

Network IQ in figures

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Labour market situation of people with a migration background





In Germany, there are 19.3 million people with a migration background.¹⁾ The migration to Germany has increased noticeably in recent years. A successful labour market integration of people with a migration background is not only the key to social integration, but also an economic necessity to counteract demographic development and remain competitive. However, there is a need for action: In the age group of 25 to 65, people with a migration background are still twice as likely to be unemployed as persons without an migration background; they are more likely to work below their qualifications and are usually only marginally employed.

The reasons for the below average economic position of immigrants in the labour market are manifold. The lack of proper formal certifications recognised in Germany is one important reason. Migrants often have informal skills, which do not get the appreciation they deserve and which are not systematically assessed in the strongly formalised German labour market. For people with formal certificates and diplomas, the recognition of vocational skills is an important, in many cases necessary, prerequisite for good labour market integration.

The social status of people with a migration background is often deficient, causing them to encounter barriers, for example in the hiring process. Opening up of society and reduction of institutional and individual discrimination are therefore important tasks of an immigration society.

Successful labour market integration

The Network "Integration through Qualification (IQ)" has been working on the goal of improving the permanent and qualified labour market integration of people with a migration background since 2005. The target group includes adults with a migration background who live in Germany and new immigrants regardless of their residence status. The programme is funded by the German Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF). In the funding phase 2015 - 2018, the programme is implemented with three priority areas:

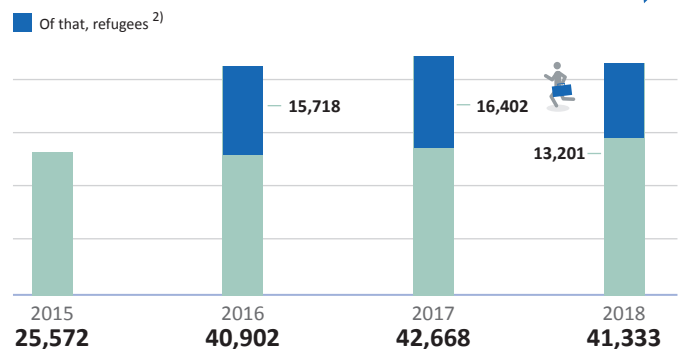
<p>Priority area 1 FUNDED BY THE ESF AND THE FEDERAL GOVERNMENT</p> <p>Counselling on credential recognition and job training</p> <p>110 Subprojects, 7 of which were completed</p>	 
<p>Priority area 2 ESF FUNDED</p> <p>Bridge training schemes within the context of the Recognition Act</p> <p>210 Subprojects, 62 of which were completed</p>	
<p>Priority area 3 FUNDED BY THE FEDERAL GOVERNMENT</p> <p>Development of intercultural competence and other offers</p> <p>171 Subprojects, 27 of which were completed</p>	

Counselling on credential recognition and job training

Network IQ offers clients with foreign certificates a nationwide counselling structure. Over 100 contact points and more than 60 mobile counselling stations advise people on how to obtain recognition for their foreign degrees. If a certification is necessary on the way to full recognition or for employment appropriate to one's level of education, the counselling on job training helps to find the appropriate qualification path.

In the period from 01/01/2015 to 31/12/2018, 194,568 people have used counselling on credential recognition and job training. Many of the clients have certificates and skills in professions that face shortages in Germany, such as physicians, nurses, engineers, and teachers.

Counselling on credential recognition

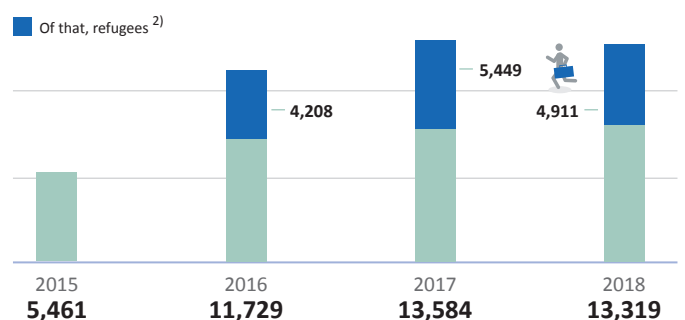


Initial counselling sessions in counselling on credential recognition from 01/01/2015 to 31/12/2018, in 2015, the proportion of refugees cannot be shown.

CONTENTS OF THE COUNSELLING ON CREDENTIAL RECOGNITION:

- Identification of the reference profession
- Clarification of the requirement and the need for recognition
- Support in the application process
- Support during the process

Counselling on job training



Initial counselling sessions in counselling on job training from 01/01/2015 to 31/12/2018; in 2015, the proportion of refugees cannot be shown.

