



There are many ways forward

School | Education | Career

"There are many ways forward" is an initiative proposed by the Rhineland-Palatinate Round Table for Vocational Training and Securing Skilled Personnel.

Contact: vielewege@mwvlw.rlp.de

Publication details:

Ministry of Commerce, Transportation,
Agriculture and Winegrowing
Stiftsstraße 9
55116 Mainz

Responsible for content under German press law:
Susanne Keeding, Cornelia Holtmann

Editorial team:
Unit 8201 "Vocational Training, Equality of Opportunities, Skilled Personnel"

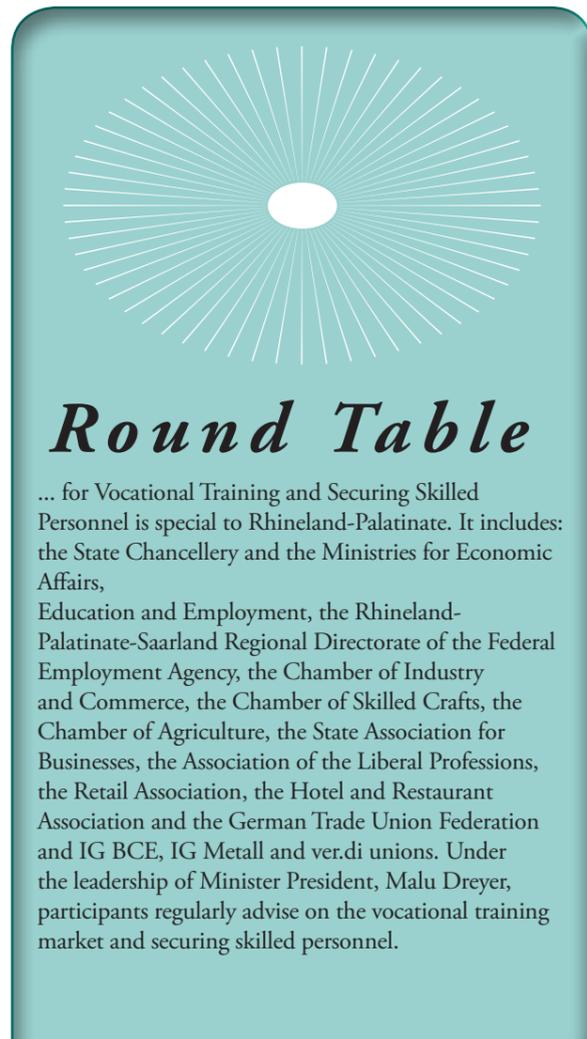
Design: formart culture, 66482 Zweibrücken

Printing: Druckerei Wolf GmbH, 55218 Ingelheim

Photo credits:
Cover picture: gettyimages, Leon; Other pictures: Artbund, Saarbrücken

A Turkish, Arabic, German and Russian version of this brochure can be **downloaded from www.vielewege.rlp.de**.

3rd revised edition, 2017



There are many ways forward

The school, vocational and higher education system in Rhineland-Palatinate is like a dense network of paths. There are many goals to which you can aspire. These can be achieved via different pathways and most pathways are inextricably linked. There are no dead ends.

Even when you have chosen a certain path, nothing is set in stone. You can deviate, set new goals or strive to reach the original goal via a different route. The advantage of such a dense network is that not everyone has to embark on the same journey.

There are many pathways:

No pathway is better or worse than any other. The various pathways lead to different stages along the way. It is vital to plan your route to the next stage and your next goal properly.

Partners belonging to the Ovaler Tisch für Ausbildung und Fachkräftesicherung (Round Table for Vocational Training and Securing Skilled Personnel) have committed to presenting the wide range of training opportunities available in Rhineland-Palatinate.

This brochure outlines the key stages on the various learning pathways. It is intended as a guide to planning your personal journey. In this brochure, young people from Rhineland-Palatinate share their experiences with you. They were photographed in their respective working environment. You can find more information about the individual stages and all pathways at



www.vielewege.rlp.de

We wish you every success on your chosen career pathway.



Stage I

Choice of secondary school

The first decision about your future education is made at the end of primary school: Would you prefer a middle school, comprehensive school or grammar school?

Do you want to leave school with the “Berufsreife” (lower secondary school-leaving certificate), “qualifizierter Sekundarabschluss I” (intermediate school-leaving certificate) or a higher education entrance qualification (technical college entrance qualification (Fachhochschulreife) or upper secondary school-leaving certificate)?

Information on types of school and various school-leaving qualifications is provided in greater detail at

www.vielewege.rlp.de/station1



Primary School

Secondary School

Career

Regardless of this initial decision: Every school-leaving qualification can be achieved.

