



## FOR IMMEDIATE RELEASE

### Key Findings at a Glance

- 80% of GDVT graduates offered full-time employment, with 66% outperforming non-GDVT hires, latest training companies survey shows.
- 100% employer satisfaction on cultural fit and programme recommendation.
- 50% of graduates promoted, with accelerated career progression observed as early as six months.

### **80% Hiring Rate, 66% Outperformance: German TVET Programme Delivers Measurable Workforce Gains in Malaysia**

*Strong hiring, outperformance and early career progression underscore GDVT's industry impact*

KUALA LUMPUR, 21 April 2026 — With 80% of graduates securing full-time employment, 66% outperforming their non-GDVT peers, and 100% of employers affirming strong cultural fit, the [German Dual Vocational Training \(GDVT\)](#) programme is delivering measurable workforce outcomes for industry, according to the latest GDVT Employer's Survey.

The programme, offered by the [Malaysian-German Chamber of Commerce and Industry \(MGCC\)](#) for over a decade, is the only programme in Malaysia authorised to deliver and certify German dual vocational training according to German industry standards, ensuring an authentic and quality-assured pathway for companies and trainees. Modelled on Germany's dual system and widely regarded as a “secret weapon” behind its economic success, it combines practical, on-the-job training with structured theoretical education to produce a highly skilled, industry-ready workforce. This ensures that participating companies benefit from a programme that is fully aligned with German industry standards, in contrast to non-certified or adapted models in the market.

Performance is already evident during training. All employers surveyed rate GDVT trainees positively, with 71.4% describing performance as good and 28.6% as excellent. Productivity is similarly strong, with 42.9% of trainees considered highly productive and 57.1% moderately productive. Employers consistently cite strengths across teamwork, adaptability, communication, discipline, technical capability and safety awareness, pointing to a cohort that is both technically prepared and operationally reliable.

“In Germany, we've seen for decades what happens when you trust young people with real responsibility from day one: they rise to it. That's exactly what we're seeing here in Malaysia. Our graduates aren't just filling positions; they're earning promotions, outperforming their peers, and building careers that companies actively invest in. As Malaysia works to strengthen TVET as a first-choice pathway, this is the kind of outcome that shows what's possible when training is meaningfully aligned with industry,” said Hannes Farlock, Executive Director of MGCC.

That readiness translates directly into hiring outcomes. Four in five graduates (80%) are offered full-time roles by their host companies, reducing recruitment friction and onboarding time. Once in the workforce, GDVT graduates continue to differentiate themselves, with two-thirds (66%) reported to outperform non-GDVT hires, reflecting their applied training and familiarity with real-world environments.



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Integration into the workplace is near-frictionless. All surveyed companies report strong cultural fit, with graduates adapting quickly to organisational norms and team dynamics, supporting retention and long-term workforce stability.

Career progression is both visible and accelerated. Half of GDVT graduates (50%) have already been promoted, in some cases within six months of joining full-time. Employers report progression into roles such as Assistant Engineers and Engineers, alongside rapid advancement into senior positions, including double promotions to E-level engineer roles shortly after completing a two-year service bond.

The programme is also delivering on higher-order skills. Seven in 10 employers (70%) report that graduates apply problem-solving skills effectively in real-world contexts, enabling early contributions to operational improvements.

For companies, the commercial case is clear: improved workforce readiness, shorter onboarding cycles, higher productivity, stronger technical competence, better cultural alignment and improved retention. Reflecting this, 100% of surveyed companies recommend the programme, reinforcing GDVT's position as a scalable solution to industry's talent needs.

Participating companies in the survey include BBS Automation, VAT Manufacturing, Inari Technology, Koerber, Bauer, Schott, Robert Bosch & B. Braun.

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**Malaysian-German Chamber of Commerce and Industry (MGCC®)**

The Malaysian-German Chamber of Commerce and Industry (MGCC), or AHK Malaysia as it is known in Germany, is the official representative of German industry and trade in Malaysia, with excellent relations with governments and their authorities, and with business organisations and industry in both Malaysia and Germany. The Chamber represents the interests of more than 430 members and is part of the global network of German Chambers of Commerce Abroad (AHK network) with 150 offices in 93 countries—and counting.

Established in the year 1991, MGCC has since been a strong and reliable partner for its members and clients with a widespread, result-oriented range of services and a successful track record. As the largest bilateral European Chamber in Malaysia, MGCC is the preferred service partner for companies seeking to establish a market presence here or to increase their involvement in Malaysia. The Chamber also offers a platform to share experiences and exchange views at a wide range of forums and events, as well as to establish business relationships within its network. MGCC is supported by the Federal Ministry of Economic Affairs and Energy based on a resolution of the German parliament, the Bundestag.

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