

Good practices in vocational guidance: Check.Work



WHAT?

Check.Work is an online application which helps users discover their professional experience and skills to facilitate the job search. The application contains all recognised occupations requiring formal training in Germany. Through easy-to-understand language and pictures, users can summarize their professional experience. In addition they get asked questions about the jobs, which they have experience in. With that Check.Work can assess the capability and competence of the migrants.

WHO?

The project is funded by the Industrie- und Handelskammer für München und Oberbayern, under commission by the Bayerischen Industrie- und Handelskammertages (BIHK). Additional funding and support provided by Bayerisches Staatsministerium für Wirtschaft, Landesentwicklung und Energie, Regionaldirektion Bayern der Bundesagentur für Arbeit, and the Bayerisches Staatsministerium für Bildung und Kultus, Wissenschaft und Kunst.






IMPACT OF THE PRACTICE?

The Check.Work Tool can accelerate the integration of refugees and migrants to the German labour market in every single occupational area. The competence profiles/certificates are helping migrants finding a job and promote the German economy.

TARGET GROUP?

Migrants - especially refugees, and those who do not have a recognised school leaving certificate and are looking for a job in Germany.

ELEMENTS OF GOOD PRACTICE:

- Impact local level 
- Impact national level 
- Impact EU level
- Transferability 
- Quality assurance 
- Innovative practice 

WHERE?

Developed and implemented in Germany.

ORGANISATIONS IMPLEMENTING THE PRACTICE

A lot of migrants - especially refugees - do not have recognised school leaving certificate. Job applications in Germany nearly always require certificates, so it is very important that applicants can exhibit at least something comparable. Check.Work displays such certificates to facilitate migrants' job searches.

The project was inspired by the fact that most refugees are between 30 and 40 years old, lack recognised school leaving certificates or a pathway to achieving them, and thus do not really have good perspectives at the German labour market.

Check.Work can be used by any institutions, companies, NGOs, schools, employment offices etc. - the organizations only need to acquire a license to use the tool.

METHODS OF IMPLEMENTATION

The tool can be used in 5 different languages (German, English, French, Arabic, and Farsi). There are two modules: Module 1 "Practice" is oriented toward adult refugees/asylum-seekers, who already have job experience, and takes around 60 minutes to complete. Module 2 "Potential" is oriented toward young refugees/asylum-seekers, who are in the process of career orientation, and takes around 90 minutes to complete, and is written in simplified German for a Level A2/B1 target group. The questions are verbalized in a very easy language and in addition to that a lot of pictures help the participants using the tool. The skills of the participant in their past jobs are further tested with questions about the job. It is recommended that the application of Check.Work is accompanied by an assistant to ensure the benefits of the tool. Check.Work works together with different organizations to accompany the execution and to optimize it.

LESSONS LEARNED

There is positive feedback from participants for Check.Work, and employers value the prospects of the tool.

RELEVANCE FOR VET VOICES

Check.Work Module 2 "Potential" is highly relevant for VET Voices, and has been explored by the team developing the concept and app. The format of Check.Work competence profile, provided to users, should be checked and used as inspiration for the VET Voices outputs.

Comparison: Both Check.Work Module 2 and VET Voices seek to assess the career interests and potential of young refugees/asylum-seekers. Both consist of online tests, which output a profile of interests/competences that the young refugee/asylum-seeker can use during their career search. Check.Work is more oriented toward testing existing skills, while VET Voices is more oriented toward testing interests. VET Voices is useful at an earlier stage in the career orientation process; Check.Work is a 90-minute test covering many areas (including language, etc.), based on the 90-minute Kompetenzcheck21 test. VET Voices will provide a much shorter, more user-friendly test focusing specifically on career orientation interests. Check.Work is in the German language, while VET Voices will be multilingual. VET Voices will be aligned with the ESCO framework; it is unclear whether Check.Work is aligned with the ESCO framework. Check.Work is meant to be taken accompanied by a counsellor, while VET Voices can be taken alone on a mobile device.

FOR MORE INFORMATION:

- <https://check.work/modul1>
- <https://check.work/modul2>
- https://cdn.check.work/assets/pdf/whitepaper_checkwork_modul2.pdf