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Your interests.
Your future.

YOUTH GUARANTEE IN GERMANY: APPRENTICESHIP AND DUAL SYSTEM

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ROAD MAP

- ☒ About CEEP : Who we are and what we do
- ☒ European Cross-industry social partner agreement:
Framework of Action on Youth Employment
- ☒ Youth Guarantee and youth unemployment in Germany
- ☒ Education and training in Germany
- ☒ Education and Training in the Public Transport Sector

ABOUT CEEP

- ☒ European organisation with a two-fold mission:
 - ☒ Cross-sectoral European Social Partner representing public employers in the European Union
 - ☒ Lobby organisation representing public services providers vis-à-vis the European institutions

CEEP AS SOCIAL PARTNER

- ☒ Working with BUSINESSEUROPE
- ☒ Negotiating with ETUC on European agreements
- ☒ Representing public services employers at highest level of Tripartite Social Dialogue

CEEP GOVERNANCE : FACTS AND FIGURES

- ☒ 1 of 3 general cross-industry European Social Partners
- ☒ Work Organisation in 3 Boards and respective Task Forces:

Public Services

- ☒ Services of General Interest & Statistics
- ☒ Local Enterprises
- ☒ Enterprises, Internal Market & Competition

Social Affairs

- ☒ Macro-economics
- ☒ Health & Safety
- ☒ Social Protection
- ☒ Vocational Training

Sustainability

- } Environment
- } Water
- } Energy
- } Transport
- } Communications

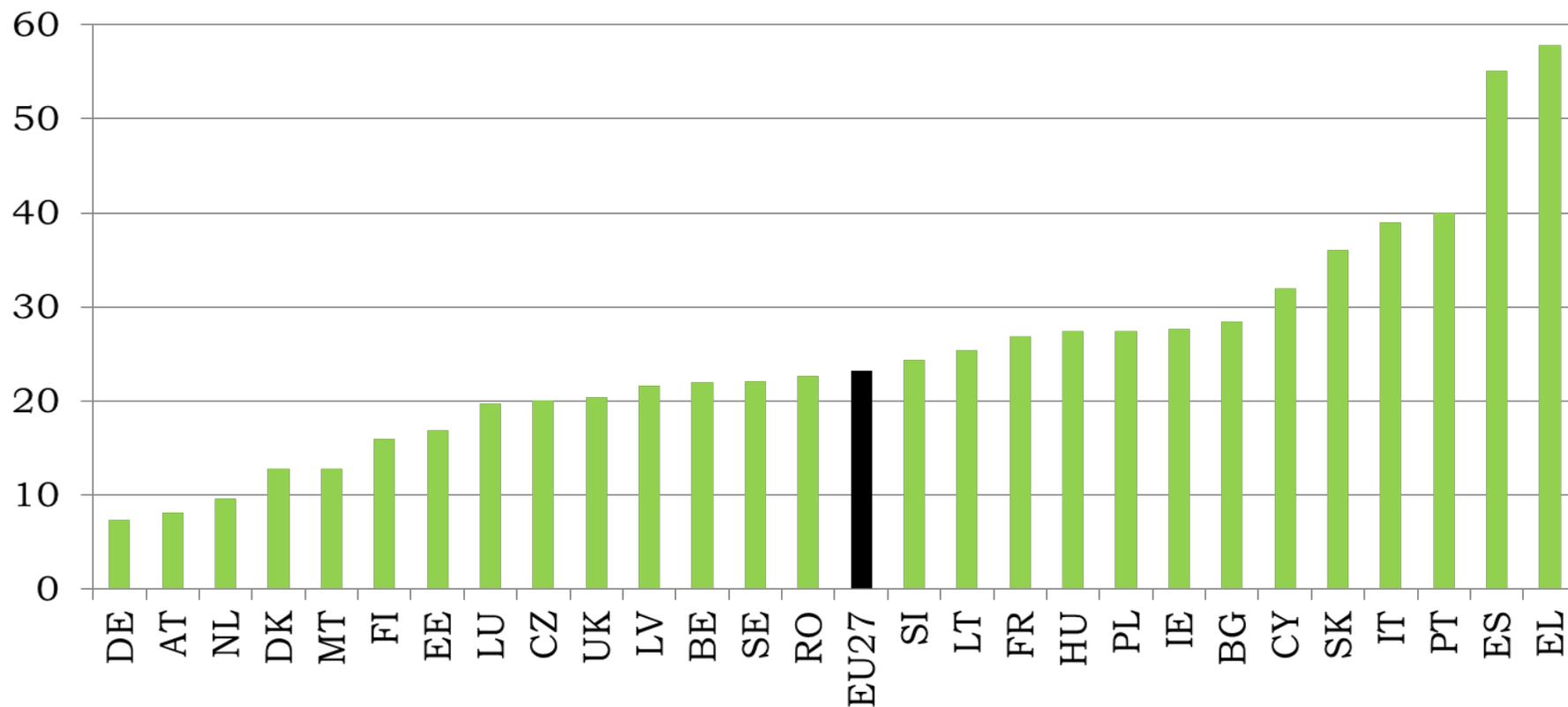
- ☒ CEEP members : Enterprises & authorities from EU, Norway and Turkey providing Services of General Interest

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FRAMEWORK OF ACTION ON YOUTH EMPLOYMENT

5.68 million of young Europeans are unemployed!



FRAMEWORK OF ACTION ON YOUTH EMPLOYMENT

 Cross-Industry Social Partners felt need to act!

