Youth employment measures

Germany has a broad variety of labour market policy instruments that can be used to implement the key recommendations of the EU Youth Guarantee. See also the National Implementation Plan to Establish the EU Youth Guarantee in Germany [1] and the assessment of the Youth Guarantee implementation in Germany [2] (May 2018). The Plan describes existing services available in the area of education, employment and training that promote and improve the integration of young people into the labour market.

The employment agencies (Agenturen für Arbeit) are required under Art. 37 Book III Social Code (Sozialgesetzbuch [3], SGB III [4]) to conclude an integration agreement (Eingliederungsvereinbarung) with young people seeking vocational training or employment. For young people, this agreement must be reviewed after three months at the latest. The integration agreement includes the integration goal, the placement efforts of employment agencies, evidence of the young person's own efforts, and the employment support measures planned. On this basis, young unemployed people of working age who receive basic security benefits for job seekers take priority when vocational training places or jobs are awarded [5].

ESF supported programmes [6] run by various federal ministries and authorities also help to integrate young people into employment. Examples:
• Federal Ministry of Labour and Social Affairs (Bundesministerium für Arbeit und Soziales, BMAS):
  - ESF integration directive of the federal government ([ESF-Integrationsrichtlinie Bund](#)) 2015-2020. Aim: to integrate young people who have particular difficulty accessing employment or training into the labour market. New measure in the course of the national implementation of the EU Youth Guarantee. Key areas with special relevance for young people: integration, not segregation (Integration statt Ausgrenzung); integration through exchange (Integration durch Austausch). See also [Cross-Border Mobility in Employment, Entrepreneurship and Vocational Opportunities > Programmes and schemes for cross-border mobility](#). [Funding 2015-2020](#): 295.6 million euros total, thereof 111.2 million euros federal funds; 154.8 million euros ESF funds.

• Federal employment Agency (Bundesagentur für Arbeit, BA):
  - ESF federal programme Co-financing of mentoring for the transition into the labour market as per Art. 49 Book III Social Code ([Kofinanzierung der Berufseinstiegsbegleitung nach § 49 SGB III](#)). Aim: integrates young people into vocational training. Lower-performing pupils who struggle to get their school-leaving qualification are supported personally by career mentors starting in school and continuing through to vocational training. [Actual spending in 2018](#): 190.56 million euros.

• Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Bundesministerium für Familie, Senioren, Frauen und Jugend, BMFSFJ):
  - ESF model programme Supporting young people in the neighbourhood ([JUGEND STÄRKEN im Quartier](#)) 2014-2022. in cooperation with the Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (Bundesministerium für Umwelt, Naturschutz, Bau und Reaktorsicherheit, BMUB). Aim: to support specific target groups e. g. NEETs to access employment-related assistance and support them via employment opportunities by youth welfare service providers. Because of various personal restrictions or social disadvantages, these young people are no longer reached by standard programmes and require special educational support as per Art. 13 Sozialgesetzbuch VIII (Book VIII Social Code, SGB VIII) for the transition from school to work. Youth Migration Services ([Jugendmigrationsdienste](#)) offer support services in this area to help young people with a migrant background ([Migrationshintergrund](#)) in particular. [Funding available 2019-2022](#): 4 million euros federal funds, 87 million euros ESF funds.

For information about the dissemination of information about job opportunities and employment support services for young people see also [Career Guidance and Counselling](#)

**Special target groups**

**Special target groups** for vocational integration measures: young people in difficult living circumstances, young people with a migrant background/young migrants with special integration needs, young people who have dropped out of education ([Schulabrecher](#)), young people who intend to drop out of labour market schemes or have already, young people without a school-leaving qualification or professional qualification, young people with disabilities.

**Flexicurity measures focusing on young people**

There are no specific flexible employment schemes for young people.

