

GOOD PRACTICE

BERLIN PROGRAMME FOR JOB ORIENTATION AT SCHOOL



This project has received funding from the European Union.

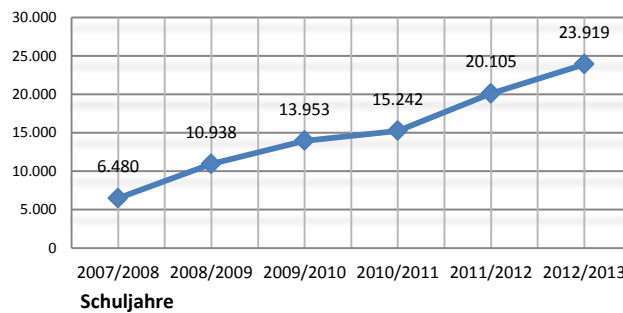


REPUBLIKA SLOVENIJA
MINISTRSTVO ZA DELO, DRUŽINO,
SOCIALNE ZADEVE IN ENAKE MOŽNOSTI

This project is co-financed by Ministry of Labour,
Family, Social Affairs and Equal Opportunities

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| Title |
| Berlin program for job orientation at school (BVBO). |
| Location / geographic coverage |
| Berlin, Germany. |
| Summary |
| <p>Job orientation at school is provided to the youth, our first aim is to strengthen their self-esteem. Young pupils from the age of 14/15 learn more about their own personal skills, they broaden their horizons of knowledge referring to occupations and professions as a whole.</p> <p>Trained by different tasks and tests they achieve a higher level of self-confidence, they learn to decide for themselves the next steps in orientation on a profession.</p> <p>The job orientation is situated at school and is realized by external service companies. Main character of this program is a much closed relation-ship to schools, the shared effort to help pupils in the transition field and to strengthen young people's decision competence between teachers, schools and external partners.</p> |
| Type of the good practice |
| The programme is part of the Berlin labour market policy, as a regular instrument it is well settled. |
| Stakeholders and partners |
| <p>Nowadays the program BVBO is working at 112 berlin schools, starting at the 8th degree. During the last term nearly 24.000 pupils participated in the program.</p> <p>Since 2007 we have been working together with an increasing number of schools, with a variety of teachers and head of schools.</p> <p>The programme is financed by the berlin government and by the national labour agency.</p> <p>The controlling group, members of two ministries and the labour agency, meet frequently and decide about the development of BVBO.</p> <p>Besides there is an advisory board in which the government, trade unions, chambers, universities and labour agency meet, usually once a year, to discuss the further process of job orientation.</p> |
| Issue / challenge and goals / assumptions |
| <p>Most important objective is to encourage much schools and pupils to be committed to this program.</p> <p>Forecast data for the Berlin labour market indicates that there will be an enormous skill shortage during the next 20/30 years. That means that we need the next generation of young people, who will be well prepared to labour market. The aim is to diminish the drop-out-rate in vocational training and in universities as well.</p> <p>The programme has been increasing continuously over the last six years:</p> |

Anzahl Schülerinnen und Schüler in BVBO



How does it work?

BVBO starts to work with young pupils at the age of 14 or 15 years. In this first period they are invited to learn about themselves, their competences, their strength on a whole, there is room to dream about the future.

Future involves not only occupation or profession at this time, it means where and how will I live, is there a family, children, and animals? Will it still be Germany or somewhere else?

Next step is to get pupils active in different jobs. The program encourages them to try out different occupations and jobs, on this level just for a few days, one up to three. All this follows the aim to lead them to a more profound decision, referring to their future job. They urgently need profound knowledge; therefore there are lessons as well, where pupils learn more about the different ways to occupations and professions. What does it mean to make a vocational training as a mechanic or as a nurse? If I want to become a doctor, how should I find my way to university?

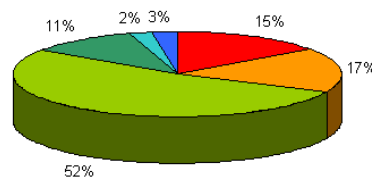
Pupils go into business for two or three weeks at the age of 16 or 17. The companies for this experience have to be chosen carefully, afterwards there is time to analyse the situation and the gained experience.

The last and also relevant step is to support pupils in job application during their last year at school.

Results

We questioned pupils during the years 2008 – 2010 in order to learn, how BVBO is appreciated and in which way this program is or might be useful for the youngsters. We gained for example this reaction:

Wie fandest du das, was außerhalb der Schule angeboten wurde?



■ spannend ■ überraschend ■ nützlich ■ langweilig ■ anstrengend ■ keine Angaben

| Evaluation |
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| No external evaluation. |
| Lessons learned |
| <p>If such a program is started, it is most important, to think about it for a minimum of ten years! That's important because lots of people have to be involved, multilateral cooperation has to be founded.</p> <p>Schools carry the responsibility for young pupils; they need trustable partners with personal consistency. Networks have to be built, between schools, business and social partners, that mean that you need coordinators for this important network-task.</p> |
| Sustainability and transferability |
| <p>Job orientation established in a long term, means that we all have to work on school reformations. Job orientation should take place in each subject, no matter if its chemistry or sports, languages or geography. Each subject should work on the aim, to strengthen pupils' self-confidence, to make them fit for further life-decisions.</p> <p>If this aim is pursued, pupils are eager to learn, not only for the upcoming test, but for their life.</p> |
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