



Seminar
Youth: *One Step Ahead (OSA)*
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Making The Alternance Education/Work Possible

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- **Alternance vs Dual Apprenticeship System**
- **Some labor market statistics**
- **Developing Human and Social Assets in Baden-Württemberg**
- **Alliance for Skilled Labor**
- **Conclusion**

Alternance Training

Education or training combining periods in an educational institution or training center and in the workplace.

The alternance scheme can take place on a weekly, monthly or yearly basis. Depending on the country and applicable status, participants may be contractually linked to the employer and/or receive a remuneration; the German 'dual system' is an example of alternance training.

Source: Terminology of European education and training policy, European Centre for the Development of Vocational Training, 2008

ALTERNANCE TRAINING - ALTERNIERENDE AUSBILDUNG

Training carried out at two places of learning, i.e. at upper secondary education establishments (Berufsschulen) or institutions at tertiary level (Duale Hochschulen/Berufsakademien, Fachhochschulen) and in companies. Trainees either attend the two places of learning alternately or simultaneously.

Source: Secretariat of the Standing Conference of the Ministers of Education and Cultural Affairs of the Länder

APPRENTICESHIP

Systematic, long-term training alternating periods in a school or training centre and at the workplace; the apprentice is contractually linked to the employer and receives remuneration (wage or allowance). The employer assumes responsibility for providing the trainee with training leading to a specific occupation.

