

# Network IQ in figures

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The Network "Integration through Qualification (IQ)" has been working to improve the sustainable and qualified labour market integration of people from a migration background. Target groups include both adults with a migration background living in Germany as well as newly arrived migrants regardless of residency status. The cornerstone of Network IQ's day-to-day work is the development and implementation of advice and training provision for migrants with qualifications acquired abroad. It is engaged in seeking structural change. With its offer of intercultural training and advice provision for job centres, employment offices, municipal administrations and SMEs, the Network IQ seeks to establish a culture of openness and recognition within government administration and business. Following the successful completion of the [first funding round from 2015 to 2018](#) the programme's second funding round began on 1 January 2019 within the ESF's funding phase up to 2022. In a further priority area, since 2019 Network IQ has been supporting regional structures aimed at ensuring efficient labour market integration in relation to securing a skilled workforce. The Network IQ runs around 380 subprojects and is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF).

## INITIAL ADVICE

**28,409**

01-06/19

More than

**170 contact points nationwide**



## ADVICE ON RECOGNITION AND JOBTRAINING

### Nationwide advice for those with foreign qualifications seeking guidance



Network IQ provides a nationwide advisory structure for persons with foreign qualifications seeking guidance. 72 permanent and a further 100 mobile advice centres provide support for individuals with the recognition of their foreign qualifications. If training is needed on the way to full recognition or employment appropriate to one's level of education, advice on job training helps to identify the appropriate

pathway for this. In the first six months of 2019 a total of 28,409 initial advisory sessions were completed. 15,840 of these were advice on recognition and 6,197 were combined advice on recognition and job training. More than 200,000 initial advisory sessions are scheduled for up to the end of 2022.

Fair Integration advisory sessions have been taking place since 2018 in Network IQ in addition to advice on recognition and job training. The role of Fair Integration centres is to offer support and advice on social and employment law issues for refugees and third country nationals. In this respect, issues linked directly to the employment relationship in particular, such as wages, working time, holiday, dismissal and termination, and health insurance have a key role to play. In the first six months of 2019, 1,414 individuals received advice, and information was provided to a further 2,591 as part of 196 group events.



## JOB TRAINING SCHEMES IN THE CONTEXT OF THE RECOGNITION ACT

### Tailored measures for professional integration appropriate to training level



## JOB TRAINING SCHEMES

for groups and individuals

**1,071**

Job training schemes

119 course-based,  
952 individually tailored

**2,404**

participants commencing  
(job training schemes)

**215**

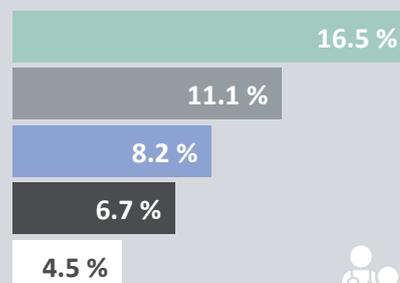
Successful completers\*



\* Source: ZUWES/DATES

Network IQ also offers nationwide tailored training designed to support the implementation of recognition legislation. This training includes, for example, compensatory measures and bridge training. Compensatory measures are frequently required as preparation for assessment and aptitude tests in regulated professions, such as for doctors, so that they can practice their profession without restriction. For academics in non regulated professions such as business specialists, bridge training improves their chances of finding employment appropriate to their level of training. These measures enhance the professional, methodological and German-language competencies of the target group. In the dual professions, bridge training is frequently carried out within companies. In the first six months of 2019, 1,071 job training schemes were started in Network IQ. 11% of these were course-based and 89% were in the form of tailored training. Of the 2,404 individuals who started on a scheme in 2019, 215 individuals have already successfully completed this scheme.

## MOST POPULAR OCCUPATIONS



- Healthcare assistant
- Doctor
- Engineer
- Teacher
- Social education worker, Social worker



## TRAINING EVENTS

Labour market stakeholders

**356** Total 01-06/19  
**4,645** Individuals

Business stakeholders

**238** Total 01-06/19  
**1,537** Individuals



## INTERCULTURAL OPENING

### Provision for labour market and business community stakeholders

The programme supports labour market stakeholders (e.g. employment offices, job centres) and stakeholders in the business community (e.g. companies, associations) with consultations, training and events. During the first six months of 2019, training primarily concerning intercultural competence and anti-discrimination was organised for 261 labour market stakeholders involving 3,231 participants. In addition to this, 95 events predominantly addressing intercultural opening and skilled worker recruitment took place with the involvement of 1,414 individuals. In the 196 advisory sessions provided for this group, the main area of interest was intercultural competence and organisational development. 42 events involving 981 individuals were organised for business stakeholders as well as 196 training sessions involving 556 individuals. Events focused on themes such as intercultural opening and the recruitment of skilled workers, while the focus of the training was on intercultural competence and organisational development. A total of 534 consultations took place for this target group. The majority provided advice on issues such as skilled worker recruitment and intercultural competence.



