German Apprenticeship Program Tour
June 3-7, 2019 | Munich, Germany

Register today! Enrollment limited to 25.

www.ifebp.org/germany-tour

International Foundation of Employee Benefit Plans
Education | Research | Leadership
German Apprenticeship Tour
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For several years, the U.S. Departments of Labor and Education have touted the importance of growing registered apprenticeship programs (RAP) in the United States. Experts in this area cite the German model as the world’s best example for designing an effective and efficient apprenticeship system. For centuries, the German model has relied on industry-based relationships that include the secondary educational level in order to produce most of their journeyworkers. This is in stark contrast to the postsecondary leanings of the over 70-year-old U.S. model.

Join us for an exclusive tour of five worksites to see firsthand how the German model for apprenticeships operates and learn best practices that you can implement in your own program.

Who Should Attend
This program is for stakeholders responsible for or interested in designing, developing and implementing an RAP in advanced manufacturing, construction, health care, IT or culinary trades, including:
- Trustees and JATC members
- Directors, coordinators and instructors
- Economic and workforce development professionals and intermediaries
- Leaders from labor, industry and government
- Community and technical college educators, researchers and administrators
- K-20 teachers, counselors, administrators and board members.

Key Takeaways
Attend this immersive tour to:
- Learn how the German apprenticeship model is structured
- Interact with those who manage, teach and are enrolled in successful apprenticeship programs
- Gain valuable ideas on different approaches to recruitment, retention and instructor quality
- Understand the cultural differences in how trades are positioned and valued as a career path
- Witness best practices in action on how programs are designed and administered
- Develop an action plan to implement once you return.

Program Includes:
- Preprogram webcast (Orientation to German Apprenticeship and Trip Logistics)
- Two dinners (welcome and farewell)
- Lunch each day
- Program handout materials
- Tours as detailed in the program agenda
- Ground transportation for scheduled tour events, as needed
## 2019 German Apprenticeship Tour Schedule
### Munich, Germany

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
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<tr>
<td>Sunday, June 2</td>
<td>Travel to Munich, Germany</td>
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| Monday, June 3 | Registration/Orientation  
Short Walking Tour  
Welcome Dinner   |
| Tuesday, June 4| Visit Trade (Plumber, Heating/AC Innung) Program 1—The SHK Innung Munich is the union of craftsmen for Munich and districts in the vicinity. It acts as a representative for its members in the areas of politics, public relationships, marketing, education and social activities. With its own training center, which is the most advanced in this field in all of Europe, it is responsible for training for its member organizations from apprentice to master level.  
Visit to Chamber of Crafts—The Chamber of Crafts for Munich is the largest of Germany’s 53 craft chambers. It is comprised of around 80,000 member companies, and through its member organizations 29% of all apprentices are trained. The Chamber also represents its member organizations in politics, marketing and advice on subjects that affect the industry. |
| Wednesday, June 5| Visit Trade (Elektro-Innung) Program 2—The Guild for Electrical and Information Technology Munich and vicinity, with nearly 1,000 member companies, represents the interests of its craftspeople in the fields of building electrical installation, systems electronics, communications, safety technology, solar energy and information technology. It offers its members comprehensive information and services in the areas of business administration, technology, and legal and corporate governance and provides education and training in the aforementioned areas.  
Visit CTE High School (Berufsschulen)—The Berufsschule is a government-operated school and is one of the two pillars of the dual education system. Its function is to promote general education that is relevant to the technical education for the apprentice. |
| Thursday, June 6| Visit Advanced Manufacturing—Siemens Amberg (via bus)—The Siemens Elektronikwerk Amberg produces 1,000 product variants, which are used to control everything from subway systems to robots in factories. The production in this plant is highly automated, with over 1,300 employees ensuring quality and almost zero defects. With an advanced logistics system, products from this plant are available to customers within 24 hours worldwide. Siemens trains its employees through an apprentice training center, which is located on site. |
| Friday, June 7 | Tour Group Meetings—Compare programs between countries, discuss experiences, interact with contacts in Germany and develop an action plan to apply learning.  
Farewell Dinner |
| Saturday, June 8| Travel Home                                                                |

*Note: Scheduled visits are subject to change.*
Meet Your Tour Guides

**Dr. John S. Gaal, CEA, MCCTE, SWP**

*Retired Director, Training and Workforce Development*

*St. Louis–Kansas City Carpenters Regional Council*

*St. Louis, Missouri*

Dr. Gaal is the retired director of training and workforce development for the St. Louis–Kansas City Carpenters Regional Council. As a labor representative, he currently serves on the St. Louis Airport Commission, St. Louis County Workforce Development Board, Missouri Workforce Development Board and International Foundation of Employee Benefit Plans Board of Directors. He is also Chair of the International Foundation Apprenticeship, Training and Education Committee and president-elect of the International Vocational Education and Training Association. Within the past decade, Dr. Gaal completed terms of service on the DOL Federal Advisory Committee on Apprenticeship, Association of Skilled and Technical Sciences’ board of directors (president), the International Vocational Education and Training Association board of directors, and the Association for Career and Technical Education board of directors. He received the Missouri Trade and Technical Outstanding Leadership Award in 2004, the Missouri NEA Horace Mann Award in 2007, the NAACP Labor Diversity Advocate Award in 2007, the St. Louis Council of Construction Consumers 2008 Diversity Champion Award, the Labor and Employment Relations Association 2014 Lifetime Achievement Award, the 2016 SLCC Dick Mantia Labor Award and the 2018 CFSTL Board of Advisors’ Award. Dr. Gaal completed a union apprenticeship in carpentry over 35 years ago and has since earned an associate’s degree in construction management, a bachelor’s degree in architecture, a master’s degree in international business and a doctorate in organizational leadership. In addition, he completed postdoctoral programs at Harvard University (trade union leadership) and University of Florida (marketing and management). Dr. Gaal was honored with two Fulbright (Specialist) scholarships in labor and industrial relations (Tokyo, Japan, and Toronto, Canada). He has published numerous articles in peer-reviewed and professional journals on issues related to workforce development. Dr. Gaal has studied work-based learning systems in Canada, China, Egypt, Finland, Germany, Japan, Malaysia, Mexico, Russia, Singapore and Switzerland. He is about to begin his 24th year as an adjunct professor at Webster University.

**Joseph B. Wise III, D.B.A.**

*President*

*Joseph Wise Consulting*

*Prospect, Kentucky*

Dr. Wise is president of Joseph Wise Consulting, a consulting company that helps to foster relations between companies in the United States and in Germany. Prior to starting his company, Dr. Wise served as business manager of the Greater Louisville Building and Construction Trades Council. During his tenure there, he served on the board of regents of the Kentucky Community and Technical College System and on the Kentucky Council on Post-Secondary Education. In these capacities, Dr. Wise published a report comparing the effectiveness of union and nonunion apprenticeship programs in the Commonwealth of Kentucky, initiated a construction training program to introduce minorities to apprenticeship programs in the construction industry, and established and developed relations with industry, educational institutions, craft guilds and labor unions in Germany. He has led training seminars in Germany that have culminated in the development of apprentice exchange programs between Germany and the United States and led to the introduction of mechatronic training systems in American technical colleges. Dr. Wise is a 40-year member of Iron Workers 70 and is fluent in German.
Holiday Inn Munich-City Centre
Hochstrasse 3
Munich, 81669 Germany

The Holiday Inn Munich is the ideal base for business and leisure travelers to discover all the attractions Munich has to offer. The hotel is located next to Englischer Garten park, which is the biggest inner-city park in Europe.

Hotel Rates
June 2-8, 2019 (6 nights)

The International Foundation has negotiated the following hotel rates through April 22, 2019. Please indicate your hotel needs on your registration form.

**Single Room**
Includes breakfast per room/night
Rate: £254.00 per room/night

**Double Room**
Includes breakfast per room/night
Rate: £279.00 per room/night

Travel Planning
If you need assistance with booking your flight or purchasing travel insurance, contact Adelman Travel at (800) 749-7116 and mention International Foundation, and an Adelman representative will assist you.

