

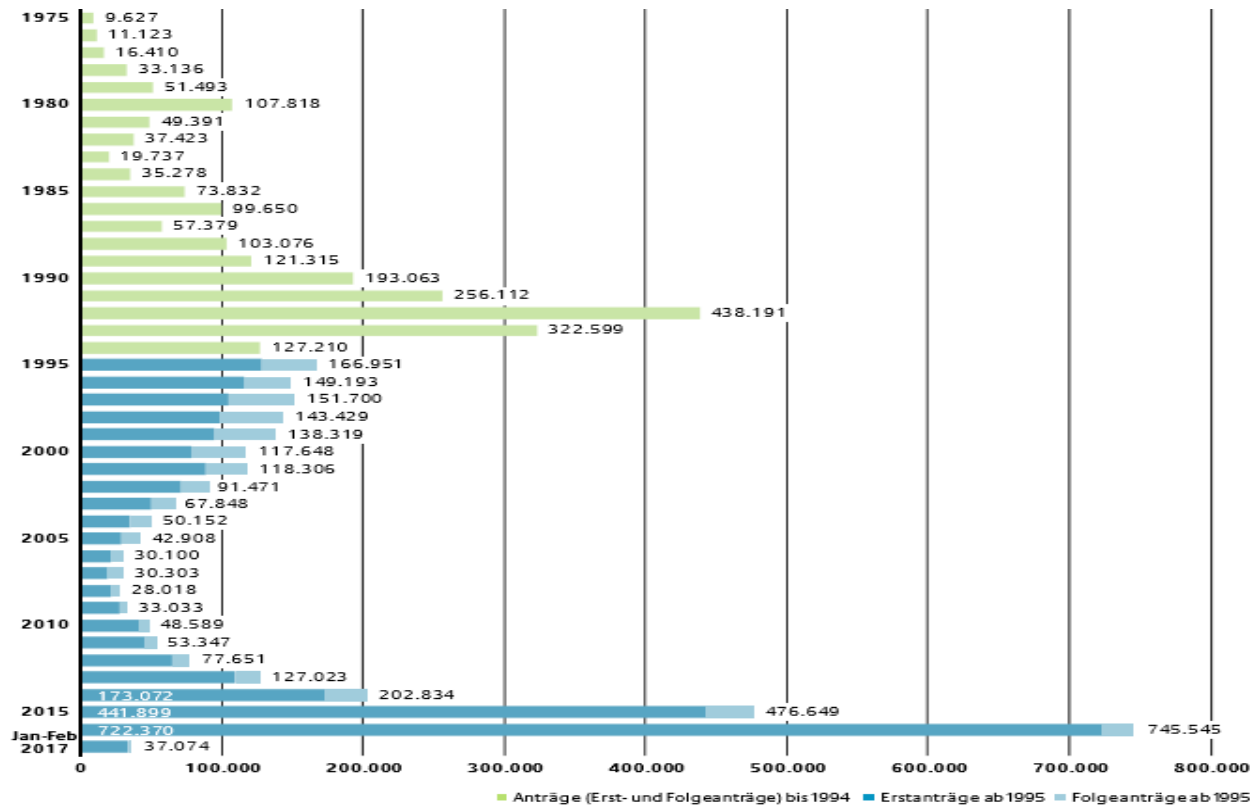


## „The Labour Market Integration of Immigrants in Germany: The Network IQ“

By Johnny Van Hove, Entwicklungsgesellschaft für berufliche Bildung mbH (Agency for the Development of Professional Education, Germany)

At the Conference “Acknowledgment of qualifications and competences of immigrants and refugees”, Fundação Calouste Gulbenkian, 27 March 2017 (Lisbon, Portugal)

## “Immigration Country” Germany\*



About 21% of the overall population has a „migration background“

1/3: from EU; 1/3 European from outside EU; 1/3 from outside Europe

Since 2015: approx. 1.3m persons applied for asylum

\*Source: Sachverständigenrat deutscher Stiftungen für Integration und Migration: „Fakten zur Einwanderung in Deutschland“ (October 2016)/ Federal Office for Migration and Refugees (BAMF), Aktuelle Zahlen zu Asyl (02/2017)

