

**National Implementation Plan to Establish
the EU Youth Guarantee
in Germany**

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1. Labour Market Situation of Young People in Germany

Unemployment trends

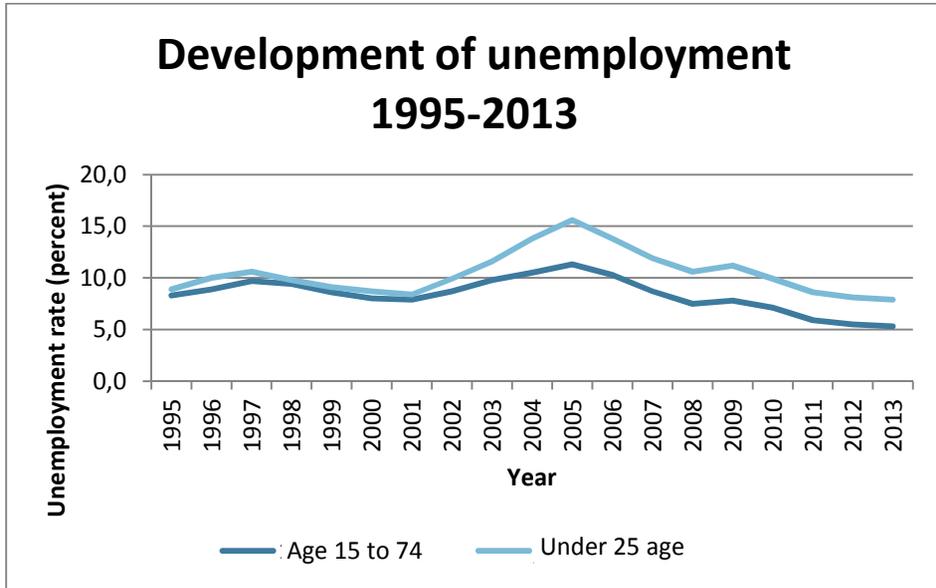
Some nine million people living in Germany were aged under 25 in 2012. Of these, around 4.6 million¹ or just over half of the population in this age group were economically active and thus part of the labour force. This is not, however, untypical for people of this age because many under-25s are still in education or vocational education and training.

The unemployment rate among under-25s in Germany peaked at an annual average of 15.6 percent in 2005 following the introduction of basic security benefits for job seekers under Book II of the German Social Code (SGB II). In the same year, unemployment across all age groups also peaked at 11.3 percent. The figure for unemployed young people² was thus higher than that for the population overall. Young people were therefore more frequently affected by unemployment than those over the age of 25. Since then, youth unemployment has almost halved and, at 7.9 percent, is now at a level similar to that seen at the start of the century (2001: 8.4 percent). This downward trend was only interrupted in 2009 due to a slight increase of 0.6 percentage points. Unemployment across all age groups also rose slightly in response to the economic and financial crisis.

¹ Unless otherwise stated, employment statistics based on methodology allowing cross-European comparison.

² Unless otherwise stated, the term 'young people' is used to describe the under 25 age group.

Figure 1: Development of unemployment 1995-2013



Source: Eurostat

The data shows that the German labour market was not only very well able to cushion the effects of the economic and financial crisis, but even continued recovering. This is not least the case regarding employment for the under 25s. With a youth unemployment rate of 7.9 percent (approximately 355,000 individuals)³ in 2013, Germany had the lowest rate in the EU. The number of unemployed young people in Germany is thus well below average compared with the rest of the EU (23.5 percent youth unemployment in 2013). Nonetheless, it was significantly higher than the average across all age groups in the population (5.5 percent).

Structure of the registered unemployed population

According to the Federal Employment Agency some 276,000 young people aged between 15 and 24 were registered as unemployed in 2013, and were both seeking and available for paid employment for a minimum of 15 hours per week (national definition of unemployment). This comparatively low figure conceals a large amount of movement: In 2013 (annual figures), a total of 1.35 million young people

³ Eurostat data unless otherwise stated.

registered as unemployed. In the same period, 1.3 million young people moved out of unemployed status. Segregating for age, the vast majority (83 percent) of young unemployed people are aged between 20 and 25. Only a small number (17 percent) are aged between 15 and 20.

There are tangible regional differences in youth unemployment, and a marked ongoing East-West divide. This highlights the difference in youth unemployment between western Germany⁴ (an average 5.2 percent in 2013) and eastern Germany (an average 9.6 percent in 2013). Youth unemployment is almost twice as high in the east as is in the west. The highest youth unemployment levels are seen in Berlin, at 12.0 percent. The lowest were recorded in 2012 in the states of Baden-Württemberg and Bavaria, at 3.0 and 3.2 percent respectively.

Duration of unemployment among young people

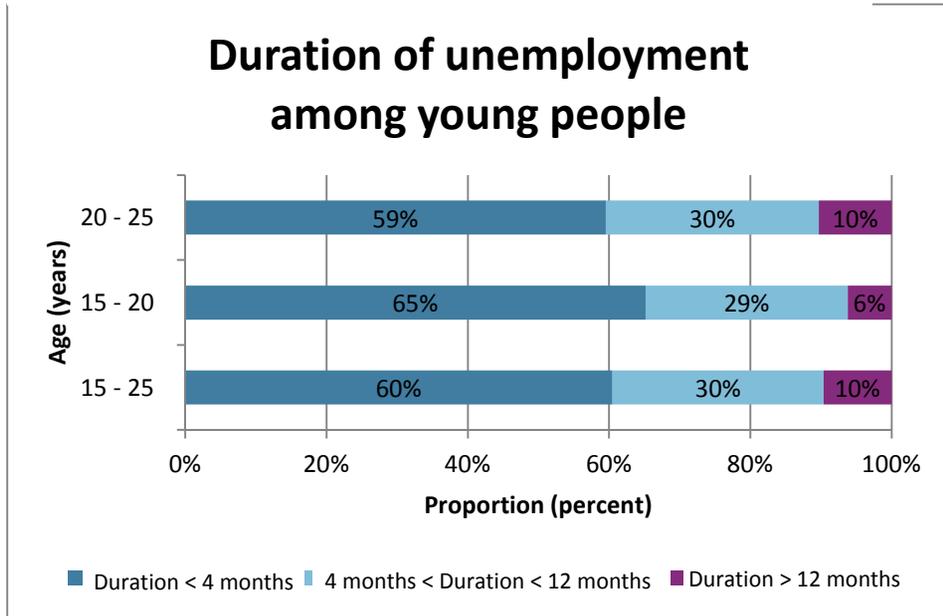
Young people were unemployed for an average 3.9 months in 2013. Looking at youth unemployment (15 to 24 year-olds) relative to the period of unemployment involved (annual average for 2013), it is evident that around 60 percent have been unemployed for less than four months.

Generally speaking, people with no vocational qualifications tend to be unemployed for longer than those with such qualifications. Of the approximately 109,000 individuals who are unemployed for longer than four months, around 15 percent are aged between 15 and 20, and most (85 percent) have not completed vocational education and training. In the 20 to 25 age group, 60 percent of individuals who were unemployed for more than four months had no vocational qualifications. In addition, the number of young adults with no vocational qualifications has remained at a constantly high level in recent years. In 2013, almost 1.4 million young adults aged between 20 and 29 had no vocational qualifications. This represents 15 percent of individuals in that age group. The number of young people in the transition phase also remains relatively high: In 2013 some 267,000 young people were statistically classed as being in the transitional entry phase. It is thus important to place these young people in vocational education and training immediately after their period of transitional assistance expires to ensure that they do not end up as part of the group of individuals with no vocational qualifications and at greater risk of unemployment.

⁴ National labour market data not in accordance with the ILO standard.

Only 10 percent of all unemployed people aged 15 to 24 have been unemployed for more than a year. This means around 27,000 people. The vast majority (89 percent) of these individuals are aged between 20 and 25. Some 73 percent have no vocational qualifications.

Figure 2: Duration of unemployment among young people



Source: Federal Employment Agency statistics

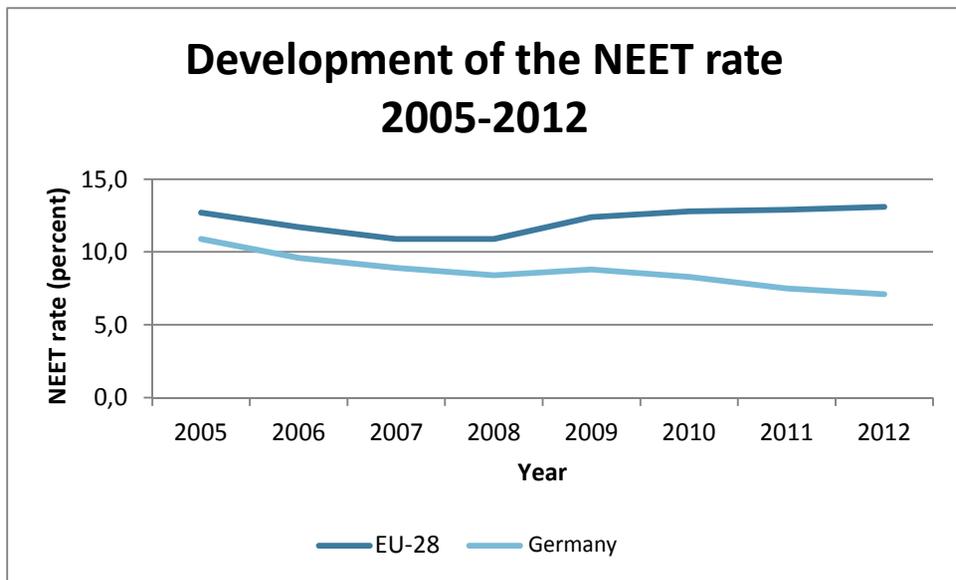
Young people with an immigration background

One particular challenge in the transition phase between school and the working world involves young people with an immigration background. Young migrant adults aged between 20 and 24 are more likely to have no school leaving qualifications than non-migrant people of the same age (6.1 percent compared with 2.6 percent, microcensus 2012). They are also less likely to enter vocational education and training (30 percent compared with 46 percent in 2012; Report on Vocational Education and Training 2013 Data Report). Some 29.4 percent of all children and youths under 25 in Germany have an immigration background (5.74 million in absolute terms). The figure is higher still in younger age cohorts.

NEETs

The NEET rate (NEET meaning not in education, employment or training) comprises those young people of the same age who neither go to work nor attend vocational education and training nor are in other forms of education. Germany had a NEET rate of 7.1 percent (640,000 individuals) in 2012 – almost twice as many as young unemployed.

Figure 3: Development of the NEET rate 2005-2012



Source: Eurostat

Not all individuals in these heterogeneous groups are available to enter the labour or vocational education and training markets or are in need of (subsequent) integration support. The reasons why an individual is given NEET status are varied. The NEET group comprises some 270,000 unemployed individuals and another 370,000 non-active people. These include youths without a job who do not fulfil the 'available for work' and 'seeking work' criteria, i.e. single parents, youths with health conditions that do not allow them to work, and young people with disabilities. Germany aims to provide information services to all the young people in this group and, where necessary, offer them the help and support they need.

Conclusion

The German labour market is well positioned. But that position must be further boosted with a view to helping young people. For Germany, it is not simply a matter of combating a sudden strong rise in youth unemployment. Rather, focus must be placed both on identifying the challenges involved and on providing targeted support for young people aged 20 to 25 who have no vocational qualifications or skills. Although the situation is positive when looked at in international comparison, the number of people under 25 who are unemployed must be further reduced.

2. Education and Labour Market Services in Germany: Overview

Germany can draw on well-established, broad-based education and labour market structures. It has a diverse range of services in place that are continually adapted to the ever-changing needs of young people, both in the transition from school to work and in integrating into the labour market after a period without work.

Prevention

Germany offers its assistance and support services at an early juncture. A wide range of preventive measures – vocational guidance, vocational orientation and career entry support by mentoring ('Berufseinstiegsbegleitung'), all of which are offered during secondary education – are designed to promote employment and reduce the risk of unemployment at a later date (prevention rather than cure).

Education and vocational education and training

The labour market situation described above has shown that young people who are unemployed for four months or longer often have no vocational qualifications. A prerequisite for successful and sustainable integration of young people into the labour market is a good education and good vocational education and training. These are also the key to a successful working life: Studies conducted by the Institute for Employment Research (IAB) show that the unemployment rate for people with no vocational qualifications currently lies at around 20 percent, some four times higher than that for people who have completed lower secondary education

(around five percent) and as much as six times higher than for academics (around 3.5 percent). Jobs for well-qualified young people are far more stable: Until recently, the average length of time an unskilled young person stayed with an employer was 300 days only. This compares with 750 days for skilled individuals who had completed vocational education and training. And education also influences income. When compared with an unskilled worker in paid employment, the lifetime earnings of a skilled worker who has completed vocational education and training rise by a third. They double for someone with a university degree.