Travel Reminder
A current and valid passport will be needed for this program. Be sure that your passport meets requirements, and pay attention to the six-month validity rule if your passport is set to expire sooner than December 17, 2019.
International Foundation Resources

Apprenticeship Resources Web Page
www.ifebp.org/apprenticeshipresources

Looking for a central location to find key resources for your training and education fund? Our Apprenticeship Resources web page compiles these items for both U.S. and Canadian stakeholders and includes:

- **News Feed of Training and Education Stories**—Find the most current news stories on apprenticeship training, including legislative updates, research studies, blog posts and other helpful resources.

- **Articles, Papers and Survey Data**—Published in *Benefits Magazine* (U.S.), *Plans & Trusts* (Canada) and other sources, useful apprenticeship articles are organized by date and country of origin.

- **Case Studies**—Learn from other members through apprenticeship-focused case studies regarding recruitment, retention and key partnerships. You can also submit your case study for publication consideration!

- **Links to External Organizational Websites**—We’ve selected sites that are most useful for training and apprenticeship funds in the United States and Canada.

- **Suggestions**—Share your success stories, ideas for session topics or resources we should add to our website.

- **Learn About Upcoming Educational Opportunities**—The International Foundation offers a number of educational programs with apprenticeship topics. Plan ahead for your education.

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Financial Tools for the Trades

A Survival Guide for Apprentices

Apprentices have a lot to learn. Not only are they acquiring new job skills, but it may be the first time they’ve been offered benefits or earned a substantial paycheck. This easy-to-navigate online course will help apprentices build a solid financial foundation. It highlights the issues they should consider as they are getting started in their jobs and provides helpful tips for the future. The course builds on the proven curriculum developed by Port Jobs and offers an engaging format complete with self-check quizzes and practical worksheets.

**Students will learn how to:**

- Estimate earnings
- Start an emergency fund
- Save for retirement
- Plug spending leaks
- Create a spending plan
- Fund big purchases
- Compare credit card offers
- Understand credit scores
- Protect against identity theft
- Determine how much debt is too much
- Create a debt repayment plan.

**Learn more and register at** www.ifebp.org/toolsfortrades.
REGISTRATION/2019
German Apprenticeship Tour (I3-19I3)

Attendee Information (Please print clearly)

Individual ID# or CEBS® ID#  
Full first name  M.I.  Last name  
Employer  
Title  
Address  
City  State/Province  Country  ZIP/Postal code  
Phone  
Email  

Form completed by  
Phone  

Not a Member? Join Now and Save!
Join to receive member rates and more at www.ifebp.org/join.

Registration Information
Bill to organization name  
Bill to organization ID #  
Badge name  Badge title  
Special assistance—specify  
Special dietary requirements—specify  

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Conference member fee  
Conference nonmember fee  

Hotel
Reservation deadline: April 22, 2019 • Include US$400 hotel deposit  
Holiday Inn Munich-City Centre (€254.00 single • €279.00 double)  
# of Adults  # of Children  
Arrival date  Departure date  
Special requests—describe  

Payment Must Accompany Order
New! Policies have changed. See www.ifebp.org/policies.  
Make check payable to International Foundation.  
Check #  
Credit card #  
Exp. date  
Cardholder’s name (print)  

www.ifebp.org  Secure fax (262) 364-1818  International Foundation P.O. Box 689954, Chicago, IL 60695-9954  Questions, email edreg@ifebp.org, or phone (888) 334-3327, option 2.

REGISTRATION/2019
German Apprenticeship Tour (I3-19I3)

Attendee Information (Please print clearly)

Individual ID# or CEBS® ID#
Full first name  M.I.  Last name
Employer
Title
Address
City  State/Province  Country  ZIP/Postal code
Phone
Email

Form completed by  
Phone

Not a Member? Join Now and Save!
Join to receive member rates and more at www.ifebp.org/join.

Registration Information
Bill to organization name
Bill to organization ID #
Badge name  Badge title
Special assistance—specify
Special dietary requirements—specify

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Check #  
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Exp. date  
Cardholder’s name (print)

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POLICIES

New cancellation policies effective for 2019 education programs. Cancel and transfer fees are based on registration fee paid: 60+ days of meeting is 10%; within 31-59 days of meeting is 25%; within 30 days of meeting is 50%. Hotel deposit is forfeited for cancellations/transfers received within 3 days (5 days for Disney properties) of arrival. Registration fee is forfeited once program commences. For details and the 2019 policy, see www.ifebp.org/policies.
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