## The Making of an “Immigration Country”

Citizenship Law (2000): birthright citizenship

Green Card Regulations (2000): temporary visas for IT specialists

**Immigration Law (2005): introduction of „integration courses“ (language/orientation)**

Law on the Transposition of EU Directives (2007): broadening of target groups for integration courses; „tolerated“ persons may obtain work authorization

**Recognition Act (2012): legal right to have one’s (foreign) qualifications evaluated and recognized**

Employment Regulation (2013): work authorization for non-EU citizens

**Integration Law (2016): broadening/scaling up of integration courses; authorization of asylum seekers to finish VET (also those „tolerated“)**

## Legal framework for recognition of professional qualifications

### FEDERAL RECOGNITION ACT

- effective since 2012
- applies to about 600 occupations under federal law

#### Improvements:

Legal entitlement to the procedure

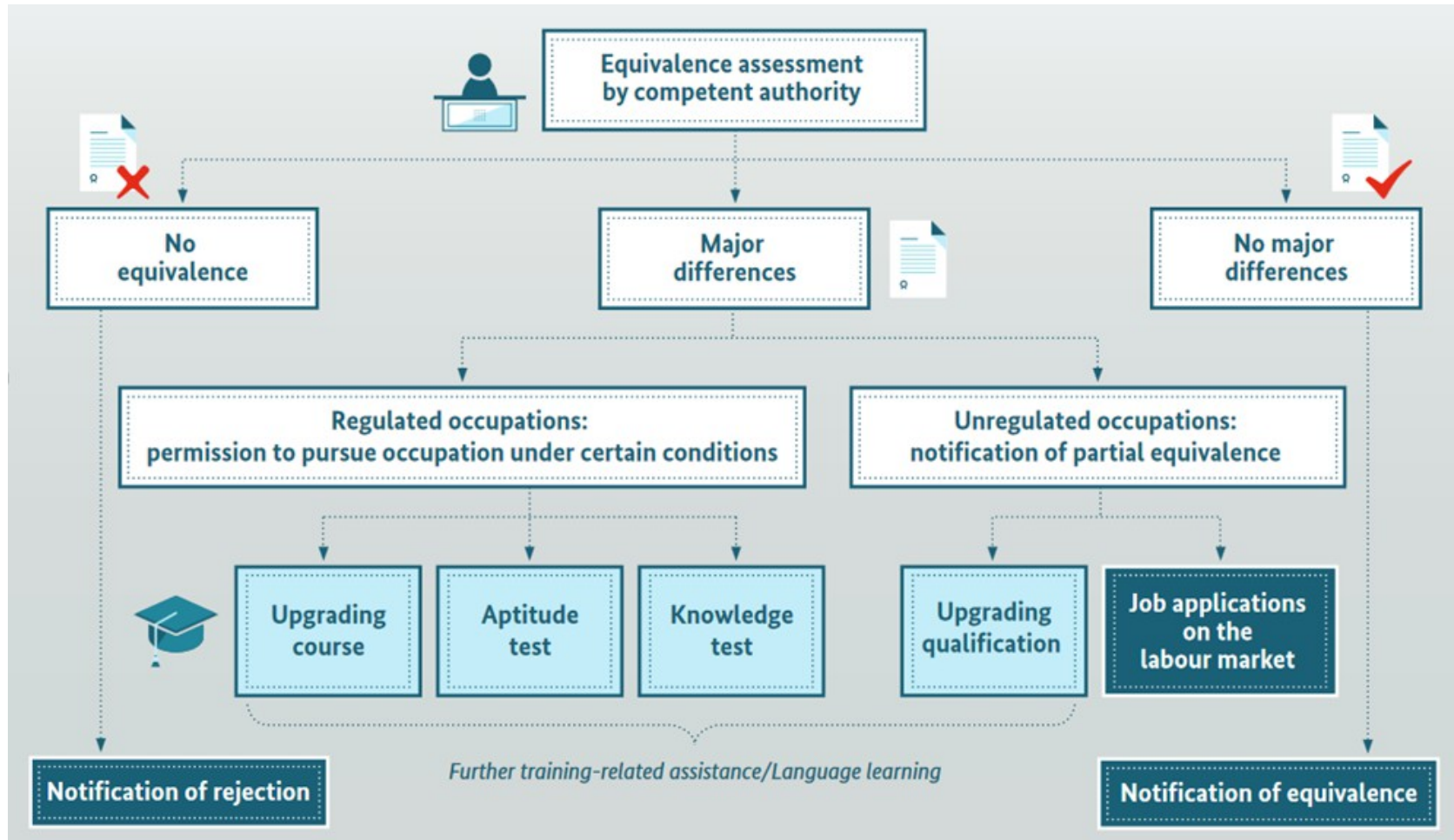
Uniform criteria and procedures

