

Experimentation „3rd way“ in apprenticeship in North Rhine-Westphalia (NRW)“



Experiences – results - perspectives

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What you need to know from Germany

High importance of the „dual vocational system“ - apprenticeship

- About 60% of male and ca. 44% of female school-leavers go for apprenticeship
- About 626.000 contracts were made in 2007
- **Apprenticeship is common in craft, trade and industrial sector**
 - Apprenticeship bases on accredited training rules and agreements between government institutions and chambers of crafts, commerce and industries.
 - Apprenticeship duration is between 2 and 3.5 years
 - 3 - 4 days per week practical education in enterprises, monthly wage is paid by enterprises
 - 1 - 2 days theoretical education in public vocational schools
- **Apprenticeship has been guaranteed high skilled and market-tailored workforces for centuries**
- **It covers a wide range of multifaceted skills – more than just “on the job”**
- **Germany sticks closely to the idea of “complete apprenticeship” in comparison to training in modules**
- **Since 2002 a lack of apprenticeship came up**
 - Mainly school leavers with weak and absent school graduation played a losing game
 - Enterprises complain an increasing number of young people with absent occupational aptitude
- **Apprenticeship supply communicates with economic cycles**
 - Strong performance – higher supply / weak performance - lower supply

„3rd way“ in apprenticeship in North Rhine-Westphalia (NRW)

Experimentation to open the door to vocational training / apprenticeship for excluded young people

- targets young people who are willing, but not yet able for successful apprenticeship,
- completes the current supply of apprenticeship in NRW,
- brings vocational preparation and apprenticeship together to one offer,
- allows (*with up to 5 years duration of promotion*) apprenticeship in 14 accredited jobs which require training,
- is structured by “training blocks”,
- allows a flexible arrangement of apprenticeship,
- gears apprenticeship at three training places
 - vocational school
 - enterprise
 - educational institution
- accompanies and promotes apprentices by “educational coaching”
- but anyway - sticks to the goal of **successful complete apprenticeship graduation**

Promoting conception

- Choice of participants is supported by responsible regional players
- Regular apprenticeship contract
(between the young person and an educational institution)
- 30% - 50% practical education in enterprises
- Setup of specific forms in vocational schools
- Individual interruption and re-entry is possible
- Individual prolongation is possible
- Time budget for apprenticeship up to 5 years,
- Teaching training content through “training blocks”
- Educational coaching + social work + supporting classes