In addition to universities and vocational schools, the dual vocational education and training system, with involvement of employers and unions, ensures highly workplace-oriented and practice-oriented vocational training. Specially designed training courses often combine dual vocational education and training with university studies. These different training paths provide the German economy with the necessary blend of highly skilled workers and academics, thus creating job opportunities for young people. Projections published by the Federal Institute for Vocational Education and Training (BIBB) and the Institute for Labour Research (IAB) indicate a medium-term lack of skilled workers who have completed dual vocational education and training. Ongoing training is thus required in order to fill the gap. This will also help point young people in the right direction and help them find long-term employment.

Dual vocational education and training

That the dual education and training system plays a key role in the German economy is reflected in available data: More than half of people born in a given year begin vocational education and training in one of the 330 training occupations recognised under the Vocational Training Act (Berufsbildungsgesetz) and the Trade and Crafts Code (Handwerksordnung). At the end of 2012, Germany had some 1.43 million vocational trainees. Hundreds of thousands of trainers and examiners, many of them working as volunteers in addition to their everyday work, help maintain the quality of training provided under the dual system.

The biggest benefit of the dual vocational education and training system, which is largely co-financed by German industry, is its close linkage with practical work on company premises. This allows businesses to train their future skilled workers and provides incentives to offer needs-based vocational training. It also ensures that a large number of trainees are taken on as permanent employees on completion of

their training, giving them a step up into independent living and participation in society as a whole.

The vocational training regulations covering the dual vocational education and training system are revised on an ongoing basis by employer associations and unions in conjunction with public agencies to ensure they meet or are adapted to meet current needs. New training occupations are developed all the time. Some 150 training occupations have been revised and 29 new ones created in the past ten years. The vocational training regulations are to be revised again in the course of 2014.

Continuing vocational education and training

With the highly varied offerings available at vocational schools, the sixteen German Länder provide youths and young adults – regardless of their previous educational level – an additional broad spectrum of tailored education and continuing vocational education and training opportunities. Closely based on the initial vocational education and training received under the dual system, it is possible to receive introductory vocational training and even full vocational education and training. It is also possible to catch up on the lower secondary school certificate (Hauptschulabschluss), attain upper-secondary level school qualifications or sit university entrance exams. When it comes to continuing vocational education and training, trade and technical schools provide recognised courses that offer a similar level of qualification to the bachelor degrees attained at university (EQR/DQR Level 6). Vocational schools thus assist in delivering on the Youth Guarantee.

Guidance, placement and promotion

Germany's well-established public employment service provides comprehensive, nationwide services covering training and employment guidance and placement, tailored promotion measures focusing on aptitude analysis, activation and stabilisation, placement support, initial and continuing vocational education and training, grants to help with the costs of vocational education and training, and integration subsidies for trainees with disabilities or severe disabilities. Advice and placement are generally open to all young people. The services provided under the law have been adapted and streamlined on various occasions in recent years.

3. Establishing the EU Youth Guarantee in Germany

Germany welcomes the Council recommendation of 22 April 2013 to introduce a Youth Guarantee of the Council of the European Union. It provides a broad and solid base for targeted and effective policy to reduce youth unemployment in the Member States and provides important stimulus for enhanced education and labour market policy. Germany sees the establishment of a Youth Guarantee as a dynamic, ongoing development process in which the first step has been taken with this implementation plan.

Basic approach of the National Implementation Plan: Structural improvement

The situation described above shows that the recommendations regarding the Youth Guarantee have largely been taken up and implemented in Germany. The task now at hand is to amplify the downward trend in youth unemployment. This calls for strategic, medium and long-term measures to improve structures to support young people's integration into both vocational education and training and employment. Given the labour market situation as described, however, there is not a need for labour market programmes with short-term impact.

3.1 *Key points of contact and key players in implementing the EU Youth Guarantee*

The Federal Ministry for Labour and Social Affairs (BMAS) is responsible for establishing and managing the EU Youth Guarantee and for coordinating the associated partnerships across all levels and sectors. The BMAS is the primary point of contact for the EU Commission in matters concerning the establishment of the EU Youth Guarantee in Germany.

The Federal Employment Agency (BA) is the key service provider in the German labour market, both in terms of social insurance contribution-financed unemployment insurance (Book III of the Social Code, or SGB III) and as regards tax-funded basic security benefits for job seekers (Book II of the Social Code, or SGB II), and provides comprehensive employment and vocational education and training services for individuals, businesses and other institutions. The Agency thus plays a key role in establishing the Youth Guarantee and can draw on a nationwide network of local employment agencies in managing unemployment insurance.

Likewise, it can call upon a network of local-level job centres in the management of basic security benefits for job seekers. Job centres are operated either jointly by the local employment agencies and municipal providers, or separately as approved local providers. Job centres provide services such as placement and advice, activation and integration, vocational education and training, continuing vocational training, and job placement with the aim of ending or reducing an individual's need level, and assistance towards living expenses.

3.2 *National interpretation of the key recommendation for the EU Youth Guarantee*

The EU Youth Guarantee comprises the key recommendation that, after becoming unemployed or leaving school, all young people under the age of 25 should be offered a good-quality offer of employment or continuing vocational education and training opportunity, or a good-quality vocational education and training place or work experience placement.

Good-quality offers under the Youth Guarantee are, according to the European Commission, those which add value and improve a young person's prospects in the education and labour markets, and which help to integrate them into the labour market on a lasting basis in such a way as to ensure that they do not fall back into unemployment or inactivity. The offer should thus be made in the form of a package comprising advice and an action plan tailored to the young person's specific needs.

To be eligible, a young person must be registered with their local employment agency or job centre. Given that employment agencies and job centres are responsible for providing both passive and active services for job seekers, it can be assumed that the vast majority of young people seeking either employment or vocational training will register with them as unemployed.⁵ NEETS who fail to register with the employment agency or a job centre can access support and assistance in Germany through public and non-profit youth welfare service providers, including measures offered under national and Länder programmes.

3.3 Targeted implementation of the key recommendation

Germany has labour market policy instruments that can be used to implement the key recommendation of the Youth Guarantee. The aim is thus to structure their application via the public employment service, making them more needs-based in order to reach as many young people as possible and, rather than losing young people in the integration process (e.g. with follow-on services), to guide them towards attaining both vocational qualifications and subsequent employment. Experience gained at Länder level is drawn on for this purpose. However, for reasons of limited resources, it is not possible to provide each and every available service nationwide.

⁵ Unemployed as defined in Book III, Section 16 of the German Social Code (SGB III), which differs from the EU definition of unemployment.

3.3.1 Support services for young people registered with the public employment service

Germany has long aimed to place young people in vocational education and training or in employment at the earliest possible juncture. Section 37 (2) and (3) of Book III of the Social Code (SGB III) states that employment agencies have an obligation to enter into a specific integration agreement with people seeking vocational education and training or employment, and in the case of young people to review that agreement no later than three months after it is signed. The integration agreement must set out the integration objective, the efforts made on the part of the employment agency to place the individual concerned, the efforts of the individual themselves and the employment promotion assistance to be given.

The integration agreement is the outcome of an intensive process of profiling, agreeing goals and objectives, and strategic planning based on the individual's strengths and weaknesses. It sets out the scope of activity and is regularly revised in that both the support provided by the employment agency and the young person's obligation to cooperate are mutually binding.

Under Section 3 (2), first sentence of Book III of the Social Code (SGB II), young individuals under 25 who are capable of earning and entitled to basic security benefits for job seekers must be placed in either vocational education and training or in employment as soon as possible after they have applied for benefits and assistance. Given this placement priority, the job centres must ensure that they are able to give priority to this target group. Under Section 15 of SGB II, an integration agreement must be drawn up for young people in this group, setting out the integration provision they need. The agreement must be reviewed after a period of six months and be revised where appropriate.

In addition, the Training Pact (see 3.4 below) plays a key role in integrating young people into good-quality positions. The partners to the Pact have agreed to offer all young people who are ready and willing to enter into vocational education and training a training place that leads to a qualification in a recognised occupation. This takes in the offer of a training place for a state-recognised occupation under the dual vocational education and training system. If the partners are unable to make an offer of this kind, they will offer introductory training.

For young people who cannot be integrated by placing them directly into vocational education and training or paid employment, the employment agencies, job

centres and Länder-operated vocational schools have a range of high-quality services on offer to help them. For example, introductory training in long-term in-company placements can be funded with the aim of enabling eligible young people to enter the working world and integrate them into vocational education and training. In vocational preparation schemes, they can be prepared for entry into a specific type of vocational training or for vocational integration elsewhere. Vocational preparation courses provided in schools and as part of vocational preparation schemes also enable young people to catch up on the lower secondary school certificate (Hauptschulabschluss) – in courses provided as part of vocational preparation schemes they even have a legal entitlement to do so. Employment promotion instruments are also used in the provision of basic security benefits for job seekers, and yet other services allow assistance to be tailored to the specific needs of young people in this situation. For example, workplace-based measures and activation support can be funded over extended periods in order to give a young person more time to discover their abilities and strengths. A rule on discretionary funding allows supplementary measures to be used for young people, where necessary deviating from the standard legal framework of the instruments being used.

3.3.2 Options for young people not in education, employment or training (NEETs) registered with the public employment service

When it comes to youth unemployment, one particular group of young people in need of assistance are NEETS (not in education, employment or training). While an element of this group do register with the employment agency or job centre as seeking vocational education and training or paid employment, others fail to register with the public employment service.

In Germany, this sub-group of NEETs can access employment-related assistance and support via youth welfare service providers. If they are unable to obtain assistance elsewhere, young people who are highly dependent on support to compensate for social disadvantages or to overcome difficult personal circumstances may under Section 13 of SGB VIII instead be offered suitable socio-educationally supported vocational training and employment opportunities by youth welfare service providers. A range of programmes and initiatives come into play here: JUGEND STÄRKEN (funding period 2007 to 2013) launched by the Federal Ministry for Families, Senior Citizens, Women and Youth (BMFSFJ) and the planned pilot scheme JUGEND STÄRKEN im Quartier (funding period 2014 to 2020) which, subject to approval as part of the Federal Government's ESF programme, will be jointly

managed by BMFSFJ and the Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB), and will run from 2014 to 2020.

Under the new pilot scheme, the youth welfare services in selected pilot communities throughout the country will receive support in reaching young people who for a range of personal reasons or on account of social disadvantage cannot be reached via usual means and are in need of tailored socio-educational support, as provided for under Section 13 of Book VIII of the Social Code, in transitioning from education to employment. The main objective of the scheme is to stabilise and strengthen personally and socially disadvantaged young people, and to develop integration options, preferably in the form of vocational education and training or paid employment. To meet this objective, assessments will be made as to how municipal structures and cross-agency cooperation must be designed in order to improve the support provided to young people as required under Section 13 I of Book VIII of the Social Code. The pilot scheme thus focuses on pilot regions in the 'Soziale Stadt – Investitionen im Quartier' (Social City: Investment in Neighbourhoods) urban development programme and other disadvantaged areas in which the situation for young people is especially difficult. The measures implemented under the scheme are coordinated and managed by the municipalities involved (local public youth welfare service providers). The municipalities work closely with non-profit youth welfare service providers, job centres, employment agencies, district administrations, businesses and other local partners to ensure that the scheme contributes towards strengthening local cooperation structures in the transition sector.

Objective: Targeted focus on NEETs

Given the large number of NEETs, the challenge is to identify and monitor the transitional processes involved in switching from school to employment in order to offer young people tailored services and opportunities. Structures such as those found in alliances to fight youth unemployment and the Federal Government's JUGEND STÄRKEN initiative play a key role.

3.4 Institutional cooperation and partnership approaches

In the transition from school to employment, various state and non-state stakeholders cooperate with one another at the points where they interface. While the measures implemented must be approved by and coordinated with primary social service providers such as the employment agencies, job centres and youth welfare services, coordination with schools, employers and unions is also of great importance.

Cooperation between schools and vocational guidance services

In line with their framework agreement on cooperation between schools and vocational guidance services, the Federal Employment Agency and the Standing Conference of the Ministers of Education and Cultural Affairs of the Länder aim to enable all young people to make a successful transition from school into vocational education and training or employment. Cooperation between the partners is to be further enhanced and adapted to take account of new challenges faced by young people in this transition phase. Schools in the various Länder collaborate intensively with partner businesses via the *SCHULEWIRTSCHAFT* schools and business alliance. This gives young people a practice-related insight into the business and employment world, while businesses are informed about the mandates and methodologies of the schools involved, and of the opportunities they are able to offer.

Cooperation between employment agencies and/or job centres with employers, chambers and industry associations

The Federal Employment Agency acts as a self-administering public entity in carrying out its mandate under Book III of the German Social Code. Its main decision making body is a tripartite administrative board that acts in both a supervisory and a legislative capacity. Employers, employees and public entities each appoint seven honorary members to the board. Local employment agencies, which are likewise self-administering, have their own tripartite administrative committees. This institutionalises the involvement of employers, employer associations and unions, integrating them systematically into the processes of structuring all social policy needs in relation to employment promotion measures implemented by the Federal Employment Agency. Vocational orientation is carried out jointly in special cooperation initiatives with business (such as the *SCHULEWIRTSCHAFT* alliance).

