



1922



1974



1974



HERZOG

1995



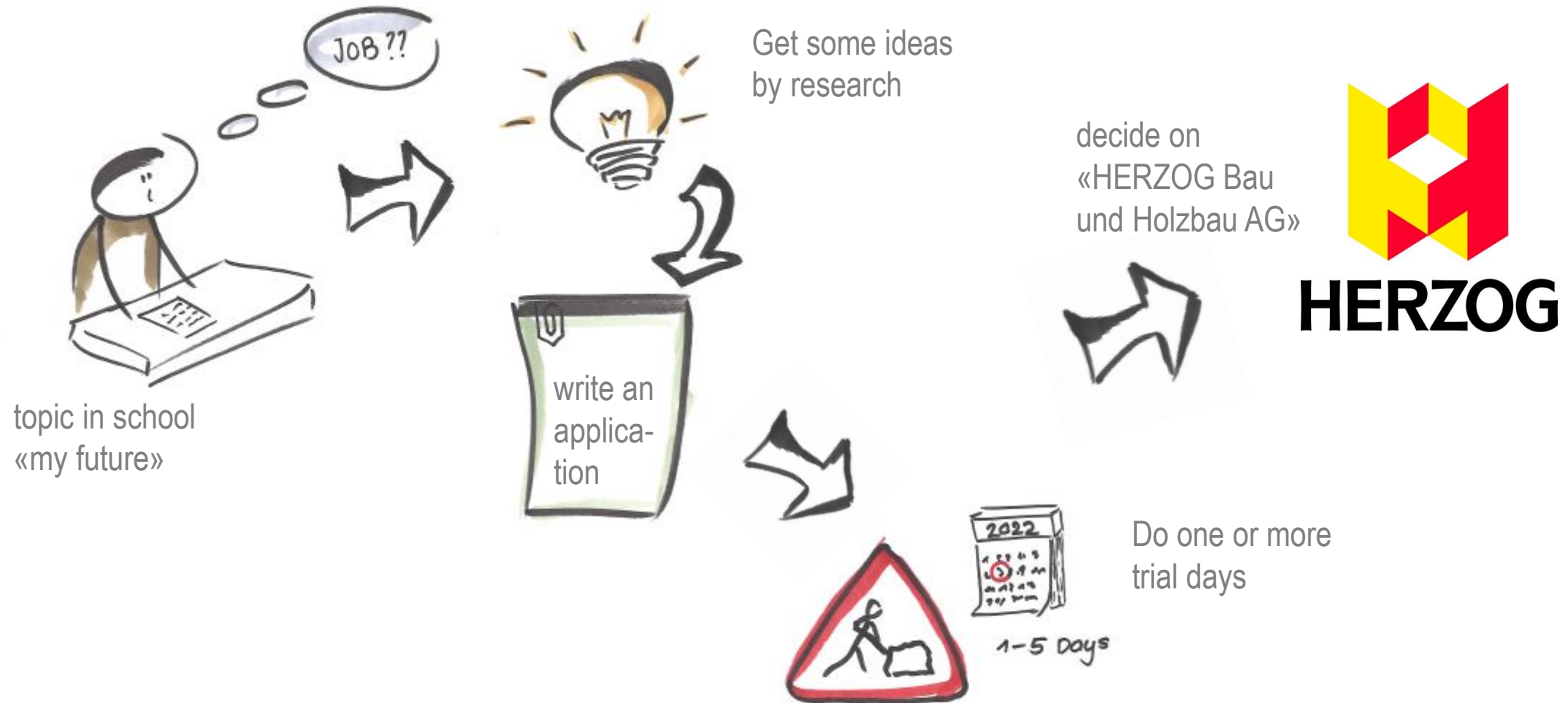
100 employees

15 young people /
apprenticeships of 3-4 years

- Mason / Bricklayer
- Carpenter
- Joiner



How to become an apprentice at HERZOG Bau und Holzbau AG



Different Voices



Thomas Haas
CEO HERZOG Bau und Holzbau AG

- Why do we hire apprentices?
- What is attractive about it?
- Which structures suit us when employing learners?



Daniel Heid
Apprentice 4th year

- Why did I choose to become an apprentice?
- What are my opportunities after?

Benefits

- Fostering a skilled workforce for the future
- Building a foundation for companies to have an influx of skilled workers
- Know-how transfer of work knowledge and methods (old to young and young to old)
- Provide an opportunity for the future after young people complete mandatory schooling
- professional recognition
- preparation for the professional world
- acquiring general knowledge, widely applicable in different contexts
- further education opportunities, salary advancement

Challenges

- As a company, it requires an investment to support young people with financial and human resources
- Companies invest a lot of time into training apprentices
- effort in planning and organization
- many absences of apprentices in the day-to-day work (due to schooling and courses that they attend as part of the apprenticeship)
- Apprentices commit early to a decision for their professional future

Carpenter`s Instructional Plan



1st
year of
app.

