

# Research Results - Germany

## 1. Current Situation and Reform Approaches in the field of Educational and Job Counselling

### Current Topics in Educational and Job Counselling:

The most widely discussed topic in Germany is the *promotion of life-long learning with the aim of preserving individual employability*. The concomitant change of meaning of learning for today's working world has consequences for the performance and organisational structure of educational institutions and counselling agencies. Against this background, *learning and career counselling* is becoming an increasingly important field of activity; with regard to advanced training it is especially relevant as a means of support for self-organised qualification processes.

In view of the growing number of youths without apprenticeship places, *traineeship placement* has also become an additional, important field of activity during the past year. The initiatives of the so-called „training pact“ are aimed at providing as many young people as possible with an apprenticeship place suited to their individual capacities. Among the measures developed for that purpose are determining whether a person is mature enough and able to undergo training and a reform of the career choice test. The crafts sector has a special interest to improve counselling in this field in particular because it will soon have to find a solution for the problematic lack of skilled workers. To bundle counselling services which, hitherto, have been too uncoordinated and too inspecific with regard to profession and occupational group, the federal government has established a national commission for educational and job counselling (promotion of life-long learning) which is to address the most crucial questions of this topic.

The current focus of counselling research is the *professionalisation of counselling*, bespecially against the background of the growing flood of information available. Advice seekers need help when it comes to sounding out suitable offers. Experts consider finding a basic definition of what counselling is, which aims it has, and which means it employes to achieve these aims to be an important precondition of a well-founded professionalisation process. It is essential to keep in mind here that counselling is in a permanent process of development. It changes with its environment: in theory, in practice, with regard to tasks, media, methods, goals and target groups.

### Counselling – primarily a public service

In the future, the existing types of counselling institutions will essentially remain the same, despite the abolition of the counselling monopol of the Federal Employment Agency in 1998. It is to be expected that institutionalised counselling will not only evolve where new demands and needs arise but also where funds are available to finance it or where counselling can earn money (e.g. career counselling through private agencies). Because of tight public funds it will be necessary to develop and test new models and forms of institutionalisation for counselling. In Germany, counselling will primarily remain a public service. However, there will probably be more private suppliers of job and career counselling than up till now. The reform of the Social Security Code SGB III and Hartz IV regulations ("outsourcing" of job placement to private agencies) will contribute to this development .

### Further Development of Fields of Counselling

The need for educational and job counselling will increase. The field of educational counselling (esp. academic studies, occupation and working world) will play an important role in future. This includes counselling with regard to international training and job opportunities. The promotion of international experience for trainees and skilled workers has a high priority in Germany. For the first time ever, the 2005 Occupational Training Law thus allows apprentices to spend a quarter of the total training time abroad.

The individual situation of the advice seeker is becoming increasingly important, therefore socio-cultural, economic, gender-specific, intercultural and age-related aspects will play an ever greater role in counselling. To reconcile the counselling situation in Germany with the aimed-for principle of „inclusion“, the range of counselling services specifically targeted at migrants, older people and the disadvantaged has to be extended further.

**2. Institutions which offer Counselling on training, advanced training and job opportunities for trades**

Area	Institution	Kind of Counselling	Form of Counselling	Special Groups	Target
<b>State-run manpower administration</b>	ca. 180 regional employment agencies (AA)	<ul style="list-style-type: none"> <li>• career choice training</li> <li>• occupational aptitude test</li> <li>• job and traineeship placement,</li> <li>• training for applicants,</li> <li>• advanced training (e.g. job retraining)</li> <li>• profiling method for unemployed people</li> <li>• start-up seminars</li> </ul>	<ul style="list-style-type: none"> <li>• one-on-one interviews (by phone and personally)</li> <li>• trade fair</li> <li>• one-on-one coaching,</li> <li>• training for applicants</li> <li>• Employment Information Centres (BIZ) with Internet databases, brochures, career choice, job and advanced training databases</li> <li>• information events at schools (preparation for career choice).</li> <li>• one-on-one counselling</li> <li>• group measures, e.g. applicant training for Canada (as information day / seminar),</li> <li>• database for international job and traineeship placement</li> </ul>	all target and age groups.	
	European Service of the employment agencies, Central Placement Office (ZAV)				career and job counselling are split up: career choice/ job placement and job counselling
<b>schools</b>	general-education schools	<ul style="list-style-type: none"> <li>• occupational orientation is usually part of the curriculum (not at secondary grammar schools), e.g. subject „Work“</li> <li>• internships</li> <li>• some places have teachers trained in career counselling</li> <li>• projects for the improvement of career orientation e.g. „career choice pass“, „Girls Day“ (to increase the number of women in traditionally male professions)</li> </ul>	<ul style="list-style-type: none"> <li>• project days</li> <li>• internships</li> <li>• one-on-one interviews</li> <li>• mentoring,</li> <li>• visits to education fairs</li> </ul>	all students,	parents
	vocational schools	occupational orientation presentation of career prospects	<ul style="list-style-type: none"> <li>• one-on-one interviews</li> <li>• group interviews</li> <li>• seminars</li> <li>• visits to education fairs</li> </ul>	all apprentices	