With regard to basic security benefits for job seekers, the Federal Employment Agency does not act as a self-administering body. Instead, it is answerable both in legal and policy capacities to the Federal Ministry for Labour and Social Affairs (BMAS), where a statutory Committee on Basic Security Benefits for Job Seekers has been established to oversee the key issues involved in implementing the benefits. The committee comprises representatives from the Federal Government and the Länder, local government associations and the Federal Employment Agency. To address specific issues, a number of working groups have been called into being, one of which focuses on management under Book II of the German Social Code.

Statutory cooperation committees for the coordination of basic security benefits for job seekers have also been in place in all 16 of Germany's federal states since 2011. These committees have been well received in fostering the exchange of information in implementing the benefits at Länder level. Local employment agencies and job centres (organised as joint entities or approved local providers) work closely with local employers, chambers and industry associations on such matters as planning training measures for the unemployed or for job seekers to ensure the training meets regional needs. The employers also provide direct, practice-related insights into the workplace environment to assist vocational orientation.

Objective: To establish cooperation-based approaches such as young people and career alliances (Arbeitsbündnisse Jugend und Beruf) and youth career agencies (Jugendberufsagenturen) nationwide.

The Federal Government has set itself the goal of working with the Länder to improve cooperation between local players – those who provide employment promotion services and basic security benefits for job seekers, and municipal administrations and schools – in managing the transition from school to employment. The aim is to further align provision under Books II, III and VIII of the German Social Code for people under 25.

On behalf of the Federal Ministry for Labour and Social Affairs, the Federal Employment Agency (BA) developed an approach in 2010 to optimise the labour market opportunities for young people eligible for or receiving basic security benefits for job seekers through closer cooperation at the interface between job centres, employment agencies and youth welfare services. The aim is promote cooperation between all parties responsible for integrating young people into the labour market as set out in Book II of the German Social Code in order to use their respective resources more efficiently and effectively. With its Young People and Career Alliance

(Arbeitsbündnis Jugend und Beruf), the Federal Employment Agency, after an initial test phase, has developed guidelines and working materials for local stakeholders to improve interface management. These new tools have since been introduced in over 100 locations, helping job centres, employment agencies and youth welfare services to better coordinate and link the youth employment services they provide. The four main, structure-giving pillars addressed by these local alliances are transparency, informational exchange, harmonised processes and measures, and the one-stop-shop principle. Each alliance decides independently on the selection and design of these pillars.

Approaches for closer cooperation at interfaces include youth job centres (Jugendjobcenter) and youth career agencies (Jugendberufsagenturen). These have already been established, albeit in different forms, in the cities of Mainz and Darmstadt, and in the district of Rostock, resulting in close cooperation between the parties concerned. Hamburg is particularly well advanced in its approach with regard to youth career agencies. The diverse and invaluable experience gained here can serve in the expansion of such forms of cooperation.

Under its Coalition Agreement, the Federal Government aims for nationwide adoption of the coordinated cooperation approach used in the alliances to combat youth employment and youth career agencies. Due regard must be given in the process to aspects such as Länder-specific arrangements for the transition phase and regional differences in requirements. Local and regional players must be involved in shaping and implementing the approach. In particular, account must be given to the differing conditions in urban and rural areas.

It is hoped that more intensive cooperation between the alliance partners will enhance young people's transition from school to the working world. Young people will receive offers that are more tailored to their needs, thus helping to reduce the risk of them becoming NEETs.

The role of employers and unions in the dual education and vocational training scheme

The involvement of employers and unions in vocational education and training is of particular importance. Together with the Federal Government, the Länder and chambers, employers and unions are key players in the dual education and vocational training scheme in terms of determining its substance and organisation, implementation and delivery. Employer and union representatives develop both the training regulations for state-recognised training occupations, and chambers are also instrumental in the organisation, communication, implementation and monitoring of the dual education and vocational training scheme at workplace level. Their cooperation enhances the attractiveness and secures the quality of the schemes. The Länder are responsible for vocational school curricula and for some support services. The Federal Government and the employment administration provide services covering training placement, and support and promotion measures for pre-vocational training and during actual training under the dual scheme.

Training Pact

The National Pact for Career Training and Skilled Manpower Development (Training Pact)⁶ has seen the Federal Government and the main industry organisations work closely with the Federal Employment Agency for the past ten years. The Standing Conference of the Ministers of Education and Cultural Affairs of the Länder joined the Pact in 2010, having been previously brought in to cooperate on certain issues and subjects. The current Pact runs from 2010 to 2014. The parties to the Pact meet at working level several times a year to discuss current labour market trends and to focus on specific issues and topics. The Steering Committee, whose membership comprises federal ministers and the presidents of the industry organisations, produces a biannual status report which is announced to the public in a press conference or press announcement.

⁶ Voluntary alliance of the main industry organisations (DIHK, ZDH, BDA and BFB), parts of the Federal Government (BMW, BMBF, BMAS and Integration Commissioner), and the Standing Conference of the Ministers of Education and Cultural Affairs of the Länder (KMK – i.e., Länder representatives) in consultation with the Federal Employment Agency.

The Pact partners follow the common objective of offering young people who are able and willing to enter vocational education and training a training place that leads to a recognised vocational qualification. While introductory training can assist this process, placement in in-company training takes priority.

The Training Pact targets young people and is designed to improve their chances of entering vocational education and training where the transition from school to training proves difficult. Among other things, this involves offering vocational orientation at an earlier juncture, improved contact between young people and employers, and – with the aim of exploiting all available potential – tailored support and promotion of young people who have learning difficulties or who are socially disadvantaged.

The parties to the Pact have made a number of voluntary commitments. Industry has pledged to create an average 60,000 new training places and to recruit some 30,000 new training businesses every year. This target was also exceeded in 2013, with 66,600 new training places (2012: 69,100) and 39,100 new training businesses (2012: 41,660). The federal employment administration likewise met its training commitments in 2013. Its training rate was 7.2 percent of the workforce in employment subject to social insurance contributions (2012: 7.5 percent), once again in excess of the seven percent commitment under the Pact. The only areas where Pact pledges could not be upheld were in winning placements for introductory training (EQ) and introductory training for young people with special needs (EQ Plus). To remedy this situation, these instruments are to be promoted by means of additional, regional activities to increase awareness among young people and employers. In a joint declaration on Introductory Training as a Stepping Stone to Vocational Education and Training made in February 2014, the Pact partners agreed measures to improve and ensure more targeted use of the EQ and EQ Plus schemes.

The partners to the Pact believe that one of the biggest challenges to be faced in the coming years will be to better match up supply and demand between available in-company training places and young people. Thus, a workshop was held in November 2013 to give training businesses an opportunity to discuss the multifaceted process of matching and to hear about best-practice examples that they can follow.

Objective: Develop the Training Pact towards an Alliance for Initial and Continuing Vocational Education and Training

The coalition agreement drawn up between the CDU, CSU and SPD for the 18th electoral term required that the Training Pact be further developed in cooperation with the employers, unions and Länder administrations to create an Alliance for Initial and Continuing Vocational Education and Training. The negotiations to be held in 2014 will include the unions, which were not previously party to the Training Pact.

3.5 Early intervention and activation

The right approach

To ensure that young people are able to take up vocational orientation, vocational guidance and vocational education and training placement services, a variety of communication channels must be used.

If they are to be reached in the best possible way, young people must be made aware as early as possible of the vocational opportunities and guidance services on offer. This calls for close cooperation at all levels (head teachers, teachers and vocational guidance counsellors) between secondary schools and the vocational guidance service run by employment agencies. The aim is to make all secondary school pupils aware of the services provided by employment agencies and, by involving other parties (employers, chambers, etc.), give young people targeted support in career choice. Parents or guardians are deliberately brought into the process, both as key points of contact and as advisors. Vocational orientation talks are held in schools during school leavers' penultimate and final years. Instruments and services for early vocational and academic orientation must be made available at an early juncture to all young people as part of their education. The partnership approaches set out in Section 3.4 play a key role in this regard.

Early vocational orientation and guidance at school

The basis for participation in society is informed vocational choice. Throughout the country, employment agencies provide vocational guidance and vocational orientation services involving group events, individual counselling sessions and self-

information opportunities at vocational information centres (BiZs). These services are available to all young people who are about to enter the working world. In addition, the Federal Employment Agency provides a wealth of information for young people via the German-language online portals www.planet-berufe.de and www.abi.de.

Use of modern communication channels: Online chat

The Federal Employment Agency also tests the use of new communication channels to take account of changes in the type of media young people use. In a pilot programme, selected employment agencies provide for live online chats between vocational guidance staff and young advice seekers.

In the provision of vocational orientation for young people, vocational guidance staff in employment agencies, who provide information on vocational options, labour market trends and specific occupations for the most part at secondary schools, work closely together with other institutions such as chambers and most of all employers and businesses that give school leavers an early direct look at the workplace environment.

In some cases, more intensive vocational orientation and career choice preparation services are offered to give school leavers better information and insight. For example, young people are released from school to take short-term work placements in specific occupations so they can experience first-hand the requirements and demands of the work involved. Chambers, industry associations and employers hold a variety of events and organise activities to aid vocational orientation. These include careers information fairs, special information classes in schools, school-release placements, workshops during school holidays, information for teachers, and online services. Chambers are also actively involved in providing vocational education and training guidance.

Services and measures to provide vocational guidance and vocational orientation are provided by law under Book III of the German Social Code. In addition, the Federal Ministry of Education and Research (BMBF) funds vocational orientation via a vocational orientation programme (BOP) conducted in inter-company and comparable training centres.

Objective: Closer Federal Government and Länder coordination of preventive measures

Since 2010, 'Abschluss und Anschluss – Bildungsketten bis zum Ausbildungsabschluss', an educational continuity initiative, has provided aptitude analysis, vocational orientation and career entry support by mentoring in 1,000 pilot schools, both in parallel and as an overall package, the aim being to systematise the vocational orientation process and provide individual support. The educational continuity approach is designed to increase both the number of school leavers with school leaving qualifications and that of school leavers entering the dual education and vocational training scheme. It is also used to identify young people's potential as early as possible, and to support them in a needs-based, ongoing way. It is hoped that the approach will also help reduce the number of young people in the transition phase and cut the percentage of training dropouts.

Implementation of the scheme is based on agreements between the Federal Government and the Länder with the involvement of the Federal Employment Agency, where Federal Government and Federal Employment Agency funding instruments are put into effect as part of an overall approach linked into specific Länder funding for vocational orientation and the transition from education to employment. The Länder must provide for a school-level vocational orientation model which ensures that, subject to government and Federal Employment Agency funding, eligible school leavers receive vocational orientation support as required under Section 48 of Book III of the German Social Code. Against the backdrop of expanding inclusive education, this applies in particular to school leavers with special education needs and with disabilities or severe disabilities. The Länder are also required to include approaches for planning individual school-level support for young people.

Less able pupils aiming to attain a lower secondary school certificate (Hauptschulabschluss) may be supported by a mentor during the transition into vocational education and training. The mentor begins providing long-term, tailored support in the penultimate school year to help pupils who are expected either to have difficulties in attaining a school leaving certificate or in making the transition to vocational training. With the ultimate aim being to integrate the young individual into vocational education and training, attainment of a school leaving certificate aids vocational orientation and career choice. It also makes it easier to find and hold down a training place.

Objective: Continuation and marginal expansion of career entry support by mentoring under the national ESF programme

The Federal Government intends – subject to approval of the federal operational ESF programme for 2014 to 2020 – to continue and where possible marginally expand its preventive mentoring programme by means of co-financing with ESF funds. For this purpose, the funding instrument tested in the pilot project is to be retained and provided on a broader basis in the course of ESF funding period 2014 to 2020. The scope and duration depend on the availability of ESF and co-financing funds. In this programme (Germany's biggest under the ESF in the coming funding period), the Federal Government has targeted ESF funding for the support of less-able young people in their integration into vocational education and training. Early, ongoing and tailored support of young people is an excellent way to offer them the chance of obtaining skilled employment in the working world.

With targeted services such as information on MINT (mathematics, information science, natural sciences and technology) occupations, thematic events held in vocational information centres (BIZs), systematic offerings focusing on specific occupations and companies, measures for focused vocational orientation and events such as Girls' Day (where girls look behind the scenes in typical male domains), the Federal Employment Agency informs young women about what are typically male occupations. In contrast, the country-wide ESF-funded Boys' Day, which was launched in 2007 and will run until 2014, informs boys in Grades 5 to 10 about new opportunities in areas of employment in which males have so far been under-represented.

Information campaign: 'Berufliche Bildung – Praktisch unschlagbar' ('Vocational Education and Training – Practically Unbeatable')

Dual initial and continuing vocational education and training play a key role in securing the skilled workforce of tomorrow. In the Training Pact 2010-2014 it was therefore agreed that the Federal Government and German industry would step up promotion of the dual system. As a result, in November 2011 the Federal Ministry of Education and Research (BMBF) and the Federal Ministry for Economic Affairs and Technology (BMWi) launched a joint information campaign – 'Vocational Training – Practically Unbeatable' – with the support of the industry associations represented in the Pact. The campaign ended in 2013.

