

**The majority of businesses without prior experience in mobility abroad state that guidance from the Chambers would motivate them to engage more actively in the exchange of trainees and young skilled workers across borders.**

## Key Indicators

The Mobility Guidance Project is supported by the German Federal Ministry of Labour and Social Affairs (BMAS), the Association of German Chambers of Industry and Commerce (DIHK), and the German Confederation of Skilled Crafts (ZDH).

Support is given to about 40 mobility coaches at the Chambers of Commerce and Industry and the Chambers of Skilled Crafts and Small Businesses, as well as a national coordination unit. The project is financed 80% through resources of the European Social Fund (ESF) and national cofinancing resources of the BMAS; 20% must be covered by own capital resources. The project runs from 16 February 2009, with the period of eligibility ending on 31 December 2012.

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## The tasks of the Mobility Coaches

- Provide guidance and motivate businesses, trainees, and young skilled workers to participate in a mobility activity for the purpose of learning and working
- Coordination between the actors involved in mobility activities such as businesses, vocational schools, trainees, cooperation partners
- Assistance in the planning, organisation, implementation, assessment, accounting and evaluation of mobility projects
- Information and advice about relevant support programmes at national and European level
- Development and provision of tools for locating matching partner businesses abroad, as well as development of respective information systems
- Support in the development of corporate cooperations and networks for training and education
- Contact, solicitation and acquisition of international cooperation partners, e.g. via European partner organisations of the Chambers
- Maintenance of contacts and networks with European partner organisations
- Arrangement and, where applicable, organisation of preparational activities for participants in mobility projects, e.g. language courses, cross-cultural workshops, etc.
- Advice on systems of training and education in Europe and integration of the Europass
- Contact, solicitation and acquisition of businesses for the provision of traineeships for youths and young employees from foreign countries, as well as preparation of the businesses receiving them

In a globalised economy young skilled workers are required to show not only technical and personal skills, but increasingly foreign language competence and cross-cultural experience as well. A stay abroad can bring about competitive advantages to both the trainees and the businesses sending a trainee abroad. Yet, currently a mere 2 % of all trainees opt for a stay abroad during their period of training – according to a study carried out by the National Agency at the Federal Institute for Vocational Training (NA-BIBB). The Mobility Guidance Project aims to enhance the number of persons going abroad for an extended period of time and to contribute to a corporate culture of mobility.

Via the Chambers of Skilled Crafts and Small Businesses and the Chambers of Industry and Commerce the businesses are given on-site support and guidance by mobility coaches showing them ways to offer their trainees and young skilled workers a stay abroad.

## Central Coordination Unit at federal level

A central coordination unit at federal level supports and coordinates the regional mobility coaches. It has offices at the Central Agency for Continuing Vocational Education and Training in the Skilled Crafts (ZWH) in Düsseldorf (North Rhine-Westphalia) and at the DIHK Service GmbH in Berlin. The coordination unit provides the following services:

- Guidance and information for the mobility coaches
- Coordination of exchange of experience and transfer among mobility coaches, e.g. within the scope of central informative meetings and workshops
- Implementation of programme-based public relations activities
- Preparation of information for businesses and industries (legal elements, education and training systems abroad, compulsory vocational school training, etc.)
- Exchange of information with all relevant actors
- Provision of support for quality assurance in the implementation of mobility-related activities