

# Accreditation of non-formal and informal learning in Germany

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## Options for accreditation of non-formal and informal learning

- External exam related to the dual system in Germany
- „Profiling“-measures on behalf of the labour office

# Features of the dual system of apprenticeship

- Main VET-structure in Germany
- Graduates: 60% of an age group
- 10% of an age group without qualification
- Duration: 3 years after lower secondary school
- All occupational fields
- Apprenticeship contract with a company
- Combination: work based learning (3 days weekly) / school based learning (2 days)

# Features of the dual system of apprenticeship

- Curriculum and exam in the dual system:  
**Consensus of the social partners**
- Role of the state: not important
- Very strict, closed and inflexible structure
- **Non-formal learning is supposed to be accredited because of work based learning in the companies**
- In principle no alternative access to a VET qualification

## Problems of the dual system of apprenticeship

- Rather weak coherence of apprenticeship market and labour market
  - **Necessity of occupational changes after graduation**
- One way: formal accreditation of an occupational qualification according to the dual system without an apprenticeship
  - **„External examination“**

# External examination:

**Requirements:** 6 years working in the occupation on an increasingly appropriate level

**Exam:** Carried through by the Chambers of Commerce and Industry

**Demands:** Equal to those for the apprenticeship exam

Large parts of them are supposed to **be achieved through non-formal learning**

# External examination

- Main way of accreditation of non-formal learning
- 15% of age cohort use this way between the age of 20 and 50
- Culturally not transferable (dual system)
- No accreditation of modules:  
All or nothing!

# **„Profiling“-measures on behalf of the labour office**

- **Main scheme for assessment of competences, always focussing on job opportunities mostly even only employability**
- Aim: Improving the access to the labour market through a weak form of competence assessment
- No formal system of accreditation
- **Non-formal and informal learning is taken into account ( although in a weak way)**

## Target Group of the „Profiling“measure

- Target group: In principle all unemployed with meagre job prospects
- In fact focus on people with medium to low qualifications
- Among them main target group: long term unemployed
- Most of the participants have achieved a vocational qualification **in the crafts** or **in retail**, few of them have worked in the **administration sector**
- Participants without vocational qualifications have worked in the service sector, e. g. as taxi or pizza drivers, or in the building sector

# Time table of a „Profiling-Scheme“

- **1st day:** Rights and duties of unemployed in Germany (SGBIII), professional biography self-image of unemployed, aims and assistance of the course,
- **2nd day-4th day:** curriculum vitae, further development of IT-skills/ of an individual application letter, understanding of working references
- **5th-6th day:** searching for jobs in the internet, working through job advertisements in local newspapers,  
**What is meant by „team work“, „flexibility“ etc.?, To what extent do I fulfill these demands?,** searching for examples,  
**test one´s own key competences, value the key competences of a partner**  
Which support can be received by the labour office for improving own job opportunities?

## Time table of a „Profiling- scheme“

- **7th-8th day:** developing realistic ideas of potential future jobs **assisted through testing own strengths and weaknesses and personal guidance**, telephone application, e-mail application
- **9th- 10th day:** Verbal and non-verbal communication, appearance of applicants, training interviews in pairs/ in front of a camera, reflection on interviews, feedback to trainees, filling in profiling formulars

# Assessment Sheet of the „Profiling Scheme“

## Example of the assessment:

### Former occupational experience:

- very comprehensive
- comprehensive
- medium level of experience
- apprenticeship in a different field
- no occupational experience

# Assessment Sheet of the „Profiling Scheme“

## Further categories:

- Content related knowledge
- Mother Tongue
- Foreign language(s)
- IT-skills

**Additional, particularly informally acquired experiences (especially e.g. in charity work)**

**To be informally assessed by the trainers of the scheme!!!**

# Assessment Sheet of the „Profiling Scheme“

- **Further features:**

- Regional mobility
- Working hours
- Salary expectations
- Former job searching efforts

**To be informally assessed by the trainers:**

- General attitudes, particularly initiative
- Appearance

# Assessment Sheet of the „Profiling Scheme“

## Outcome: Overall categorisation:

- Unrestrictedly employable
- Employable
- Employable only after comprehensive qualification
- Employable only in co-funded job schemes
- Not employable in the near future (Problems with drugs, debts etc.)

# Outcomes

- The ownership of the profiling sheet is with the labour office
- The course is compulsory, not optional
- Effects of self-evaluation and guidance depend strongly on the practitioners working in the scheme

# Outcomes

- The participants get a disk with their own application and curriculum vitae on it
- In relation to this it is hoped that the participants apply for jobs in a more sensible way
- The results on the profiling sheet are used by the labour office in order to find potential job offers for each trainee

# Our evaluation of the course

- The fact that the profiling sheet is owned by the labour office is contradictory to the European Common Principles
- The identification, assessment and recognition of non-formally and informally achieved competences plays an insufficient role in the „Profiling schemes“
- No formal system of accreditation