

## Name of the Case

# NRW-Talentscouting

## Abstract

**NRW-Talentscouting** is a program, which was initiated by the Westphalian University of Applied Sciences Gelsenkirchen Bocholt Recklinghausen and focusses on supporting pupils individually during their transition from school to vocational training or university and in their future. The approach of this initiative is to support talented young people, especially those who have grown up in a financially or socially weak position or a poorly educated household but perform well at school and in voluntary work. These talented young people are encouraged independent from their parents' income and origin. Approximately 70 Talentscouts from 17 Universities of the federal state North Rhine-Westphalia cooperate with 350 secondary schools to achieve this aim by counseling more than 12.500 pupils.

List of participating schools:

<https://nrw-talentzentrum.de/talentscouting/schule/schulen/>

## Website

<https://nrw-talentzentrum.de/>

<https://www.mkw.nrw/studium/informieren/talentscouting/>

## Contacts (SIKE team)

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## NRW-Talentscouting

### Objectives

NRW-Talentscouting focusses on supporting pupils over the long term on their transition from school to vocational training or university and afterwards. The overall objective is to empower young people, who have the potential but not the courage to participate on the education pathway, which corresponds to their talents. By identifying and supporting talented young people, the NRW-Talentscouting does not only aim at setting impulses for educational justice but also aims at finding talented people, who are urgently needed in the field of sciences, economics and public management.

### Clients, audience

The program addresses talented upper secondary school pupils and aims at supporting their educational development with regard to their professional or academic career. In this context, talented pupils are generally people who have grown up in a financially or socially weak position or a poorly-educated household but perform well at school and in voluntary work. The NRW-Talentscouts aim at supporting pupils individually with focus on their skills and potential.

### Position along the SI Spiral

Between **implementation** and **growing**.

### Relationship with HEI(s) (High Education Institutions)

- The program was initiated in 2011 by the unit 'strategic projects' of the Westphalian University of Applied Sciences Gelsenkirchen Bocholt Recklinghausen. In 2015 NRW-Talentscouting was extended to 7 HEIs in the Ruhr Area. Since autumn 2016 NRW-Talentscouting was extended to 17 partner HEIs in North-Rhine-Westphalia (Hochschule Bochum, Ruhr-Universität Bochum, Technische Universität Dortmund, Fachhochschule Dortmund, Universität Duisburg-Essen, Hochschule Ruhr West, Westfälische Hochschule, Fachhochschule Aachen, Rheinisch-Westfälische Technische Hochschule Aachen, Heinrich-Heine Universität Düsseldorf, Technische Hochschule Köln, Universität zu Köln, Hochschule Ostwestfalen-Lippe - representative for HEI Association Ostwestfalen-Lippe and Universität

Bielefeld, Fachhochschule Bielefeld and Universität Paderborn), which were chosen by a jury. Further the “NRW-Zentrum für Talentförderung” in Gelsenkirchen supports the partner universities due to questions to the composition and implementation of the program. It thereby professionalises the work of the NRW-Talentscouts by a one-year part-time training program and additionally provides advanced trainings for pedagogical professionals and consultants. The “NRW-Zentrum für Talentförderung” is working intensively in education policy positioning of the NRW-Talentscouting and on the extension of the program to the whole federal state of North-Rhine Westphalia. The centre supports partner HEIs in developing and implementing Talentscouting programs. Further tasks are to develop and test new approaches in the field of promoting talents as well as the organisation of events for experts and wider public.

- Due to the fact that the program was founded by the federal state government, there is a high degree of interplay between the HEI, NRW-Talentscouting and secondary schools. Consequently, the outcome for the Westphalian University and the other partner universities is very positive, since the program might secure a new generation of scientists, adjusted to the needs and requirements of the university. On the other hand, the pupils involved in the program benefit as well, due to high standard support into university or working environment.

## Finance model and resources

NRW-Talentscouting is financed by the Ministry of Culture and Science of the federal state North Rhine-Westphalia. The ministry of culture and science provides 6,4 Million Euro yearly until 2020 to the NRW-Talentscouting.

## Methodology

Through the intensive cooperation of schools and HEIs, talented pupils, especially from less privileged families, benefit from the support to their way to apprenticeship or study. The Talentscouts function as integral part in the cooperating schools to foster future key players. They attend actively in vocational school, comprehensive school and secondary school to provide consultations for pupils, who bring above average achievements, even though they have to deal with difficult life situations. Talentscouts encourage talented pupils to develop visions for their future career. They point out different ways of learning and form helpful networks in a continuous way from school to apprenticeship or study over to the job.

Furthermore the NRW-Talentscouts advise about existing scholarships (for example the pupil scholarship program 'RuhrTalente') and support pupils in application procedures.

## Impact and results

The NRW-Talentscouting has been extended in different other projects that are developed in cooperation with various partners. Thus, the different measures such as scholarships are implemented by experts in the respective fields. So far the initiative has gained great importance for the Westphalian University. As a consequence, more and more schools participate and work in close collaboration with the partner universities. The Berlin Social Science Center (WBZ) on behalf of the ministry of culture and sciences of North Rhine-Westphalia evaluates NRW-Talentscouting.

## Overall impact

The project has achieved significant success as a prime example for cooperation between secondary schools and universities. It manages to tackle the education inequality in Germany, since the family background is often decisive when it comes to the question whether or not an adolescent has the chance to attend university. NRW-Talentscouting aims at reducing those inequalities by fostering individuals with a more extensive view on their talents than only by consideration of school grades.

## Images



Picture: Westphalian University of Applied Sciences in Gelsenkirchen.

Source image: <http://www.emscher-lippe.de/veranstaltung/25-jahre-westfaelische-hochschule-in-gelsenkirchen/>

## Other resources

<https://www.stifterverband.org/studienpioniere/gelsenkirchen>