

Contextual Conditions

Quality

- There are only a few legal regulations and no generally agreed quality standards across Germany. Some providers and associations refer to own quality standards (e.g. Employment Agencies and Job Centers).
- Some Länder and municipalities introduced own quality assurance systems (e.g. Learner- and Client-oriented Quality Certificate LQW).
- The Federal Ministry of Education and Research supports the development of quality standards for career guidance and a competence profile for guidance practitioners. In this project many actors cooperate with the National Guidance Forum and the University of Heidelberg in an "open process of coordination for quality development in guidance for education, career and employment" (www.beratungsqualitaet.net).

Professionalism

- There are no legal regulations on qualification, training and professional status of practitioners. Rather, every guidance field and provider define own requirements and prerequisites. A few have their own training/study programmes.
- Professional development is mainly driven by professional organizations and associations as well as in universities and research institutes.
- The Federal Ministry of Education and Research funded the development of a standard training programme for educational guidance practitioners which is since then offered by the Regional Training Centers (RQZ).
- Some Bachelor's and Master's guidance/counselling programmes with different focuses are available in HE institutions.

National and international co-operation

- Overall independent network: National Guidance Forum in Education, Career and Employment (*nfb*).
- The Central International Placement Service (ZAV) of the Federal Employment Agency cooperates with other EU states in the Euroguidance Network and in the EURES Network of the PES.
- Germany (Federal Ministry of Education and Research, the Conference of the Ministers of Education and the National Guidance Forum *nfb*) is a member of the European Lifelong Guidance Policy Network ELGPN (www.elgpn.eu).
- Germany takes part in the "International Symposia on Career Development and Public Policy", an international networking of states for the further development of policy and lifelong guidance (www.icddpp.org).

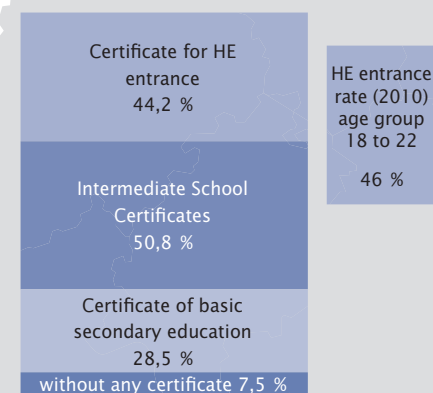
Federal Republic of Germany – Facts and Figures

Population and Employment

Population (2009)	81,8 million	Labour force (2010)	40,5 million
Foreign population (2008)	7,2 million	Labour participation rate (2009) (15–65 years)	76,9 %
Age structure (2008)		Unemployment rate (2010)	7,7 %
• under 25 years	25,0 %	Youth unemployment (2010) (15 to under 25 years)	6,8 %
• 50 years and older	39,3 %		

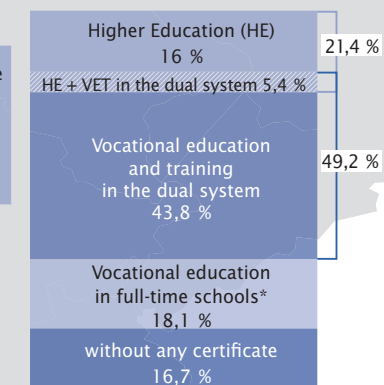
General Education

Highest qualification of school leavers (2008) referring to the respective age group



Vocational Education and Training VET

Achieved qualification (2005) referring to people aged 25 to 29



* Full-time vocational schools, schools for medical staff and assistants, VET for public servants

Continuing education participation (2007)

according to type of further training (population aged 19–64)



The comprehensive description "Career Guidance in the Life Course – Structures and Services in Germany" is available in a brochure in print and for download at www.forum-beratung.de.

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Career Guidance in the Life Course Structures and Services in Germany

COMMISSIONED BY

Structures and Services at a glance

Responsibility: Employment Agencies in cooperation with schools, chambers, social partners; municipalities; Competence Agencies

Services

- career orientation/vocational guidance by the Employment Agencies
 - Career Information Centers (BIZ), group guidance
 - individual vocational guidance, placement into VET
 - psychological and medical assessment
- transition management

Responsibility: Schools; School Psychological Service (Länder); Employment Agencies in cooperation (agreement between Federal Employment Agency and the Conference of Ministers of Education, 2004); special guidance centers of the municipalities

Services

- school guidance/guidance on educational paths
- guidance for learning aspects and psychological counselling
- career education during lessons

Responsibility: Municipal educational guidance services/Adult Education Centers (Volkshochschulen); Employment Agencies; Federal Government programmes „Learning Regions“, „Local Learning“, Educational Grant; Länder programmes; chambers and trade unions