Against the backdrop of the impending skills shortage, the aim of the campaign was to highlight both the options available and the benefits to be had from initial and continuing vocational education and training. It targeted youths, apprentices and trainees, employees, business owners and the general public. Measures included a nationwide information tour using ‘infomobiles’, a presence at the WorldSkills fair in Leipzig in July 2013, broad use of social media, and two supplementary campaigns: ‘Best of Ausbildung’ (‘Best of Vocational Training’) (BMWi) and ‘Berufliche Weiterbildung: Energie für Ihren Erfolg’ (‘Vocational Training: Energy for Your Success’) (BMBF). The campaign will be continued in 2014 and 2015.

3.6 Promoting labour market integration

Guidance and placement services

Vocational training placement services are available to all young people looking for dual education and vocational training with an employer. The employment agencies are legally required to provide both vocational guidance and training placement support. For young people who are eligible under Book II of the German Social Code, this responsibility falls to job centres, although these may transfer the task to employment agencies and reimburse them the costs involved. Almost two-thirds of job centres organised as joint entities and a quarter of job centres organised as approved local providers have made use of this option to date. Independent vocational guidance and training placement services are also provided by chambers of industry and commerce and chambers of trades and crafts. Activities agreed under the Training Pact such as joint follow-up placement schemes in cooperation with chambers also play an important role in placing young people in training.

In the 2012/2013 vocational guidance year, some 560,000 registered vocational training seekers received guidance and placement support from the Federal Employment Agency. Only about 20,000 were without training at the start of the training year, meaning they had neither entered dual education and vocational training nor opted for another form of vocational education and training or employment. The search for training remains particularly difficult for young people with poorer school qualifications and for those with immigration backgrounds. But even those with better educational qualifications often fail to find a placement straight away. In many cases, they are forced to take the transitional path. A key requirement, therefore, is to further improve young people’s opportunities to access good-quality vocational education and training, and to reduce the number of young peo-

ple who could be placed in vocational education and training but are instead tied up in transitional programmes.

Preventing school and training drop-outs: Helping young people achieve qualifications

Germany wants to ensure that as many young people as possible are given the help they need in completing their education and training.

At the Education Summit in Dresden on 22 October 2008, the Federal Government and the Länder agreed measures to promote and support life-long learning. One of the central goals of these educational measures was to secure school and vocational qualifications for all. The Federal Government and the Länder want to see the number of school leavers with no qualifications drop from eight to four percent. They also aim to halve the number of young people who are capable of undergoing vocational training but who have no vocational qualification from 17 to 8.5 percent. In the period 2006 to 2012, the number of school leavers without a lower secondary school certificate (Hauptschulabschluss) dropped from eight percent to 5.9 percent. The number of individuals aged 20 to 35 with no qualifications went down from 17 percent in 2005 to 15 percent in 2010. Of all those aged between 20 and 24 in 2010, some 14 percent had no vocational qualifications (2005: 16.5 percent).

The targets were also adopted in the Federal Government's strategy to secure a skilled workforce for the long term. The strategy comprises five paths along which skilled workers are to be secured, stretching from early education to maintaining employability in old age. Education of youths and young adults follows two paths and plays a central role in the skilled workforce strategy. Progress is measured annually against pre-determined indicators.

With measures such as career entry support by mentoring, the Federal Government and the Länder provide targeted support for young people who are at risk of leaving school with no qualifications. A range of other services are also on offer, including school-based schemes at Länder level and vocational preparation schemes offered by the Federal Employment Agency to help young people catch up on their lower secondary school certificate. In March 2010, the Standing Conference of the Ministers of Education and Cultural Affairs of the Länder agreed a strategy to promote less-able pupils with the aim of significantly reducing the number of pupils who fail to reach a minimum level of ability by the time they leave school. The offer of a vocational training place is secured by the Training Pact, as has al-

ready been mentioned. The risk of young people dropping out of vocational training is countered with preventive measures such as vocational orientation and career entry support by mentoring, and with assistance during training.

Vocational training preparation and vocational training promotion

The services provided by employment agencies and in some cases job centres also include vocational training preparation schemes and vocational training promotion, along with stabilisation and activation measures. For young people who for individual reasons are unable to enter vocational education and training, vocational preparation schemes and introductory training are provided to assist their integration into the working world. In vocational preparation schemes, young people are also able to catch up on their lower secondary school certificate. Additional vocational training preparation services are often available at Länder (state) level. For young people who need guiding towards the (initial) vocational education and training process, activation measures and in-company introductory training schemes are used. In many cases, such measures are combined with employment-related youth welfare services or with Länder funding. The measures mainly target NEETs with the aim of bringing them back into the education and personal development process. For young people who experience particular difficulties in accessing employment or vocational training, the ESF-funded IdA transnational mobility and exchange projects help them find an in-company work experience placement in another EU member state.

Objective: Improving coherence, transparency and efficiency in the transition phase

Germany's federal structure and the resulting division of responsibilities do not always make for coherence and transparency with regard to the transition phase between education and employment. For the new ESF funding period, the Federal Government has therefore worked with the Länder to support the EU Commission's efforts to ensure that only coherent and coordinated transitional programmes receive ESF funding. The Federal Government also aims to improve coordination and linkage between measures overall, for example in the 'Initiative Bildungsketten' educational continuity initiative, and to improve transparency and efficiency in the transition phase with the aim of helping young people complete vocational education and training.

Alongside the Federal Government, the Federal Employment Agency and the job centres, the Länder are also central in designing and implementing transition measures and are responsible for many of them. Many of the Länder have introduced their own promotional programmes to provide vocational preparation or vocational support services for young people. Many of these are co-financed through the ESF. Disadvantaged young people who are already in vocational education and training may receive assistance during training if they need extra support without which the success of their training would be at risk. For disadvantaged young people for whom placement in in-company training proved to be unsuccessful despite assistance during training, non-company training may be offered as an alternative. This type of training may also be provided in cases where in-company or non-company training has been broken off early and there are no prospects of a new in-company training place. In such cases, the young person involved must not necessarily be from a disadvantaged background.

Under certain circumstances, young people participating in vocational preparation schemes and those in training are entitled to a vocational training allowance if they have their own home and are unable to cover their living costs through other means.

Promotion of continuing vocational training

People under the age of 25 and those above the age of 25 who have completed vocational education and training are entitled to apply for continuing vocational training. The training must be necessary to integrate an unemployed individual into the labour market or to avert risk of unemployment. In the case of young people who have no vocational qualifications and have worked for less than three years, priority is given to placing them in initial vocational education and training. Promotion of continuing vocational training leading to a qualification is, however, possible if personal circumstances prevent the individual from entering or completing initial vocational education and training, or it is unreasonable to expect them to do so.

Promoting regional mobility

In its placement activities the Federal Employment Agency can draw upon daily vacancy listings from across the country. These listings help to correct any regional labour market disequilibrium. To help remove mobility barriers, job seekers can receive mobility assistance from the placement budget – for example to cover the costs of travel to interviews or relocation expenses.

JOBBÖRSE, the Federal Employment Agency's online job vacancies platform, contributes significantly towards transparency with regard to cross-regional and thus country-wide employment opportunities. In addition, the Agency's labour market monitor provides easy-to-understand and easily accessible data and infographics on regional skills shortages.

Objective: Use BEN to create new regional mobility opportunities

BEN (Berufe-Navigator), a jobs navigator tool, is currently being developed to match regional vacancies with specific qualifications and abilities to highlight opportunities for regional mobility.

Promoting cross-border mobility

The Federal Government's special 'The Job of My Life' (MobiPro-EU) programme supports vocational mobility as part of the EU's freedom of movement for workers guarantee. It thus supports young people from other EU member states who are aged 18 to 35, have no vocational qualifications and are interested in entering vocational education and training in Germany. A second target group comprises young skilled workers who are unemployed and who want to take up skilled employment in professions and occupations experiencing a shortfall of skilled workers. Almost 7,000 individuals have applied under the programme since it was launched at the start of 2013. Of these, more than 4,000 are from Spain. Almost two-thirds of the applicants (65 percent) are interested in vocational education and training. The states of Bavaria, Mecklenburg-West Pomerania and Baden-Württemberg have received the largest number of applications so far.

People with disabilities

A large and versatile range of labour market policy measures are in place to promote employment opportunities for young people with disabilities. Priority is given to providing general labour policy services (particularly initial and continuing vocational education and training). Special, disability-focused assistance and services are also available as a basic right to individuals who meet the legally prescribed criteria. The assistance and services available include training benefit and transitional benefit for initial and continuing education and training held in vocational training centres for people with disabilities. Employers can be granted a subsidy towards training pay or towards equivalent remuneration for trainees with disabilities or severe disabilities if the success of the training cannot otherwise be secured. Employers may also receive assistance towards the cost of creating a barrier-free workplace. Special vehicle fittings and/or work aids can be funded to help people with disabilities travel to their place of employment and perform their work.

Objective: Further promotion of inclusion for young people with disabilities

Germany places great importance on integrating people with disabilities into the labour market commensurate with their individual abilities and skills, and has a range of new initiatives to support this goal. Various new thrusts in Germany help support the integration of young people with disabilities:

The Inclusion Initiative provides vocational orientation for young people with severe disabilities and special educational needs. In the course of the next five years, some €80 million will be made available from the Rehabilitation Fund (Ausgleichsfonds) with the aim of helping 40,000 individuals find a training place or a job.

Close cooperation between the Federal Government and German industry plays a central role in all of this. The 'Wirtschaft Inklusiv' ('Inclusive Industry') project, which is sponsored by the main industry organisations, targets people with severe disabilities and has appointed 15 inclusion mentors in project regions to advise employers who have no experience with employing people with disabilities. Some €4.8 million has been allocated from the Rehabilitation Fund for this project alone. The joint Inclusion Initiative to promote more in-company training and more jobs subject to social insurance contributions for people with disabilities was launched in October 2013 by the Federal Ministry for Labour and Social Affairs, the main

industry organisations, the German Confederation of Unions (DGB), the Federal Employment Agency, the Deutscher Landkreistag (association of Germany's 295 administrative districts/Landkreise), Länder integration offices in the Federal Association of Integration Offices and Main Welfare Associations (BIH), and the Federal Government Commissioner for Matters Relating to the Disabled. A range of activities and campaigns will be implemented under the responsibility of the initiative and in cooperation with the initiative parties. The activities and campaigns will focus on employer awareness building for the employment potential and capacity of people with disabilities. Through regional cooperation with various players, new training places and new jobs for people with disabilities are to be identified and filled.

This highlights a need for inclusive training and employment conditions. The Confederation of German Employers' Associations (BDA), the German Federation of Industry and Commerce (DIHT), and the German Confederation of Skills Crafts (ZDH) have launched a German-language online portal, 'Inklusion gelingt!' ('Inclusion Works' – www.inklusion-gelingt.de). The portal provides employers with information and support in creating training places and jobs for people with disabilities. Along with information on services available to employers, it provides recommendations, an overview of funding instruments, contact details of key service providers and authorities, and relevant publications. For example, the BDA published a new booklet, INKLUSION UNTERNEHMEN (Inclusive Employers) in March 2014.

People with immigration backgrounds

To improve the integration of people with immigration backgrounds into the labour market, the Integration through Training (IQ) programme was launched a number of years ago by the Federal Ministry of Labour and Social Affairs (BMAS). The programme is operated jointly with the Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency, and partly targets youths and young adults (in employment). Sixteen Länder-based networks implement the IQ recommendations and approaches to integrate people with immigration backgrounds into the working world.

Objective: Improve vocational education and training opportunities for young people with immigration backgrounds

In a government statement on 29 January 2014, German Chancellor Angela Merkel announced that the Integration Summit in 2014 would focus on vocational education and training for people with immigration backgrounds. The Federal German Commissioner for Migrants, Refugees and Integration has declared vocational education and training as the focus issue for 2014. A series of events – organised by various parties including the Federal Conference of Integration Commissioners, the Länder and local authorities – aim to improve participation in vocational training, recruit more employers to provide training, increase consideration of intercultural skills when selecting apprentices and trainees with immigration backgrounds, and combat discrimination.

To increase participation of young migrants in vocational education and training, the Federal Government has implemented national, regional and parent-focused conferences on vocational education and training. These include events initiated by the Federal German Commissioner for Migrants, Refugees and Integration, and also youth forums attended by young migrants as part of the JobStarter – Training for the Future programme.

