

## **Programme Proposition**

### **Integration of unqualified youths with and without a migration background through employment and further vocational education**

#### **1. Programme for the vocational integration of long-term unemployed youth and young adults (with and without a migration background) through employment and qualification**

This programme proposition summarizes the experiences gathered within a similar programme introduced towards the end of the 1980s, with the goal of integrating the so-called “Kreuzberg Scene” in Berlin. It ended on the 30th of November 2006, after almost 19 years. In total, more than 20.000 youths have participated in the so-titled “Programme 501”. For some periods, it was co-financed as a pilot programme by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth while the elements of further education were scientifically mentored and documented by the Federal VET Institute (Bundesinstitut für Berufsbildung).

The “Programme 501” overcame strong hostility within the autonomous scene in Kreuzberg and developed to become a resounding success for the participating youth, companies and institutions as it provided low-threshold and bureaucracy-lean access to employment and education. The basic principles were:

- **Personal initiative** of the youth, who were guaranteed by the promoting office (directing agency) that the company, which employs them, will receive a digressive wage-subsidy for three years. The youth had three months to find such a job. They were supported through an advertisement campaign implemented by the directing agency.
- **Normality** regarding the employment conditions, as employment contracts were signed between the company and the youth, including an obligation to qualification.
- **Motivation** to education, which was achieved through the insight that even the lowest level work could not be successfully completed without the necessary skills.

Places of work and learning were made up of small businesses which were found by the youth themselves and received a promoting contract including the wage subsidy and vocational qualification following a thorough evaluation of the directing agency. The retention rate at 50 % within the businesses was very high in comparison with other integration instruments and an additional 15 % were able to find alternative employment, changed over to self-employment or went into further education measures following the end of the three year period.

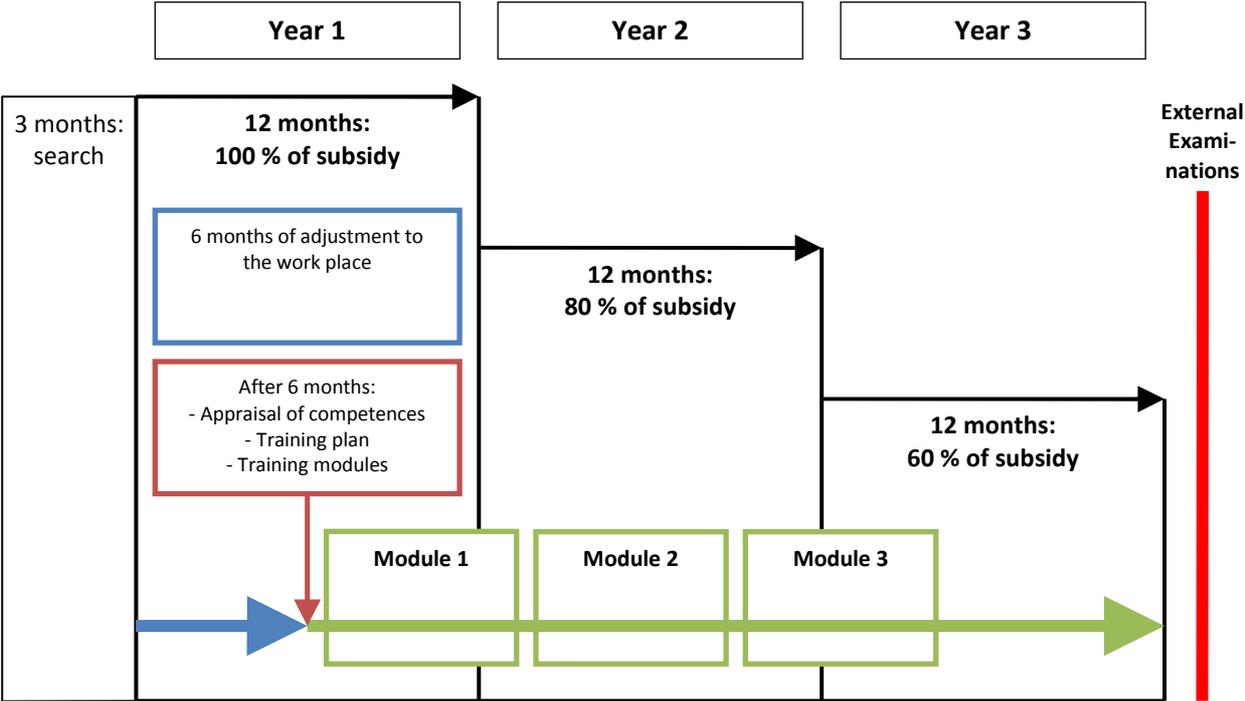
In 2006, the programme was stopped in view of labour market reforms and the saving measures within the Berlin budget, as it was financed exclusively through funds coming from Berlin’s budget and the European Social Fund.