Regarding their working hours, young apprentices/employees are covered by current regulatory and policy framework conditions and regulations regarding their working hours. Important laws include: Act on the Implementation of Measures of Occupational Safety and Health to Encourage Improvements in the Safety and Health Protection of Workers at Work (Arbeitsschutzgesetz), Law on working hours (Arbeitszeitgesetz), [Vocational Training Act](#) (Berufsbildungsgesetz).
Section 8 on part-time training, Law on parental allowance and parental leave (Gesetz zum Elterngeld und zur Elternzeit [23]), Young Persons [Protection of Employment] Act (Jugendarbeitsschutzgesetz [24]), Law on shop opening hours (Ladenschlussgesetz [25]), Law on part-time employment and fixed-term employment contracts (Gesetz über Teilzeitarbeit und befristete Arbeitsverträge [26]).

In addition to collectively agreed rules for certain professions or branches, specific topics and areas within a company are regulated by so-called works agreements (Betriebsvereinbarungen [3]). These agreements also apply to the young people working at the company in question.

Individual legal agreements regarding working hours are set out in the contract of employment.

Young people are entitled to the payment of unemployment benefit (Arbeitslosengeld) if they meet the relevant requirements. From the age of 15 years they are also entitled to receive the so-called unemployment benefit II (Arbeitslosengeld II) that helps to make a living.

Under Germany’s Upgrading Training Assistance Act (Gesetz zur Förderung der beruflichen Aufstiegsfortbildung [29]), young people are entitled to financial support for further education provided they meet the relevant requirements.

See also Eurofound > Observatories > Eurwork > Comparative information > Germany: Flexicurity and industrial relation [30]

See also EUROPEAN EMPLOYMENT OBSERVATORY > Flexicurity in Germany [31]

Reconciliation of private and working life for young people

There are no programmes or initiatives directed only at young people. Yet, they are certain legal rules and programmes to also foster the reconciliation of the private and working life for young people.

Under Section 8 of the Vocational Training Act (Berufsbildungsgesetz [32]) young parents can participate in a part-time vocational qualification course, which allows them to attend class flexibly and reconcile training and family life better.

The working time models in place in Germany also apply to young people. Young families can also use the different types of childcare or financial aid available if they meet the necessary criteria. Information about reconciling family and working life [33] can be found on the BA website.

The federal programme Day-care centre plus (KitaPlus [34]) run by BMFSFJ funds additional childcare services in day-care centres. These cater to the needs of families and are coordinated with job centers and employment agencies. The services benefit single parents and parents who work shifts, parents still in vocational training or at university, and parents looking for employment for whom a new job would involve shift work or unsocial hours, and give them a better work-life balance.

According to the Future report Family 2030 (Zukunftsreport Familie 2030 [35]) by BMFSFJ young parents are the biggest users of parental allowance (Elterngeld [36]) and the option for one parent to take an additional two months of parental leave, to make their working hours and organisational models family-friendly together with their employers. State subsidised childcare also enables parents to agree more flexible, yet still reliable, working time arrangements.

Funding of existing schemes/initiatives

Labour market integration measures and programmes are funded by the Federal Government, respectively the federal ministries in charge of each measure or programme, and also by the federal
states (Länder), respectively the relevant ministries in charge of labour market integration affairs. Funds from the European Social Fund are also used for certain programmes. See "Youth employment measures for examples" (37).

Further information on the funding of the measures within the framework of the Youth Guarantee can be found in the National Implementation Plan to Establish the EU Youth Guarantee in Germany (1) (pages 41-44 and 82-87 ff.).

See also Career Guidance and Counselling > Funding (38) and Traineeships and Apprenticeships > Funding (39)

Quality assurance

The Federal Employment Agency (Bundesagentur für Arbeit) monitors and ensures the quality of employment schemes through compiling statistics on participation in funded vocational schemes, the number of people in a new employment relationship, participation figures among specific target groups, how long unemployed people spend searching for jobs, participation in retraining programmes, etc. It also carries out online surveys of participants on employment readiness schemes to get feedback on the schemes themselves.

A large number of employment and labour market integration programmes and schemes (1) in Germany are regularly monitored and evaluated so as to learn from experience and build on successful initiatives. This process involves regular interim and summary reports, which are usually made available online.

Services like the youth migration services (Jugendmigrationsdienste) offered under the ESF model programme (Supporting young people in the neighbourhood (JUGEND STÄRKEN im Quartier (37)) evaluate their work and regularly adapt to current developments and needs. Youth migration services across Germany and across all organisations use the web-based software "i-mpuls JMD" (40) to evaluate their work.