Following school, numerous pathways lead to a career

Certain school-leaving qualifications can be obtained alongside successful vocational training.

An upper secondary school-leaving certificate is not always needed to study.

Vocational training and studies can be combined or carried out in succession.

The actual procedure involved is discussed overleaf and in greater detail at

www.vielewege.rlp.de/station6



Irina (23)

"After year 5, I moved with my family to Germany from Kazakhstan. My parents were not familiar with the German school system therefore it was not a conscious decision for me to attend a lower secondary school. After obtaining my lower secondary school-leaving certificate, I had to decide whether to go into the 10th grade and leave school with an intermediate school-leaving certificate or, with the encouragement of my teacher, start vocational training as a confectionery sales assistant. I actually wanted to become a teacher, like my mother. I enjoyed the training and I was surprised to have the best results in the chamber's district. This motivated me to complete a Sales Manager and Business Administration (HWK) course. Today, I train sales assistants in the bakery trade so you could say I have become a teacher of sorts. My next goal is to study to become a nutritional adviser."

Alternative pathways to (other) school-leaving qualifications

School-leaving qualifications are also awarded on completion of a vocational training course. Unless these have already been obtained in general education.

The vocational school leaving certificate includes completion of the “Berufsreife” (lower secondary school-leaving certificate).

Under certain conditions, the “qualifizierter Sekundarabschluss I” (intermediate school-leaving certificate) is also obtained.

Pre-requisites include a certain average mark in the vocational training certificate and satisfactory knowledge of a foreign language.

Vocational school is an integral part of many vocational training programs. See stage 4 for more information, more details are also available at



www.vielewege.rlp.de/station4

Vocational training can also lead to study via various pathways. The technical college entrance qualification (Fachhochschulreife) is one such pathway. Anyone wishing to take this route must attend and successfully complete a technical college entrance course (Fachhochschulreifeunterricht) whilst at vocational school. This course is in addition to or even incorporated in the vocational training.

You can still study at a technical college without having a technical college entrance qualification (Fachhochschulreife) provided that certain conditions are met and vocational training is completed successfully. You may also be able to study at a university, but only in fields relating to the profession you have learned. In both cases, a certain average grade is required and, for many courses, two years of professional experience.

All school-leaving qualifications can be obtained at vocational schools (without, during or after vocational training). There are many different types of vocational school. Many courses are geared primarily to adults, offering school-leaving qualifications whilst working. Numerous continuing education institutions offer courses to prepare students to retake school-leaving qualifications.

Further information on how to obtain various school-leaving qualifications after leaving the general education system can be found at



www.vielewege.rlp.de/station2



Christian (24)

“After year 9, I could have gone into year 10 to do my intermediate school-leaving qualifications. Many of my peers chose this option, but I took a different route. Vocational training placements were more difficult to obtain then than they are today. I accepted a vocational training placement as a printer. Yet I still wanted to get my intermediate qualifications and was successful thanks to my good vocational qualification results. Now I am training to be a Bachelor Professional (CCI) of Print Media Technology and Management.”

Secondary School

Alternative pathways
to achieving school-
leaving qualifications

Career

Career guidance

It's not easy to find a job you like and which earns you a living. Career guidance is available to help you make the right choices. Career guidance is available in many places: in school, in vocational guidance sessions provided by the Employment Agency and sometimes in inter-company training centres.

Every secondary school in Rhineland-Palatinate has a plan to help pupils make the right choice in terms of career and further studies. In this respect, schools often work in conjunction with other institutions, e.g. the local Employment Agency, the Chamber of Commerce and Industry or the Chamber of Skilled Crafts, Chamber of Agriculture or the Unions.

In some schools, additional specialists are on hand to give career advice: careers guidance officers or career mentors.

The regional integration service provides support on request for young people with disabilities who are about to enter the world of work.