#### **2. The New Programme Proposition**

Following the principles mentioned above, a new and adapted to the current situation “Programme 501neu” shall be launched at two locations with 100 participants respectively. The participants of the programme will have the opportunity to seek employment in accordance with their own expectations, wishes and choices. The self-reliance with regards to finding such employment (whispering campaign) as a main conceptual component of the programme demonstrates to the youth and young adults their own responsibilities in facilitating a work relationship. Employment may

be found in all economic areas. If needed, a pool of job positions will be available (through the cooperation with the labour administration and chambers). The search for jobs will additionally be supported through an advertisement campaign.

In accordance with the programme, the business and the youth sign a regular employment contract in which both obligate themselves to provide 10 % of their working hours in the business for education. The directing agency signs a contract with the business on the blanket, digressive subsidizing of the wage costs of the youth. The business in turn may pay a salary higher than the subsidy, but not below the subsidy level provided in the first year.



**2.1. Qualification**

Within the first six months of employment, the respective youth receives **initial skill adaptation training** based on the new work place, supported by the business. After six months, a voluntary **skills and competence assessment** of the youth takes place to form the basis of an **individual training plan**. The subsequent training modules based on the plan are certified in a qualifications passport which enables access to the external examinations of the chambers. This further education system does not necessarily have to be completed within the subsidized timeframe – the modularisation and certification in the qualifications passport enable the youth to continue building on already completed modules at a later point in time. At the same time, the qualifications passport provides a documentation system for future employers.

The overall qualification system integrated into the programme could be used as a test run for a further education systematic in alignment with the German Qualification Framework. The German Qualification Framework will initiate a process of subtle, but enduring changes in the entire vocational further education system, based on the current state of affairs and European legal stipulations. This will affect most immediately and directly the vocational further education, as it is financed by the Federal Employment Agency. The systematisation of further education, as it is

reflected in the correlation of specific training programmes and the eight qualification levels and their European “labeling” on the certificates (f.e. qualifications passports) and as it will likely be recommended by the Culture Minister Conference (in Germany, the Federal States are responsible), could be simulated in small-scale as part of this programme.

**2.2.Management**

The programme will be attended to by a directing agency with the following tasks:

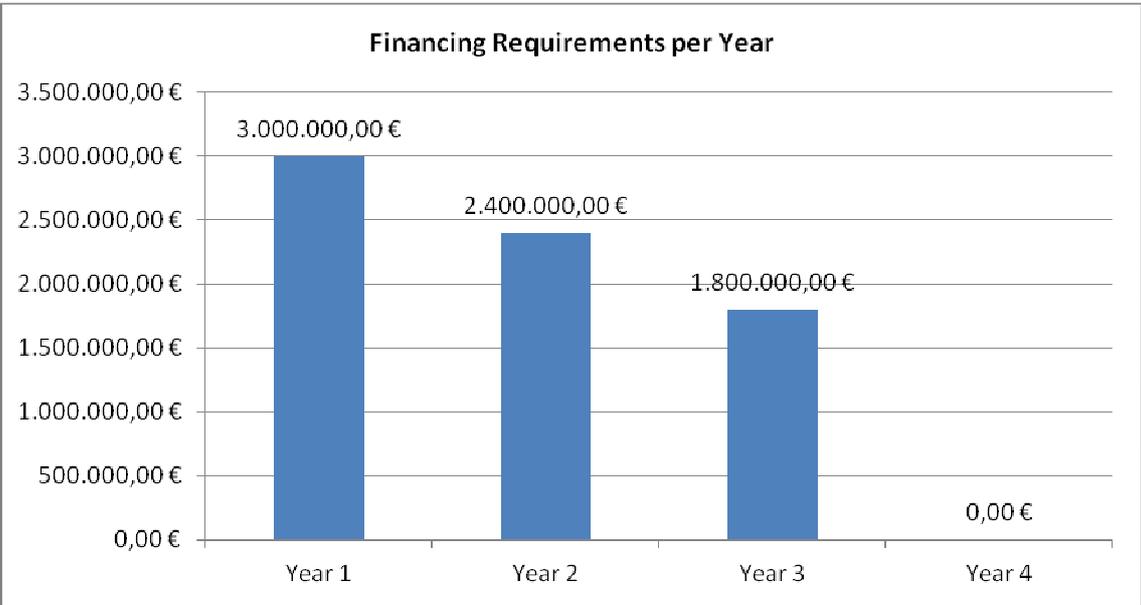
- Counselling of the youth,
- Assessment and counselling of the small and medium enterprises,
- Management of the training opportunities,
- Administration of the promotion agreements and related financial matters,
- Accounting of the contributions towards the donor.