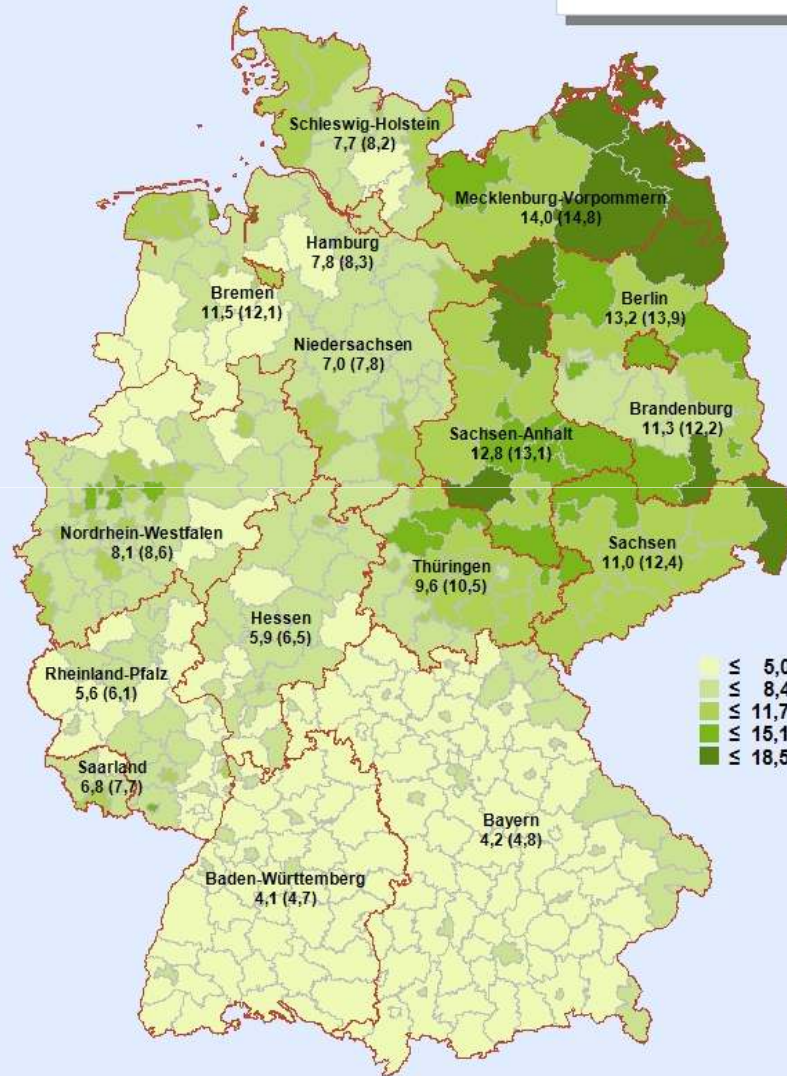
Source: Cedefop, 2003

BADEN-
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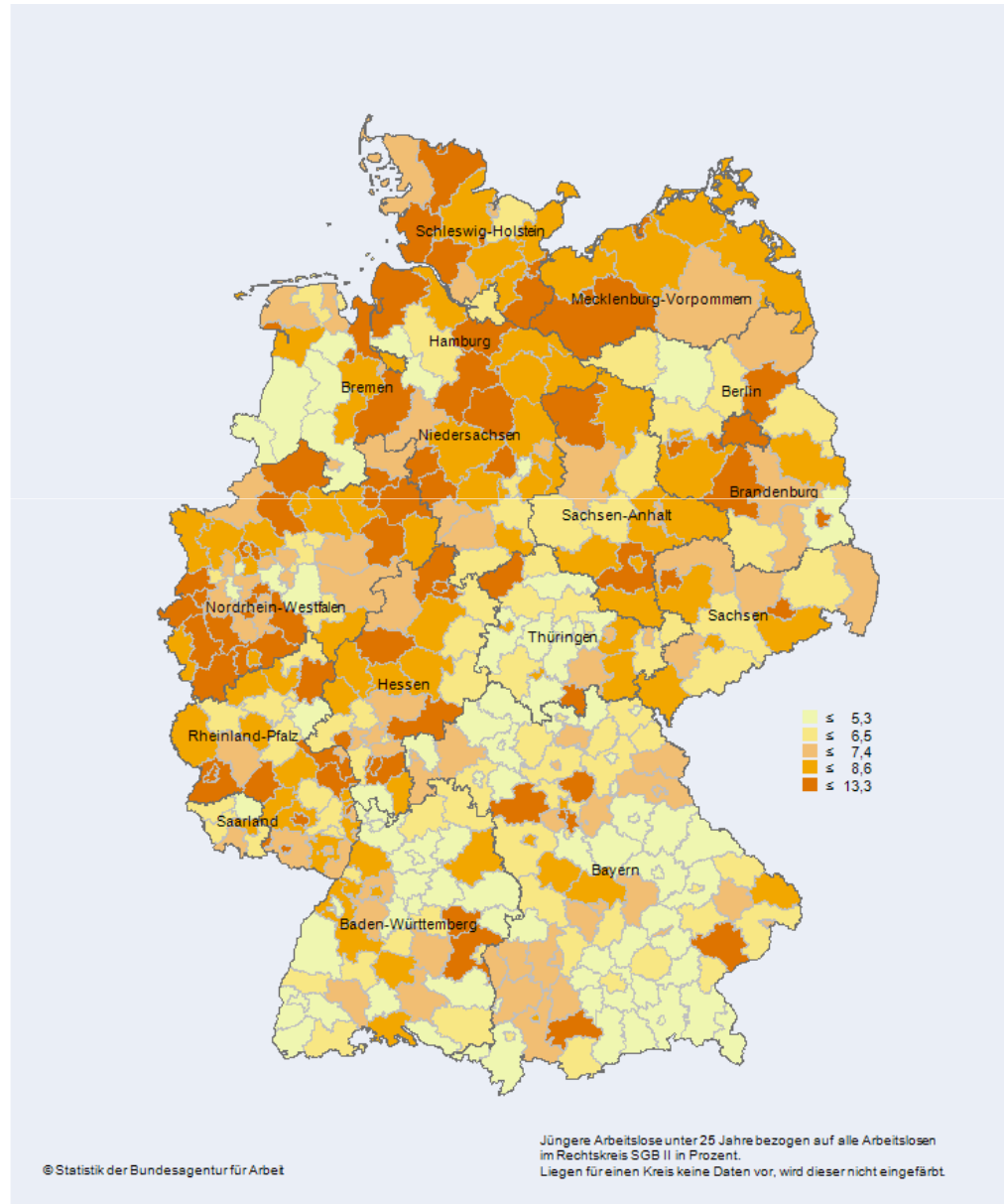
Unemployment Rates in January 2012

- Federal States and Districts -

Germany	7,3	(7,9)
Western Germany	6,2	(6,7)
Eastern Germany	11,9	(12,7)

