



Skills Experts Programm: Dual Vocational Education in Uzbekistan

Implementing German standards for local workforce
development



Supported by:



on the basis of a decision
by the German Bundestag

Agenda

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Skills Experts Programm

Supported by:



Federal Ministry
for Economic Affairs
and Energy

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What is the Skills Experts Program (SEP)?

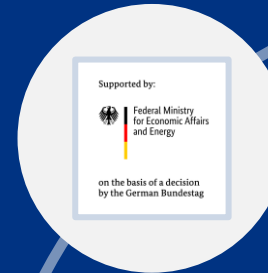
SEP is a German government-funded initiative that delivers practice-oriented dual vocational training worldwide. Its mission is to equip German companies abroad with locally trained skilled workers, certified to Germany's rigorous vocational education standards.



DIHK
Association of German Chambers of Commerce and Industry (DIHK)
▪ Ensures German dual VET standards and certification worldwide



AHKs
German Chambers abroad
▪ 49 locations deliver vocational programs
▪ Support 2,000+ companies and 8,200+ students annually
▪ Offer AdA-International trainer certification in 45+ locations



BMWE
Federal Ministry for Economic Affairs and Energy
▪ Initiates and funds SEP to bridge global skilled labor gaps



Why the Skills Experts Programm was launched



The global challenge

- In many countries, vocational education is mostly **school-based**
- This creates a **gap between theory and practice**
- German companies abroad lack **job-ready, mid-skilled professionals**



The German solution

A proven model for producing job-ready professionals:

- **~70% practice, ~30% theory**
- **50%+** of German youth choose this path
- Proven to produce **skilled, job-ready professionals**

Why SEP?

- Enables companies to train local staff to German standards
- Supports innovation, HR development, and workforce planning abroad
- Builds sustainable partnerships between companies and vocational institutions



SEP addresses both **company needs** and **local labor market demands**



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Skills Experts Programm

Image by [freepik](#)

SEP's Global Reach (1/2)

