

Network IQ at a glance

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The goal of the Network "Integration through Qualification (IQ)" is to enable immigrants with degrees and vocational qualifications acquired abroad to gain access to employment appropriate to their level of education in Germany and thus to improve their chances in the labour market. The Network IQ was initiated in 2005 by the German Federal Ministry of Labour and Social Affairs (BMAS).

Network IQ: three priority areas

The cornerstones of practical work in the nationwide Network IQ are the development and implementation of counselling and qualification courses for immigrants. At the same time the Network IQ works towards structural change: By offering intercultural training for job centres, employment agencies and small and medium-sized enterprises, the Network IQ aims to establish a welcoming and recognition culture in the administration and business sectors.

Priority area 1 FUNDED BY THE ESF AND THE FEDERAL GOVERNMENT Counselling on credential recognition and job training	
Priority area 2 FUNDED BY THE ESF AND THE FEDERAL GOVERNMENT Bridge training schemes within the context of the Recognition Act	
Priority area 3 FUNDED BY THE FEDERAL GOVERNMENT Development of intercultural competence and other offers	
Partners in the implementation of all three priority areas Federal Ministry of Education and Research (BMBF) and the German Federal Ministry of Labour and Social Affairs (BA) (BMAS) Federal Ministry of Labour and Social Affairs (ESF) European Social Fund (ESF)	

1. Counselling on credential recognition and job trainings

With **100 counselling centres** and almost 60 mobile counselling offers, the IQ regional networks offer **nationwide counselling services** throughout Germany. At these locations, migrants are informed **free of charge** about recognition of their qualifications obtained abroad and counselled on the possibilities of bridge training and second-chance programmes for reaching full professional recognition.

Counselling on credential recognition and job training 
107,972 Counselling sessions on credential recognition (initial counsellings only)
30,299 Counselling sessions on job training (initial counsellings only)
Period: 1 January 2015 until 31 December 2017

2. Qualification measures within the context of the Recognition Act

IQ training measures help migrants fill in gaps for full professional recognition or provide new building blocks for the desired occupation. The offer includes courses and individual support. This includes,

for example, bridge training for regulated professions in medicine and education to fill knowledge gaps or build the necessary proficiency in the German language. Alternatively, there is refresher training for academics for those lacking the professional, methodical or linguistic knowledge essential for taking up employment. The offers also include preparations for the assessment and aptitude tests in a desired occupation.

Qualification measures* 
723 job training schemes
51 supporting projects
around 14,000 admissions to bridge training schemes
Period: 1 January 2015 until 31 December 2017

3. Development of intercultural competence and other offers

The Network IQ assists the labour administrations and municipal administrations, training and employment institutions, as well as companies with training, counselling and guidance. Topics include, for example, intercultural competence, language-sensitive counselling, credential recognition or the reduction of prejudices and discrimination. The Network IQ works on establishing a welcoming and recognition culture in administration and business with continuing education and consultancy services for companies, businesses, and trade associations.

Development of intercultural competence and other offers 
3,784 trainings in total
51,023 employees and managers in administration and companies
856 Training courses on "basic intercultural awareness with a focus on asylum and forced migration"
12,359 participants
Period: 1 January 2015 until 31 December 2017

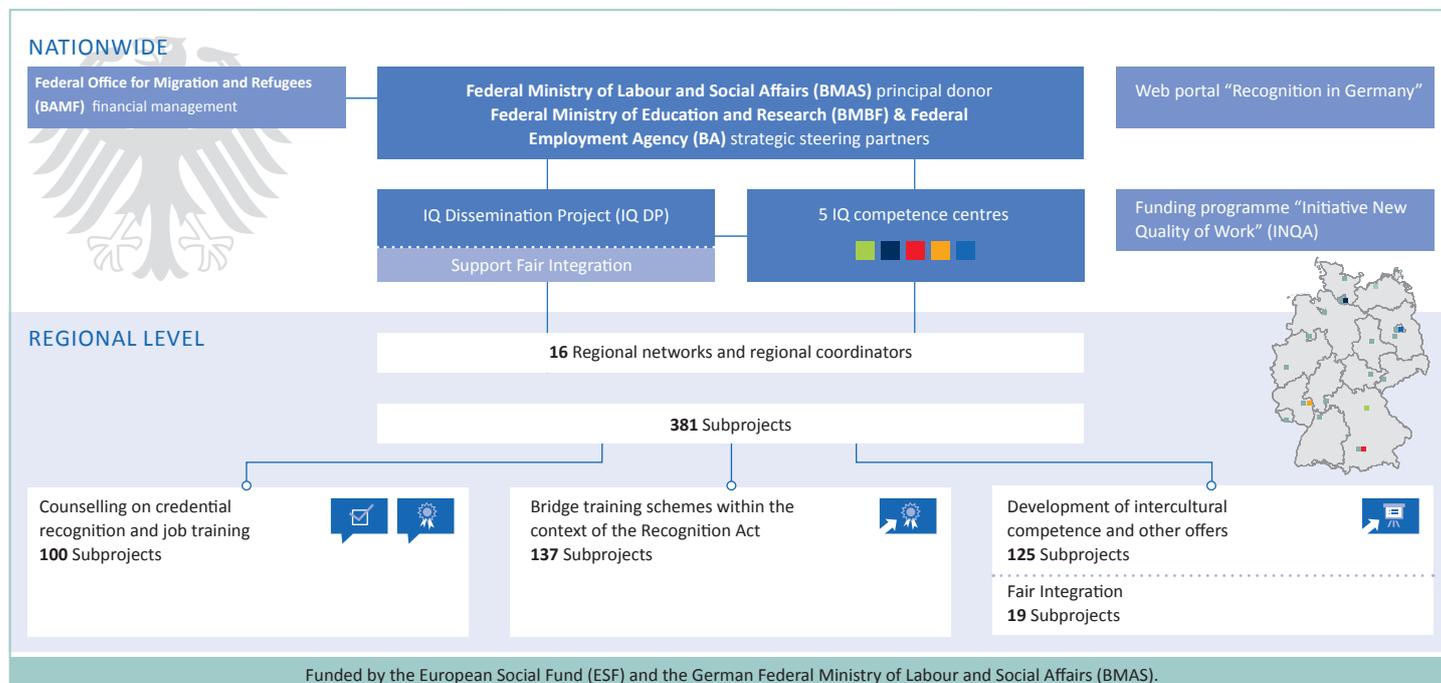
Integration of refugees in the Network IQ

IQ's counselling on recognition and job training and the IQ training schemes are open to refugees and are also free of charge for them.

About 50 subprojects develop specific offers for refugees. For example, they offer analyses for potential and competence assessments, coaching, support, mentoring, career-orientation, and support them on their way to becoming independent. Other subprojects are devoted to the training and deployment of volunteer refugee supporters, or advise companies that offer internships and job training for refugees. Since 2018, projects on "fair integration" offer counselling on social and labour rights issues for refugees.



Network IQ: a federal network structure



Active in all federal states – the IQ regional networks

Nationwide, IQ regional networks have established themselves in a wide variety of implementing organisations. The spectrum ranges from the refugee council in Schleswig-Holstein, and the chamber of skilled crafts in Hamburg to the Berlin Senate and the “Door to Door” integration project in Augsburg.

With **381 individual projects**, the **16 IQ regional networks** offer counselling and job training as well as training courses for administrations and companies. Through networking and strategic cooperation with politics, business and administration, they provide a full range of coordinated support for labour market integration.

Well-founded expertise – The IQ competence centres with five key areas

- Counselling and Job Training
- Work-related German Language
- Intercultural Opening and Anti-Discrimination
- Migrant Entrepreneurship
- Immigration

The experts in the IQ competence centres support the regional networks in the project work, for example by developing professional language learning methods, creating training courses for the intercultural awareness of labour and municipal administration and enterprises, educating trainers for these training sessions, or ensuring the quality of the IQ counselling and qualifications. The IQ competence centres incorporate scientific institutions and practitioners with professional conferences and dialogue forums. With handouts and guidelines, administrations

and enterprises are provided with information and orientations, among other things, on language-sensitive counselling, on labour law questions regarding the recruitment of skilled employees, and the recognition of foreign vocational qualifications.

Coordination and transfer

The IQ Dissemination Project (IQ DP) supports cooperation between the agents of the programme, organizes the transfer of best practices and manages the public relations of the Network IQ. As a subproject of the funding programme the “Charter of Diversity” association is part of the Network IQ, especially as the organizer of the German Diversity Day.

Management and financing

The Federal Ministry of Labour and Social Affairs (BMAS) is the principal donor of the Network IQ. Strategic partners in managing and implementing the programme are the Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA). The Federal Office for Migration and Refugees (BAMF) is responsible for financial programme administration. The Network IQ is funded by the European Social Fund (ESF) and the German Federal Ministry of Labour and Social Affairs (BMAS).

Strategic partners

Important, steering partners of the Network IQ are “Recognition in Germany”, the multilingual portal of the Federal Government for recognition of foreign professional credentials, and the “Initiative New Quality of Work (INQA)”.

*) Source: own surveys from all funded projects of the Network IQ. In addition to participation in the course-based ESF qualification measures in the context of the Recognition Act this total number includes participations in further education courses, language courses, general job coaching and in mentoring measures that are financed exclusively by federal funding.

Do you want to find out more?

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Information and current figures can also be found at:
 www.netzwerk-iq.de