

Job Brokering in Berlin

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I. Berlin – trends and figures

- Population 3.7 million in 2017 (3.3 million in 2003)
- GDP growth 3,1% in 2017 (Germany: 2,2%)
- Service Sector (around 86% of all jobs)
- Start-up boom
- Strong ICT-sector
- Increasing employment rate (20% plus in 15 years)
- ↙ Decreasing unemployment rate 7,9% (June 2018)
(2005: 19%) (Germany: 5%)
 - ➔ 153.496 registered unemployed in June 2018

I. Berlin – some trends and figures - Challenges

- ↙ Housing problems (too few apartments – increasing rents/ gentrification)
- ↙ One in six persons is threatened by poverty* (16,6%)/ one in five children (22,7%)
- ↙ Lower overall income level (than in many of the other German cities or regions)
- ↙ Precarious jobs
- ↙ Digitalization/ modernization lagging behind
High risks and insecurity for disadvantaged groups (long-term unemployed, low-skilled, disabled persons, asylum seekers and refugees)

* less than 60% of the average per-capita income

II. German labour market system reforms

Labour Market reforms between 2002 and 2005 ("Hartz Reformen")

Goal → a better balance between supply and demand on the labor market, flexibility in the labor market

- The activation of those able to work
- Merging of social assistance and unemployment benefits → basic income (unemployment benefit II)
- Establishing common institutions between Federal Employment Agency and local authorities (Jobcenters)
- Principle demand and promotion ("Fordern und Fördern")

III. German labour market system and institutions

Two systems of consulting and granting benefits:

- **Insurance driven**: system of the Social Security Code III (SGB III) financed by the unemployment insurance, which is aimed at unemployed people under one year (unemployment benefit I)
Statutory Institution: Federal Employment Agencies (PES)
- **Tax driven**: the benefits according to Social Security Code II (SGB II) financed by taxes, for those in need whose income is insufficient to cover their own cost of living or that of their family (amongst other: long-term unemployed)
(Unemployment benefit II).
Statutory Institution: Jobcenter

IV. Job Brokering in the institutional system

In the Public institutional system:

- Placement officers in the Local Branch Offices of the Federal Employment Agencies
- Placement Officers and Case managers in the Jobcenters

Tasks:

- Counselling and placement of (long-term) unemployed
- Advice on benefits
- Advice on further training and other active labor market measures/ programs
- Extra units for employers service at the Employment Agencies



V. Job Brokering at employment providers

Berlin Jobcoaches (since 2012)

- Special Program in the Land Berlin, Senate Department for Integration, Labor and Social Affairs
- Aim: reducing the number of unemployed by individual coaching and improving employability
- Implementation:
 - Around 225 Jobcoaches (including 25 special for refugees)
 - Participation voluntarily and free of charge
 - Duration usually 6 month (can be extended to one year)
 - Continuous training for the Jobcoaches
 - Documentation in the database CASIAN
- Special strand: Jobcoaching as aftercare in companies

Tasks of the Berlin Jobcoaches

- Detailed initial consultation on the basis of the integration agreement agreed with the respective Jobcenter
- Creation of a personal profile and a development plan
- Implementation and monitoring of the steps agreed in the development plan
- Follow-up advice and placement activities, including documentation of the integration process
- Aftercare (special programme)

VI. Counseling in Berlin Job Points

Berlin Job Point Counsellors

- An open placement service for all Jobseekers and Employers (since 2002)
- Transferred from Viborg, Denmark (2000 – 2002)
- Three one-stop-shops in Berlin Boroughs
- Jobseekers can apply for jobs right then and there
- Offer of Vacancies, Trainings, Counselling
- Individual coaching
- Events with employers (Speed Dating, Fairs etc.)
- Intensive Networking with other institutions
- Outreach measures

VII. Conclusion - Jobbrokering

Jobbrokering from a Berlin perspective

- Act as intermediary body between jobseekers and employers, in particular: learning understanding culture and language of the enterprises
- Empowerment Approach - looking for strengths not for deficits
- Holistic approach - taking in consideration also health and mental problems, mobility, housing and education
- Impact of digitalization
- Dynamic on the labor market: skill shortages - mass redundancies at the same time (transfer necessary)
- Jobbrokering as contribution for decent work (tariff adjustment)

Thanks for your attention

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