In the event of missing/insufficient documentation: “Qualification analysis”

### FEDERAL STATE RECOGNITION LAWS

- Apply to occupations under federal state law (varying area of application)
- Aligned with the federal government's Recognition Act

## Federal Recognition Act: Recognition procedure



## Anticipating Participation: Projected Profiles of Asylum Seekers:\*

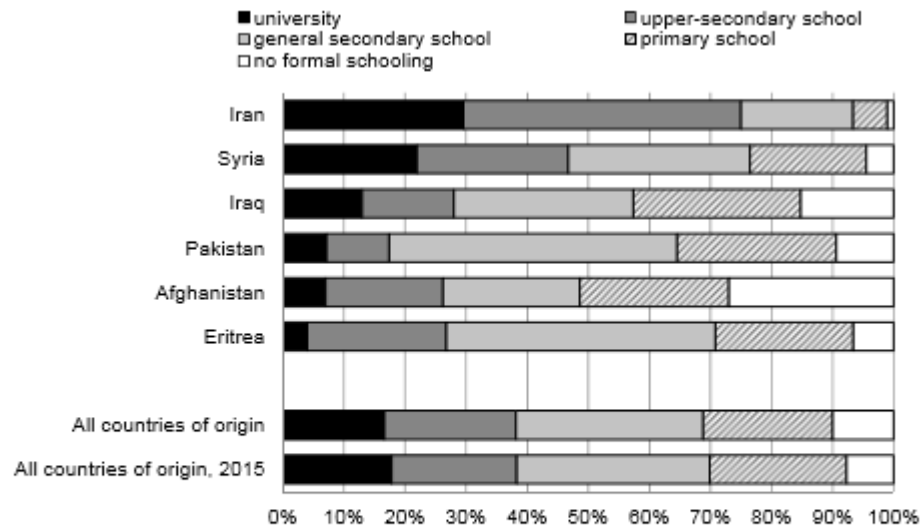
Age: >70 % of the new asylum applicants  
<30 yrs.

About 485.000 asylum seekers are of  
working age

25% of the adults: higher education or  
finished VET

27% of the adults was self-employed; 73%  
has work experience

14% of asylum seekers who entered  
Germany since 2014: currently working  
/doing internships



Note: Non-responses (about 20%) were excluded.

Source: Data from Rich (2016) and Neske and Rich (2016) based on BAMF data.

\* Source: IQ Competence Centre for Immigration: Profile der Neuzuwanderung 2016/ IAB: Kurzbericht 24/2016/ OECD report „Finding Their Way: Labour Market Integration of Refugees in Germany“, March 2017.

