



# Ausbildung der Ausbilder – International Full Version

The German trainer qualification for the Indian market

With the industry’s rapidly growing demand for skills, on-job training and apprenticeships have become an important investment in the future of businesses and a key component of human resource planning and development. However, effective training can only take place with qualified trainers. Not only do trainers need to be subject matter experts of their domain, they also need to have pedagogical, legal, organisational, psychological and methodology knowledge.

**The AHK train the trainer course “Ausbildung der Ausbilder” (AdA) – International (Full Version) prepares training professionals and team leaders for this challenging task. Based on the German Trainer Aptitude Act and adapted to the Indian framework, the unique concept enables participants to plan, prepare conduct and continually enhance successful training customised to your company’s specific skill requirements. An AdA certification is a quality seal not only for training professionals, but your entire organisation.**

## Your benefits of AdA – International (Full Version):

- You will learn to develop, execute and review customised training program in line with your company goals
- You will enhance your leadership skills by building your coaching and application-based knowledge trans-fer capabilities
- You will receive a globally recognised certification, which enables your company to implement German dual training in India
- You will be trained by an experienced practitioner of the German dual training system

## Who is AdA (Full Version) for?

- **HRD & Training managers** entrusted with the task of designing and implementing highly effective dual training courses in their company
- **Senior on-job trainers and training supervisors** for dual training programmes striving to further enhance their trainer skills
- **Head of departments** in which dual training is conducted

## Course details

|                      |                                                                                                    |
|----------------------|----------------------------------------------------------------------------------------------------|
| <b>Duration</b>      | Approx. 100 hours to be delivered over 11 weeks.                                                   |
| <b>Delivery</b>      | One week workshop at Pune,<br>Ten weeks online<br>Two session per week<br>One session: 3 hours     |
| <b>Method</b>        | Workshop, presentations, case studies, exercises, group work, individual sessions and project work |
| <b>Examination</b>   | DIHK examination framework                                                                         |
| <b>Certification</b> | Joint certification by the IGCC and DIHK                                                           |
| <b>Fee:</b>          | 60,000 INR + GST                                                                                   |



## Content

### Ausbildung der Ausbilder – International (Full Version)

#### Module 1

##### Checking training prerequisites and training plans

- Benefits of dual vocational training
- Planning and determining skilling requirements based on legal framework conditions
- Structure of the vocational training system in Germany and India
- Selecting relevant trades
- Determining your company's preparedness for dual training
- Coordinating tasks of other parties contributing the training

#### Module 2

##### Preparing the training

- Preparing an on-job training plan with consideration of its objectives, content, learning locations, process and execution
- Coordinating efforts with training partners
- Selecting suitable trainees
- Training agreements and documentation
- Checking international training opportunities

#### Module 3

##### Executing the training

- Creating conditions conducive to learning and building a motivating learning culture
- Planning trainees' probation period
- Developing on-job tasks and learning based on the on-job training plan
- The training toolkit: Selecting and combining training methods suitable to the specific trainee and situation
- Overcoming learning difficulties
- Providing additional training opportunities
- Promoting the social and personal development of trainees
- Recognising and solving problems and conflict
- Evaluating trainee performance and examination results
- Promoting intercultural competencies

#### Module 4

##### Concluding the training

- Preparing trainees for final exams
- Registering trainees for exams
- Understanding certificates
- Showing trainees advanced training opportunities and career paths

#### Module 5

##### Examination and certification

- Written exam (180 Minutes), including case-related questions and multiple-choice questions
- Practical exam (30 min)
  - Preparing and conducting a training unit
  - Technical discussion

#### For Registration & queries:

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