Area	Institution	Kind of Counselling	Form of Counselling	Special Groups	Target
	Education Centers of the chambers of trade and skilled crafts (more than 500)	open door days at which you can get information about occupations	<ul style="list-style-type: none"> <li>informative discussions</li> <li>info days</li> <li>seminars</li> </ul>	<ul style="list-style-type: none"> <li>job-seekers,</li> <li>job-returnees</li> <li>apprentices</li> <li>workers</li> </ul>	
<b>business associations and organisations</b>	chambers	<ul style="list-style-type: none"> <li>career choice counselling (e.g. training counselling)</li> <li>job placement (e.g. in cooperation with employment agencies)</li> <li>training for applicants</li> <li>personal development and advanced training counselling</li> </ul>	<ul style="list-style-type: none"> <li>one-on-one interviews (by phone and personally)</li> <li>participation in education fairs</li> <li>cooperation with schools</li> <li>special events for specific target groups (e.g. "Girls Day"), etc.</li> </ul>	all apprentices	
	associations	counselling on own profession and sector-specific advanced training	<ul style="list-style-type: none"> <li>informative discussions</li> </ul>		
	guilds	counselling on own profession and sector-specific advanced training	<ul style="list-style-type: none"> <li>informative discussions</li> </ul>		
others	Career Advancement Centres (German Confederation of Trade Unions, DGB)		<ul style="list-style-type: none"> <li>informative discussions</li> <li>info days</li> <li>seminars</li> </ul>	<ul style="list-style-type: none"> <li>job seekers</li> <li>job returnees</li> <li>apprentices</li> <li>workers</li> </ul>	

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**3. Ways Abroad for Handicraftsmen**

- Via projects which are subsidised by EU education programmes (Leonardo, Sokrates)
  - For the target group „young workers“: placement programme „SESAM“ for handicraftsmen and various other projects, some of them limited to regional target groups
  - For the target „group apprentices“: group exchange programmes organised e.g. by chambers and associations of skilled crafts.
- Via traditional journeyman traveling (Walz)
- Via projects subsidised by the European Social Fund (ESF), esp. measures for the unemployed
- Via measures conducted by employment agencies (esp. measures for the unemployed)

- Via further agencies and organisations, e.g. InWEnt:
- advanced training in special fields
  - a year in Japan for handicraftsmen
  - advanced training in architectural conservation in Venice

For further offers see 4.

As a job or internship abroad – with help from ZAV or sent by own company

**4. Information Sources for Handicraftsmen/Handicraft Enterprises on Training, Advanced Training and Job Opportunities Abroad**

Information Source	Kind of Information
Counselling centers of chambers, associations, trade unions etc. <ul style="list-style-type: none"> <li>• Internet</li> <li>• information events</li> <li>• brochures and special publications</li> </ul>	on exchange programmes/ grants <ul style="list-style-type: none"> <li>• job offers and addresses for applications</li> <li>• support in searching for internships</li> <li>• targeted counselling on specific advanced training offers is the exception</li> <li>•</li> </ul>
<ul style="list-style-type: none"> <li>• <a href="http://www.chance-europa.de">www.chance-europa.de</a> -&gt; Wichtige Links-&gt; Wege ins Ausland</li> </ul> This web site contains a lot of information on vocational internships in/ exchange with France. All important links (see below) on „Ways abroad“ are summarized here.	Information on <ul style="list-style-type: none"> <li>• programmes</li> <li>• funding</li> <li>• tips for the organisation of stays abroad</li> <li>• applications</li> <li>• contact persons for targeted placement in a specific country (regional employment agencies with country-specific specialisation),</li> <li>• initial information on the European country</li> <li>• certification</li> </ul>

