



Alliance for Initial and Further Training

Developing and promoting dual vocational training through stakeholder alliance

GERMANY

Title of the practice (in original language)

Allianz für Aus- und Weiterbildung

Who is/was implementing the practice?

Federal Ministry of Labour and Social Affairs

Which other organisations are/were involved in the practice?

- Employer organisations (BDA, BDI, DIHK, ZDH, BFB)
- Trade Unions (DGB, VERDI, IG-Metall, IG-BCE)
- Federal ministries:
 - Federal Ministry of Economics and Energy
 - Federal Ministry of Labour and Social Affairs
 - Federal Ministry of Education and Research
- Federal Government for Migration, Refugees and Integration
- Federal Employment Agency
- Länder representatives

What are/were the main objectives of the practice?

- Main objectives of the Alliance are:
- to improve the quality and attractiveness of dual vocational training in Germany;
 - to reduce the number of young people without a school-leaving certificate;
 - to provide each person interested in training with a “path” – in the context of the training guarantee – which can lead them to a dual vocational qualification as quickly as possible;
 - to reduce the mismatch between applicants and companies, both in regional and occupational terms;
 - to increase the number of training places on offer and the number of companies willing to provide training;
 - to reduce the number of young people in the transitional phase from school to work, by orientating them to a vocational training course;
 - to strengthen vocational training through measures that allow more people with vocational qualifications to enter higher education.

When was the practice implemented?

December 2014 to the end of 2018

Who is/was targeted by the practice?

The practice targets companies that already offer dual vocational training as well as those who do not.

A broad range of young people are targeted, including:

- young persons with academic qualifications,
- young persons who are disadvantaged,
- young persons with a migrant background,
- young persons with disabilities.

What activities are/were carried out?

- A coherent concept for vocational orientation was developed to support young people make the transition from school to work.
- Joint quality standards were created by the business community, trade unions and the Länder, to provide quality internships that are of value to both companies and students.
- Companies that were unable to offer any training contracts in the preceding year, were offered support and advice. This support, provided by the chambers of commerce, encouraged companies to participate and offer training places.
- As a bridge to dual vocational training, more entry level qualifications (Einstiegsqualifizierung) were offered to participants.
- For young people who were not offered a study place by 30 September, the business community would make three vocational training offers.
- Financing for the programme accompanying the transition to dual vocational training (Career Entry Support by Mentoring¹) was secured until the year 2018/2019.
- Measures to increase the proportion of young migrants accessing dual vocational training were introduced. This included greater expansion of local networks of chambers, trade unions and migrant associations. It also included the increase of companies offering training, which are owned by someone with a migrant background.

What are/were the sources of funding?

The sources of funding are the federal budget, European Social Fund (ESF), Länder, the contributions from the employer organisations and the trade unions.

What are/were the outputs: people reached and products?

People reached

- Employers offered 7 300 additional dual vocational training places in 2015 and 18 118 in 2016.
- 19 020 training placements in companies were offered to participants in 2015.
- 5 000 young people started assisted training in 2015.
- 140 welcome mentors are now present in the chambers of commerce to support migrants accessing dual vocational training.

Products

- The 'Week of Dual Vocational Training' was established in 2016 as an outcome to support young people without a dual vocational training place.

What are/were the outcomes: medium-term results or effects?

- In 2015, the law on assisted training (Assistierte Ausbildung) was broadened to increase the reach and offer of the initiative.
- Improved attractiveness of dual vocational training.
- Improved coordination, cooperation and regular exchange of practices and experience between the Alliance partners.

¹ Career Entry Support by Mentoring is a programme by the German Federal Employment Agency and funded partly by the European Social Fund (ESF). It provides individual and continuous assistance for young people who are facing problems with the transition from school to vocational training. Further information: <http://ec.europa.eu/social/main.jsp?catId=1327&langId=en>

What are/were the lessons learnt and success factors?

Lessons Learnt

- Clear communication and cooperation between multiple partners is essential to develop the quality and provision of dual vocational training.
- Measures need to be tailored to the specific needs of the target groups (e.g. migrants, refugees and asylum seekers). Early assessment of target groups allows for better implementation of the measure – see success factor below.

Success Factors

- Cooperation between the key partners including various levels of government, employer organisations, chambers of commerce and trade unions has been key to the successful implementation of activities to improve and promote dual vocational training.
- Clear definition and planning of Alliance activities with the targets set helped to focus the implementation of the Alliance objectives.
- Regular meetings, exchanges and reporting on the Alliance activities helped to ensure that partners remained committed to the achievement of the original aims and objectives.
- A wide mix of measures has been used to improve the attractiveness and quality of dual vocational training including: legislative, financial and promotional activities.
- Different types of tailored measures were implemented in view of different target groups of the Alliance activities, for example, specific measures for refugees and asylum seekers looking to enter the dual vocational training.

What are key sources of information?

Homepage of the Alliance for Initial and Further Training:
<http://www.aus-und-weiterbildungsallianz.de/AAW/Navigation/EN/Home/home.html>