1st semester

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2nd semester

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2nd
year of
app.

3rd semester

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4th semester

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3rd
year of
app.

5th semester

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6th semester

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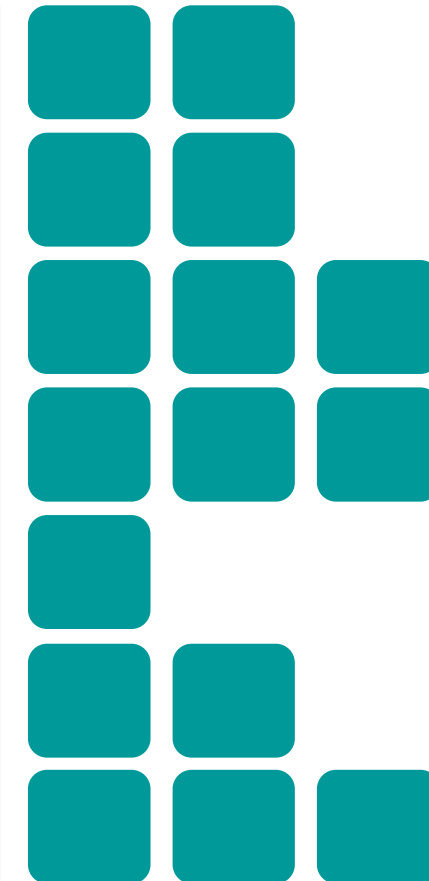
4th
year of
app.

7th semester

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8th semester

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Week planner

The colors represent different construction sites

Days in school are included in the weekly plan



Zimmerei Wochenprogramm KW 10

Gruppe	Montag 07.03.2022	Dienstag 08.03.2022	Mittwoch 09.03.2022	Donnerstag 10.03.2022	Freitag 11.03.2022
Küffer Samuel					
Neuenschwander Daniel					
Wälti Bernhard					
Zaugg Séverine					
Grundbacher Kurt 079 222 62 89 Polier	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Zürichstrasse 18 600027 Kirchberg/dn/44km/me:Ja	Zürichstrasse 18 600027 Kirchberg/dn/44km/me:Ja
Arn Michel 079 430 69 85 Vorarbeiter	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein
Fankhauser Martin 079 729 79 06 Vorarbeiter	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m
Käppeli Michael 077 525 62 40 Vorarbeiter	Ferien 10001	Ferien 10001	Ferien 10001	Ferien 10001	Ferien 10001
Leu Manuel 078 691 26 70 Vorarbeiter	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein
Liechi Christoph 079 464 79 74 Vorarbeiter	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein	Niederhaslistr. 12 900014.6 Dielsdorf/sz/k/m/me:Nein
Hulliger Markus U/Y 241 84 59 Zimmermann EFZ	Kramqasse 72 68601 Bern/dn/18km/me:Nein	Kramqasse 72 68601 Bern/dn/18km/me:Nein	Kramqasse 72 68601 Bern/dn/18km/me:Nein	Kramqasse 72 68601 Bern/dn/18km/me:Nein	Kleinauftrag 600000.22 gemäss Angaben
Brenzikofer Matthias 079 246 80 50 Zimmermann EFZ	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Ferien 10001	Ferien 10001
De Groof Simon 079 106 06 98 Zimmermann EFZ	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m	Dennigkofenweg 197 900004.6 Ostermundigen/bw/5km/m
Partzsch Nick 079 191 67 76 Zimmermann EFZ	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Zürichstrasse 18 600027 Kirchberg/dn/44km/me:Ja	Zürichstrasse 18 600027 Kirchberg/dn/44km/me:Ja
Heid Daniel 079 833 59 16 / MK.ä Lernender 4.Lj	Schule / UK / Kurse 10004	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein	Kramqasse 72 68601 Bern/dn/18km/me:Nein	Ferien 10001
Huber Matia 076 501 20 16 / CLi Lernender 3.Lj	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein	Schule / UK / Kurse 10004	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein	Kornweg 109-113 600036 Bern/bw/k/m/me:Nein
Lüthi Joshua 079 738 03 07 / CLi Lernender 3.Lj	Neuhofweg 8 900002.6 Burgdorf/dn/52km/me:Ja	Bernstrasse 121 600008 Stettlen/sz/4km/me:Nein	Schule / UK / Kurse 10004	Bernstrasse 121 600008 Stettlen/sz/4km/me:Nein	Kleinauftrag 600000.22 gemäss Angaben

Transversal competencies

- Knowledge of business administration
- Understanding of political decisions to business impacts
- Teambuilding, working with different people
- Dealing with customers (client, architect, construction management)
- Social skills, discussions, argumentation, argument culture, finding solutions, making compromises
- 3-4 years of professional development with a transversal basic education
- Through the use of degree certificates, skills are clearly documented and demonstrated