Three Strategic Directions of the Skills Experts Programm



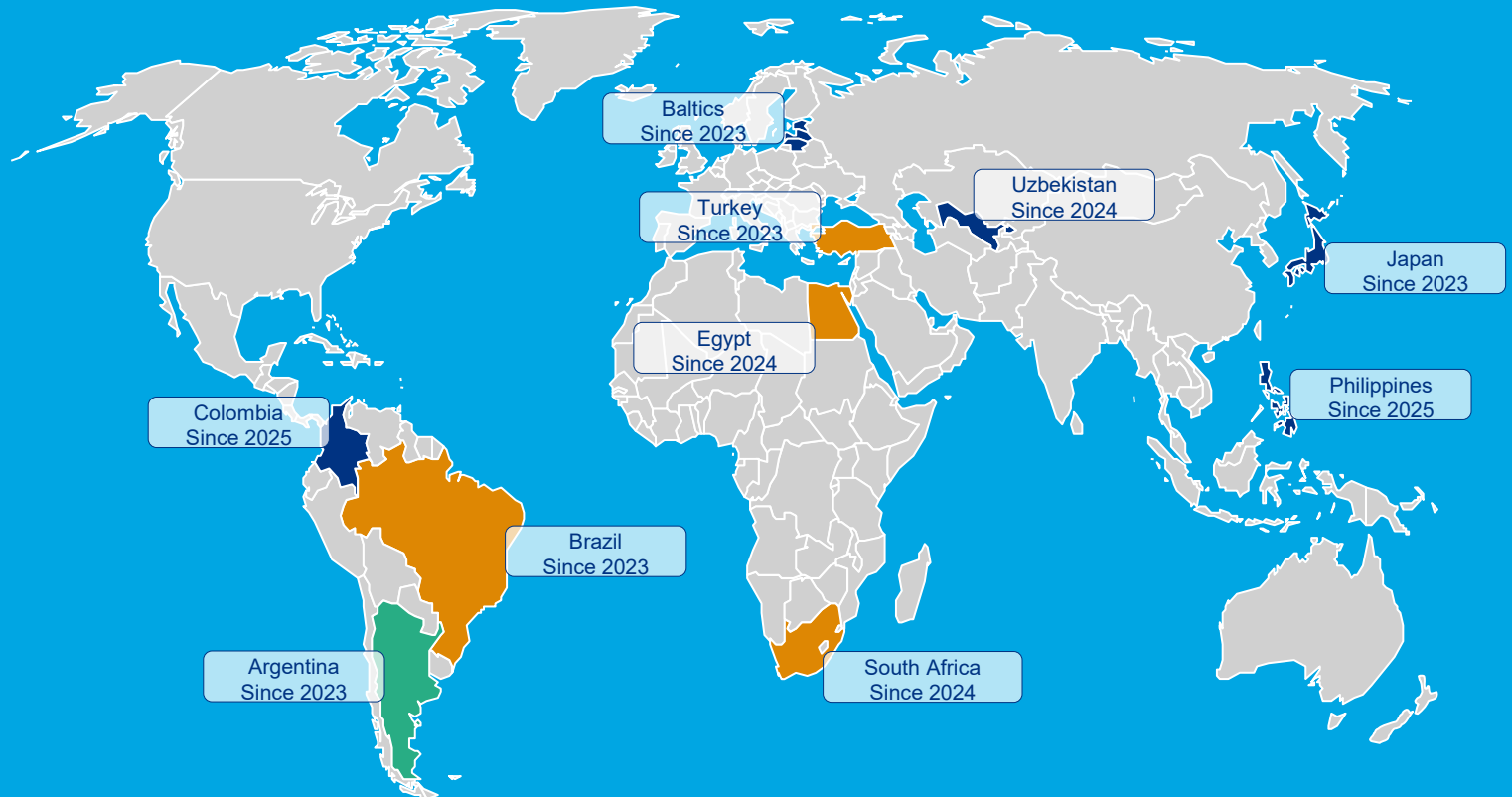
Establishing
Basic VET
Structures



Green Jobs &
Climate-Sensitive
Professions



Skilled Workers
for Germany



Note: SEP is flexibly applied across 10+ countries, aligning with national priorities and labor market demands



AHK



GIC
Uzbekistan
Delegation of German
Economy for Central Asia



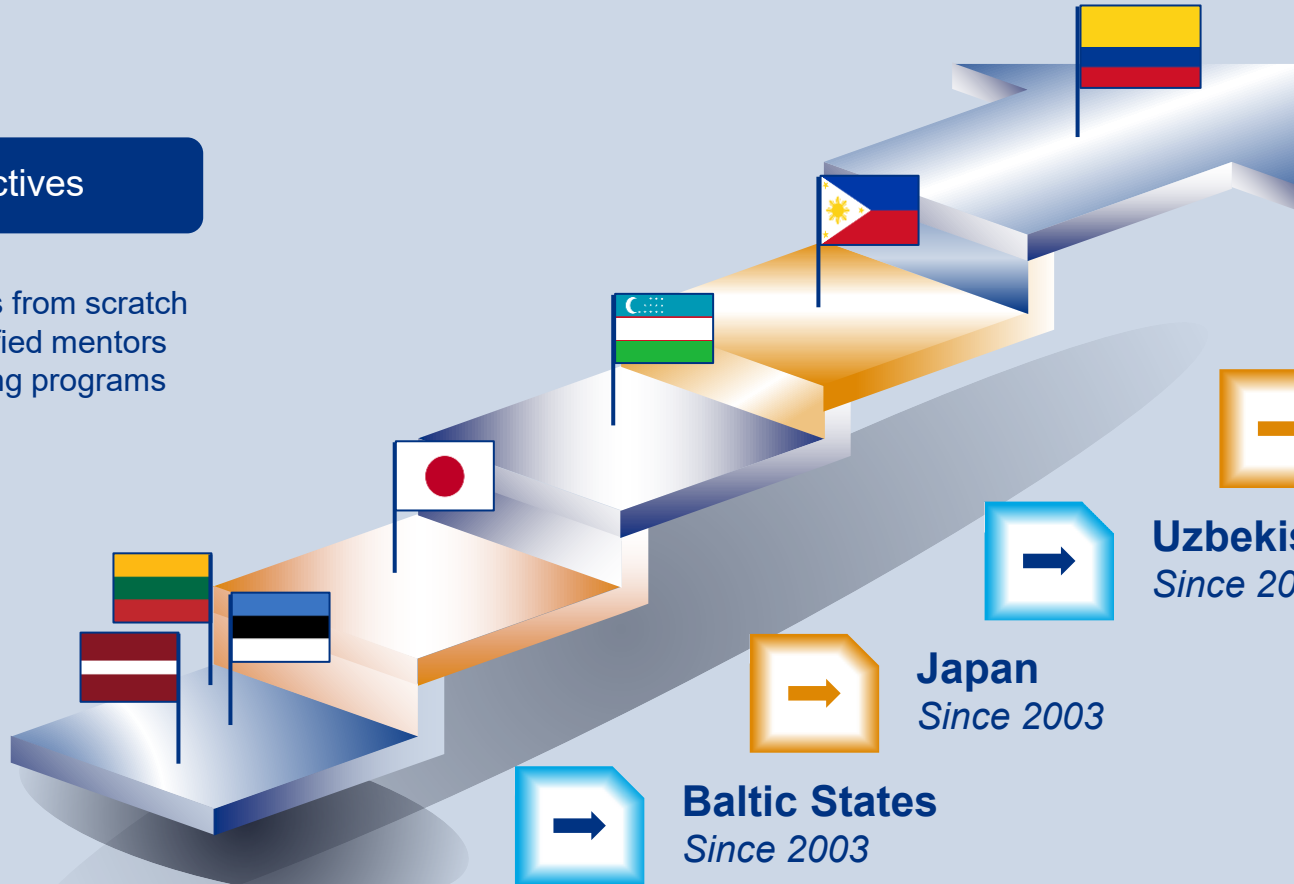
SEP's Global Reach (2/2)

