

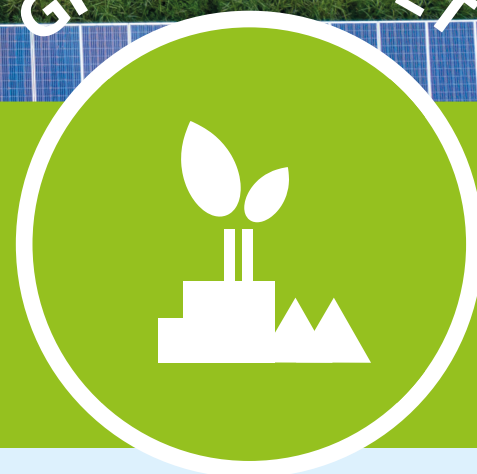


Greening TVET

NiB-Scout: sustainability in the bakery trade

Submitted by ADB Nord gGmbH, Germany

BILT Innovation and Learning Practice



The bakery trade is a centuries-old tradition in Germany. With more than 3200 different bread specialties, German craft bakers have a global reputation for excellence. At the same time, the profession is confronted with fundamental challenges including a severe shortage of skilled workers and the question of how sustainability can be reflected in training and put into practice at the workplace. As a response, the NiB-Scout project developed new training content to orient apprenticeships in the bakery industry towards sustainability, making it more attractive to learners, and renewing the focus on high quality standards.

- Start date: 05/2018
End date: 04/2021
- Type of implementing institution:
Not for profit/NGO
- Target group:
Apprentices and trainers in the bakery trade

ADB Nord gGmbH, Germany

ADB Nord gGmbH is an inter-company training centre responsible for training and further education in the bakery trade. It has a special focus on refugees as well as young people with special needs and offers a diverse, future-oriented range of training options in the areas of production, sales, and management.

Description of activities

Sustainability-related topics such as resource conservation or the origin and quality of raw materials are increasingly becoming a focus of German bakeries. Depending on the focus and production volume of the companies, regional and seasonal products equally become more important. Such trends promote a return to traditional and more sustainable processes in the bakery trade, e.g. through longer dough rest instead of accelerated technical processes.

To support these efforts, the NiB-Scout project created new training content for inter-company training centres, with the aim of integrating sectoral green competencies in vocational training of the bakery trade. With themes such as waste and power consumption or traditional baking processes, the new training content includes real-life situations related to sustainability. This offers trainees and trainers new challenges and ways of thinking for their daily work life and helps to increase professional as well as social and methodological competencies.

The NiB-Scout project successfully integrated its new training content in national training standards for inter-company training centres. Thanks to this success, ADB Nord and NiB-Scout were recognized by the German UNESCO Commission and the German Federal Ministry for Education and Research (BMBF) as a “sustainable learning location”.

Added value

What current challenges does your initiative address?

Germany is currently facing a massive shortage of skilled workers in the bakery sector. 90% of apprentices leave the craft during the first year or one year after the apprenticeship, confronted

with a tough and demanding work environment. At the same time, customer needs for sustainably produced, healthy baked goods are rising. Moreover, sustainability is becoming increasingly important for young people, who are potential apprentices. Against this backdrop, the NiB-Scout Project seeks to promote green competencies for training in the bakery trade in order to enhance sustainable action and make bakery training more attractive.

Why is this initiative a success?

One element of the project’s success is the integration of real-life practice projects in the training of inter-company apprentices, thereby introducing sustainable action on a company level. Generally, the new training content applies an interactive and process-oriented didactical concept in combination with an approach to implement learning processes through innovative learning projects on the company level.

One of the most important lessons learnt was to take the needs, expectations, and especially the know-how and perspectives of company partners into account. Thereby, from the beginning of the project, a practice-oriented approach in the professional field was applied. The project made it possible to bring leaders of different bakery companies, their trainees, their trainers and the ADB Nord gGmbH as an inter-company training centre together in a relatively short time with the aim to jointly develop the new training content.

What is the added value of this example?

With the new training content, trainees learn about the importance of sustainability by developing relevant green competencies and integrating them into their daily work life. The trainers learn new didactic methods thanks to the new training content and are enabled to make lessons more interactive and to convey new green competencies. Both trainers and trainees become multipliers in their companies and help to increase the awareness for sustainability among colleagues and their personal environment.

Impact on curricula

What implications does this example have for current or future curricula?

Thanks to the project, new training content for the training of bakery apprentices and trainers at inter-company training centres have been developed on a national level. Hence, new national standards have been created that are part of the curricula for

inter-company training centres of the bakery trade in Germany.

How does this example impact TVET systems?

The impact of this example is at national level, through the integration of new training content for bakery apprentices and trainers into national training standards.

How does this example respond to industry and social demands?

Like in many other trades, the bakery trade is experiencing social and economic transformation processes. For example, industrially manufactured baked goods and bakery shops in supermarkets depress prices. Many craft bakers have a stronger focus on sustainability, reflecting on traditional manufacturing processes. The value and origin of the processed raw materials are a sensible future perspective for the whole trade. High product quality, knowledge base, customer communication skills, as well as securing skilled workers through in-depth training, qualifications and opportunities for personal development are becoming increasingly important.