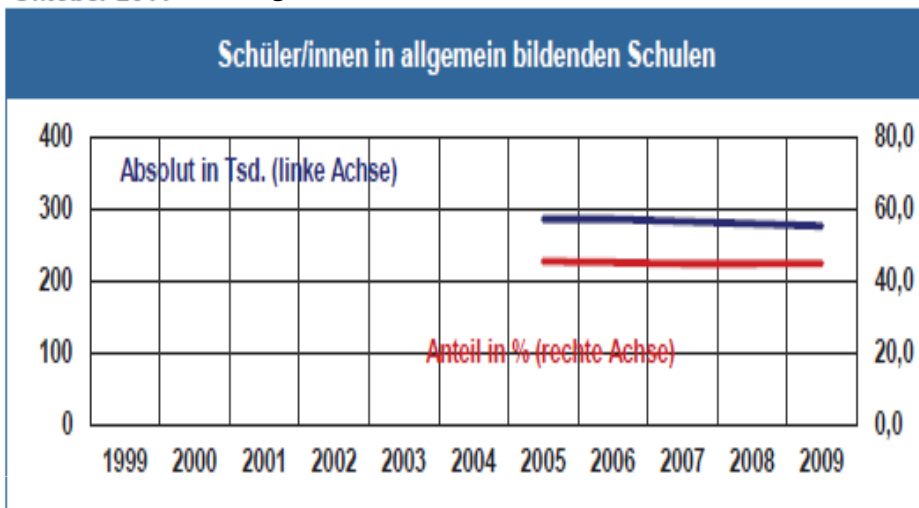


Percentage of younger than 25 years olds of total unemployment 10/2011



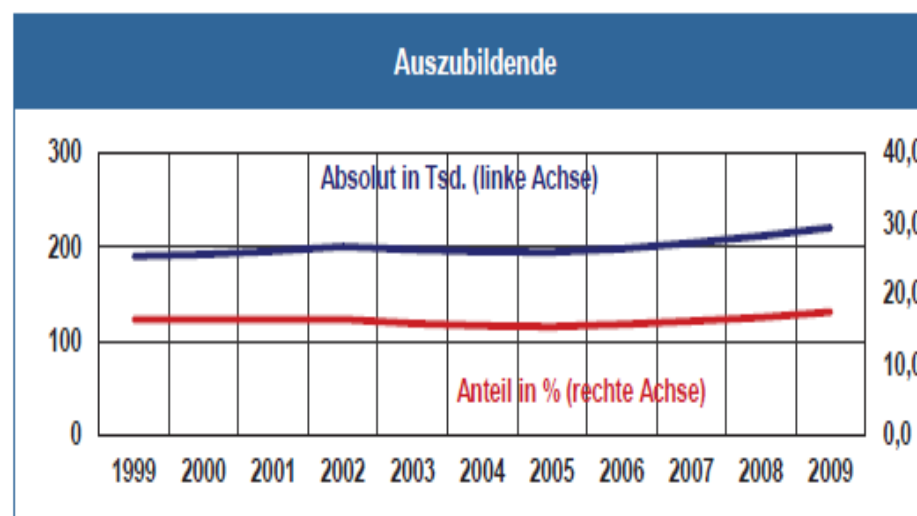
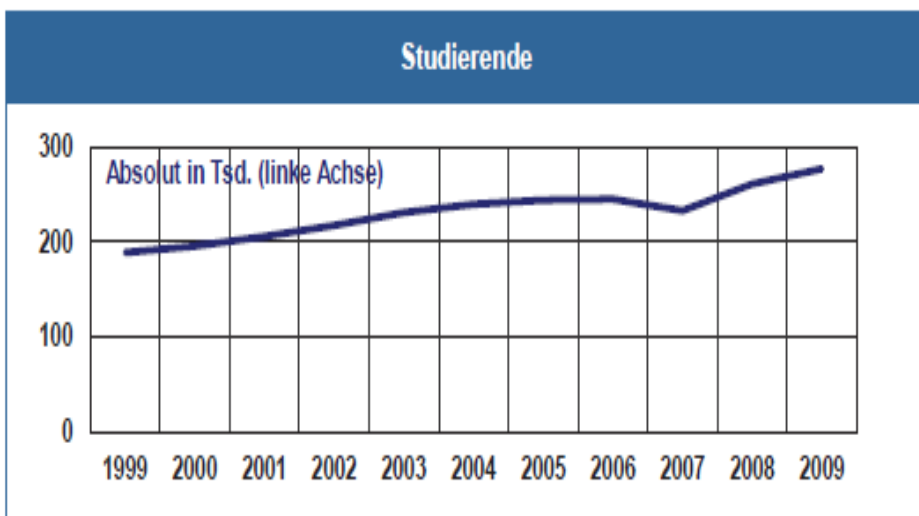
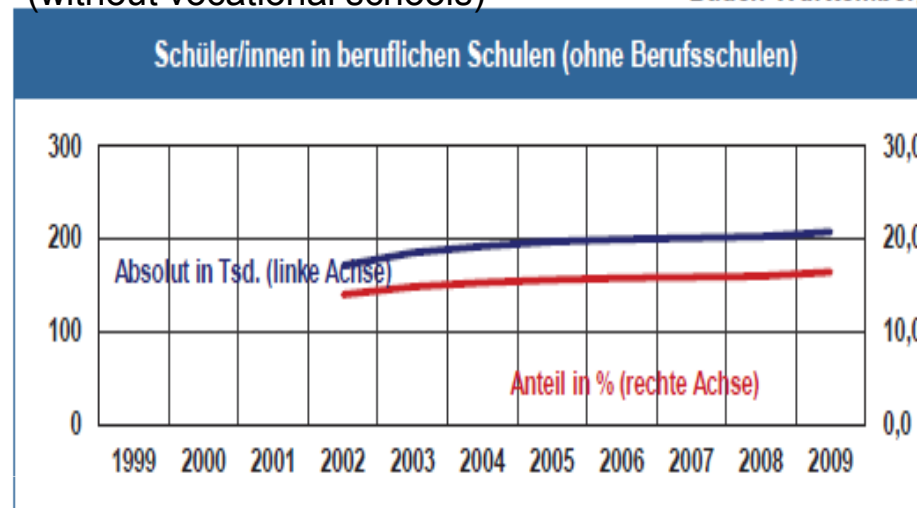
Education Participation of 15 – 20 year olds

