



Ministerium für Kultus, Jugend und Sport
Baden-Württemberg

Integration in the labour market

Baden-Württemberg

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A Strategic Model of Youth Policy

The **EMPLOYMENT-CENTRED WELFARE APPROACH** divides youth by the school system: **different tracks in education** separate pupils from the age of 10 or 12 according to their performance. A **two-tiered division of social security** favours those who have already been in regular training or employment, while others are entitled to a lesser form of social assistance. For the youth with disadvantaged backgrounds, this model is clearly **exclusive and stigmatising**.

Employment-centred approach

- Guiding idea: Good and safe jobs are the best guarantee for welfare
- In Baden-Württemberg: Very large number of traditions, policies, strategies and measures aiming to support the access of young people to the labour market

Examples of employment-centred traditions, policies, strategies and measures

- Dual vocational training system as the „anchor“ = 60 % of all young people follow this scheme and are already „employed“ by companies at a very young age (16 – 20)
- A number of actions to support access to dual vocational training and employment:
 - Various job-related guidance schemes in- and outside school
 - Compulsory internships for pupils (Hauptschule and Realschule)
 - New: lessons on working world issues part of education plans
 - „Education Partnerships“ between general schools and companies
 - Different types of job-prequalification years for those who couldn't find a placement (combined with internships)
 - New low-qualification options in sectors with a high demand for workers (e.g. care of elderly people)
 - Very good career pathways for those who have finished a vocational training (both in vocational qualification schemes and at University)

Different tracks in school education

„Gymnasium“

„Realschule“

„Hauptschule/
Werkrealschule“

more job-
orientated

New:

Gemeinschaftsschule =
Comprehensive School

= additional model

= focused on individual

+ various tracks to higher qualifications from all school types

Exclusive and stigmatising?

- Not (only) because of the aspects mentioned in the model but also because of the structure of society, a high share of people with migration background (26 %), different financial, social and intellectual resources of families etc.
- Problem has been identified and a very large number of measures was established to fight social imbalances.

Two-tiered division of social security

- Yes, but many experts regard the reform of the social security system about 10 years ago (Agenda 2010) as one of the secrets of success of the good situation on the labour market in Germany at the moment!

Contact

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