Transferability

Which components of this practice may have practical value to other UNEVOC Centres/TVET institutions?

In addition to sustainability-related teaching-learning materials for trainers and trainees, the concept of further training for inter-company trainers / teachers can be transferred to any other professional branch and type of training centre.

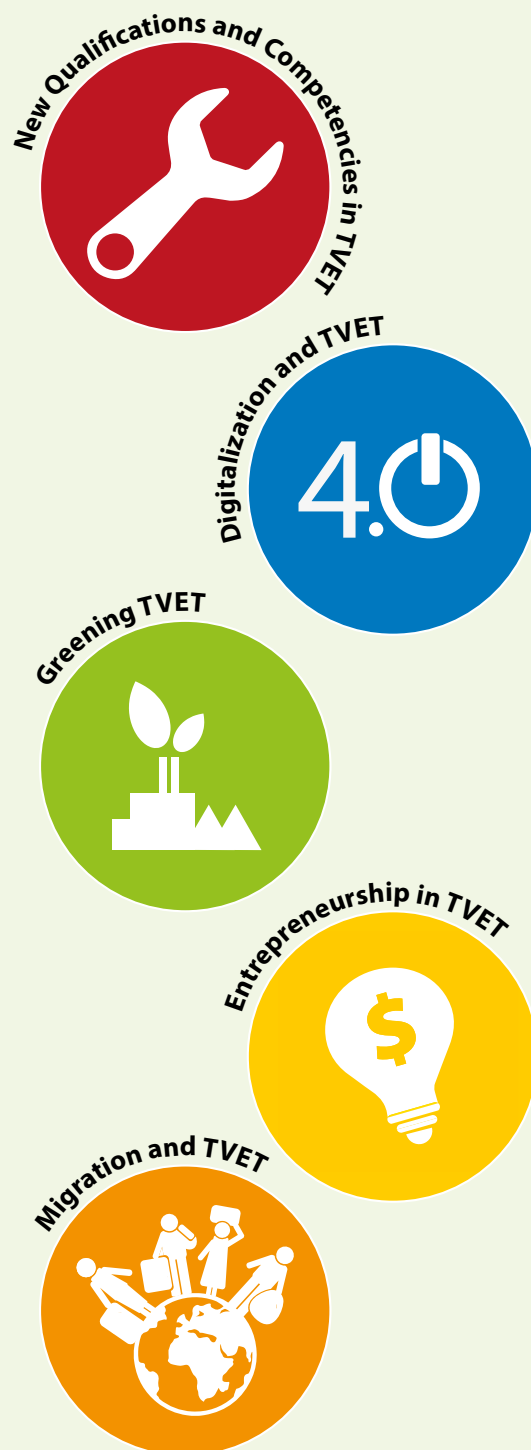
What challenges do you see if transferred to another context?

Generally, it is important to revise training regulations of a bakery trade under aspects of sustainability in order to integrate sectoral green competencies. If transferred to other trades, the challenge would be to adapt the outcomes of this project to the demands of other industrial sectors and to develop sustainability-relevant dimensions for other sectors and occupations.

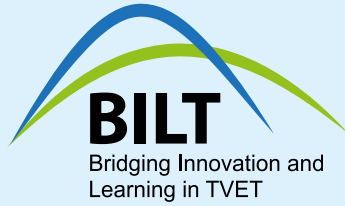
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Part of the BILT project involves collecting Innovation and Learning Practices* that address systemic challenges within the five work streams of the project, with the purpose to understand what elements lead to their success and can be transferrable to other contexts.

Access more BILT Innovation and Learning practices in the thematic areas of:



*UNESCO-UNEVOC does not endorse any of the practices included in this database and is not responsible for their management or implementation.



The Bridging Innovation and Learning in TVET (BILT) project provides TVET stakeholders with a platform for exchange and supports them to address current challenges in TVET systems, which arise due to technological, social, environmental, and workplace changes.

Within BILT, the overarching thematic area is New Qualifications and Competencies in TVET, which is supported by four work streams:

- Digitalization and TVET,
- Greening TVET,
- Entrepreneurship in TVET, and
- Migration and TVET.

Through regular knowledge exchange, thematic project activities, and expert working groups, BILT offers opportunities for collaboration between UNEVOC Centres and TVET stakeholders in Europe, and a platform for bridging of innovation and learning between European UNEVOC Centers and TVET stakeholders in the Asia-Pacific and Africa regions.

The results of ongoing activities are accessible on BILT's web page and will be disseminated during a BILT Learning Forum.

The BILT project is carried out in collaboration with UNEVOC Network members, coordinated by UNESCO-UNEVOC with support of the German Federal Institute for Vocational Education and Training (BIBB), and sponsored by the German Federal Ministry of Education and Research (BMBF).

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