Promoting entrepreneurship

The Federal Ministry for Economic Affairs and Energy (BMWi) has introduced a number of programmes and projects to create an entrepreneur-friendly climate in Germany. The measures are primarily designed to provide young people in schools, universities and research institutes timely information about opportunities for self-employment. The 'EXIST-Gründungskultur' (Entrepreneurial Culture) competition supports universities in positioning themselves as start-up incubators by introducing the topics of entrepreneurialism and self-employment across the disciplines they teach. The best universities receive the 'Gründerhochschule' (Start-Up Incubator) label. Some 22 universities are currently receiving funding after two rounds of the competition. In addition, the 'EXIST-Existenzgründungen' (Start-Ups) programme provides funding for science students and graduates to assist them in turning their research findings and innovative start-up ideas into business plans and actual businesses. The 'EXIST-Gründerstipendium' (Start-Up Stipend) is awarded to graduates and researchers, and involves a twelve-month grant to help them implement their business plan (approximately 150 start-ups per year). Finally, launched at the start of 2008, the 'EXIST-Forschungstransfer' (Research Transfer)

programme aids advanced hi-tech start-up projects in universities and research institutes (approximately 25 per year), initially by funding product development at the institute itself and then by funding the subsequent business start-up phase. See www.exist.de for more information.

In addition, the BMWi fosters greater focus on industry and economics in schools. Entrepreneurship education is not as advanced in Germany as in other EU member states. The Entrepreneurial Spirit Initiative in Schools (ESIS) involving cooperation agreements with parties from across the country, uses project-based work to give school pupils exposure as early as possible to entrepreneurship and the idea of self-employment. By funding ESIS partner programmes directly, the ministry's initiative has enhanced both the quantity and quality of entrepreneurship-focused projects. These include JUNIOR, 'Deutscher Gründerpreis für Schüler' (German schools start-up award), the Network for Entrepreneurship Education, the 'Jugend gründet' youth start-ups competition, the German Children and Youth Foundation (DKJS), 'Lernortlabore' (teaching labs) and the 'Theoprax' theory and practice network. In providing targeted information for young entrepreneurs, the ministry has implemented a number of measures designed to foster entrepreneurial spirit – expansion of the ESIS partnerships and increased funding for projects, provision of school materials and modules on economics education for teachers and for pupils, centralised teacher training courses in the form of weekend ESIS seminars, a BeBoss online game involving the founding and management of a virtual advertising agency – complete with a classroom version for teachers (also available as a tablets and smartphone app), ESIS participation at start-up and vocational training fairs such as didacta (Europe's biggest education fair) and the Congress of German School Principals (DSLK).

4. Implementation Monitoring

4.1 *Monitoring the labour market situation of young people*

- As part of the EU Employment Strategy, monitoring to assess how the Youth Guarantee is implemented in Germany is done using the indicators agreed at EU level. These include NEET and youth unemployment rates.

- Monitoring of youth unemployment is supplemented with detailed data taken from national statistics. Germany has access to highly detailed labour and training market statistics regularly published by the Federal Employment Agency. These are mostly freely accessible online. The data allows conclusions to be drawn on the structure of youth unemployment relative to age, gender, nationality, school and vocational qualifications, system (unemployment insurance or basic security benefits for job seekers), severe disability, region and many other attributes. This in turn allows analysis of fluctuation trends in employed/unemployed status, and of unemployment duration in order to identify and characterise young people unemployed for more than four months.
- The annual Report on Vocational Education and Training gives an overview of the current situation in Germany's training world. It is supplemented by a very comprehensive data report, with huge amounts of information and analysis on vocational training trends. Data is used from various sources, and in particular from the Labour Force Survey published by the Federal Statistical Office.
- The Federal Government's annual status report on the skilled workforce strategy reviews progress regarding youths and young adults relative to specific indicators and targets.

4.2 *Monitoring and evaluating specific projects and measures*

Germany monitors and evaluates a wide range of programmes and measures, both to learn from them and to expand ones that prove successful. For example:

- In line with the requirements of Books II and III of the German Social Code, the Institute for Employment Research (IAB) – an arm of the Federal Employment Agency – researches employment and labour market trends, taking account of regional differences and the impact of active employment promotion. With regard to basic security benefits for job seekers, the Institute evaluates the impact of integration services and assistance towards living expenses.

- The Federal Ministry for Labour and Social Affairs also commissions science-based evaluations of a number of statutory services such as introductory training and career entry support by mentoring:
 - A final report on the evaluation of introductory training was produced in 2012
 - The career entry support by mentoring is currently undergoing comprehensive evaluation, notably using control group comparison.

The reports are available on the BMAS website (www.bmas.de).

- The two **JUGEND STÄRKEN** programmes – ‘Kompetenzagenturen’ (Competence Agencies) and ‘Schulverweigerung – Die 2. Chance’ (Second Chance for Truants) – operated by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and due to end on 30 June 2014 have been monitored and evaluated throughout their project lifecycles. The monitoring system uses online case files that the case management system creates for each programme participant. Anonymised core data is evaluated on a quarterly basis by the youth welfare services, taking in participant numbers, paths into the programme, reasons for leaving the programme, age, gender and immigration background. The monitoring system serves programme management. The evaluation results for both programmes were published in autumn 2013.
 - Over 100,000 young people received support under the Competence Agencies programme during the period 2009 to 2013. More than 70 percent of all young people involved in the programme were helped – they entered vocational education and training, found work or were placed in vocational preparation schemes.
 - In the period 2009 to 2013, the Second Chance for Truants programme helped some 16,500 young people in attaining secondary school qualifications. Over 75 percent of all youths participating in the programme attended school regularly and independently on leaving the programme; in more than two-thirds of cases, attainment of school qualifications was no longer at risk.
- Evaluation of the ‘**Bildungsketten**’ educational continuity initiative began in 2014 with the first of three evaluation modules. The first involves a status report

on the degree of implementation achieved with the various instruments, together with a qualitative analysis of the instruments used. Overarching questions, for example on structural and systematic impact of the initiative, are being prepared in additional modules.

- The **'VerA'** training drop-out prevention programme was externally evaluated in 2013 by the Institute for Regional Development and Structural Planning (IES). This involved analysis of monitoring data collected as part of mentoring services, standardised written questionnaires used in mentor surveys, and expert interviews in four selected model regions. The results were highly positive: 89.4 percent of trainees and 91.6 percent of mentors would recommend the dropout prevention scheme. The detailed German-language evaluation report is available online at www.bildungsketten.de/de/1372.php.
- The **'JobStarter'** campaign was evaluated during the period 2006 to 2012. The German-language reports are available online at http://www.jobstarter.de/media/content/Endbericht_08082011.pdf.
- **'JobStarter Connect'** is currently being evaluated by Interval GmbH. The 6th Interim Report is available online at <http://www.interval-berlin.de/documents/6ZwischenberichtJOBSTARTERCONNECTJul2013.pdf>.
- As part of an external evaluation with summative and formative elements, the **'Vocational Orientation'** (BOP) programme run by BMBF has been subject to study and assessment since 2013.
- The Standing Conference of the Ministers of Education and Cultural Affairs of the Länder and the Joint Science Conference adopted a joint implementation report on the Training Initiative in Germany at the end of 2013.

5. Funding of the Youth Guarantee

The existing and planned measures to establish the Youth Guarantee in Germany are financed with funds from various budgets. Alongside unemployment insurance contributions, the funding sources include federal, Länder and local tax revenues and federal and Länder ESF funds. Industry also contributes, for example in the

dual education and vocational training scheme. The gross cost to employers for dual education and vocational training – the full cost of training without taking into account trainees’ productive output – comes to some €23.8 billion per year. The net cost to employers for dual education and vocational training is around €5.6 billion.⁷

Many funding commitments are continuously budgeted for on a large scale. The funding used for services to help young people cannot be itemised in all cases. In particular, where services cover other age groups, only the amount allocated across all age groups can be quantified.

Germany expends a great amount on prevention, vocational preparation, integration into vocational education and training or employment, and in support during training. Some examples include:

In 2013, the Federal Employment Agency spent €49 million of co-financing funds on vocational orientation measures. Under ‘Abschluss und Anschluss - Bildungsketten bis zum Ausbildungsabschluss’ – the educational continuity initiative – a total €460 million⁸ will be spent between 2010 and 2014 to systematise the transition from school to work.

The Federal Government and the Federal Employment Agency spent almost €110 million⁹ on career entry support by mentoring in 2013. Almost €180 million will be expended in 2014 to cover the costs of staffing and materials needed to provide vocational guidance to young people under the age of 25, while €157 million will be spent on counsellors for academic professions, rehabilitation and for people with severe disabilities.

In 2013, the Federal Government and the Federal Employment Agency spent €41 million on introductory training. Added to this is another €221 million for vocational preparation schemes.

⁷ Based on BIBB 2007 cost-benefit survey; more recent data expected in course of 2014. See data report on Report on Vocational Education and Training 2013: <http://datenreport.bibb.de/html/5800.htm>

⁸ Including €43.6 million for career entry support by mentoring/educational continuity.

⁹ Including €43.6 million for career entry support by mentoring/educational continuity.

In providing vocational education and training for disadvantaged young people, the Federal Employment Agency and job centres spent €95 million in 2013 on assistance during training and €477 million on non-company training.

In the same year, the Federal Employment Agency spent some €390 million¹⁰ on vocational training allowances paid to people in vocational training or taking part in vocational training preparation schemes.

The Länder also expend large amounts of funding on prevention, vocational preparation and vocational education and training. In 2012, some €3.145 billion was spent on part-time vocational schools and €2.225 billion on full-time vocational schools.

In terms of funding, the most important additional measure is the German ESF programme to secure co-financing for career entry support by mentoring under Section 49 of Book III of the German Social Code.

By Cabinet resolution of 12 March 2014, and pending the subsequent parliamentary process, the Job of My Life programme will receive funding up to an amount of €359 million for the period 2014 to 2018.

For the promotion of regional projects to foster employment integration of people with immigration backgrounds under the Integration through Training (IQ) programme, some €28 million will be spent in 2014.

The Federal Employment Agency budget has allocated some €2.4 billion to secure continuing vocational training across all age groups, and to provide basic security benefits for job seekers in 2013.

The Federal Employment Agency has allocated €2.3 billion – once again across all age groups – from its 2014 budget to promote inclusion of people with disabilities, and €130 million for the promotion of people with severe disabilities. Some €80 million are available from the Rehabilitation Fund (Ausgleichsfonds) for the next five years to provide vocational orientation services to 40,000 people with disabilities. In addition, €50 million is earmarked from the Rehabilitation Fund to finance the Federal Government's programme to step up integration and guidance for peo-

¹⁰ Excluding rehabilitation.

ple with severe disabilities seeking vocational education and training or employment. The programme notably supports placement of these individuals in in-company training and in employment in the general labour market.

The Inclusion Initiative also focuses on increased availability of in-company vocational training for young people with severe disabilities. Some €15 million will be available from the Rehabilitation Fund up to the end of 2015 to finance the creation of 1,300 new vocational training places with public and private-sector employers in the general labour market.

Tables 6 and 7 in the Appendix provide an overview of Germany's financial commitment in funding the Youth Guarantee.

6. Appendix

Germany already has a comprehensive labour market policy toolkit to implement the central recommendation under the Youth Guarantee. The aim in Germany is therefore to continue the process of structurally improving integration into employment and training, including the onward development of certain measures. The tables that follow therefore set out the suite of measures currently in place along with plans for future developments at federal level. These federal-level measures are paralleled with existing and planned measures at the level of the German states (Länder) that are co-financed via the European Social Fund.