Countries focusing on Basic VET Structures



Objectives

- Build VET systems from scratch
- Develop AdA-certified mentors
- Launch dual training programs



Colombia
Since 2005



Philippines
Since 2005



Uzbekistan
Since 2004



Japan
Since 2003



Baltic States
Since 2003



Quick facts

- 5 professions already launched
- 4 new professions in development
- 210 exam boards, 800+ volunteer examiners across AHKs



AHK



Delegation of German
Economy for Central Asia



SEP in Uzbekistan (1/3)



- ✓ Launched: January 2024
- ✓ Duration: 3-year BMWF funding
- ✓ DIHK Coordination / AHK Central Asia implementation



- ✓ Ministry of Higher Education, Science and Innovation
- ✓ Institute for the Development of Vocational Education
- ✓ Almalyk Mining and Metallurgical Complex (AGMK)



- ✓ Phase 1: Capacity building completed
- ✓ Phase 2: Pilot preparation (2025 implementation)

Images by [freepik](#)

Note: Pilot sector – Metalworking (AGMK partnership)



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Skills Experts Programm

SEP in Uzbekistan| Strategic partners (2/3)

MoU Signing, Strengthening Dual VET



Ministry of Higher Education, Science and Innovation

Role:

- National policy coordination for vocational reform

Key actions:

- Aligning dual training with Uzbekistan's education standards
- Scaling the Skills Expert Program Nationally



Institute for Development of Vocational Education

Role:

- Curriculum development and teacher training

Key actions:

- Adapting German dual education methodologies
- Co-certifying vocational programs



SEP in Uzbekistan | Strategic partners (3/3)

Almalyk Mining and Metallurgical Complex (AGMK) partnership highlights



AGMK Profile:

- Uzbekistan's leading mining/metallurgical enterprise
- Specialized in copper, zinc & precious metals
- Workforce development via Engineering Study Center

Key partnership highlights

- MoU signed: 25/10/2024
- Weekly coordination meetings

Completed programs

- Welder certification training
- "Development of Metalwork Production Training Plans" workshops



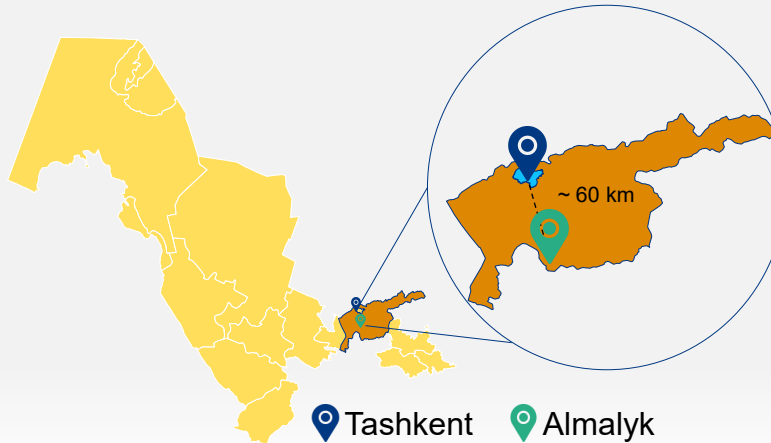
Core activities

Vocational Training

- Engineering Study Center (technical workforce development)
- Student Internship with Mining and Metallurgical College

International collaboration

- Dual education programs with AHK Central Asia (Skills Experts Program)



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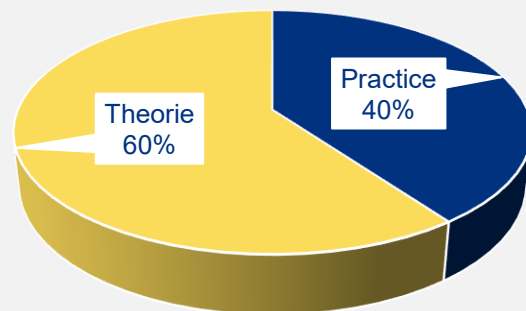


Delegation of German
Economy for Central Asia

DIHK

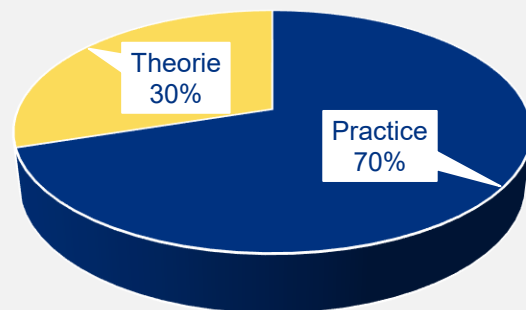
What does DVET in Uzbekistan look like?

Traditional vs Dual VET



In Uzbekistan, the ratio of theoretical to practical training in dual education is commonly around **60% theory** and **40% practice**. For technical occupations, the share of practical training may reach up to 50%, subject to agreement with the company.

Challenge: Not enough partner companies and weak control lead to too much theory and too little practice.



In Germany, the standard ratio in dual vocational education is approximately **30% theory** and **70% practice**, with the majority of learning taking place directly at the workplace.



Source: Cabinet of Ministers Resolution of the Republic of Uzbekistan No. 163 dated March 29, 2021, [Link](#)

Image by [freepik](#)



Implementation steps



Partnership building

- Working group formation
- MoU with **key partners**



System preparation

- **AdA** Trainer Certification
- Curriculum co-development



Pilot launch

- **AGMK** Metalworking specialist program
- 40 students, dual training approach



Evaluation & Scaling

- Certification system
- Sector expansion



Key achievements & Next steps (1/2)



Partnership framework established

- Formal working group launched
- Key partners onboarded



Capacity building achieved

- 9 Trainers certified via AdA International Program
- Welding training program at AGMK



Curriculum development progress

- Workshop on Metalworking Curriculum:
 - Framework approved by IHK Berlin consultant
 - Practical modules finalized
 - Theoretical components in development



Image by [freepik](#)

Immediate next steps



Finalize 40-student selection



Pilot program kick-off



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Skills Experts Programm

Key achievements & Next steps (2/2)

AdA International Trainer Course

Course highlights

- Designed for **in-company mentors**
- Methodology:
 - Dual vocational training (DVET standards) aligned with **German AEVO Ordinance**.
 - **4 Handlungsfelder**: Training planning, delivery, assessment, and certification.

Certification outcomes

- **Written exam**: DHK BildungsGmbH questions (all 4 competency areas)
- **Practical exam**: Live training session assessed by AHK Prüfungskommission

German standards

- **Full Version (Kategorie A)**: Required for "German dual vocational training abroad" (highest standard)
- **Basic Version (Kategorie B)**: For "local dual training based on the German model"



Why companies participate



Skilled talent

Graduates enter the workforce with hands-on experience, requiring minimal additional training while meeting industry standards through German-certified programs.



Lower costs

Reduced onboarding and retraining expenses due to job-ready employees, with decreased turnover from long-term talent development.



Stronger branding

Positions companies as education leaders, improves community ties, and ensures a sustainable talent pipeline for future growth.



Customized training

Company-specific curricula address real operational needs, with flexibility to adapt to new technologies and processes.

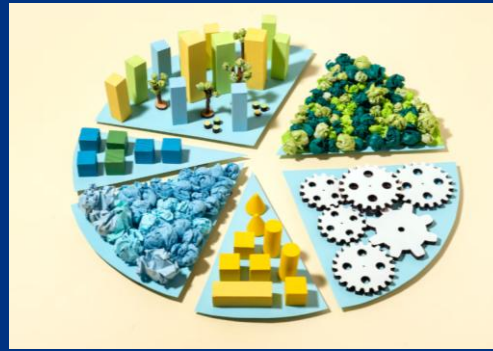


Types of SEP support



CLASSIC

Custom dual programs for individual companies



CLUSTER

Joint programs for a sector/region



GEPRÜFT

Audit and certification of existing training formats

Images by [freepik](#)

Stakeholders & Partners



What's next?



Increase recognition of AHK/AdA certifications

Enhance collaboration with ministries, vocational colleges, and private firms to secure long-term dual education support and integration



Expand to new sectors

Introduce dual training in additional technical and service fields.



Deepen partnership with education institutions and companies

Boost partnerships with ministries, colleges, and firms for sustainable dual education



Images by [freepik](#)

Contacts



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