## **Basic Response to Influx of Asylum Seekers: Scaling Up Existing Efforts**

Scaling up „integration courses“ for refugees with a long-term perspective (e.g. Syria, Iraq, Iran, Eritrea, Somalia) - 2015: 269 m, 2016: 559 m, 2017: 610 m → 200.000 participants in 2016

Scaling up migration research: e.g. Federal Ministry of Education and Research invests additional 18m (e.g. profiling refugee families; measuring effects on labour markets)

Scaling up „early intervention“ approach for those with a long-term perspective

**Scaling up credential recognition, competence analysis, and bridge training through the „Network IQ“: the „Flagship“ of Labour Market Integration**

## Structure of the Network IQ in the phase 2015-2018

16 regional networks with regional coordination offices

Regional Networks consist of several subprojects that pursue the goals of the Network IQ at the local level

There are about 400 subprojects working throughout Germany within three priority areas





## **Overarching goal and focus areas in the current phase (2015-2018)**

Overarching goal of the Network IQ:

**Improving labour market integration of adults with foreign credentials**

### **Focus Area 1**

**Counselling on the recognition of foreign credentials and on job training**  
(esp. bridge training)

### **Focus Area 2**

**Bridge training in the context of the Recognition Act**  
(in order to obtain a full recognition of foreign credentials)

### **Focus Area 3**

**Development of intercultural competence for labour market stakeholders**  
(including public employment agencies, small and medium enterprises etc.)

## The Network IQ: The General Approach

Sustainability: mobilizing existing network structures/services

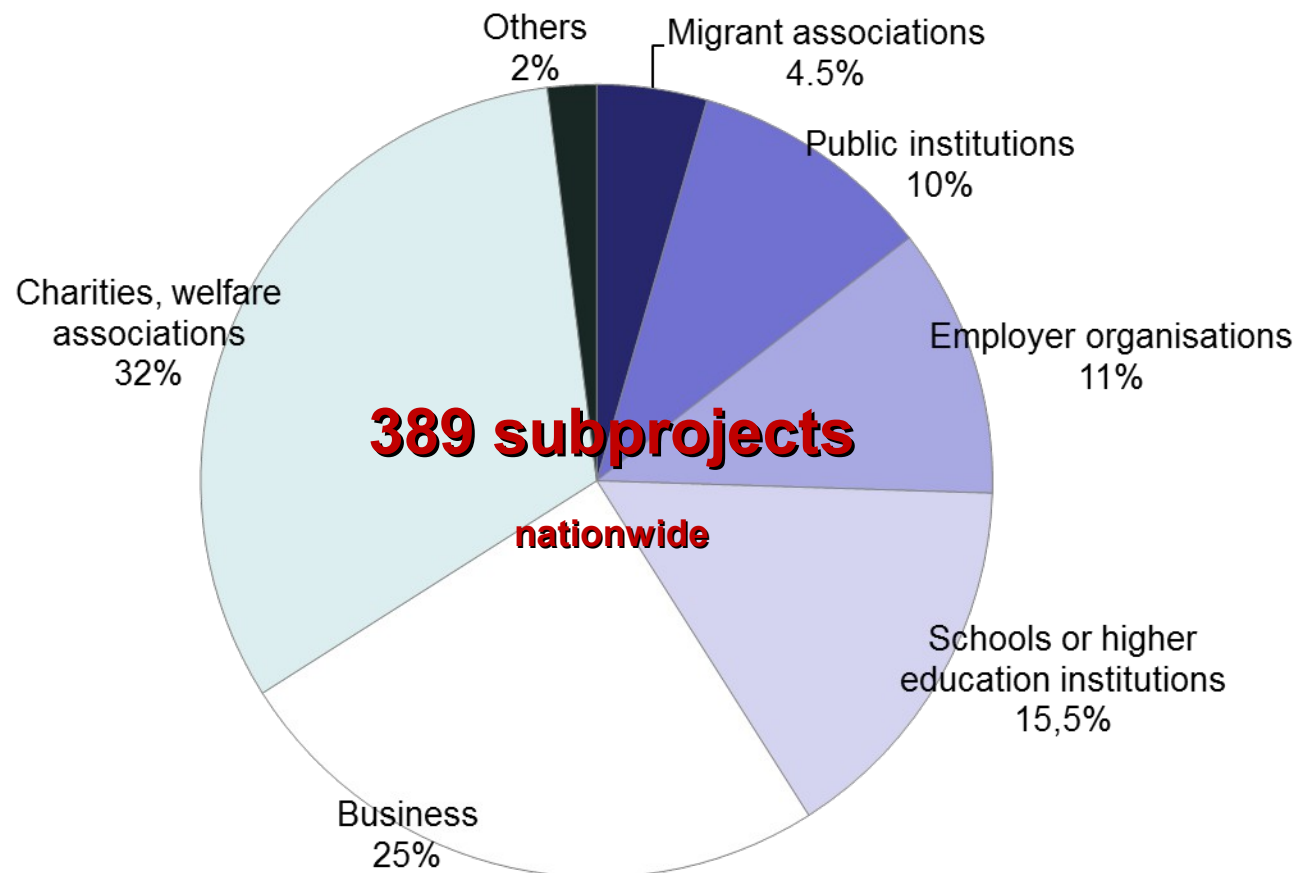
Providing a broad, encompassing service for stakeholders