1. Partnership approaches

Table 1: Main bodies supporting implementation of the Youth Guarantee

Main bodies	Type of organisation	Responsibility level	Role in implementation of the Youth Guarantee	For success of partnerships
Federal Ministry of Labour and Social Affairs (BMAS)	Federal Government	National	Authority responsible for establishing and administrating the Youth Guarantee system and for coordinating partnerships at all levels and in all sectors General policy area responsibility for the labour market and disabled policy in general, and specific responsibility for vocational guidance, vocational orientation and training promotion.	<ul style="list-style-type: none"> • Compilation and updating of the implementation plan and progress reports • Coordinating implementation
Federal Ministry for Economic Affairs and Energy	Federal Government	National	'Passgenaue Vermittlung Jugendlicher an ausbildungswillige Un-	Regular annual information event for advisors

Main bodies	Type of organisation	Responsibility level	Role in implementation of the Youth Guarantee	For success of partnerships
(BMWi)			<p>ternehmen’ – programme for matching traineeships with companies seeking trainees: The programme’s approximately 185 advisors throughout Germany support SMEs in matching trainees to traineeships.</p> <p>Programmes to foster entrepreneurship in schools and for business start-ups</p>	<p>Success measurement in accordance with ESF funding rules</p>
Federal Ministry of Education and Research (BMBF)	Federal Government	National	<p>The Federal Ministry of Education and Research (BMBF) has a general and coordinating role in matters of vocational training. This includes:</p> <ul style="list-style-type: none"> • Lead responsibility for the Vocational Training Act (Berufsbildungsgesetz/BBiG) • Responsibility for fundamental questions of vocational training policy • Responsibility for the Federal Institute for Vocational Education and Training (BiBB) • Responsibility for issuing secondary legislation on further training and trainer teaching qualification • Promotion of disadvantaged and talented trainees in voca- 	<p>As part of the European Alliance for Apprenticeships, the BMBF supports European partner countries in the development of strategies and instruments for the implementation of the dual system of vocational training. This contributes towards implementation of the Youth Guarantee, traineeships being one of the four options named.</p>

Main bodies	Type of organisation	Responsibility level	Role in implementation of the Youth Guarantee	For success of partnerships
			tional training <ul style="list-style-type: none"> The BMBF additionally funds a wide range of programmes/measures in the area of initial and continuing vocational training 	
Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (BMFSFJ)	Federal Government	National	Responsible for the Child and Youth Services Act (Kinder- und Jugendhilfegesetz/KGHH, comprising Book VIII of the German Social Code/SGB); supports disadvantaged young people and young migrants by improving general conditions	Advances the interests of children and adolescents, including in education, health and the labour market, as a cross-cutting responsibility in consultation with other federal ministries, the Länder and local authorities.
Committee on basic security benefits for job seekers at the Federal Ministry of Labour and Social Affairs, under section 18c of Book II of the German Social Code (SGB II)	Statutory committee composed of the Federal Government, Länder, local government associations and the Federal Employment Agency	National	Discussion of central questions relating to implementation of basic security benefits for job seekers (Grundsicherung für Arbeit-suchende)	
Cooperation committees under section 18b SGB II	Statutory committee composed of the Federal Government and the relevant Land	One in each of the 16 Länder	Coordination of basic security benefits for job seekers in each of the Länder	The cooperation committees enjoy a very high level of acceptance with regard to information exchange on Länder-level implementation of the basic security benefits for job seekers.
Employment promotion service providers: Federal	Public labour market service	BA: national RD: regional	National: Includes strategy, coordination and conceptualisation (of	<ul style="list-style-type: none"> Internal target and control system; networked IT infrastructure

Main bodies	Type of organisation	Responsibility level	Role in implementation of the Youth Guarantee	For success of partnerships
Employment Agency (BA) with its subordinate regional directorates (RDs) and local employment agencies (AAs), and International Placement Service (ZAV)	providers	AA: local ZAV: international	<p>measures for young people)</p> <p>Regional: Includes coordination on Länder-specific funding programmes for young people, issuing tenders for and procuring measures</p> <p>Local points of contact for young people: 156 employment agencies with approximately 600 branch offices</p> <ul style="list-style-type: none"> • Nationwide vocational guidance and vocational orientation service; includes European opportunities for initial and continuing vocational education and training via EUROGUIDANCE • Training and work placement, including internationally where applicable • Wide range of measures and funding opportunities to support occupational integration • Consultation and cooperation with other players 	<ul style="list-style-type: none"> • Cooperation at federal and Länder level; cooperation with local labour market players (employers, chambers, training and education providers, etc.) • Employment agencies regularly organise joint information events, e.g. with employers • Federal Employment Agency marketing campaigns/recruiting • Federal Employment Agency enhances target group focus in services based on young people's opinions, ideas and suggestions • Other parties (employers/unions, Federal Government, Länder) also involved in structured exchange (information, participation, decision and budget rights) in the Federal Employment Agency administrative board (national level) and Employment Agency administrative committees (local level): • The Board of Governors is the Federal Employment Agency's supervisory, advisory and legislative body, laying down the budget, deciding fund allocation, approving over-budget and exceptional out-

Main bodies	Type of organisation	Responsibility level	Role in implementation of the Youth Guarantee	For success of partnerships
Providers of basic security benefits for job seekers: Job centres, either as joint entities or approved local providers	Basic security benefit offices – labour market service providers	Local	<ul style="list-style-type: none"> • 408 job centres • Vocational guidance and orientation • Work and training placement (where not assigned to employment agency) • Wide range of support options 	<p>lays; the administrative committees are the local supervisory and advisory bodies. Structured exchange/cooperation with other employment administrations and European stakeholders (EURES; HoPES)</p> <ul style="list-style-type: none"> • Integrated into agreed targets and performance indicator system for providers (Federal Employment Agency and local authorities) • Implemented through local coordination and cooperation bodies
National Pact for Career Training and Skilled Manpower Development (Training Pact)	Voluntary alliance of the main industry organisations (DIHK, ZDH, BDA and BFB), parts of the Federal Government (BMWi, BMBF, BMAS and Integration Commissioner), and the Standing Conference of the Ministers of Education and Cultural	National, in part matching structures at Länder level	<ul style="list-style-type: none"> • Training Pact aims to secure adequate supply of training places, with qualitative and quantitative targets to that end. Member organisations have given various voluntary commitments to open up training opportunities for young people. • Further specific aims: ensuring young people attain apprenticeship entry maturity, expanding and further developing vocational orientation, better matching of young people and employers, take advantage 	<ul style="list-style-type: none"> • Regular meetings of pact steering committee and pact working committee with thematic focus areas • Pact members take position on specific topics in joint declarations • Pact members normally hold joint review twice annually

Main bodies	Type of organisation	Responsibility level	Role in implementation of the Youth Guarantee	For success of partnerships
	Affairs of the Länder (KMK – i.e., Länder representatives) in consultation with the Federal Employment Agency		<p>of all potential, secure new training places and new training companies</p> <ul style="list-style-type: none"> • Launched in 2004; current period 2010 to 2014 • Aim: Develop the pact into an Alliance for Initial and Continuing Vocational Education and Training • The pact’s existing members have been joined by the unions to help generate ideas for the substance and aims of a new Alliance for Initial and Continuing Vocational Education and Training 	
Youth welfare service providers	Public youth welfare service providers	Local	Youth welfare offices are the public youth welfare service providers and are responsible for youth welfare service provision under section 2 of Book VIII of the Social Code (SGB VIII). This includes benefits, assistance and other services for young people and families.	
Chambers of trades and crafts and chambers of industry and commerce	Public corporations	Local	Supervision of in-company training Career orientation services; advice for employers and young people and training place exchanges to aid matching	Regular workplace visits by training advisors Maintain registers of trainees/training contracts

Main bodies	Type of organisation	Responsibility level	Role in implementation of the Youth Guarantee	For success of partnerships
Federal Institute for Vocational Education and Training: Board, Länder boards	Public body directly accountable to the Federal Government and in the portfolio of the Federal Ministry of Education and Research (BMBF)	National	Researching and furthering the development of initial and continuing vocational education and training in Germany	Cooperates with Federal Government ministers and with employers and unions. Programme implementer in some instances.
<i>SCHULEWIRTSCHAFT</i> national schools and business alliance	Confederation of German Employer Associations (BDA)/ Cologne Institute for Economic Research (IW) Employer associations at Länder and regional level, and industry education and training services	National	<p><i>SCHULEWIRTSCHAFT</i> helps young people in the transition from school to work in a number of focus areas:</p> <ul style="list-style-type: none"> • Forging long-term partnerships between schools and employers • Supporting early and systematic vocational and study guidance at schools • Fostering basic economic life skills • Improving MINT education • Personality formation 	<ul style="list-style-type: none"> • 440 regional round tables bring together parties involved in vocational orientation to launch joint support measures • Länder-level working groups support the alliance's work in the field with networking events, guidance, information and supporting projects and further training courses • The federal level supports the alliance's work with information, events, national projects and the development of supporting instruments, partly in cooperation with partners (e.g. the Federal Employment Agency).

2. Federal measures for early intervention and activation

Table 2: Existing measures for early intervention and activation

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner-organisations	In force since/ assessment outcomes
Existing measures					
Vocational guidance, section 29 ff of Book III of the Social Code (SGB III)	Assistance towards reaching a decision in vocational choice. Guidance is required to be informed by knowledge of the labour market in the European economic area and by experience in cooperation with other countries' employment administrations. Information for young people with specific concerns from the outset such as training place seekers with disabilities. Nationwide guidance based on Federal Employment Agency guidance policies	Individuals seeking guidance	Local	Federal Employment Agency (lead agency)	
(Personal) vocational and study guidance, section 33 SGB III	Targeted guidance for a specific year of school students (last or penultimate school year)	Secondary school students	Local	Federal Employment Agency (lead agency), schools and parents' associations	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner-organisations	In force since/ assessment outcomes
Existing measures					
Vocational orientation in secondary schools	Vocational orientation for successful transition from school to training, study or work, e.g. via internships, work studies school subject, and information about occupations and structures and requirements of the working world	Secondary school students	National	Länder education ministries	
Vocational orientation measures under section 48 SGB III	More intensive preparation for vocational choice to improve transition from school to work	Secondary school students	Local, regional	Federal Employment Agency (lead agency), Länder	
Career entry support by mentoring under section 49 SGB III	Targeted support in transition from school to training	School students likely to have difficulty completing secondary school and coping with the transition to vocational training	Local	Federal Employment Agency (lead agency), Federal Government, Länder	<ul style="list-style-type: none"> • Time-limited on model basis since Feb. 2009 • Permanently enshrined in SGB III since April 2012
Vocational training placement, sections 35 ff. SGB III	Quick and appropriate placement in dual training	Training place seekers	International, national, regional, local	Federal Employment Agency, job centres	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner-organisations	In force since/ assessment outcomes
Existing measures					
Employment placement, sections 35 ff. SGB III	Quick and appropriate placement in work	Job seekers/unemployed	International, national, regional, local	Federal Employment Agency, job centres	
Support for employers Canvassing employers for training places and vacancies	Canvassing employers for and listing training places and vacancies; labour market advice services	Employers with training places and vacancies to fill	International, regional, local	Federal Employment Agency (lead agency)	
'Abschluss und Anschluss – Bildungsketten bis zum Ausbildungsabschluss' – educational continuity initiative	Reduce the number of school and training drop-outs Increase training completion rates, improve young people's vocational orientation, make school-training transition more systematic	Young people in need of assistance, school students from grade 7/8 onwards	Launched at 1,000 schools nationwide	Federal Employment Agency, Federal Institute for Vocational Education and Training, Länder education ministers	Launched 2010; evaluation under call for tenders
Aptitude analysis under SGB III	Analysis of personal attributes and vocational aptitudes	Training place and job seekers immediately after registration	National	Federal Employment Agency, job centres	In force since 1.1.2009 (in SGB III); In force since 1.1.2005 (in SGB II)

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner-organisations	In force since/ assessment outcomes
Existing measures					
Integration agreements	Record on paper the goal of integration, support provided and the individual's own efforts	Training place and job seekers under SGB III Individuals capable of earning and entitled to provision under SGB II	National	Federal Employment Agency, job centres	In force since 1.1.2009 (in SGB III); In force since 1.1.2005 (in SGB II)
Early registration as looking for work under SGB III	Speed the integration of job seekers and thus where possible avoid unemployment and benefit claims, or shorten unemployment	Anyone whose job or training place is coming to an end is required to register with the employment agency as looking for work no later than three months before termination.	National	Federal Employment Agency	In force since 1.1.2006
Immediate assistance, job academies etc. under SGB II	Statutory requirement of placement without delay, section 3 (2) and section 15a SGB II	Under-25s	Immediate assistance: national Job academies: specific Länder	Job centres	1.1.2005
VerA – Senior Expert Service (SES) initiative to prevent trainees from dropping out and to support young people in training	Support from voluntary mentors to find ways of improving motivation, foster social and problem coping skills, as help preparing for exams and overcoming language shortcomings	Young people at risk of dropping out of training for personal or occupation-related reasons	National	Federal Ministry of Education and Research (BMBF), SES and chamber organisations	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner-organisations	In force since/ assessment outcomes
Existing measures					
'Berufswahl-SIEGEL' – vocational orientation seal of quality network	<p data-bbox="396 332 693 418"><i>SCHULEWIRTSCHAFT</i> national schools and business alliance</p> <ul data-bbox="396 448 693 855" style="list-style-type: none"> <li data-bbox="396 448 693 593">• Vocational orientation seal of quality awarded to schools with excellent vocational and study orientation <li data-bbox="396 593 693 679">• Supports continuous quality improvement process in schools <li data-bbox="396 679 693 855">• Better prepares young people for their choice of vocation or course of study and eases their transition to training or study 		In 14 Länder, of which state-wide in 10	<ul data-bbox="1148 332 1512 711" style="list-style-type: none"> <li data-bbox="1148 332 1512 507">• Project implementation supported by 45 different providers (industry associations, Länder education ministries, foundations, unions, employment agencies, etc.) <li data-bbox="1148 507 1512 567">• Schools competition on vocational choice <li data-bbox="1148 567 1512 711">• Annual federal congress on onward development and expansion of the network, and on networking among providers 	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner-organisations	In force since/ assessment outcomes
Existing measures					
'MINT Zukunft schaffen' – initiative to promote MINT (mathematics, information science, natural sciences and technology) professions	BDA/BDI initiative (patron Chancellor Merkel) <ul style="list-style-type: none"> • Boost MINT education at schools and universities in light of skills shortages (both at vocational and academic qualification level) • Information, advice and promotion of MINT training occupations and MINT courses of study • Early vocational and study orientation with regard to MINT 		National	<ul style="list-style-type: none"> • Web-based MINT navigator provides central access to over 1,100 individual MINT initiatives and projects • Half-yearly MINT reporting process on the situation on the MINT employment market and the status of MINT education at schools and universities • Over 12,000 MINT ambassadors promote MINT occupations • Twice-yearly congress to promote networking among MINT players 	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner-organisations	In force since/ assessment outcomes
Existing measures					
Inclusion Initiative: Action Area 1: Vocational orientation for young people with disabilities	Young people with disabilities are preferably to enter training or employment in the general labour market at the end of their schooling.	Young people with severe disabilities and special teaching needs	Nationwide funding programme. Young people know their aptitudes, strengths and support needs, and are better prepared for vocational choice. Professional support is provided to facilitate their transition from school to training or employment.	Länder integration offices in cooperation with employment agencies	2011/12 academic year

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner-organisations	In force since/ assessment outcomes
Existing measures					
Inclusion Initiative: Action Area 2: New training places for young people with severe disabilities with private and public-sector employers in the general employment market	Creation of 1,300 new training places in the general employment market for young people with severe disabilities	Young people with severe disabilities	National	Competent Länder ministries and competent employment placement service providers	01.10.2011
'Berufsorientierungsprogramm' (BOP) – vocational orientation programme in inter-company vocational training centres and comparable training centres	Impetus to self-reflect and begin thinking about vocational choice by aptitude analysis and day workshops. Additionally, resulting motivation to learn at school.	Secondary school students aiming for lower secondary school certificate; approx. 1/3rd of target group covered so far	National	BMBF/Federal Institute for Vocational Education and Training (BiBB); carried out in vocational training centres	From 18.03.2008; made permanent after 2010 evaluation of pilot phase. Ongoing evaluation launched in 2013.

