

IO1.3 Best practice in Germany

Type of practice	guidelines/ case study/ project/ activity/ vocational training programmes/ testing, guidance tools/ articles
Best practice title	Perspektiva
Period of implementation	2017+
Location	Maberzeller Strasse 75 36041 Fulda
Geographical coverage	Local/ National/ International
Contact	michael.bien@perspektiva-fulda.de
Link	https://www.ippr.org/files/publications/pdf/nsaw-case-study-buttkus-feb2016.pdf
Contact person	Michael Bien
Target audience	Vulnerable groups: low achieving youth and young people with disabilities; young people from immigrant backgrounds.
Objectives	-helping young people transition to a vocation. - providing: (i) a more realistic understanding of one's competences, skills and interests; (ii) deeper knowledge about career options, apprenticeship positions and formal entrance qualifications; -encouraging cooperation among schools, companies, training enterprises and other stakeholders.
Short description	Perspektiva focuses on youth from special needs schools or with a weak Hauptschule diploma who are not able to find a position on the regular job and apprenticeship market on their own. The three-phase model provides the young participants with step-by-step support according to their skills and interests. It involves orientation and guidance, hands-on practical instruction, internships in local firms and vocational as well as general instruction, in a class setting. Perspektiva instructors endeavour to identify skills that can be of use in the working world and convince employers to give young people a chance to develop their competencies. Beyond vocational training, the programme provides support on a personal level, including help to manage one's own household independent of parental support. More than 90 companies in the region of Fulda are involved in Perspektiva, 70 of them as shareholders.
Activities/Action plan	-provides young people with the necessary information, basic competences and skills to choose, apply for and find a suitable vocation. -orientation and guidance, -hands-on practical instruction, internships in local firms and vocational as well as general instruction, in a class setting. -cooperation between school and industry -cooperation between school and other partners.
Resources/Products	Newsletters
Impact	68% of the participants are able to secure a regular apprenticeship position.
Key words	regular apprenticeship position, orientation and guidance, hands-on practical instruction, internships.