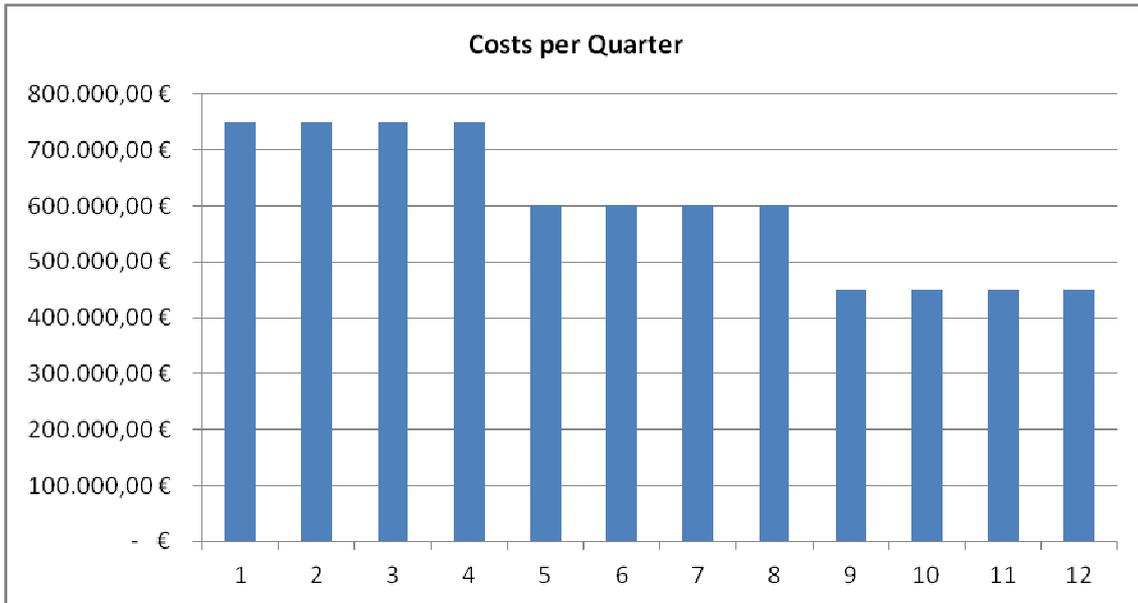
**2.3.Costs**

The programme aims at involving 100 participants per location with two locations, in Berlin and Cologne.

The costs of the programme amount to an annual average per participant of roughly € 27.600, including the costs for the qualification measures and the directing agency: Subsidy of the wage costs for a ¼ job position with € 30.000 (=100 %) during the first year, € 24.000 (=80 %) during the second year and € 18.000 (=60 %) during the third year equal an annual average of € 27.600 per job position in the company. 10 % of the funds are intended to cover qualification costs and another 5 % are designated to finance the directing agency.

The overall costs of the programme therefore amount to € 7.200.000,00 per year with a cost distribution across the three years as it is demonstrated in the following diagram:





*Explanatory notes: In the first year, every 3 months 25 youth are newly employed leading to an overall number of youth of 100 at the end of the year. The first column signifies that € 750.000 are needed in the first quarter for the first 25 youth for the first year of employment.*

The number of participants in the programme may be adjusted according to the budget situation. At the same time it has to be noted, though, that the programme is more cost-efficient with a higher number of participants.