2. Federal measures for early intervention and early activation initiatives and measures

Table 3: Planned early intervention and early activation initiatives and measures

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	Implementation timeframe
Planned initiatives					
Nationwide establishment of cooperation models such as ‘Arbeitsbündnisse Jugend und Beruf’ (young people and career alliances), including the ‘Jugendberufsagentur’ (youth career agency)	Improve cooperation at the interface between employment agencies, job centres, youth welfare service providers and school authorities. Objective: Better coordinate delivery of provision under Book III and Book VIII of the Social Code for under-25s.	Young people needing help in the school-employment transition	Local	Lead agency in goal attainment: Federal Ministry of Labour and Social Affairs (BMAS) Local implementation: Employment agencies, job centres, youth welfare service providers, school authorities	No end date
Expansion of access and interaction channels in vocational guidance	Reach more young people via age-typical communication channels (chat)	Young people	National	Federal Employment Agency	To end of 2014

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	Implementation timeframe
Planned initiatives					
'BEN' online career development navigator	Creation of an online service for personalised information on careers and the labour market	Basic version targets well-qualified employees. In further versions, BEN will additionally target all employees, unemployed persons, inactive persons, career entrants and skilled international workers.	National	Federal Employment Agency	Basic version of BEN to end of 2014

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	Implementation timeframe
Planned initiatives					
Federal ESF programme for co-financing of mentoring – Pending approval of the federal operational ESF programme 2014-2020	Targeted support in the school-training transition	School students likely to have difficulty attaining a secondary school leaving qualification and coping with the transition to vocational education and training	National. Service to be co-financed with ESF funds in the 2014-2020 ESF funding period.	Responsible for the programme: BMAS 79 Conduct of mentoring: Employment agencies. Mentoring to be provided in future – in contrast to the present – in all instances under the framework of the ‘Bildungsketten’ educational continuity initiative (in cooperation with the Federal Ministry of Education and Research (BMBF)) and dovetailed with aptitude analysis and vocational orientation services. Mentors themselves are required to liaise with all relevant local players.	Launched in 2014/2015 academic year, possibly autumn 2014 or February 2015 depending on approval status of the operational programme.

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	Implementation timeframe
Planned initiatives					
<p>'JUGEND STÄRKEN im Quartier' federal ESF programme to assist young people in urban neighbourhoods and rural communities</p> <p>– Pending approval of the federal operational ESF programme 2014-2020</p>	<p>One-stop municipal youth welfare services for disadvantaged young people in socially disadvantaged areas.</p> <p>Objectives:</p> <ol style="list-style-type: none"> 1. Prepare young people to enter (or return to) school and vocational education and training, vocational preparation schemes or employment 2. Create effective and efficient structures involving all local players spearheaded by local authority (see cooperation partners) 3. Create specific, visible added value for urban neighbourhoods and rural communities 	<p>Young people within the meaning of sec. 13 (1) of Book VIII of the Social Code (SGB VIII) aged 12-26 inclusive, whom general and vocational education and training and/or employment promotion measures fail to reach, or for whom such measures are unsuccessful due to multiple individual impairments or social disadvantages, and who are dependent to a heightened degree on socio-educational support under youth welfare provision in order to offset their social disadvantages or individual impairments.</p> <p>Examples: School or training drop-outs, persistent truants, NEETs, people with or without immigration background.</p>	<p>Pilot programme on trial at pilot locations (municipalities) nationwide</p>	<p>Content: Federal Ministry of Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) and Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB) (responsible for the project)</p> <p>Municipal public youth welfare service providers (in charge of project)</p> <p>Additional local cooperation partners (non-profit youth social work providers, employment agencies, job centres, (vocational) schools, district management, enterprise</p>	<p>Q4/2014 as part of ESF funding period 2014-2020, depending on approval status of the operational programme.</p>

3. Federal measures promoting labour market integration

Table 4: Existing measures promoting labour market integration

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Placement budget	Funding for job search costs and costs incurred in taking up employment subject to social insurance contributions	Training place seekers, job seekers at risk of unemployment and unemployed persons	National	Federal Employment Agency/ job centres	1.1.2009
Vocational preparation schemes under section 51 of Book III of the Social Code (SGB III)	Attainment of apprenticeship entry maturity, catch up on lower secondary school certificate (Hauptschulabschluss)	Young people for whom a vocational preparation scheme is necessary in preparation for training or, if for individual reasons they are unable to take up training, for whom vocational integration is necessary	Local	Federal Employment Agency (lead agency), local partners (including education providers, production schools and workshops for young people)	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Introductory training under section 54a SGB III	Imparting and reinforcing basic employability skills Pay and social insurance contributions subsidised for long internships (6-12 months) serving to impart and reinforce basic employability skills and prepare for training in a recognised training occupation.	<ol style="list-style-type: none"> 1. Training applicants registered with an employment agency whose placement outlook is limited for individual reasons and who still have no training place after the nationwide subsequent placement campaigns 2. Training place seekers who have not yet attained full apprenticeship entry maturity 3. Training place seekers who have learning difficulties or are socially disadvantaged 	Local	Federal Employment Agency and job centres, chambers and companies	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Assistance during training under section 75 SGB III	Assistance to promote the learning of subject-specific theory, tutoring to reduce language and education deficits, and social education support to enable individuals to take up, continue and complete in-company training	Young people who have learning difficulties or are socially disadvantaged who without the assistance, for individual reasons: 1. Cannot start, continue or successfully complete introductory training or vocational training 2. After early termination of one course of vocational training, cannot take up another 3. After successfully completing a course of vocational training, cannot enter or hold down employment 4. Are in a course of vocational training and without the assistance during training are at risk of early termination	Local	Federal Employment Agency and job centres	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Non-company training under section 76 SGB III	Entry into dual vocational education and training where an individual could not be placed in in-company training even with other measures to promote training (goal: transition to in-company training as soon as possible)	<p>Young people who have learning difficulties or are socially disadvantaged who without the assistance, for individual reasons:</p> <ol style="list-style-type: none"> 1. Cannot start, continue or successfully complete introductory training or vocational training 2. After early termination of one course of vocational training, cannot take up another 3. After successfully completing a course of vocational training, cannot enter or hold down employment 4. After early termination of one course of in-company vocational training, have no prospect of integration into further in-company training even with assistance during training 	Local	Federal Employment Agency and job centres	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
<p>Promotion of continuing vocational training (skill upgrading and continuing vocational training leading to a qualification)</p>	<p>Improvement in employability Lasting integration of the target group into the labour market Includes payment of the costs of continuing vocational training (course costs, travel expenses, any accommodation away from home, and childcare) Unemployment benefit during continuing vocational training under unemployment insurance; unemployment benefit II under basic security benefits for job seekers; employers who release low-skilled employees for continuing vocational training can receive a subsidy for absence as a result of the training</p>	<p>Employees for whom continuing vocational training is necessary in order to integrate them into employment or to avert risk of unemployment. Employees without a vocational qualification who have been employed for at least three years or who for individual reasons cannot, or cannot reasonably be expected to, take part in vocational training or a vocational preparation scheme.</p>	<p>National</p>	<p>Employment agencies/job centres</p>	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Occupational rehabilitation	Promoting participation in employment for (young) people with disabilities	<p>(Young) people who due to the nature or severity of their disabilities need special assistance in order to participate in employment</p> <p>a) Includes general labour market policy provision, special disabled-specific provision, and supplementary provision (such as personal assistance and travel expenses)</p> <p>b) Employers can receive subsidies for workplace adaptation for people with disabilities, towards training pay, and towards the pay of employees with disabilities taken on after completing training. They can also have the cost of limited-term trial employment refunded in full.</p>		Employment agencies	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Integration through Training (IQ) funding programme	Improving the labour market integration of people with immigration backgrounds Funding for regional labour market integration projects focusing on advice with regard to the law on mutual recognition of qualifications, the intercultural opening of employment services, interconnection of regional players and services.	People with immigration backgrounds in Germany	National, regional structure in 16 Länder networks	Federal Ministry of Labour and Social Affairs (BMAS), Federal Ministry of Education and Research (BMBF), Federal Employment Agency (management) 16 Länder networks under various entities (implementation)	Launched in 2005. IQ programme extended in 2013 to implement developed approaches, measures, etc. Extension planned in 2014 to include training measures under mutual recognition law under the federal ESF programme – pending approval of the federal operational ESF programme 2014-2020
EURES counsellors	Promotion of mobility, primarily among young people, with information, guidance and placement service	Workers wishing to take up employment in another EU state and employees wishing to undertake cross-border recruitment.	EU-wide, national, and regional in border regions	Federal Employment Agency, employer associations and unions	EURES network in existence since 1994

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
MobiPro-EU	Support free movement of labour in the EU Includes: German courses, assistance with living expenses and lump-sum travel grants	Young people from 18 to 35 from other EU states	National/EU	BMAS – management; Federal Employment Agency International Placement Service (ZAV) (implementation); cooperation with the Federal Ministry for Economic Affairs and Technology (BMWi) and Goethe Institute Targeted young people receive intensive support from chambers and companies	Launched 2 January 2013; funding guidelines revised November 2013. Evaluation started in 2014.
IdA Transnational Mobility and Exchange Projects	Integrating young people with disabilities into employment and training using foreign exchange schemes Budget line includes cost per participant for language courses, travel, living expenses, etc.	Disadvantaged young people (10,000 participants)	National	BMAS (lead responsibility) and independent project partners in cooperation with public employment administrations (job centres)	In effect since October 2008. 60 percent of participants have found employment subject to social insurance contributions or a training place within six months of participating in the programme.

