



| Bildungs- und
Qualifizierungspolitik

Level-Up

**Vocation is more than a Job – It's about
good work and a good life!**





Vocation and Job – is it the same?

➔ Wikipedia:

- Job is an Anglicism, which means a temporary, rather short-term job without special qualifications or an opportunity for individuals to earn income.
- The opposite of job is vocation.
- While the working content and the qualification are essential in the vocation, the job is mostly about earning income.

➔ **Job:**

- Do usually not require any special qualifications
- Mostly with short duration/temporary limited.

➔ **Vocation/Occupation:**

- Permanent, training-requiring activity
- Vocation means: Passion, dedication and conviction



The union concept of vocation

- ➔ **Vocations can be defined as complex bundling of work abilities of persons to enable them to manage and design challenging tasks in specific areas of work**
 - Vocational education is socially regulated (law, professions, vocational training regulations)
 - Vocations are offered on special labor markets.
- ➔ **Vocations describe the potential of individuals to be able to unfold professionally, socially and personally in working life and in society**
- ➔ **Vocations describe structures of social division of labor and cooperation.**
- ➔ **Vocations are changeable and can be realized in different forms.**
- ➔ **From a trade union perspective, the vocation concept is linked to the concept of "good/decent work"**

Vocation of education and work

- Vocationalism sets quality standards for teaching and learning processes
- Vocationalism sets quality standards for good work.
- Description of the benefits of dual training in a presentation by the German Ministry of Education:

Arguments in favour of dual training



Advantages for young people

- Good prospects on the labour market
- Recognized certificate
- Practical orientation
- Payment of an allowance



Arguments in favour of dual training



Advantages for industry

- Secures the skilled labour needed
- Reduces cost of settling-in
- Increases motivation and loyalty to company
- Job-specific qualification
- Productive performance of trainees





Quality standards of vocationalism from a trade union point of view

Vocational Learning:

- ➔ requires a broad professional qualification, provides knowledge, ability to act and enables practical experience,
- ➔ is oriented towards work and business processes and happens through the accomplishment of (job-typical) tasks,
- ➔ is education and social learning,
- ➔ Aims at the reflection and und design of work and learning and career paths,
- ➔ prepares for the professional role, promotes and develops identity,
- ➔ combines experience and science orientation and aims for a special theory-practice relationship,
- ➔ does not exclude anyone.





Vocational Training: a trade unions field of action

➔ Labor policy approach:

- Creating good work, demands on work

➔ Basis for in-company personnel development:

- Careers, Livelong Learning

➔ Labor market approach:

- Stable employability, flexibility and mobility

➔ Socialization theory approach:

- Personality development, becoming an adult

➔ Sociopolitical approach :

- social integration, political maturity, social security



Thinking Occupation on european level – is it possible??

- ➡ Work and business processes as a basis for the training content of vocational education
- ➡ Occupation and personal development as a basis for training
- ➡ European occupations increase mobility for the European labor market – transparency
- ➡ The plurality of educational systems may persist
- ➡ Developing European „core occupations“ in social dialogue?