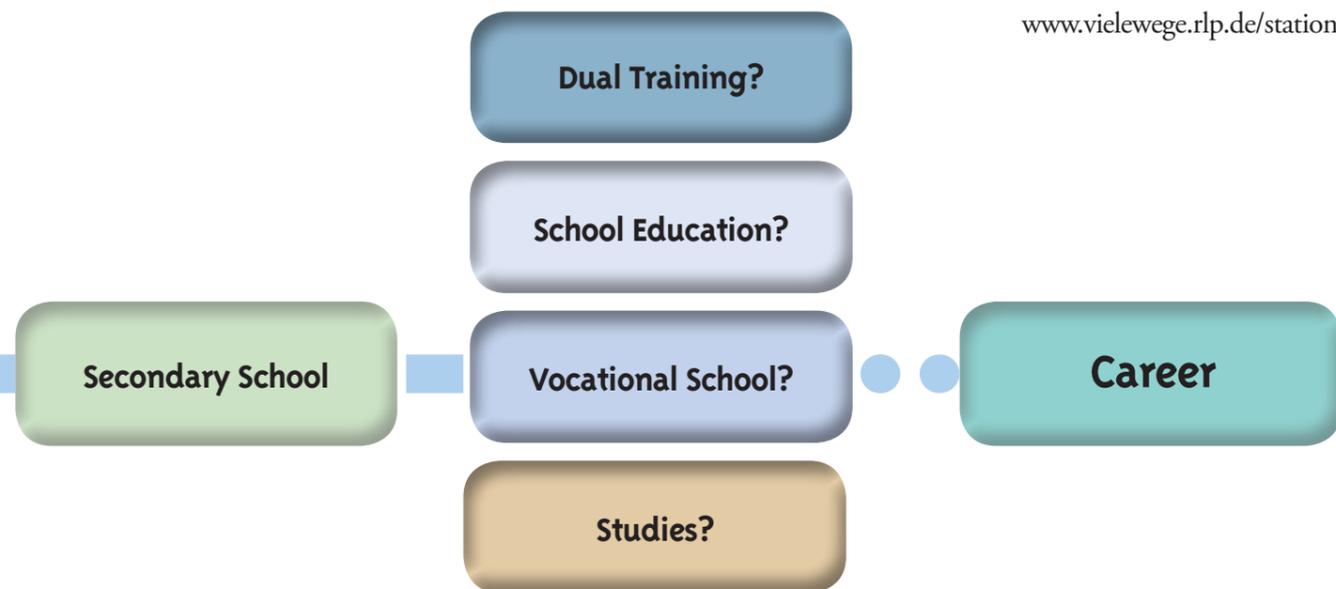
Parents have a considerable influence on the career paths taken by children and young people. In the early years, they make educational decisions for their children, e.g. they choose which school their children should attend after leaving the primary sector.

Even later on, parents are important advisers for their children when it comes to education and career choices.

Young people and parents are supported in their decision-making by various institutions and information services. An internship is one way in which young people can gain professional experience and thus make a more informed decision on their future career. Schools often help pupils to find an internship.

More details on the subjects covered under stage 3 can be found at

www.vielewege.rlp.de/station3



Kristina (20)

"I actually wanted to be a pre-school teacher. I became a hairdresser and I'm enjoying it very much. Only I didn't know that after obtaining my lower secondary school-leaving certificate. I went to a vocational college for a year and subsequently began a job seekers scheme. It was then that I realised I could be a hairdresser. The Chamber of Skilled Crafts helped me to find a vocational training place. My final exams are behind me and I have been taken on by the salon that trained me. At some point I would like to become a master hairdresser and perhaps open my own salon."

Stage 4

Dual training in a company and at vocational school – the key to a world of opportunities

The dual training system is a successful model that Germany has developed to the envy of many other countries. It recently received an accolade from the President of the USA because of its proximity to actual practical and market conditions.

It currently encompasses some 340 careers. It has something for everyone. This form of vocational training is known as the dual system because it is carried out in two locations: mostly in companies with a smaller component in the vocational school.

Dual training combines practical company-based training with theoretical aspects learned in the classroom. Depending on the profession, it generally takes 3 to 3.5 years, but there are also two-year courses.

The course is completed with a standard national examination (known as the "Abschlussprüfung"). Part-time vocational training is also an option.

Depending on the profession, previous knowledge gained in the general education system is beneficial in securing a vocational training placement and successfully completing the training course.

Whereas you only have to register to attend a school, you have to apply for a vocational training placement - just like a job. Trainees receive a monthly payment in the form of a vocational training allowance. The extent of the payment will differ significantly depending on the profession and collective agreement.

In any case, it is useful to do an internship in advance. This will give you a better idea of subsequent career and training options.

For young people who, for various reasons, do not find a placement immediately after school, a paid long-term internship (known as an "Einstiegsqualifizierung") can facilitate career entry.



Hüsnü Mehmet (39)

Even in lower secondary school I always wanted to work on cars and become a mechanic. I had to repeat two years at school and eventually left school after year 7. I then completed a one-year career preparation course and after short-term vocational training, I finally made it to my dream job within three and a half years. After a few intermediate stages, I started my own company in 1997 and eventually became a master automotive technician. I learned a lot about succeeding as an entrepreneur. Patience and perseverance have made me what I am. As a trainer and examiner I try to give young people career experience and enthusiasm for the profession.

Dual training in a company and at vocational school – the key to a world of opportunities

The dual training system provides even young people with a higher education entrance qualification (technical college entrance qualification (Fachhochschulreife) or upper secondary school-leaving certificate) an opportunity to embark on a challenging and promising career. Further or continuous training can lead to a managerial position or help them to start up their own business.

