

### IO1.3 Best practice in Germany

<b>Type of practice</b>	guidelines/ case study/ <b>project</b> / activity/ vocational training programmes/ testing, guidance tools/ articles
<b>Best practice title</b>	The Joblinge project
<b>Period of implementation</b>	2008+
<b>Location</b>	Munich, Germany
<b>Geographical coverage</b>	Local/ National/ International
<b>Contact</b>	<a href="mailto:kontakt@joblinge.de">kontakt@joblinge.de</a>
<b>Link</b>	<a href="http://www.joblinge.de">www.joblinge.de</a>
<b>Contact person</b>	Beate Krüger/ <a href="mailto:beate.krueger@joblinge.de">beate.krueger@joblinge.de</a>
<b>Target audience</b>	JOBLINGE targets young people between the ages of 15 and 24 who are unlikely to find employment on their own. About 30% of Joblinge participants have been unable to find a job for three to five years and have an average age of 20. More than 60% are children of immigrants or refugees. 70% come from families that already depend on welfare and some even have criminal backgrounds.
<b>Objectives</b>	The main objective is to provide disadvantaged, unemployed youth with the opportunity to earn a long term placement in an apprenticeship or job and thus lead a self-determined life.
<b>Short description</b>	<p>The Programme is implemented in local non-profit companies with enterprises, municipalities, foundations and private individuals participating as shareholders. The young people supported by this project were unable to manage the shift to full vocational training. Due to multiple barriers, they are viewed as difficult or even impossible to place.</p> <p>The average age is over 20 years, and most have been in transition programmes for two to three years. Joblinge helps these young people to reach their real goal: a company training position or job that corresponds to their interests and skills. In the six-month programme, they gain important key qualifications “on the job,” develop their social skills, and prepare for their training position or job.</p> <p>The key idea of the project was to strengthen the role and capacities of vocational training teachers so that they could focus not only on the delivery of the training content, but also guide and support their students on their way to employment.</p>
<b>Activities/Action plan</b>	<p>In the <b>admission stage</b>, candidates do volunteer work for a good cause, such as cleaning up a local park. Those who show up consistently for work and successfully complete this stage often experience their first success: earning a spot in the program.</p> <p>In the <b>orientation stage</b>, participants take part in a variety of practical group projects, such as making a movie, producing a podcast, writing a journal, organizing an event, or joining a dance or theater workshop. In so doing,</p>

	<p>they discover their interests and strengths, develop their social and professional skills, test their limits, and evaluate different types of jobs in a wide range of business and technical functions.</p> <p>In the <b>practical experience</b> period the participants get closely supervised qualification internships at JOBLINGE partner companies where they try out their new skills and prove themselves.</p> <p>In the <b>probation stage</b>, participants spend three months as job candidates at a partner company, going through training and seeing if they are a good fit. If it works out, they earn an entry-level position at the organization. JOBLINGE employees and personal mentors remain in contact and <b>follow-up</b> with participants and corporate partners until the apprenticeship has been completed to ensure that placements and sustainable.</p>
<b>Resources/Products</b>	the project's website.
<b>Impact</b>	The programme has high placement rates and has achieved lasting results. The franchise model is currently active in 14 cities and regions throughout Germany. 75% percent of JOBLINGE participants get jobs, and 80 percent stay at those jobs, results that are almost three times better than those achieved by some other programs.
<b>Key words</b>	<b>Orientation, practice, internship, probation</b>