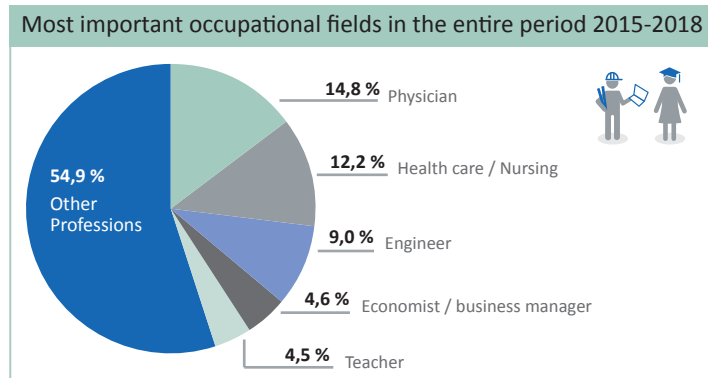
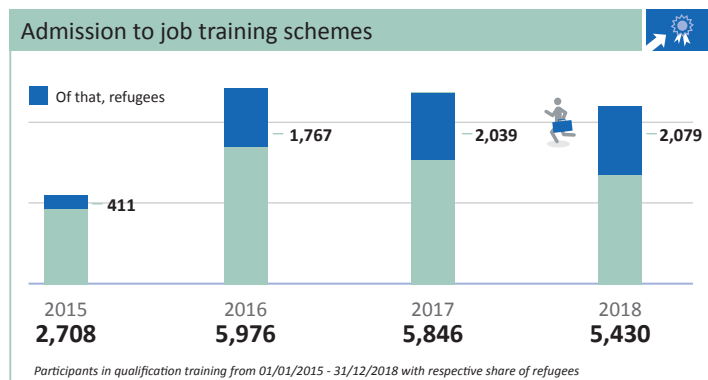
CONTENTS OF THE COUNSELLING ON JOB TRAINING:

- Identification of appropriate training opportunities
- Clarification of admission requirements
- Information on financing

Job training schemes³⁾

Network IQ also offers nationwide tailored training to contribute to the implementation of the recognition legislation. Bridge training is often necessary to prepare for an assessment and aptitude test in regulated professions, such as for physicians, so that they can then pursue the profession without restriction. Bridge training schemes are offered to academics in non-regulated professions, such as business managers in order to expand their professional, methodological, as well as their German language skills and to improve their chances of finding employment that matches their skill level. In the professions of the dual system of vocational education and training, bridge training is frequently carried out within companies.

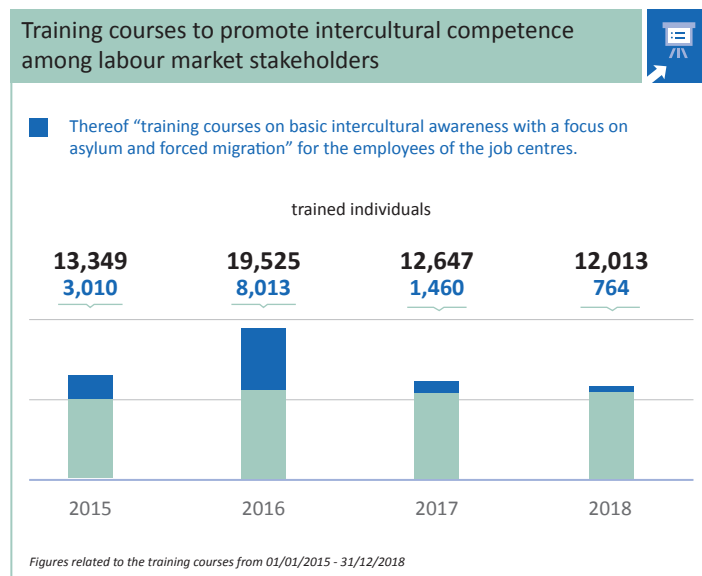
In the period from 01/01/2015 to 31/12/2018, 19,960 people entered an IQ job training project. 4.404 of these persons entered measures financed through federal funds. In 2016, the number has almost doubled compared to the previous year. Many of the offers complement the professional content with work-related German language training. There is a clear focus on health care professions, but also pedagogical and engineering professions as well as professions related to the dual system of vocational education and training.



Intercultural competence development and other offers

The central concern of the third priority area of the funding programme is to build and firmly anchor intercultural competence among labour market stakeholders. Informational events, conferences, training courses, and consultations are intended to highlight the potential of employing immigrants and to reduce stereotypes and discrimination. The funding programme supports labour administrations and municipal administrations, as well as training and employment institutions in regards to topics such as intercultural competence, language-sensitive counselling or the reduction of prejudices and discrimination.

From 01/01/2015 to 31/12/2018, 57,534 people took part in 4.292 training courses and events. Especially in 2015 and 2016, the focus was on one-day training courses on basic intercultural awareness with a focus on asylum and forced migration, which were mainly aimed at the employees of the job centres. 13,247 people were trained as part of this offer.



During the same period, 800 training courses were held for mainly small and medium-sized enterprises and other stakeholders in the business community, dealing primarily with the topics of “welcoming culture” and “intercultural opening” as well as skilled workers and immigration of skilled workers.

The IQ programme has reacted to the refugee migration and, starting in 2016, initiated additional specific offers for counselling, training and skill assessment for the target group refugees.

¹⁾ A person is considered to have a migration background if he or she has at least one parent who does not have German nationality by birth (def. by the Federal Office of Statistics).

²⁾ Persons with residence status under international law, or due to humanitarian or political reasons (§22-26, 104a, 104b of the German Residence Act), temporary residence permit (§55 para 1 of the Asylum Procedure Act) and tolerated stay (§ 60a para 4 of the German Residence Act).

³⁾ Figures on job trainings are based on 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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www.netzwerk-iq.de