Services

- guidance for further education and CVET
- educational guidance
- guidance for funding and promotion of CVET

Responsibility: Employment Agencies; vocational schools; chambers of commerce, crafts and other chambers

Services

- school guidance
- vocational guidance
- guidance during apprenticeship

Responsibility: Counselling services of HE institutions in cooperation with schools, economy, Employment Agencies and other actors; Career Services; HE Teams of the Employment Agencies; Student Support Services (Studentenwerke);

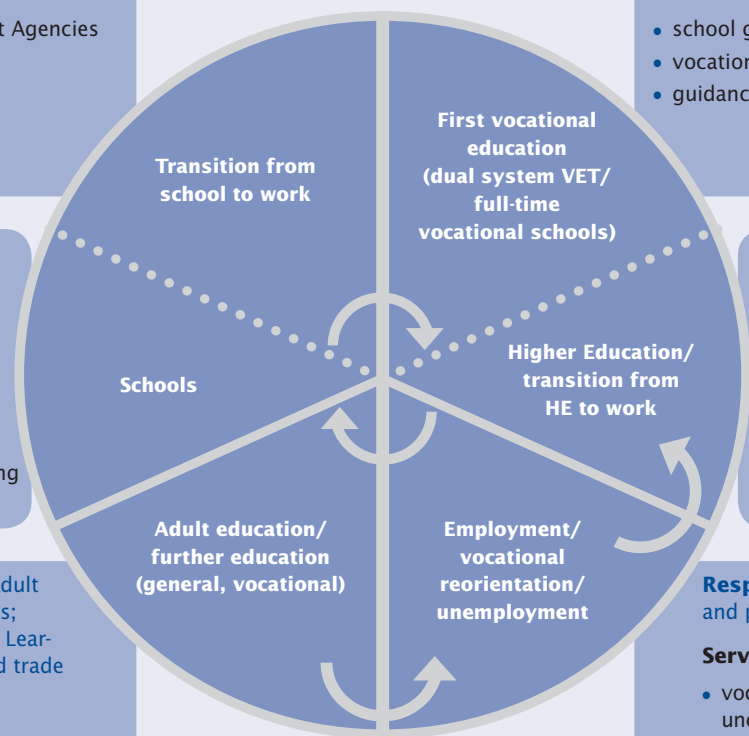
Services

- general guidance and counselling
- subject related guidance
- placement into work and internships
- guidance in social matters

Responsibility: Employment Agencies; Job Centers; municipal and private services; chambers

Services

- vocational guidance and placement for job seekers and unemployed
- case management in Job Centers
- guidance for CVET
- qualification guidance, guidance for self-employment



Guidance for special target groups

Specific public and non-profit guidance services cater the needs of special target groups – particularly for people with disabilities, disadvantaged youth and people with a migrant background. The specialized services are organized and funded by the federation, health insurances, pension insurances and accident insurances, the Länder, municipalities or by the Employment Agencies.

Diagram: National Guidance Forum (nfb)

Essentials

- Guidance provisions for all citizens at all stages of their lives free of charge
- Different legal responsibilities for guidance between Federation, Federal States (Länder) and municipalities – in general:
 - educational guidance (*Bildungsberatung*) by institutions of the educational system and
 - vocational guidance on VET, work and the labour market (*Berufsberatung*) by Employment Agencies
- In addition to public guidance services there are non-profit and private providers
- Many information and guidance offers on the internet available– some also for specific regions and target groups – by public and private providers

Web-based guidance services (selection)

- German Education Server (Deutscher Bildungsserver)/Länder Education Servers (www.bildungsserver.de)
- InfoWeb for Continuing Education (www.iwwb.de)
- Higher Education Compass (Hochschulkompass) by the “German Rectors’ Conference” (www.hochschulkompass.de)
- Internet portals by the Conference of the Ministers of Education of the Länder (KMK) in co-operation with the Federal Employment Agency (www.studienwahl.de and www.berufswahl.de)
- Online job exchange (Jobbörse) (<http://jobboerse.arbeitsagentur.de>)
- E-learning programmes for job seeking and application (<https://lernboerse.arbeitsagentur.de>)
- BERUFENET, occupational descriptions (<http://berufenet.arbeitsagentur.de>)
- BERUFETV (<http://berufe.tv>)
- KURSNET, database for CVET (<http://kursnet.arbeitsagentur.de>)
- planet-beruf, a career choice programme (www.planet-beruf.de)
- abi.de, for secondary education graduates (www.abi.de)