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Disabled-specific vocational preparation schemes under section 117 (1) sentence 1 no. 1b read in conjunction with section 51 and 53 SGB III	Attainment of apprenticeship entry maturity, catch up on lower secondary school certificate (Hauptschulabschluss), integration in in-company training or employment subject to social insurance contributions	Young people with disabilities (section 19 SGB III) and without initial vocational training	Local	Federal Employment Agency (lead agency)	
Training for people with disabilities and need of assistance under section 117 (1) sentence 1 no. 1b SGB III	Take up, continue and successfully complete vocational training	Young people with disabilities (section 19 SGB III)	Local	Federal Employment Agency (lead agency)	
Training for people with disabilities and need of assistance under section 117 (1) sentence 1 no. 1a SGB III	Take up, continue and successfully complete vocational training	Young people with disabilities (section 19 SGB III)	Local, regional and national	Federal Employment Agency (lead agency)	
Integration subsidy for people with disabilities/severe disabilities under section 90 SGB III	Placement in employment	People with disabilities/severe disabilities	Local	Federal Employment Agency and job centres	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Pay subsidies for disabled/severely disabled people under section 73 SGB III	Placement in training or employment	People with disabilities/severe disabilities	Local	Federal Employment Agency (lead agency)	
Integration subsidy under section 88 SGB III	Placement in employment	Individuals with placement obstacles	Local	Federal Employment Agency and job centres	
Start-up subsidy under section 93 SGB III	Termination of unemployment by entry into full-time self-employment	Unemployed persons planning a start-up	Local	Federal Employment Agency (lead agency)	
Activation and employment integration measures	<ul style="list-style-type: none"> • Guide individuals into the training and employment market • Identification, reduction or elimination of obstacles to placement • Placement in employment subject to social insurance contributions • Guide individuals into self-employment Stabilisation of new employment	Training place seekers, job seekers at risk of unemployment and unemployed persons	National	Federal Employment Agency and job centres	In effect since 1.1.2009

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Local integration assistance under section 16a SGB II	Local assistance may be provided if needed to achieve integration into employment as part of holistic and comprehensive support	Young people entitled to provision under SGB II and in need of support and guidance with: <ul style="list-style-type: none"> • Looking after under-age or disabled children • Nursing relatives at home • Debt counselling • Psychosocial support • Dependency counselling 	Local	Local providers	
Initial financial support under section 16b SGB II	Provided if needed to overcome need of assistance when: <ul style="list-style-type: none"> • Entering employment subject to social insurance contributions • Becoming self-employed N.B.: Not granted for training	Unemployed Individuals capable of earning and entitled to provision under SGB II	Local	Federal Employment Agency and job centres	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Integration assistance for self-employed individuals under section 16c SGB II	<p>Provided if needed to overcome need of assistance.</p> <ul style="list-style-type: none"> • Reasonable grants or loans may be awarded for tangible purchases where necessary in order to being, continue or maintain self-employment. • Entitled self-employed individuals can receive assistance in the form of advice and instruction from third parties (providers) if necessary in order to continue self-employment. 	Individuals entitled to provision under SGB II who are or become full-time self-employed	Local	Federal Employment Agency and job centres	
Employment opportunities under section 16d SGB II	Employment opportunities may be assigned to help maintain, restore or stabilise employability if this is necessary for integration in employment. Only applicable if guidance and placement efforts and the use of higher-priority forms of provision do not result in integration into the training or labour market.	In exceptional cases only for under-25s who are entitled to provision, capable of earning, and far removed from the labour market	Local	Federal Employment Agency and job centres	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Funding of employment under section 16e SGB II	In individual cases where no other measures hold prospects of success and no integration into the labour market is likely to be possible. Funding intended to create medium-term labour market prospects for targeted individuals.	In exceptional cases only for under-25s who are long-term unemployed, far removed from the labour market and have severe obstacles to placement.	Local	Federal Employment Agency and job centres	
Discretionary funding under section 16f SGB II	The statutory integration benefits and assistance can be supplemented if no other form of basic provision is capable of offering targeted, tailored service.	Individuals entitled to provision under SGB II, primarily under-25s with special obstacles to placement	Local	Federal Employment Agency and job centres	
International Placement Service (ZAV) guidance and placement services	Support cross-border mobility	Individuals planning to take up training/employment abroad	Regional	Federal Employment Agency (lead agency)	
Occupational psychology services, e.g. skills diagnostics (assessment of comprehension skills, goal orientation and social communication skills)	Better fit in choice of promotional measures	Individuals in the process of deciding before vocational training	National	Federal Employment Agency (lead agency)	

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
Approval procedure for providers and measures under sections 176 ff SGB III	Quality assurance for labour market services		National	Federal Employment Agency (sectoral oversight over accreditation body)	
Systematic planning of measures on offer (annual education target planning)	Labour market-oriented training		Local	Federal Employment Agency	
Inclusion initiative for training and employment	Initiative for more in-company training and employment for people with disabilities in the general labour market	People with disabilities	National	BMAS, Federal Employment Agency, German Trade Union Federation (DGB), main industry organisations, local government, and Länder integration offices	25.10.2013
'Wirtschaft Inklusiv' ('Inclusive Industry')	Employer awareness building for training and employment potential of people with disabilities	People with disabilities	Regional (eight project regions)	BAG abR (alliance of industry education providers) in collaboration with the Confederation of German Employer Organisations (BDA)	01.02.2014
Federal Government programme to step up integration and guidance for people with severe disabilities	Stepping up placement in in-company training and employment in the general labour market	Training place and job seekers with severe disabilities, particularly with special obstacles to placement	Regional	BMAS (management) Placement service providers (employment agencies, joint entities and local job centres)	18.12.2013

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	In force since/ assessment outcomes
Existing measures					
InkA project for inclusive training of young people with and without disabilities	Creation of 40 new training places for young people with severe disabilities Study of the enabling conditions needed for inclusive training	Young people with severe disabilities	Local	UnternehmensForum (business alliance promoting occupational integration of people with disabilities)	01.08.2013
EXIST university start-ups competition	Promotion of entrepreneurship at universities (structural and horizontal focus)	Universities (as structure) and students as beneficiaries of enhanced start-up activities	National/local	Federal Ministry for Economic Affairs and Energy (BMWi) (with ESF co-finance)	This competition since 2011; the horizontal promotion programme for start-ups since 1998
'EXIST Forschungstransfer' (EXIST research transfer)	Promotion of start-ups (technology focused) for advanced hi-tech start-up projects	University and research institute students, graduates and post-docs	National/local	BMWi (with ESF co-finance)	EXIST Forschungstransfer since 2007 (predecessor programmes since 2000)
'EXIST Gründerstipendium' (EXIST start-up entrepreneur stipends)	Promotion of start-ups (technology focused)	University and research institute students, graduates and post-docs	National/local	BMWi (with ESF co-finance)	EXIST Gründerstipendium since 2007 (predecessor programmes since 2000)
'Unternehmergeist in die Schule' (enterprise in schools) initiative	Promoting entrepreneurship in schools	School students	National/local	BMWi in cooperation with national and regional initiatives	2007

3. Federal measures promoting labour market integration

Table 5: Planned Measures and initiatives to promote labour market integration

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	Implementation timeframe	Implementation cost, where available
Planned initiatives						
Integrations-Richtlinie (Integration guidelines), pending approval of planned federal operational ESF programme 2014-2020	Integration of people with special difficulties in gaining access to employment or training	Young people up to age 35 with special difficulties gaining access to employment or training, and asylum seekers and refugees (no age limit) whose special obstacle to placement consists of the lack of a permanent right to stay	Nationwide	Federal Ministry of Labour and Social Affairs (BMAS) (as the agency issuing the guidelines), with non-profit providers collaborating in alliances with job centres, employment agencies, businesses and public administrations	Publication of guidelines and call for projects after approval of planned federal operational ESF programme by the European Commission, expected mid-2014	Grants available for project management bodies' management costs (staff and administration) and costs of services for participants such as individual coaching, language courses, training and transnational mobility measures.

Name of measure	Main goal(s)	Target group, including number of persons covered (if available)	Application level	Name and role of main player and of partner organisations	Implementation timeframe	Implementation cost, where available
Planned initiatives						
'Passgenaue Vermittlung Auszubildender an ausbildungswillige Unternehmen' (programme for matching traineeships with companies seeking trainees), pending approval of planned federal operational ESF programme 2014-2020	Funding for advisors at chambers and other competent entities who advise SMEs in training matters and help them match traineeships to applicants. Extended with support under MobiPro-EU programme: advisors support SMEs on fostering a welcoming culture for the integration of young people from elsewhere in Europe and skilled workers from abroad	SMEs	Nationwide	Federal Ministry for Economic Affairs and Energy (BMWi), the German Confederation of Skilled Crafts (ZDH) (lead entity), Federal Office of Economics and Export Control (BAFA)	New guidelines from 1 January 2015	Existing programme to be extended with the activities stated; no new programme to result. To be funded from national and ESF resources.

4. Funding of the Youth Guarantee

Table 6: Current funding of the Youth Guarantee

Name of measure	Planned funding years	Source and funding level					Number of entitled persons and cost per person (if available)
		EU/ESF/YEI	National funding, including co-finance	Regional/local funding	Employer funding	Other	
Existing measures							
Vocational orientation measures, section 48 of Book III of the Social Code (SGB III)	2013		Federal Employment Agency and federal budget				€49 million as co-finance
Mentoring under section 421s SGB III (prior to amendment)	2013		Federal Employment Agency budget				€32 million
Mentoring under section 49 SGB III and transitional co-finance by the Federal Government	2013		Federal Employment Agency and federal budget				Total: €33.3 million (Federal Employment Agency: €16.65 million; federal co-finance: €15 million; Länder co-finance: €1.65 million)
Introductory training, section 54a SGB III	2013		Federal Employment Agency and federal budget				€41 million

Name of measure	Planned funding years	Source and funding level					Number of entitled persons and cost per person (if available)
		EU/ESF/YEI	National funding, including co-finance	Regional/local funding	Employer funding	Other	
Vocational preparation schemes, section 51 SGB III	2013		Federal Employment Agency budget				€221 million approx.
Assistance during training, section 75 SGB III	2013		Federal Employment Agency and federal budget				€95 million
Non-company training, section 76 SGB III	2013		Federal Employment Agency and federal budget				€477 million
Vocational training allowance (Berufsausbildungsbeihilfe) (excluding rehab)	2013		Federal Employment Agency budget				€390 million
'Abschluss und Anschluss – Bildungsketten bis zum Ausbildungsabschluss' – educational continuity initiative	2010 to 2014		Federal budget				€460 million
Including:	2013						€43.6 million
• Educational continuity: Mentoring	2013						€3.6 million
• Educational continuity: Aptitude analysis							

Name of measure	Planned funding years	Source and funding level					Number of entitled persons and cost per person (if available)
		EU/ESF/YEI	National funding, including co-finance	Regional/local funding	Employer funding	Other	
BOP vocational orientation programme in inter-company vocational training centres and comparable training centres	Since 2008, no end date		Federal budget				€300 million since 2008; €500 per young person
Promotion of continuing vocational training (skill upgrading and continuing vocational training leading to a qualification)	2013		Federal Employment Agency and federal budget				€2.4 billion across all age groups
Integration through Training (IQ) funding programme	2005 to 2014		National				2014: €28 million
Inclusion Initiative: Action Area 1: Vocational orientation for young people with disabilities	Five school year age groups in total (academic years 2011/212 to 2015/2016)		Rehabilitation fund (Ausgleichsfonds)				€80 million

Name of measure	Planned funding years	Source and funding level					Number of entitled persons and cost per person (if available)
		EU/ESF/YEI	National funding, including co-finance	Regional/local funding	Employer funding	Other	
Inclusion Initiative: Action Area 2: New training places for young people with severe disabilities with private and public-sector employers in the general employment market	2011-2015		Rehabilitation fund				€15 million
Inclusion initiative for training and employment	2014-2016		Rehabilitation fund				
‘Wirtschaft Inklusiv’ (‘Inclusive Industry’)	2013-2017		Rehabilitation fund				€4.8 million
Federal Government programme to step up integration and counselling for people with severe disabilities	2014-2016		Rehabilitation fund				€50 million
InkA project for inclusive training of young people with and without disabilities	2013-2018		Rehabilitation fund				€0.95 million

Name of measure	Planned funding years	Source and funding level					Number of entitled persons and cost per person (if available)
		EU/ESF/YEI	National funding, including co-finance	Regional/local funding	Employer funding	Other	
Vocational rehabilitation <ul style="list-style-type: none"> Promoting participation for people with disabilities Promoting people with severe disabilities 	2014		Federal Employment Agency budget				€2.3 billion €130 million in each case across all age groups
EURES	2013 (current)	EU: €1.2m approx.	Federal Employment Agency budget €20.3 million			BA	
MobiPro-EU	2013 to 2018		Federal budget				Just under €400 million
IdA Transnational Mobility and Exchange Projects	2010 to 2014	€130m	€27m	-	-		€5,000 approx.
Staff and material costs for vocational counsellors (under-25s)	No. of staff (12/2013); average cost rates (2014)		Federal Employment Agency budget				2,108 full-time equivalents €179 million
Staff and material costs for counsellors for academic professions and rehab/SB (under-25s not in isolation)	No. of staff (12/2013); average cost rates (2014)		Federal Employment Agency budget				1,720 full-time equivalents €157 million

4. Funding of the Youth Guarantee

Table 7: Future financial planning for the Youth Guarantee

For the future funding of the EU Youth Guarantee, the existing national funding instruments shown in Table 6 are generally retained with increased funding amounts. The table below additionally shows nationally and ESF-funded programmes that are newly launched or whose funding is significantly increased.

The measures shown in the following in the federal operational ESF programme for 2014 to 2020 are pending approval of the federal ESF programme by the European Commission.

Name of measure	Planned funding years
Future measures	
Federal ESF programme: Co-financing of mentoring	ESF funding period 2014 to 2020
Federal ESF programme: Integration guidelines, including IdA Transnational Mobility and Exchange Projects	ESF funding period 2014 to 2020
Federal ESF programme: 'JUGEND STÄRKEN im Quartier', assisting young people in urban neighbourhoods and rural communities	ESF funding period 2014 to 2020
Federal ESF programme: Vocational education and training for sustainable development	ESF funding period 2014 to 2020
Federal ESF programme: 'Passgenaue Besetzung', programme for matching traineeships with companies seeking trainees	ESF funding period 2014 to 2020

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Imprint

Publisher:
Federal Ministry of Labour and Social Affairs,
Division Information, Publications, Editorial Activities
53107 Bonn

Status: April 2014

If you wish to order this brochure:

Order Number: A761

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Design and layout: in-house graphics

Printed by: printing office of the Federal Ministry of Labour and Social Affairs

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