework (provided by MGCC) for on-the-job training
4. Recruit Malaysian trainee(s): school leavers or existing workforce (upskilling)
CURRENT TRAINING PARTNERS

INDUSTRIAL MANAGEMENT

LOGISTIC MANAGEMENT

MECHATRONICS

Training in Malaysia Made in Germany
The company has the chance to develop young people that will be best qualified for future employment, know the organisation and have build up a strong network. By following the German DVT syllabus amended by Malaysia specific contents sets proven standards and ensures high quality.

The dual vocational system combines learning at the company with learning in school and prepares the trainees for the successful transition to the labor world. The practice oriented training of specialists in the dual vocational system has led Germany to its economic success and has contributed to its international reputation. The benefit of education to the company consists of a variety of different elements which can only partly be assessed in monetary terms.
BENEFITS FOR TRAINEES

Trainees obtain a wide range of benefits by participating in the GDVT:

- **Sponsored High-Quality Professional On-the-Job Training**
- **Monthly Training Allowance**
- **Sponsored High-Quality Theoretical Training**
- **Excellent Career Opportunities with Well-Known Multinational Corporations**
- **Sponsored Accommodation during Training at the School**
  
  *Optional*
- **Recognised Qualifications (depending on level achieved):**
  - A Professional Certificate by the Association of German Chambers of Commerce and Industry (DIHK)/MGCC and a Malaysian Skills Advanced Diploma by JPK
HOW TO APPLY

1 Preliminary Requirements
   - SPM, STPM, SKM 1 or 2 or equivalent
   - Credits in Maths and Physics (applicable only for technical training)
   - Good command of English
   - Interest in a combination of theoretical and practical training
   - Initiative and self-confidence

2 Apply online at
   www.malaysia.ahk.de/en/dvt-application

3 Attach your CV with your latest School Certificate

4 Get invited for an Interview

5 Sign a Training Contract with a Company

6 Start your Professional Career
The fireworks begin today. GDVT is a lighted match. An opportunity that keeps me moving forward with a bright future.

Do not miss your chance to be part of this programme and benefit yourselves personally and make the nation proud by acquiring your skills through this type of training.

The coaches are all very helpful and have high patience in training us. A lot of knowledge has been gained and it’s very useful.

Quality training provided and driven by industry. Furthermore no tuition fees throughout the training.

This program gave me a fast track in learning and secured me a job in Panalpina.
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