Multiple projects focus on refugees in particular

Coordination and ongoing reflection/dissemination of information and best practice

Connecting multiple stakeholders (including employers, non-profit organizations)

## Regional Networks: Institutional Diversity (2016)



## Projects for Refugees in the Network IQ: Statistics\*

2016: 123 **counselling centers** were opened for refugees (counselling on credential recognition and job training)

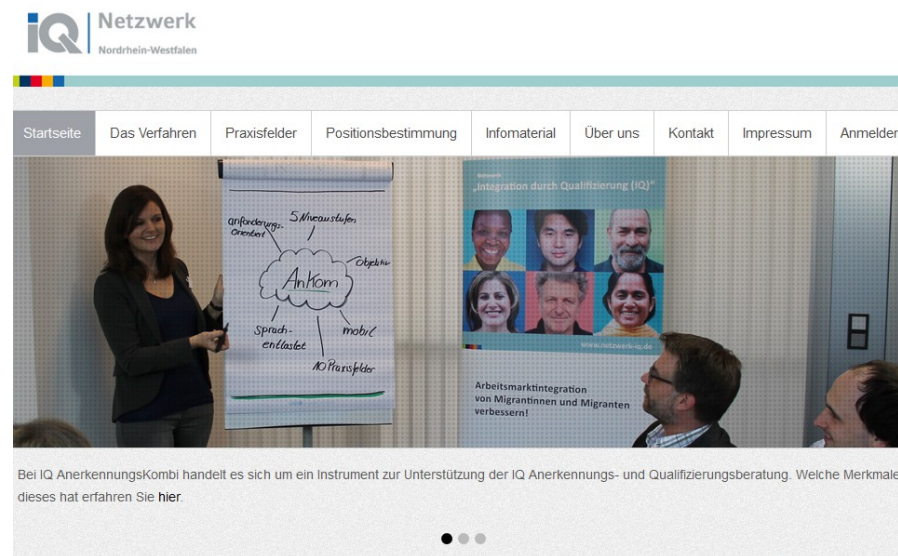
About 70 projects were rolled out that focus on **refugees** specifically

2012-2016: 18.716 **Syrians** (18,1% of sum total) sought counselling on credential recognition, predominantly for the reference profession of doctor, nurse, teacher, engineer; 4413 Syrians (26,4% of sum total) in that same time period participated in bridge training measures within the context of the recognition act

7.999 employees of German jobcenters, employees of businesses, local governments were schooled and consulted in terms of dealing with asylum seekers.

*\*Source: IQ, Report: Zielgruppe Geflüchtete im Förderprogramm IQ 2016*

## Projects for Refugees in the Network IQ: Everyday Practice - IQ Recognition Combo (North Rhine-Westphalia)



- Goal: Mapping the professional skills and competences in a given profession (e.g. nursing, childcare, sales and trading etc.) in order to strengthen the application for credential recognition
- Target group: Immigrants with foreign professional qualifications
- Measures: Skills assessment for 10 VET professions based on a standardized procedure; traditional counselling on credential recognition
- Organizer: The LLC Netzwerk Lippe <http://netzwerk-lippe.de/>

# Thank you for your attention!

More information available at:

[www.netzwerk-iq.de](http://www.netzwerk-iq.de)

Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales und den Europäischen Sozialfonds gefördert.



In Kooperation mit:

