

I would like to start my presentation with a look at the trends of youth unemployment in Germany and Europe.

In 2005 the youth unemployment rate in Germany was at about 16 percentage and therefore nearly as high as in the average of Europe. The trends in the following years are contrary. While the rates of the European Union increased up to 23 % in 2013, there has been a pleasing development in Germany. The youth unemployment rate declined to 7.9 % in 2013.

What are the main reasons for the comparable good situation of young people in the German training and labour market?

As you can imagine, it is a combination of a lot of factors. In our view the following five points are the main reasons:

- Firstly: The Economic situation
- Secondly: The Demographic development

- Then: The Dual vocational training system, which is in the focus of a lot of debates,
- The so called: National Pact to Promote Training and
- Last but not least: the Labour market assistance for young people

In the following I will zoom in the last point, the labour market assistance or you can call it as well: the transition system.

In 2012 the German employment agency invested about 2.4 Billion Euros to support 347.000 young persons in the annual average in the transition from school to the dual training. The aim is a seamless transition from school to vocational training with a focus on individual support for disadvantaged young persons. In addition, there a plenty of programmes financed by the Federal government or the Länder.

The support is preventative in nature and as such starts when the young person is still at school. Its core

elements are vocational counselling and orientation which are offered nationwide beginning already in the year before the young people leave school.

Other important elements are:

- career entry support
- pre-vocational training programmes
- introductory training
- training-related assistance
- and extra-company training

In the following I would like to give you a brief overview about these measures:

Let's start with the "**Vocational orientation and vocational guidance**".

The Federal Employment Agency plays a key role in integrating young people into the workplace and training system, as it offers vocational guidance and career counselling to youth and adults. Vocational guidance comprises the provision of advice and information about the choice of a career, specifics on

individual careers and career requirements, ways of funding vocational education and training, important trends in the world of work, information on the situation and development of the labour market, and advice on how to find employment or a training place.

The aim is that pupils shall start early to think about the choice of occupation. They shall make a realistic assessment of their chances regarding the choice of occupation and prevent bad choices.

Talks held in schools with senior-year pupils, career counselling events at career information centres (BIZ), as well as a wide range of digital and printed media, provide a framework for encouraging young people to specifically discuss and examine these issues.

An element, which ties in well with the preventative approach, is the so called “**career entry support programme**”.

It is a long-term mentoring of low-performers to facilitate their transition from school to training. A "mentor", accompanying at most 20 pupils from two years before they leave school well into the stage of vocational training, shall help to better prepare the young people for the choice of a career and to stabilise them so that they acquire school-leaving qualifications and do their training.

In particular, the programme supports young people

- in attaining a school-leaving qualification
- in reaching training entry maturity
- in searching a training place and
- in stabilizing the training relationship

Now I would like to have a look at **Pre-vocational training measures**.

These full-time programmes run by educational institutions on behalf of the local employment agency for a period of ten months, provide young people with

practical insights into various professions, and teach the content of parts of the first year of training. The content of a prevocational training programme is set out by the Federal Employment Agency. In terms of content, the legal regulatory framework is open, and does not specify the training period. This means that the special needs and problems of young people can be taken into consideration when defining individual programmes and measures based on the Specialised Programme of the Federal Employment Agency.

The next measure is the **Introductory Training**. You can describe it as a long-term internship with a duration of six to twelve months.

In-company introductory training is a good way for difficult-to-place young people gain access to vocational training: employers offering introductory training can receive funding through a pay subsidy of up to 216 euros per month. Introductory training schemes are geared towards teaching and

consolidating basic information that individuals need to learn occupational skills.

In our view the measure has advantages for all stakeholders.

- Companies get to know applicants before they start training
- Young people can reduce insecurities and grow with the tasks assigned to them
- Young people get basic knowledge of the desired occupation
- And they have a good possibility of transition to dual training in particular in the same company.

Along with vocational training, disadvantaged young people can also receive **training-related assistance**, if they require additional support, which - if not provided - could jeopardise the success of the training measure. Training-related assistance is offered by educational establishments on behalf of the

employment agencies. Support is provided for measures that do not form part of the usual scope of training and vocational programmes. Such measures include addressing shortcomings in terms of language skills and education, supporting occupational theory and practical work, and social and educational support.

The last measure I would like to have a look at, is the so called “**Extra-company training**”.

Disadvantaged young people who fail to secure an in-company training relationship even after receiving training-related assistance and taking part in a prevocational training programme can receive support in an extra-company training centre. The aim is that young people who, due to individual or social impairments, cannot find a training place in the free market, get a vocational qualification. The responsibility for and the implementation of the largest part of training lies with a training provider. The provider is paid the costs and a lump-sum training

allowance for each young person by the Federal Employment Agency.

During a period of extra-company vocational training, young people should seize any opportunity to make the transition to in-company vocational training. A bonus of 2.000 euros can be paid if candidates are successfully transferred to an in-company training position ahead of time.

Thank you very much for your kind attention!