Oktober 2011 general schools

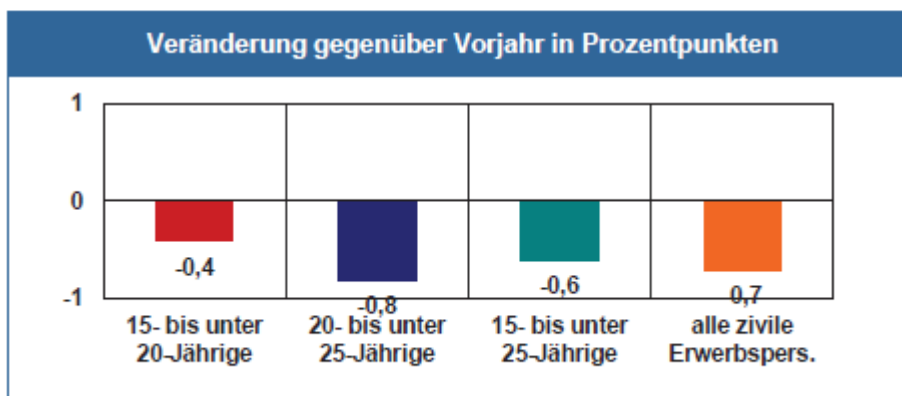
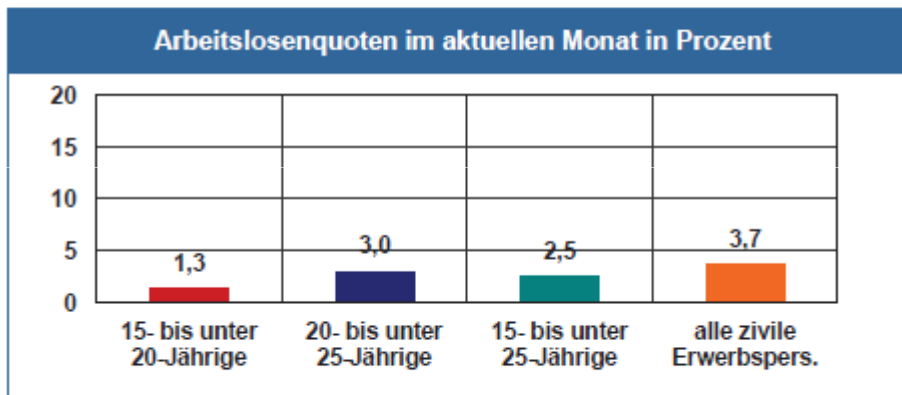
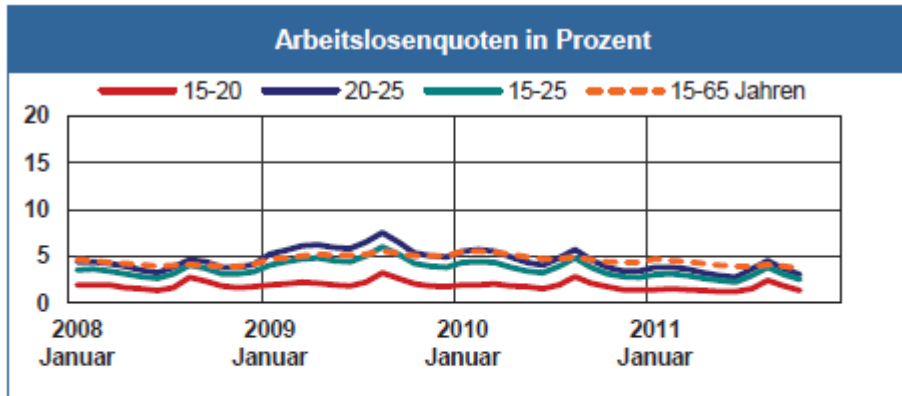


professional schools
(without vocational schools)

Baden-Württemberg



Unemployment Rates in Percent (2008-2011 / 10/2011)



