

### Good Practice “Part-time vocational training”

Section	Indications of contents
<b>Title of programme/ practice</b>	Part-time vocational training
<b>Location</b>	Germany
<b>Main theme</b>	1) Civic participation 2) <b>Young parenthood</b> 3) Transition of young people with an ethnic minority or immigrant background
<b>Practice/Programme-related keywords (10 max)</b>	Part-time vocational training, reconciliation of training and family, dual system
<b>Brief description of programme/ practice (250 words)</b>	Part-time vocational training is an option to reduce training hours (and respective salary) in order to reconcile training with childcare or with care obligations for family member(s)
<b>Target</b>	1) Data on area concerned : - socio-demographic - economic 2) young mothers and fathers who still have no vocational training
<b>Objectives of programme/ practice</b>	To ensure professional qualification for young mothers and fathers and for those who have taken over care obligations for a family member Combination of demography and human resources orientation
<b>Content of programme/ practice</b>	Trainee together with the enterprise in which vocational training takes places do have to commit on the reduction of training time (if the reduction is less than 25 % of training time, the whole training period does not need to be prolonged); A respective proposal has to be sent by these two partners (trainee, employer) to the chambers respectively to the regional school administration; training gratification normally is reduced by the same proportion.
<b>Time scale</b>	1) no limitation 2) first projects in 1998; legal option since 2005

<b>Programme/ practice design</b>	<p>1) initiated by local and regional projects, as e.g. “JAMBA - young lone mothers in vocational training”, and supported by an intensive lobbying, Part-time vocational training has become a legal option after a change of the law on vocational training (Berufsbildungsgesetz) in 2005</p> <p>2) proposal of young trainee together with the enterprise in which vocational training takes place; allowances are needed from the chambers and from the regional school authorities</p> <p>3) -</p> <p>4) chambers and the regional school authorities, according to the German dual system of vocational training</p> <p>5) national legal framework (§ 8 BBiG – Berufsbildungsgesetz))</p>
<b>Resources involved (financial, human, others)</b>	
<b>Evaluation</b>	<p>1) Puhlmann, Angelika (2008): Berufsausbildung in Teilzeit – Neue Chancen für junge Mütter, junge Väter und Betriebe, <a href="http://www.bibb.de/dokumente/pdf/a12pr_veranstaltungen_didacta_2009_puhlmann_2.pdf">http://www.bibb.de/dokumente/pdf/a12pr_veranstaltungen_didacta_2009_puhlmann_2.pdf</a></p> <p>2) LIFE e.V. (2008): Studie zur Umsetzung von Teilzeitberufsausbildung in Berlin <a href="http://www.berlin.de/imperia/md/content/sen-frauen/teilzeitberufsausbildung/studie_teilzeitberufsausbildung_berlin_2008.pdf">http://www.berlin.de/imperia/md/content/sen-frauen/teilzeitberufsausbildung/studie_teilzeitberufsausbildung_berlin_2008.pdf</a></p> <p>3) Hahner, Beatrix (2008): Teilzeit-Ausbildung für junge Mütter und Väter. Anforderungen an Ausbilder/innen am Beispiel des STARegio-Projekts von IHK und HwK Lübeck. Dissertation Online-Veröffentlichung <a href="http://geb.uni-giessen.de/geb/volltexte/2008/6690/pdf/HahnerBeatrix-2008-10-29.pdf">http://geb.uni-giessen.de/geb/volltexte/2008/6690/pdf/HahnerBeatrix-2008-10-29.pdf</a></p> <p>2) Results / impact of programme (improvement of social/ living conditions, pop concerned, etc.) Important aspect for facilitating the reconciliation of transitions into qualified work and transitions into parenthood, but comparable thin spread</p> <p>3) Difficulties encountered: Information difficulties, especially in enterprises Scarce use of young fathers Unsolved problems of childcare – except some local networks such as the “Support chain” in Bremen, linking part-time vocational training with counselling, child-care-solution, and networks of stakeholders with regard to employment opportunities/regional labour markets</p> <p>4) Assessment of programme/ action/ practice in terms of sustainability Sustainable, but still in the status of low spread</p>
<b>Lessons to be drawn from programme or practice implemented</b>	<p>Important element of time policy for young parents; transferable; prerequisites: sound information also for small enterprises; solutions for childcare, regional support networks, attractiveness for fathers.</p>
<b>Contact information</b>	<p>see <a href="http://www.good-practice.de/2936.php">http://www.good-practice.de/2936.php</a></p>
<b>Other doc related to the programme/ practice</b>	<p>Puhlmann, Angelika (2008): Berufsausbildung in Teilzeit – Neue Chancen für junge Mütter, junge Väter und Betriebe,</p>

[http://www.bibb.de/dokumente/pdf/a12pr\\_veranstaltungen\\_didacta\\_2009\\_puhlmann\\_2.pdf](http://www.bibb.de/dokumente/pdf/a12pr_veranstaltungen_didacta_2009_puhlmann_2.pdf)

**LIFE e.V. (2008): Studie zur Umsetzung von  
Teilzeitberufsausbildung in Berlin**

[http://www.berlin.de/imperia/md/content/sen-frauen/teilzeitberufsausbildung/studie\\_teilzeitberufsausbildung\\_berlin\\_2008.pdf](http://www.berlin.de/imperia/md/content/sen-frauen/teilzeitberufsausbildung/studie_teilzeitberufsausbildung_berlin_2008.pdf)

**Hahner, Beatrix (2008): Teilzeit-Ausbildung für junge Mütter  
und Väter. Anforderungen an Ausbilder/innen am Beispiel des  
STARegio-Projekts von IHK und HwK Lübeck. Dissertation**

**Online-Veröffentlichung** <http://geb.uni-giessen.de/geb/volltexte/2008/6690/pdf/HahnerBeatrix-2008-10-29.pdf>