 “We don’t want a ‘lost generation’”

 High human costs and high cost for societies

 Negotiations on FoA from Sept. 2012 to April 2013

 FoA approved by ETUC, CEEP and BE in June 2013

FRAMEWORK OF ACTION : 4 PRIORITIES

Set of measures, actions and recommendations

- 1st priority: Learning
- 2nd priority: Transition
- 3rd priority: Employment
- 4th priority: Entrepreneurship

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IMPLEMENTATION OF THE YOUTH GUARANTEE

- ❑ First step: National Implementation Plan to Establish the Youth Guarantee in Germany (June 2014)
- ❑ Basic approach: Structural improvement of integration into VET and employment
- ❑ Federal Employment Agency: No need for labour market programs with short-term impact

YOUTH UNEMPLOYMENT : GERMAN FIGURES

☒ 2005: 15.6% of under-25s unemployed

☒ 2013: 7.9% of under-25s unemployed

☒ Old Länder: 5.2%

☒ New Länder: 9.6%

☒ **Problem: Constant high level of young adults with no vocational qualification (\approx 1.4 million in 2013)**

THE TRAINING PACT 2010 - 2014

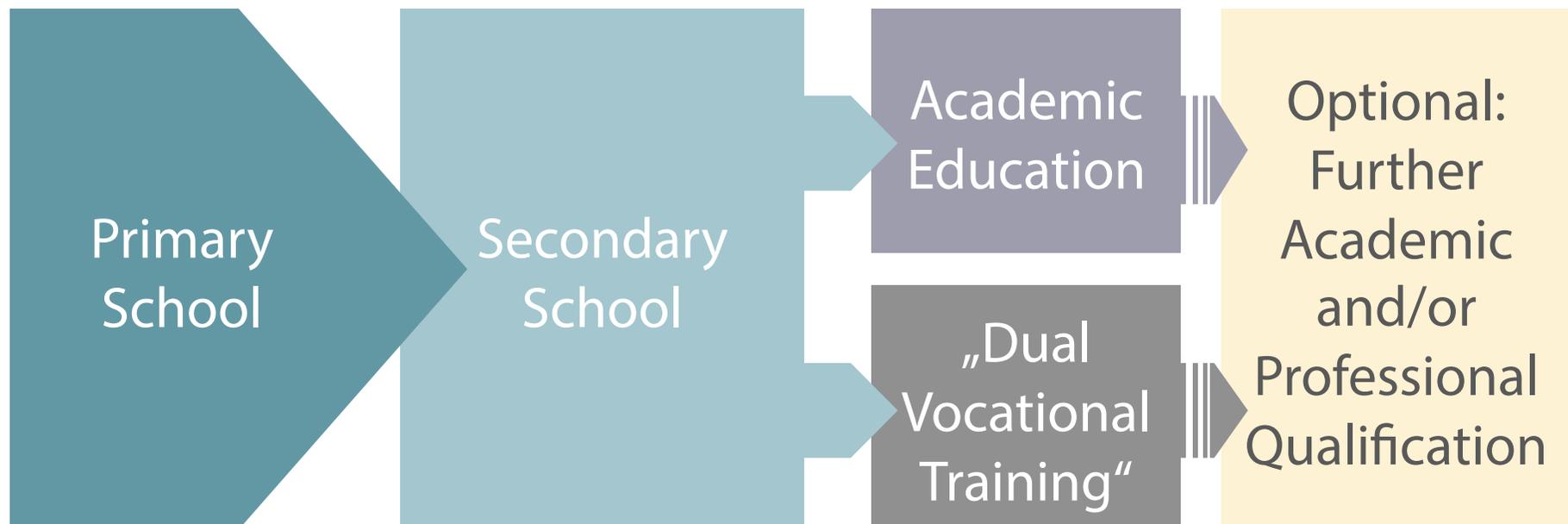
- ☒ Co-operation of Federal Government and main industry organisations
- ☒ Self-obligation to offer training place or introductory training
- ☒ Improve chances of entering VET
- ☒ 60.000 new training places, 30.000 new training companies
- ☒ Objective: „Alliance for Initial and Continuing Vocational Education and Training“ with national social partners

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EDUCATION AND TRAINING IN GERMANY

Education is the responsibility of the 16 states (Länder)



DUAL VOCATIONAL TRAINING

- ☒ Plays a key role in German economy
- ☒ Largely co-financed by German industry (23.8 billion gr.)
- ☒ About 330 recognized vocational trainings
- ☒ Most of them “dual vocational trainings”
- ☒ About 60% of school graduates choose dual vocational training (~ 1.5 Million)

ADVANTAGES OF THE DUAL VOCATIONAL TRAINING

- ❏ Close linkage with practical work
 - ❏ Workplace- and practice-oriented vocational training
 - ❏ Train highly skilled workers of the future
 - ❏ Incentives to offer needs-based vocational training

- ❏ Regulations continually revised by Social Partners and public agencies

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EDUCATION AND TRAINING IN PUBLIC TRANSPORT

- ☒ More than 40 dual vocational trainings
 - ☒ Also: Combination VET + university degree
- ☒ More than 600 companies to offer dual vocational training (= 70 percent of PT companies)
- ☒ 6 sector specific dual vocational trainings
 - ☒ e.g. "Specialist on vehicle operation" (since 2002)

EDUCATION AND TRAINING AT BOGESTRA

- ☒ Over 2.200 employees
- ☒ Over 100 employees in dual vocational training
- ☒ About 30 new apprentices each year
- ☒ Dual vocational training in up to 15 different professions (according to company's needs)

WHY DUAL VOCATIONAL TRAINING?

- ❑ Cover future needs of qualified staff (e.g. engineers)
- ❑ Good matching of skills (current and future needs)
- ❑ Good transfer of skills
- ❑ Societal dimension
 - ❑ Provision of youth employment
 - ❑ Hardly any problems with transition from education to employment (high takeover of apprentices)

THANK YOU FOR YOUR ATTENTION!

 Stay in touch with us:

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