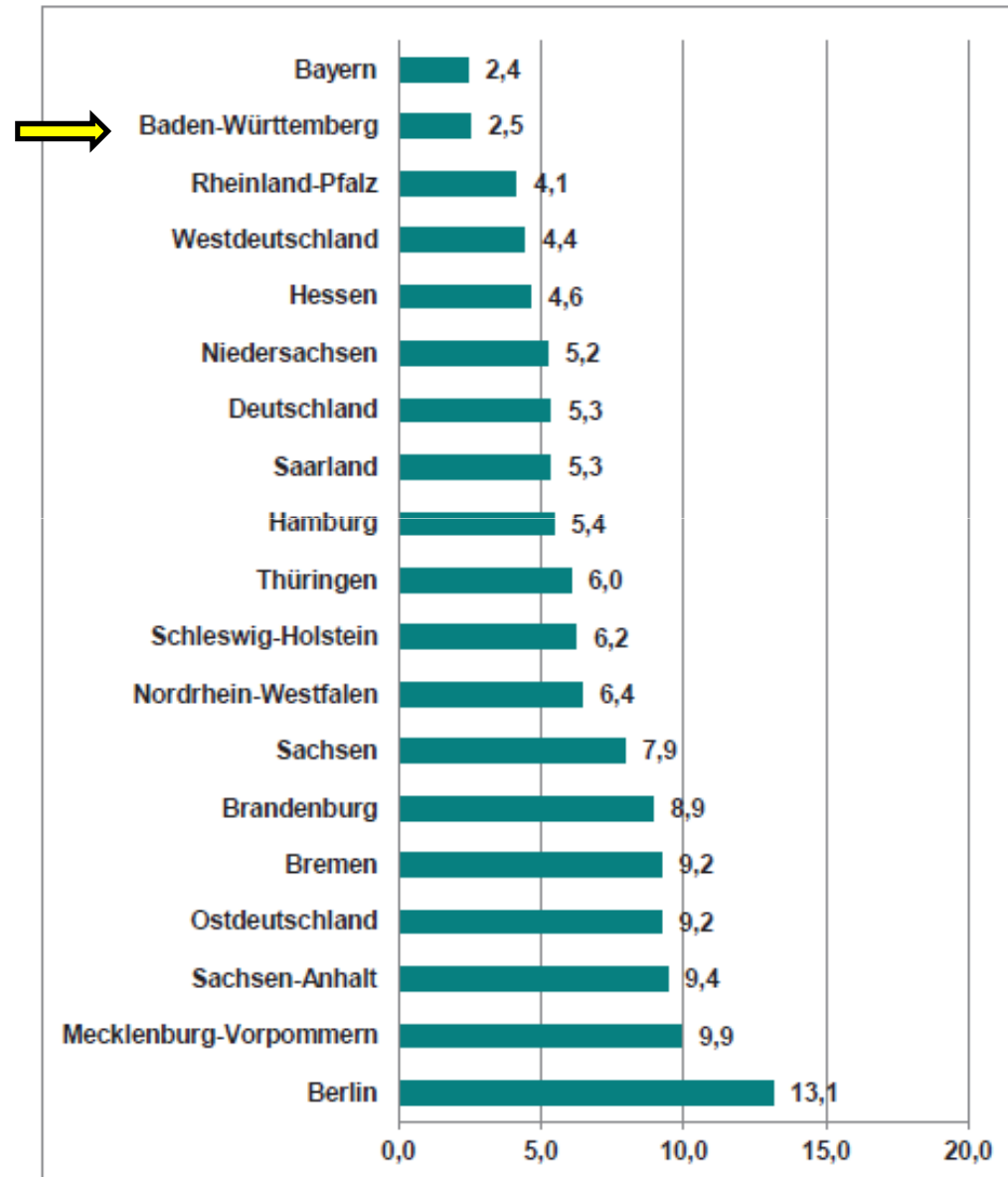
15-25 years old % < avg labor force%

20-25 years old % > 15-20 years old%

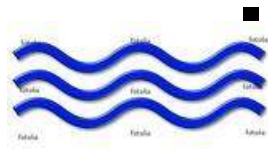
20-25 years old: problems with transition school/voc training to labor market employment („2nd threshold“)


15-20 years old: „absorbed“ by education system

Unemployment Rates Labor Force <25 years Old 10/2011



Developing Human and Social Assets in Baden-Württemberg



- Create framework where government, social partners and other stakeholders can develop effective and efficient training strategies and processes: e.g. collective labor agreements on qualification (2001) 



- Create a „Paid Educational Leave Law“ in Baden-Württemberg; e.g. five paid days for vocational training



- Special BW Parliamentary Commission of Inquiry
Fit for life in the knowledge society – vocational schools, training and adult education

