Career Guidance and Counselling in Germany - from School to Training, Study and Work

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Career Guidance System in Germany

- The legal responsibilities – in education and labour (Laender and Federation)
- Education system – dual vocational training
- Tasks of school counselling services vary
- School counselling – School Psychological Service – Career education (CMS)
- Guidance in Higher Education
- General study counselling – Career Services of HE for transition to work
- Co-operation with Federal Employment Agency BA
Career Guidance structure and delivery by PES

- Career guidance for youth and adults as legal task of Federal Employment Agency (FEA)
- FEA largest nationwide guidance provider
- Provision of guidance and counselling for the transition from school to training or work
- Wide range of group guidance and individual counselling – and placement service
- Yearly 2 million students and school leavers
- Service for 7 million unemployed entrants
Methods of guidance from school to training/work

• Provision of vocational information (prints, audio-visual and on-line)
• User friendly Career Information Centres BIZ in each agency and mobile service for rural areas
• Classroom lessons on career choice and training opportunities from 8th grade on/Career education for CMS
• Individual counselling by interviews – Psychological Service for assessment
• Individual placement service, also online
• Career choice and work preparatory courses for disadvantaged youth
Improving access through ICT by PES (BA)

- Webpage www.arbeitsagentur.de
- Comprehensive IT system for management tasks of counsellors and information delivery and placement
- BerufeNet – information on occupations (including films)
- KURS – nationwide database on training, studies and further training
- Self assessment tools
- Internet career programme: Planet Beruf
- Online Placement – open vacancies in the net
Cooperation career guidance - schools - economy

- Close co-operation of career counsellors with schools – treaty BA with KMK 1971/2004
- Within schools career education – partnerships with companies (school-economy)
- New funding by BA for guidance seminars, workshops and camps for school leavers
- New programme of BA „career start coaches“ in 2000 secondary schools for students with problems
- PR campaigns: Career weeks, girls day etc.
Career Guidance services for special needs

- PES offers special service for vocational rehabilitation guidance
- Special guidance for HE students (*HE teams*)
- Municipal rehabilitation guidance for students with disabilities (*Integration service*)
- Students with migrant background: *Youth migrant service*
- For disadvantaged youngsters: *Competence agencies* network with other guidance services
Recent developments in Guidance Policy

- guidance initiatives - “Learning regions – Local learning by Education Ministry
- National Guidance Forum 2006 – mapping review – need for coherent system
- School-to-work transition programme funded by Education Ministry – two weeks practical experience for 25% of students
- Federal Education Ministry develops guidance Infoportal and telephon hotline for transparency
- open consultation process for quality standards together with National Guidance Forum nfb
Career Guidance Guidance staff qualification

- Bachelor programme of PES University of Applied Sciences in Mannheim
- Special training for guidance teachers vary
- Student counsellors at universities on a Master level plus special training
- Psychologists with requested diploma
- Few universities run Master courses in guidance and counselling (Uni Heidelberg)
- Various non-academic training offers and Regional Qualification Centres
- Competence profile development by National Forum
Career Guidance and Counselling in Germany

Thank you for your attention!

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