

“Incorporated Training with vocational training centres“ – VAmB

What is VAmB?

Incorporated training with vocational training centres (*VAmB - Verzahnte Ausbildung mit Berufsbildungswerken*) has its beginnings in the year 2004. It was started with the METRO Group as a joint project, originally funded by the Federal Ministry of Labour and Social Affairs of Germany and evaluated by a team of researchers of the University of Hamburg.

Incorporated training means: The vocational training centres unite their professional competence in the integration and vocational training of young people with disabilities with different small and large enterprises. Incorporated vocational training offers a systematic preparation for a sustained integration in the general employment market. The companies cooperating with the vocational training centres provide important practical knowledge and help to train their future skilled personnel. A beneficial cooperation for all participants – young people with disabilities, vocational training centres and enterprises.

The project was officially ended on March 31st 2009. Since then the vocational training centres have pushed ahead with the project’s success story and have implemented the main findings into their operation.

Goals of VAmB

Young people with disabilities who need the support of vocational training centres are enabled to participate in all areas of life and especially in the occupation of their choice.

Incorporated training thus specifically contributes to integrating youngsters with disabilities in the general employment market.

Benefits for enterprises engaging in VAmB

- With regard to the so called *Beschäftigungspflichtquote* (proportion of employers with disabilities in a company) for companies, young people with disabilities passing through incorporated training are credited twice.
- Enterprises have the opportunity to take part in the vocational training of highly motivated youngsters without any further obligations. Afterwards they can be offered an occupation for which the government offers additional benefits. Labour subsidies, and support for procurement of workstations equipped for handicapped persons, are but two examples.
- The wages of youngsters in incorporated training are not paid by the companies and contributions to social security are also paid by the government.
- The specialized staff of the vocational training centres assist and accompany the youngsters and the companies the whole time. They provide expert knowledge and support.
- Companies highlight their social responsibility and engage in valuable partnerships and networks with vocational training centres.

Role of the vocational training centres

For the entire duration of incorporated training the vocational training centres are responsible for the young people. They

- are accountable for the training and the articles of apprenticeship,
- pay the trainee's social security,
- provide accident insurance while the youngsters are trained in the companies,
- take care of salary,
- support and advise the trainers of the companies with regard to the special educational needs of the vocational training,
- coordinate additional schooling in their own vocational schools.

Quality Management

Binding standards guarantee the high quality of incorporated training. These include, inter alia, assessment of aptitude in the selection of the trainees, a compulsory cooperation contract and a mutual training schedule and manuals for evaluating the occupational aptitude of the youngsters.

VAmB in numbers

- More than 500 young people with disabilities have already completed incorporated training.
- The vocational training centres offer training in more than 240 professions. All of them are eligible for incorporated training.
- Over 160 companies have engaged.
- More than 35 vocational training centres are involved.
- In 2007 METRO Group, which strongly supported VAmB from the very beginning and the Federal Association of Vocational Training Centres were rewarded for their excellent initiative in vocational training and education by the *Otto Wolff-Stiftung*, the newspaper „*WirtschaftsWoche*“ and the German Association of the Chambers of Industry and Commerce.

Can we interest you further? Please contact us. We will be happy to answer your questions.

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