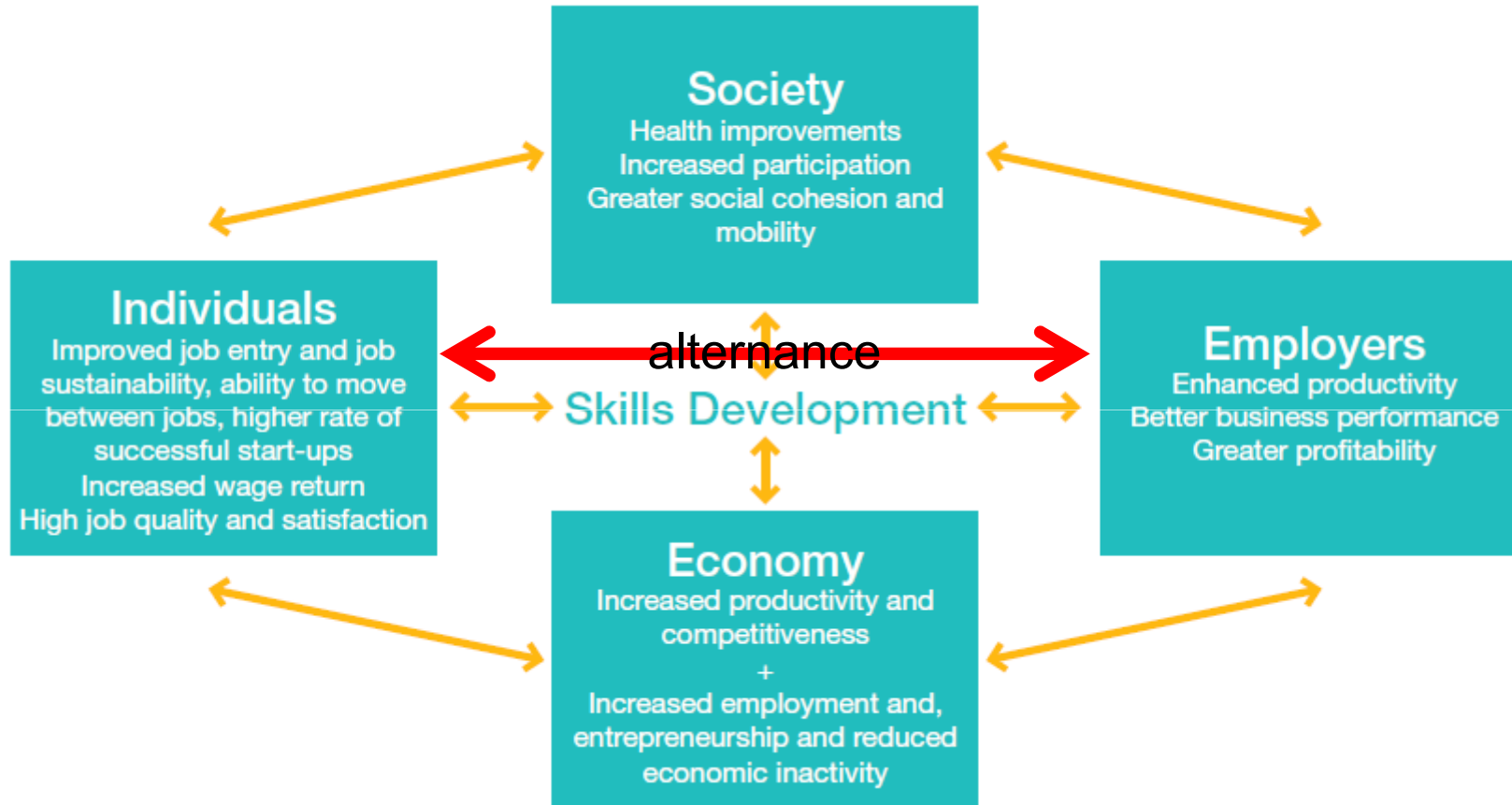


- *Alliance for Lifelong Learning*



- *Alliance for Skilled Employees*

Alliance for Skilled Labor



New Skills for New Jobs: Action Now, European Commission, 02/2010

Alliance for Skilled Labor *in the context of a dual/alternance system*

- **Partners**

industrial regulatory bodies/chambers, unions, local government central association, regional labor office and BaWü ministries

- **Objectives**

- VET needs to be strengthened

- More women, older people and people with migration background need to participate in working life.

- Unemployed, especially long-term unemployed, need to be integrated into the labor market.

- The number of persons employed in technical vocations, especially engineering, needs to be increased; special programs for women

- Regional alliances for skilled employees should be founded.

- As a complementary measure the immigration of skilled employees should be optimized.

Alliance for Skilled Labor *in the context of a dual/alternance system*

- start of 34 comprehensive schools (*Gemeinschaftsschulen*) with individual student development and early on vocational orientation
- Modern Secondary School offering an extension course leading to a qualified leaving certificate (*Werkrealschule*) with new subjects "vocational/job oriented training" and "competency training" to optimize transition to dual apprenticeship
- introduction of competency analysis for individual development of communication and general professional skills, including soft skills in secondary school (*Realschule*)
- establish 50 more classes for vocational high schools for 3 years and 15 new classes for vocational high schools for 6 years

Conclusion

- long-term view on education: education policy \equiv social policy
- involve all stakeholders, e.g. federal & state (*Land*) authorities, communities, social partners, citizens
- create awareness for alternance/dual apprenticeship systems and promote respective concepts
- Close cooperation between education system and business



Baden-Württemberg
The German Southwest.

Thank you !

Danke !



Baden-Württemberg
MINISTERIUM FÜR KULTUS, JUGEND UND SPORT

