



GERMANY

Pre-apprenticeship training

(ALSO KNOWN AS FIRST INTEGRATION QUALIFICATION FOR YOUNG PEOPLE)

IMPROVING THE TRANSITION
FROM EDUCATION
INTO EMPLOYMENT
FOR YOUNG PEOPLE

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A successfully completed apprenticeship is considered essential if someone is to enter the non-academic German labour market. Not every young person succeeds in making the transition into vocational training immediately after finishing school.

Within this context, the pre-apprenticeship training aims at improving the transition from education into employment for young people with particular difficulties in finding an apprenticeship. The practice consists of subsidised job placements in enterprises of between 6 and 12 months, complemented by vocational training in preparation for the part in the company.

Name of the PES

Bundesagentur für Arbeit.
Federal Employment Agency.

When was the practice implemented?

2004–ongoing.

Which organisation was involved in its implementation?

- Chambers: they encourage their members to provide places for entry qualifications. The chambers are also responsible for issuing certificates of content upon completion of the entry qualification.
- Vocational schools: If the participants are subject to compulsory schooling, they must attend the vocational school during the initial qualification. Voluntary participation can also be approved by the vocational schools.

Which groups were targeted by the practice?

- Trainees usually under 25 years.
- Trainees with a refugee background usually under 35 years.
- Employers (all).

What were the practice's main objectives?

The pre-apprenticeship training aims at improving the transition from education into employment for young people with particular difficulties in finding an apprenticeship. The measure is aimed at young people who have been unable to gain an apprenticeship contract in the dual system, young people who do not fulfil the requirements for in-company training, and socially disadvantaged applicants.

What activities were carried out?

The economy provides places for entry qualifications. If applicants cannot be found directly through their own search for junior staff or through the chambers, vacancies at the Federal Employment Agency can also be included in the database.

Companies host pre-apprentices for a period of between 6 and 12 months covered by social security. As of 2018, they receive subsidies of EUR 231 per pre-apprentice per month, and a flat rate for social security contributions. From 1 September 2019, this subsidy is planned to rise to 243 Euro, but this is still in the legislative process.

Upon completion of the practice, the participants can apply for a 'certificate of completion' to be issued by the chambers. They can later apply for an official apprenticeship, in which case the pre-apprenticeship time will be credited from the total duration of the official apprenticeship. If necessary (at the request of the company or the young person), the BA can provide additional support in the form of training assistance in accordance with § 75 Social Code III in order to facilitate the successful implementation of the measure for disadvantaged young people.

What resources and other relevant organisational aspects were involved?	Following the pilot, the practice has now been mainstreamed at PES. If necessary (on request of the enterprise), local PES can provide additional support, such as assigning social workers to facilitate the successful implementation of the practice for disadvantaged young people.
What were the source(s) of funding?	Social security contributions and taxes
What were the outputs of the practice: people reached and products?	<p><u>People reached:</u> Due to the positive development of the training market in Germany, more young people who had previously only been able to enter in-company vocational training through an initial qualification had the opportunity to directly enter such training. As a result, the number of participants dropped continuously to 17 493 in 2015.</p> <p>For young people with a refugee background and employers who are interested in training young people with a refugee background, entry-level training plays a central role in introducing them to training, teaching language skills and the fundamental importance of training in the German education system. The figures therefore rose again from 2016 onwards. In 2017, 23 922 young people began initial vocational training. In 2018, the figures declined slightly again (21 072 entries).</p> <p><u>Products:</u> Internal database of participating enterprises. Information material for participants and employers.</p>
What outcomes have been identified?	With regard to the effectiveness of the measure (i.e. the number of participants who have completed regular vocational training after completing practical training), the statistics show that 54.4 % (10 941) of the 20 100 participants who left in the period from September 2017 to August 2018 were in vocational training covered by social security six months after completion. For participants with a refugee background, 48.4 % (3 680 out of 7 608 departures) took up vocational training covered by social security six months after leaving.
What are the lessons learnt and success factors?	<p>In recent years, in particular, the pre-apprenticeship training offered young people with a refugee background the opportunity to improve their language skills, to get to know the company, its processes and working atmosphere and, if necessary, to get to know vocational school lessons. At the same time, employers had the opportunity to meet young people with a refugee background, to introduce them to vocational training and to support them. This enabled many of the participants with a refugee background to make a successful transition to vocational training.</p> <p>All in all, an entry qualification with the fundamental character of an in-company vocational preparation programme enables young people to gain practical experience and the chance of being taken on in a vocational training programme.</p>



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