



dachverband
berufliche integration
austria
ZVR: 339907988

2. Career Training Assistance “Berufsausbildungs- assistenz”

2.1. What is Career Training Assistance?

Berufsausbildungsassistenz (BAS) – career training assistance – is an additional service for young people who need special support as they are undergoing an *Integrative Berufsausbildung* (IBA) – on the job training. Guidance with the IBA through BAS services is compulsory.

IBA presents an opportunity for young people who need special support. Participation in this program is possible either in the form of an extended apprenticeship or a partial qualification: the extended apprenticeship is an option for young people who are in a position to complete the training for a particular skilled trade but need longer to finish. The apprenticeship can be extended by a year and possibly to a maximum of two years in exceptional cases. As usual, attendance in a vocational school is mandatory. The apprenticeship is concluded with an official final examination. Young people who are not likely to complete this kind of training have the option of partial qualification. This means that they achieve partial skills in a particular trade. The articles of apprenticeship specify the accomplishments and skills that are required as well as the length of the training (between one and three years). The youth is entitled, but not obligated, to attend vocational school. The partial qualification is concluded with an examination that contains the training subjects acquired as specified in the articles of apprenticeship and that is taken before an examiner of the Austrian Federal Economic Chamber, the instructor, and a member of Career Training Assistance.

2.2. Target Groups – Who should contact the BAS?

Within the context of §8b of the *Berufsausbildungsgesetz* (BAG) (The Vocational Training Act), disadvantaged youths should be guided and supported if the Arbeitsmarktservice (AMS) – Austria’s official employment service – was not able to place them in a regular training program:

- ⇒ Youths with special educational needs after finishing their compulsory school attendance
- ⇒ Youths who were unable to graduate from secondary school or who finished with negative results
- ⇒ Youths who have a disability as specified in the Vocational training Act as well as
- ⇒ Youths who cannot find a place for apprenticeship for other reasons

The prerequisites for applying to Integrative Career Training include a statement from the AMS/BASB (Confirmation that they are part of the target group consistent with § 8b (4) BAG) as well as clarification of their opportunities for professional development through “Clearing.”

In addition, professional training assistants are also contact persons for relatives and parents, and vocational school as well as the businesses involved in the training.

2.3. What are the Goals and Tasks of Career Training Assistance?

For the entire duration of the Integrative Career Training program, trainees are offered guidance and support through the BAS. Professional training assistants coordinate and organize all the necessary procedures within the framework of the IBA and involve all the relevant people and institutions. Some concrete tasks of the program of Career Training Assistance include:

- ⇒ Support during the completion of apprenticeships/requirements of the articles of apprenticeship
- ⇒ Supporting businesses in their fundraising efforts
- ⇒ Regular contact with businesses and vocational schools
- ⇒ Organization of teaching aids during school and between cycles at the vocational school
- ⇒ Organization of the Job Coaching program at the workplace

- ⇒ Providing continuous guidance for the young person right up to the completion of training
- ⇒ Crisis Intervention

2.4. What Career Training Assistance has to offer to Businesses

The Career Training Assistance program also offers support services to the businesses that participate in the training: At the forefront of the training are the professional training assistants, who participate in determining the goals of the Integrative Career Training. They also advise the businesses involved in the training about sponsorship and support their fundraising efforts. In addition, these professional training assistants are available as contact persons for the businesses (e.g. support with official matters, consultations and looking for resolution strategies for problems that arise in the course of the training, etc.).

2.5. Case Study

Based on a relevant "Clearing," 17-year old Rene went through a 3 year training period in the catering trade. An apprenticeship was ruled out. Upon finishing the training time, thanks to the *Integrative Berufsausbildung* §8b BAG section1, Rene was given an opportunity to train as a cook.

A professional training assistant is available as a contact person for Rene and his supervisor. She also maintains the contact with the vocational school and organized learning material when Rene was faced with trying to learn all the specialized terminology in his first year. When Rene's instructor had to take an extended leave due to an accident, this presented a very difficult situation to Rene as well and his performance deteriorated increasingly. A solution was found thanks to the intervention of the professional training assistant, who was able to provide support as difficulties arose at the place of business and in this particular case, together with Rene, his supervisor and the rest of the kitchen team, found an answer that was acceptable for everyone concerned.

Currently Rene is in his second year of training and has had positive results at the vocational school. He feels quite at home in his professional element and has the following story to tell: *"Right from the first day I had this great feeling of confidence. Cooking with an instructor was great fun. One Sunday I made hamburgers with a mushroom sauce and got wonderful applause from*

the guests. It was hard for me to get used to the special business procedures and to earn the respect of the coworkers. I am proud that I was able to improve in many areas at the vocational school and that some teachers were impressed with my work."