Some facts

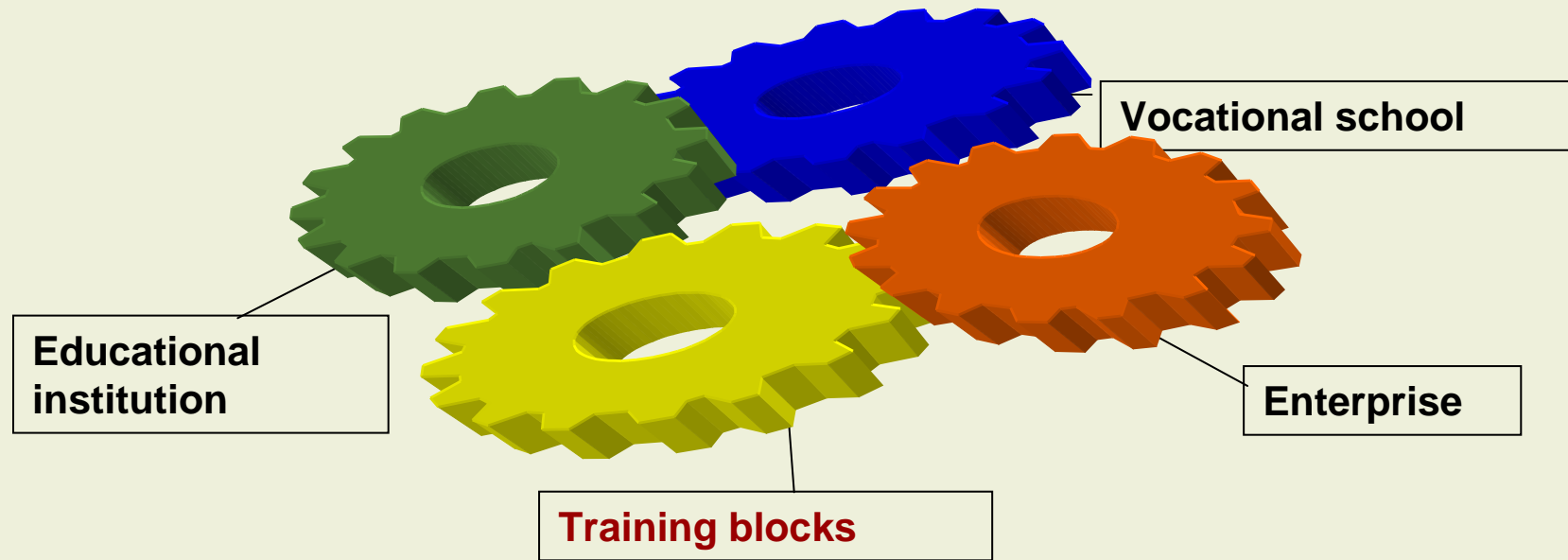
- Start of experimentation:
16th October 2006 – 850 training positions
- 1,120 accessions and ca. 350 withdrawals (1st pass)
- 1st September 2008 – second pass has started with 900 training positions
- Currently 1,650 participants inside 3rd way
- 350 successful graduations in 2009 expected

Allocation of training positions in types of apprenticeships

(1. and 2. pass)

Apprenticeship	1. pass	2. pass
Skilled worker for coatings	124	162
Warehouse worker	118	195
Mechanic	104	96
Skilled worker for hotel and catering trades	74	174
Painter	60	-
Skilled worker for furniture-, kitchen- and removal-services	52	24
Engine driver – metal sector	48	90
Skilled worker for building construction	46	18
Sales assistant food sector	27	72
Service driver	23	24
Skilled worker – chemical sector	11	12
Tailor (alteration)	10	12
Construction worker	10	12
Skilled worker - underground	6	12
<i>Not specified – because of data problems</i>	2	-
	715	903

Structuring apprenticeships in the 3rd way by “training blocks”



- Training blocks shall gear training at the three training places,
- Training blocks shall enhance transparency for needed matching processes
- Training blocks shall structure individual training and supporting plan
- Training blocks shall document the acquired skills' components

Main goal remains: **Successful apprenticeship graduation**

Cooperation with vocational schools

- Small learning groups (in 2nd pass) are compulsory
- Special „3rd way forms“ should be established (at least 12, at the most 18 apprentices)
- 55 additional teachers staff are allocated

Examination / certification

- Examination and certification of every single „training block“ in the educational institution
- Certificates from the responsible chamber in case of “drop out” (on demand by participant)
- Documentation by using “Jobmappe”
(NRW-wide implemented documentation and planning instrument of competencies)
- Intermediate and final examination by the responsible chamber

Funding

Apprenticeship wage

- German job-service institutions

Costs for the measure in the educational institutions

- Ministry for labour NRW – European Social Fund incl. national co-financing
- max. 750 € each apprenticeship and month
(Reimbursement of the real costs)

Perspectives

- At least one more year of experimentation and evaluation
- In case of:
 - sufficient positive results
 - accordance with the social partners

political initiative by the Federal State of North Rhine Westphalia for mainstreaming “3rd. Way” as a regular part of the system of apprenticeship in Germany is expected.

Key questions

- What form of governance (horizontal and multi-level) should be encouraged to mobilise actors?
- How can public actors be transformed so as to transform social policies?
- How can the experiments carried out by partner actors in the field encourage public decision makers to become politically involved?
- From experimentation to generalised application: how can decision makers be convinced to become involved when an experiment is successful?