## REGIONAL SKILLED WORKER NETWORKS - IMMIGRATION

### Provision for companies and skilled workers

The new priority area "Regional skilled worker networks - immigration" promotes regional structures supporting labour market integration in relation to securing a skilled workforce. This sets out to establish and expand networking with participating stakeholders and to better integrate together information and advice provision for companies and skilled workers. This priority area is still under development. Initial projects have been started across the country. To date, 673 individuals have been reached with provision such as advice, training and events.

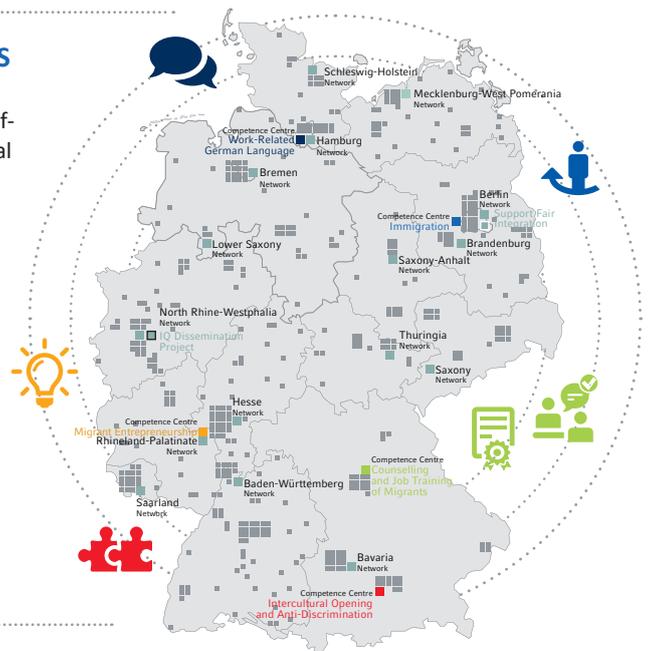


## ACTIVE IN ALL FEDERAL STATES - THE IQ REGIONAL NETWORKS

Nationwide, 16 IQ regional networks have been established through a range of different providers. These regional networks implement the programme in the federal states. Via networking and strategic cooperation with policy-makers, business and public administration, they provide coordinated provision across the country to support labour market integration and the immigration of skilled workers.

## PROFESSIONAL EXPERTISE - THE IQ COMPETENCE CENTRES WITH FIVE PRIORITIES

The experts in the IQ Competence Centres support the regional networks in project work, for example, by developing work-based language learning methods, designing training courses for developing the intercultural awareness of labour, municipal administration and companies, and by ensuring the quality of IQ advice and training. The IQ competence centres use specialist conferences and dialogue forums to involve academic institutions and practitioners.



## COORDINATION AND TRANSFER

The IQ Dissemination Project (IQ DP), supported by the ebb (Agency for the Development of Professional Education) and ZWH - Central Agency for Continuing Vocational Education and Training in the Skilled Crafts, supports the collaboration between the network stakeholders, promotes the transfer of best practice and is responsible for the public relations of the Network IQ. Other partners include the "Diversity Charter" association and the National Training Organization of the German Trade Union Federation (Support Fair Integration).

### Want to know more?

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Information on the latest figures are also available at:  
[www.netzwerk-iq.de](http://www.netzwerk-iq.de)

Sources: All figures relating to the Network IQ services originate from internal surveys from all projects supported on the programme. The data is collected by the IQ Competence Centre for Advice and Job Training / F-bb gGmbH and IQ DP / ebb GmbH. The surveys were conducted from 1.1.2019 to 30.06.2019 with a reference date of 15.7.2019. The number of individuals who have successfully completed a job training scheme was taken from ZUWES/DATES.

The Network "Integration through Qualification (IQ)" is a programme funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF).

In cooperation with: