



MYSKILLS
BERUFLICHE KOMPETENZEN
ERKENNEN

MYSKILLS

Place customers in jobs or find suitable qualification programmes

Martina Schwenk, 2022-06-28

MYSKILLS is a computer-based programme for people without (recognized) vocational qualification

Developed in **cooperation** of Bertelsmann Foundation and Federal Employment Agency and integrated nationwide into counselling system



12 languages

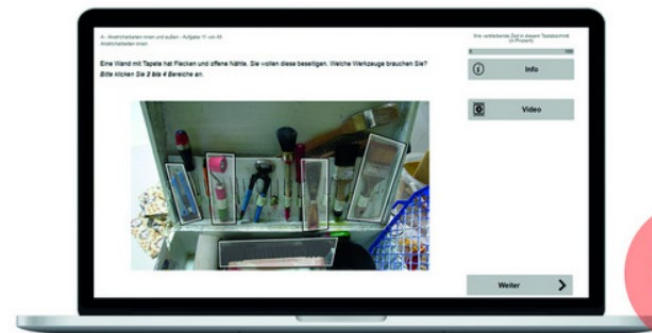
30 vocations

MYSKILLS shows the already existing practical

Professional knowledge



More than **400** vocational experts and scientists have contributed to product development



Till March 2020 about

15.000 participants

MYSKILLS – for customers with and without German qualification



without (German) qualification

German low-skilled workers

Migrants from the EU

Migrants from third countries

Refugees



with qualification

Persons changing
branches/professions

Persons who obtained their
qualification a long time ago

Long-term unemployed persons

Persons re-entering the workforce



**MYSKILLS
demonstrates**

whether a person has
experience in at least a
few areas of work in a
vocation.

MYSKILLS customers **only** have to meet two criteria

1 Relevant professional experience in one of the MYSKILLS vocations
www.my-professional-experience.org

12 MYSKILLS languages:
German, English, Spanish, High Arabic, Farsi, Turkish, Russian, Polish, Bulgarian, French, Portuguese, Romanian

AND

2 Able to read one of the MYSKILLS languages

Systematically assess the customer's vocational experience with my-professional-experience.org

30 vocations

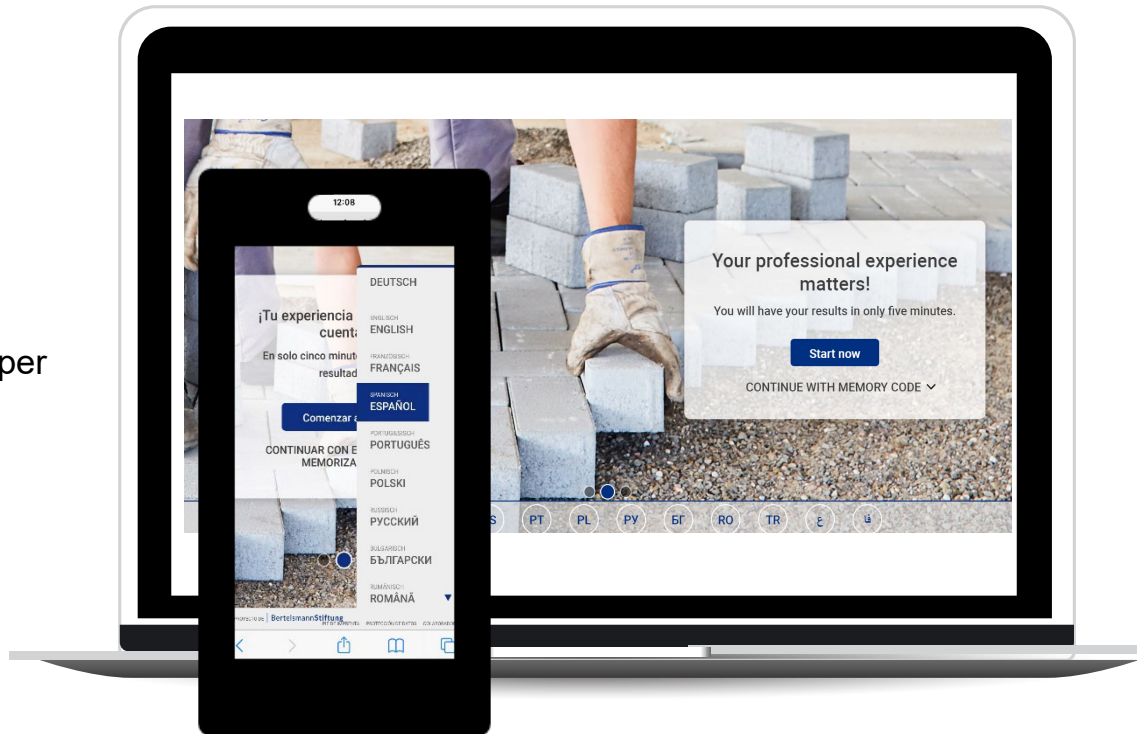
12 languages

Freely

Accessible with
computer,
tablets, smartphones

20-40 photos per
vocation in 5-8
areas of work

Results in
5-6
minutes



30 German training vocations – basis of 63% of placements in 2015!

Care assistant to older people

Plant mechanic for sanitary, heating and air conditioning systems

Alterations tailor

Construction finishing worker
(specialising in tiles and mosaics)

Baker

Building and object coater

Driver (bus and lorry)

Electronics technician
(specialising in energy and building technology)

Information technology specialist
(specialising in systems integration)

Specialist in food technology

Skilled metal worker
(specialising in structural engineering)

Specialist in furniture, kitchen, and removal services

Specialist in the hospitality services industry

Warehouse operator

Salesperson specialising in foodstuffs
(bakery)

Hairdresser

Gardener (specialising in horticulture and landscape gardening)

Industrial cleaner

Housekeeper

Building construction worker
(specialising in masonry work)

Industrial electrician
(specialising in industrial engineering)

Motor vehicle mechatronics technician
(specialising in passenger car technology)

Plumber

Cook

Farmer

Machine and plant operator
(specialising in metal technology)

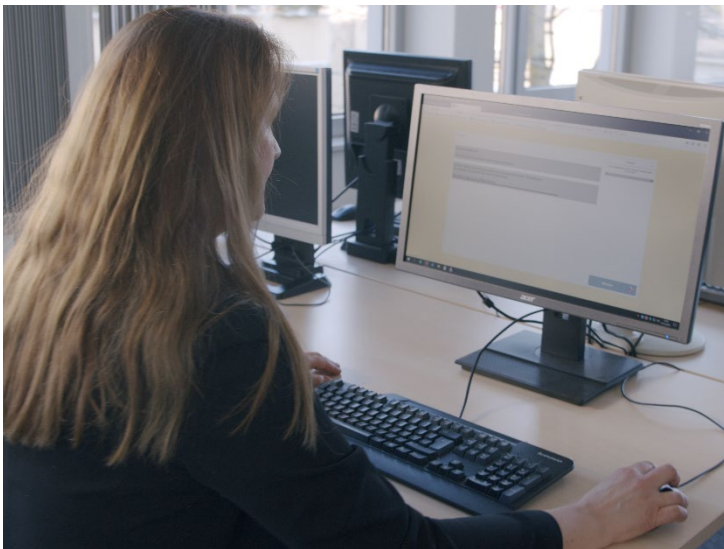
Civil engineering worker
(specialising in road building)

Joiner

Mechanic in plastics and rubber processing
(in plastic and rubber technology)

Sales assistant for retail services

The MYSKILLS setting



Duration per vocational test: maximum three to four hours incl. breaks



Minimal text – many videos and images



Security – no tools/aids, no smartphone



Per test approx. 125 questions – full coverage of the vocation



Participants only have to use the mouse



Supported by DIPF;
German Server



5 different question types
Single/multiple choice, imagemap, order, classification

A look at the programme

Vocation

Action situation

A screenshot of a language learning application interface. The main content area displays a question in Spanish: "Una pared empapelada presenta manchas y juntas despegadas. Quiere corregirlas. ¿Qué herramientas necesita para ello? Haga clic en entre 2 y 4 áreas." Below the text is a photograph of a shelf filled with various painting tools, including brushes, rollers, and containers. To the right of the main content, there is a control panel with a language dropdown set to "Español", a progress indicator showing "Tiempo restante en esta sección del test (en porcentaje)" at 100%, and three buttons: "Llamar al organizador del test", "Información" (with an 'i' icon), and "Video" (with a play icon). At the bottom right, there is a "Siguiente" button with a right-pointing arrow.

Selected program language

Time specification

Help button

Information about the question type


Watch video again

Continue to next question

MYSKILLS gives a profile of the entire training vocation each subdivided in 4-7 areas of work and giving specific results



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Bundesagentur für Arbeit
Agentur für Arbeit
bringt weiter.

Profession Skilled metal worker
specialising in structural engineering
Results Summary MYSKILLS

Name: @#Kundenname
Date of birth: @#Kundenge **Test date:** 19.02.21 **Test language:** English

The test covers practical occupational knowledge in five main areas of expertise for a skilled metal worker specialising in structural engineering. The testing is completed by asking questions relating to typical occupational situations, via a PC. The areas of expertise and situations are derived from the prescribed training regulations and curricula. The results follow:

Practical professional knowledge

●●●● High	●●○○ Average	○○○○ Not provable
●●●● Average to high level	●○○○ Not provable, to average	

Manufacturing components using manual tools and machinery

●●○○○

Creating workpieces using manual crafting and mechanical methods such as sawing, drilling and grinding. Preparing supplies and materials, and selecting appropriate tools and clamping devices. Carrying out simple quality controls using appropriate measurement and testing devices.

Turning and milling individual parts using machine tools

●○○○○

Making components using conventional turning and milling techniques. Planning the production stages using technical drawings and calculating the necessary cutting parameters. Setting up machine tools and ensuring their operational readiness. Supervising production and monitoring quality standards.

Dismantling and assembling assemblies and metal constructions

○○○○○

Installing assemblies and constructions in the assembly line and on building sites using the appropriate installation and connecting techniques (screwing, gluing, sealing). Preparing parts for assembly, and carrying out functional and quality control. Transporting and store finished assemblies.

Shaping and cutting metal sheets and pipes

○○○○○

Manufacturing sheet metal, pipes and profiles according to drawings, using manual and mechanical cutting and shaping processes. Knowing the physical and technical properties of the materials, and being able to operate the necessary machines (e.g. folding and bending machines, guillotine shears, cutting torches). Checking the manufactured work pieces using testing and measurement procedures.

Welding components and assemblies

●●●●●

Welding components and assemblies using different hand-welding procedures (gas smelting, electro and inert-gas welding), according to the properties of the materials and construction requirements. Preparing and reworking weld seams, inspecting their quality and protecting them from corrosion.

Page 1 of 2

Employable as...



...skilled worker



...qualified worker



...experienced assistant



...trained assistant

Test with vocational students at the end of the 3rd year of training:

- Avg. 2-3 points (2.71)
- Major differences among vocational students

Result – page 2:

Notes on test content

The test consists of 100 questions on typical practical on-the-job situations. At least 20 questions are posed in a closed question format, per field of expertise. The test may take up to 4 hours. The test was developed by experts in various fields. The sub-division into various fields of expertise is oriented along the curricular content of the professional education and training, as well as occupational situations in practice. Practical job situations are represented via text, pictures and videos.


Notes on the interpretation of the results

The test covers practical professional knowledge, by posing questions regarding typical on-the-job situations and challenges.


This cannot be tested:

- Practical application and methodological competence
- Problem-solving skills
- Motivation, self-motivation and/or social skills
- German language skills

Ali's professional employability was confirmed by test result



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Manufacturing components using manual tools and machinery
●●○○○

Turning and milling individual parts using machine tools
●○○○○

Dismantling and assembling assemblies and metal constructions
○○○○○

Shaping and cutting metal sheets and pipes
○○○○○

Welding components and assemblies
●●●●●

Next steps

Could be placed in these areas of work

Close skill gaps through partial qualification

Result

Successful placement attempt: Ali joined a medium-sized company and has been employed since*

Welding licence was financed by PES

In Germany 81.2% of German employers would employ people without formal qualification



3 lessons learned running our project

1 Early start meant higher effort
in expectation management

AND

2 Even a “brilliant” tool
needs distribution and
change management

3 Stay in contact with user and
adapt the product or process