

# PES to PES Dialogue Conference 17-18 April 2013

POE 2 – Management Development, HR, Vocational Training and Qualification



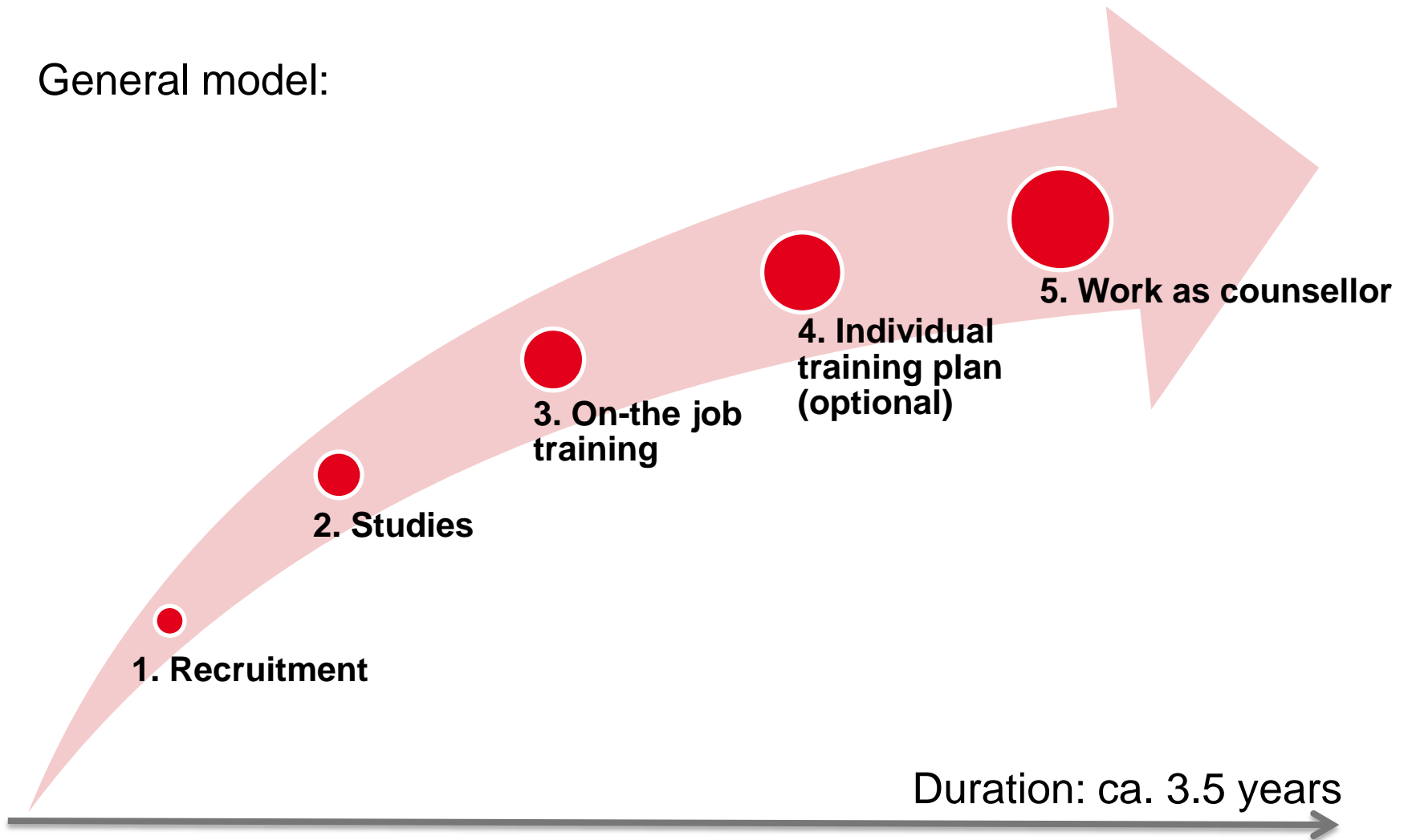
Professional Qualification of Counsellors in the  
Bundesagentur für Arbeit (BA)



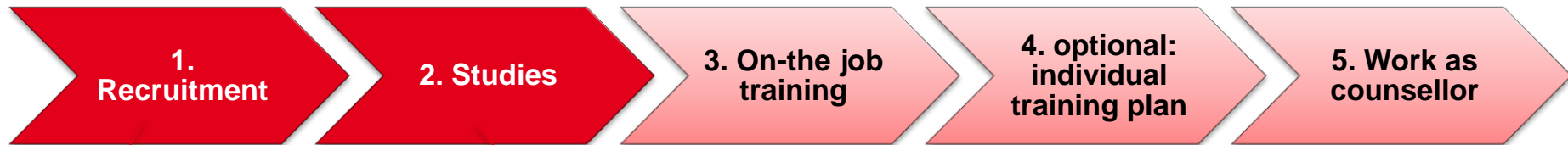
**Bundesagentur für Arbeit**

# Counsellors generally follow a 3.5 year selection and development process

General model:



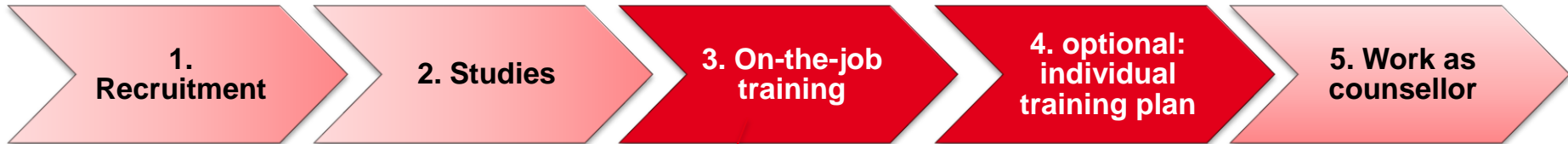
## The studies are the centre of counsellor development.



- Specific job profile based on counsellor competencies
- Targeted search for candidates
- Specific recruitment procedure

- General and inter-disciplinary Bachelor-Studies
- Highly action-oriented
- Strong connection between theory and practice (5 quarters lectures and 4 quarters internship)
- Support from a tutor during the entire time of studies

## After passing the studies successfully an intensive on-the-job training follows.



- Written, determined inception plan – followed by an intensive on the job training
- Manager is responsible for the on-the-job training

- In case of additional training needs – an individualized training plan will be set up
- Manager is responsible for any additional training provided

Thank you for your attention!

**Dirk Mertins**

Tel.: +49 911 179 - 6426

Fax: +49 911 179 - 3413

E-Mail: [dirk.mertins@arbeitsagentur.de](mailto:dirk.mertins@arbeitsagentur.de)

**Bundesagentur für Arbeit - Zentrale**

Regensburger Straße 104

90478 Nürnberg

[www.arbeitsagentur.de/karriere](http://www.arbeitsagentur.de/karriere)