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Information Source	Kind of Information
<p><a href="http://www.dfjw.org">www.dfjw.org</a> German-French Office (DFJW)</p>	<p>The central port of call for young people regarding German-French encounters, exchange, education, internships, language, and culture. Extensive, target-group specific web site. Interactive, incl. chat forums and games, it offers information on German-French activities and events. Trainers and teachers will also find valuable tips and suggestions for their daily job</p>
<p><b>"Mobility in Europe"- the European Service of the Federal Employment Agency</b></p>	<p>telephone hotline for questions regarding "Living and Working in Europe" <b>of the Federal Employment Agency.</b></p>
<p><a href="http://www.europaserviceba.de">www.europaserviceba.de</a> Internet page "Europa kommt - gehen wir hin!" of the Central Placement Office (ZAV) of the Federal Employment Agency</p>	<p>Information on all EU member states and the EEA (EU-31) which are relevant to a job or educational stay in another European country. This includes tips regarding: education and job opportunities, jobs and placements, language courses, promotion programmes but also descriptions of the various European educational systems, occupational degrees and general information about the country.</p>
<p><b>German-French Secretariat (DFS/SFA)</b> <a href="http://www.dfs-sfa.org/startdeutsch.html">www.dfs-sfa.org/startdeutsch.html</a></p>	<p>Contains all relevant information on the vocation-oriented group exchange programme supported by the DFS.</p>
<p><a href="http://www.lignashop.de/compagnons.html">www.lignashop.de/compagnons.html</a> French Journeymen Association Compagnons du Devoir</p>	<p>supports young handicraftsmen on their Walz, the so-called "Tour de France" and offers opportunities for vocational (advanced) training in France and Germany. It also supports the everyday experiences gathered on the job with practice-oriented courses.</p>
<p><a href="http://www.sequa.de">www.sequa.de</a> &gt; SESAM  SESAM is a European placement programme for handicrafts which is supported via the EU programme LEONARDO gefördert wird. It is conducted by SEQUA in cooperation with German chambers of skilled crafts.</p>	<p>Information about the entry conditions. Target groups are journeymen and master craftsmen who want to undergo a 32-week advanced training in companies or through courses in Europe.</p>
<p><a href="http://www.inwent.org/wegeinsausland/index.html">www.inwent.org/wegeinsausland/index.html</a> InWEnt – Capacity Building International</p>	<p>Information on 35 programmes for apprentices, young workers or skilled workers of career and adult education counsellors (also for trades). The range of programmes includes anything from an internship in Europe and a „training on the job“ in the USA to hands-on experience in the Far East or a developing country.</p>
<p><a href="http://www.ibs.inwent.org">www.ibs.inwent.org</a> IBS – The Information Centre of Capacity Building International at InWEnt gGmbH</p>	<p>Offers by 60 organisations via on-line database on vocational (advanced) training (also for trades)</p>
<p><a href="http://www.ijab.de">www.ijab.de</a> IJAB e.V. - International Youth Exchange and Visitors' Service of the Federal Republic of Germany</p>	<p>programmes for professionals, language courses and programmes for youth mobility</p>
<p><a href="http://www.rausvonzuhause.de">www.rausvonzuhause.de</a> International meetings and stays abroad for young people. The national German agency is located at IJAB (see above).</p>	<p>Information and counselling on stays abroad and international meetings for young people.</p>

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<p><a href="http://www.go4europe.de">www.go4europe.de</a>  <b>"Youth for Europe" – European Volunteer Service</b></p>	<p>The European Volunteer Service offers the opportunity to live and work in or outside Europe for a limited period of time. It is open to young people between 18 and 25 years of age.</p>
<p><a href="http://www.wege-ins-ausland.de">www.wege-ins-ausland.de</a>  <b>Joint information portal of various institutions on ways abroad</b></p>	<p>general overview page with links to five selected transnational bodies (IJAB, InWEnt, DAAD, PAD und ZAV).</p>
<p><a href="http://www.bw-stipendium.de">www.bw-stipendium.de</a>                      The Baden-Württemberg grant is an international exchange programme for young people – students, workers just starting their professional career as well as school pupils.                       Only for participants from Baden-Württemberg.</p>	<p>Information about reports on experience with the individual programme lines.</p>

**5. Potential Users of the MOBILINT Training Module**

The MOBILINT training module should especially used by the major counselling players. This mainly concerns counsellors from organisations whose representatives are part of the national council of MOBILINT:

- counsellors from chambers of skilled crafts and vocational training centres
- counsellors from regional job agencies
- teachers from vocational schools
- counsellors from trade union organisations

This would guarantee far-reaching coverage/ dissemination.