Studying combined with dual training is also feasible: a dual qualification. Thus vocational qualifications and higher education degrees can be achieved as quickly as possible.

Dual training also offers the opportunity to increase your knowledge and specialise from an early stage. To this end, additional qualifications can be obtained through additional courses. There is also an option to train abroad. The training company must agree to this.

You can still acquire a vocational qualification without dual training. Anyone who has worked in a profession for a long time (generally at least 4.5 years) can register for the final examination. This particular form of the final qualification is known as an external examination.

Detailed information on the topics covered at stage 4 can be found at

www.vielewege.rlp.de/station4



Secondary School

Dual Training

Career

Pascal (26)

"Technology has always interested me. In order to qualify for technical college, I attended a higher vocational college after intermediate secondary school (specialising in computer science with applied business studies). I then trained and qualified as an IT officer and started to study IT business management during the third year of the course. I am currently studying for a Bachelor of Arts degree in addition to working as an IT organiser. Continuous training alongside a job is time-consuming but is the ideal way to gaining experience."

Stage 5

School Education

Numerous social and care-related careers can be learned in state or private (often fee-paying) schools. Internships complement the school curriculum.

These careers include social workers/carers for the elderly and all health professions for which you do not have to study.

Some technical and service careers are taught at higher vocational colleges. Anyone who completes the course successfully after two years becomes a qualified state-registered assistant. This qualification is supplemented by specialist training.

Various manual careers are taught over 3 years in vocational school courses. Certain secondary education qualifications and some professional experience are required in order to qualify for entry on such courses.

Further information on such courses is available at

www.vielewege.rlp.de/station5



Secondary School

School Education

Career



Axel (24)

"My ambition is to occupy a senior nursing position. I have already studied for a Bachelor of Arts degree. I am currently training as a geriatric care assistant.

I think this training is very important because, for a senior position, it gives you valuable insight behind the scenes, which is vital.

After completing the professional training, I would like to do a Master's Degree."

Stage 6

Continuous and further vocational training and studies – the options are endless

There are numerous training opportunities that build on vocational training. They lead to further education diplomas such as master's certificates, technician, commercial specialist, business administrator and state-registered pre-school teacher qualifications.

These training qualifications are comparable to a first degree, a Bachelor of Arts or Science.

They provide immediate access to all technical colleges and universities.

Other pathways open up after a Bachelor's degree or further training qualifications. In terms of academic study, you can go on to achieve a Master's Degree.

In terms of training qualifications, you can become a qualified management expert or qualified strategic IT expert.

A degree or dual study course can be started immediately after school. You have to have obtained the technical college entrance qualification (Fachhochschulreife) in order to study at a technical college. Anyone wishing to go on to university must have the general secondary education qualification or college qualification.

Dual studies combine dual professional training or a professional placement of several years' duration with an appropriate Bachelor's degree program.

This allows both qualifications to be achieved faster than through consecutive training.

Continuous
Professional
Development?

Studies?

Career

Daniela (30)

"After obtaining my upper secondary school-leaving certificate, I had a choice: I could either study or start my career. I opted for the latter and started vocational training for my dream career as a bank clerk. This was a good decision as it later turned out. Because my employer promoted me after successfully completing the training. With my employer's support, I was able to complete additional training alongside my job. This included the courses banking specialist, bank business administrator, qualified bank business administrator and Bachelor of Science. For me, further professional training was the right alternative to full-time study at university. I could continue in my career, which I really enjoy, building up and nurturing my professional network with many contacts at the same time."

Stage 6

Continuous and further vocational training and studies – the options are endless

You can also start to study at a technical college once you have completed training – even without the technical college entrance qualification (Fachhochschulreife).

University studies are also possible but only in a subject related to your chosen career.

In both cases, the following requirements must be met: a certain average grade in the vocational school qualification and vocational final examination and, in most cases, an additional two years' professional experience.

For further information on studying and vocational training and further development visit

www.vielewege.rlp.de/station6



Continuous Professional Development?

Studies?

Career

Jan-Robert (22)

“After obtaining my intermediate school-leaving certificate, I wanted to learn a practical skill. I completed a vocational training course as an industrial mechanic and then attended a master’s school for nine months. I did not work during this time, I received a student loan (Meister-BaföG).

The master’s certificate entitled me to attend university and I am now studying engineering as one of the few students without the upper secondary school-leaving certificate. I had to teach myself quite a lot in maths and physics but, other practical tasks came easier to me than to my fellow students with the upper secondary school-leaving certificate.”





The initiative "There are many ways forward" is supported by the partners of the Round Table for Vocational Training and Securing Skilled Personnel:

