



WP2 - Best practices and Training Needs Assessment

Template for Best Practice Documentation (Case Study): SMEs in Apprenticeships with focus on role of intermediary organisations

Title	JobStarter: From University to VET in Electro Sector
Publication date	2016 (project runs from 01/2015 – 12/2017)
Source of Information	German Ministry for Education and Science http://www.jobstarter.de/de/projektlandkarte-1157.php?D=410 http://www.bibb.de/dokumente/pdf/a2_rbs-info-38.pdf https://www.bibb.de/de/34440.php http://www.jobstarter.de/de/studienabbrecherinnen-und-abbrecher-1923.php
Location (Region / Country)	Berlin / Germany
Context (appr. 500 words)	<p>The project answers to multiple challenges:</p> <p>There are quite a number of university drop-outs that look for a new opportunity to get an education/job. They do not know a lot about the opportunities that offer a dual VET regarding career options and variety of jobs. At the same time, the profile of many VET professions has changed over the last years requiring more technical knowledge.</p> <p>Especially small and medium-sized companies face a lack of skilled labour and have difficulties to find appropriate students with the potential to stay in the company and take over responsible tasks (like doing the master craftsman diploma and even thinking of the transfer of family companies upon retirement).</p> <p>The project answers to these challenges, by providing a VET offer and information to (potential) university drop-outs including match-making.</p>
Methodological Approach (appr. 500 words)	<p>The project aims at technical students to bring them into VET in the electro sector. At the university, the project identifies potential drop-outs (“early-warning-system”) and offers them information on alternative career options in VET (in workshops and events), along with advise and coaching (coaching model was developed). There is a contact point at the university for these students, where they get informed about VET in electro in general, career options, the possibilities to get recognized their courses taken at university and SMEs looking for VET students (with employment perspective). The coaching includes workshops and counselling for the (potential) drop-out students to discover own strengths and competences as well as to identify personal and professional goals in life before the own background like financial situation, family situation of the student.</p> <p>The next step, contact and match-making with the companies is only, when the student has made a final decision for this career option.</p> <p>Also for the companies there is information and coaching offer, to make them</p>

	aware of the potential of these university drop-outs.
Impact and key success factors (appr. 500 words)	<p>The key success factor is the close cooperation between the technical university of applied science and chamber in electro sector.</p> <p>The technical university has developed a support programme as described above to early identify potential drop-out students (this saves also resources for the university) and provide them a coaching to find own career goals. If there is interest for VET, the student goes to the match-making programme with potential SMEs.</p>
Stakeholders and Partners (appr. 500 words)	<p>Project partners are the Technical University Berlin and the sectoral chamber: The university works with the students and the chamber provides information to companies, identifying companies looking for VET students and offer the match-making.</p> <p>Both partners benefit from their cooperation, as the university can offer alternative career to the students and the chamber provides a new offer and service to their member companies.</p> <p>The chamber, providing information to companies, identifying companies looking for VET students and offer the match-making. Later the chamber offers also counseling on career options for these students and possibilities to use the at university acquired knowledge in their career to shorten education time and/or for further education after completing the VET e.g. for Gesellenprüfung (trade test).</p>
Conditions (appr. 500 words)	It is a three year project financed by the German Ministry for Education and Research with ESF funds. At the university worked a full-time project manager, who implemented the project. No information about the additional resources at the chamber.
Materials / Tools	There is no special website for the project, nor are available special materials, just general information on the project (only in German).
Replicability and/or up-scaling (appr. 500 words)	<p>I think the possibilities to use this good practice and replicate it in other contexts are good. Also other countries face these challenges as mention above. The extensive coaching offer at the university is difficult to develop without additional resources, but improvement of cooperation between university and chambers, exchange of information and organsiation of some match-making should be possible.</p> <p>There is also the need to check out the possibilities of recognizing courses taken at university in VET. It looks that in Germany there is a well-established system of recognition.</p> <p>The project can be also easily transferred to other sectors than electro.</p>
Conclusion (appr. 500 words)	<p>There is no information about the impact and results of this project so far (still one year to go until project end).</p> <p>I think it is important to mention that it is not a traditional university taking part in the project, but a university of applied science (Fachhochschule). With a traditional university, both sides, students and SMEs might be more difficult to match together.</p>
Other remarks:	