



Trainee programme for professional recognition

Bridge training for health care professionals relies on competence-oriented professional integration



IQ | GOOD PRACTICE to the point

Addressees for transfer:

Employers as well as personnel managers from health care institutions, hospital training centres

Trainee programme for health care professionals:

The individualised adaptation measure for health care professionals (nursing specialists, physiotherapists, dieticians, and midwives) is a six-month trainee programme for the full recognition of international professional qualifications in Germany. It features specialist and language-integrated workshops and clinical instructions, accompanying blended learning and close-knit support.

Project:

Bridge training for health care professionals

Implementing organisation:

UKE Academy for Education and Career

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Offer:

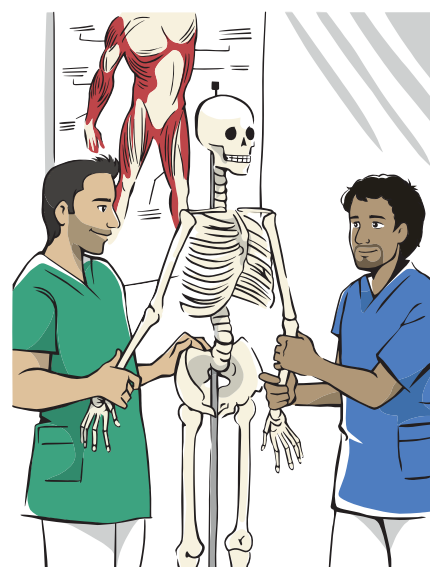
An information flyer on the 'Bridge training for health care professionals' project has been published, which can be downloaded from www.uke.de/organisationsstruktur/zentrale-bereiche/uke-akademie-fuer-bildung-karriere/anpassungsqualifizierungen/apq/index.html. Printed copies of the flyer can be ordered from the responsible contact person, Doris Thömen-Suhr, under the above email address. All IQ good practice examples published so far can be found at www.netzwerk-iq.de.

Starting position/challenge

The goal of the bridge training for health care professions in the context of recognition of foreign professional qualifications is to compensate for the differences in qualifications in order to achieve recognition and/or professional licensing. This way an assessment test can be omitted. The bridge training in Hamburg currently targets nurses, physiotherapists, dieticians, and midwives. The competent authority, the Hamburg Health Department of the Authority for Health and Consumer Protection, assesses the professional qualification from the country of origin and identifies what is still required for equivalence. As a subproject in the Network IQ Hamburg - NOBI, the training centre, the Academy for Education and Career (Akademie für Bildung und Karriere, hereafter ABK) of the University Hospital Hamburg Eppendorf (Universitätsklinikum Hamburg Eppendorf, hereafter UKE), is faced with the challenge of leading the participants through a successful bridge training and thus contributing to the integration into the labour market.

Implementation of the trainee programme

The curricular concepts are compiled by the interdisciplinary project team at the UKE academy in consultation with the authorities and ensure that the participants can be certified to the full equivalence of their professional qualifications after completing the trainee programme. Based on prior professional experience of the participants and their acquired level of knowledge and training, individual measures of competence development are planned as a six-month trainee programme, which can be extended or shortened individually for the participants. A network of clinics of the university hospital as well as external health care facilities as work locations for the practical application of the participants ensures the application



and testing of the learned material as well as the development of a professional job skill. The participants of the modular qualification are trained, supported and coached by interdisciplinary experts as well as a specialist for language development and interculturalism. This specialist not only covers the linguistic interaction between the participants and the patient, but is always in direct contact with the participants of the trainee programme. The perception and acknowledgement of the participants as specialists as well as the individualised conveyance of technical terminology form the basis for strengthening their professional identity.

Summary

All offers are characterised by close monitoring and support, targeted instructions and practical tasks, tailor-made training modules as well as the possibility of integrated linguistic coaching. The target number of participants by the end of 2018 is 150, and by the end of 2016, 67 people participated successfully. Only three percent have aborted bridge training so far.

'The goal was recognition of my degree!'

After the successfully completed trainee programme, Faisal Hamdo is finally working as a physiotherapist again

'When I arrived in Germany, I wanted to get back to work in my old profession as soon as possible,' says Faisal Hamdo. The 27-year-old had studied physiotherapy in Syria and volunteered in various provisional hospitals during the war until 2014. Then he had to flee and came to Hamburg. 'At first I worked in a nursing home. But the desired goal was the recognition of my professional qualification,' says Faisal Hamdo. For recognition of his degree, the Syrian went to the Hamburg Authority for Health and Consumer Protection. They sent him to the passage gGmbH and the Academy for Education and Career (ABK) of the University Hospital Hamburg Eppendorf (UKE), two subproject organisa-



tions in the Network IQ Hamburg - NOBI. At passage gGmbH, he successfully completed his work-related German language course 'Language tests for health care professionals' and was able to demonstrate the necessary language skills. At the ABK, he complet-

ed the trainee programme in the bridge training for health professions within five months and, by the end of 2015, he caught up with the missing specialist knowledge. Thanks to the close networking between the relevant authorities, Faisal Hamdo benefited from the good cooperation between the health authorities and the IQ subprojects. As a recognised specialist, Faisal Hamdo was hired immediately after he completed his internship. In March 2016, he transferred to the UKE and has been working there since then in the intensive care unit. 'I like the close contact to the nursing staff and the doctors. I am very glad to be here and to be able to pursue my profession again.'

Three questions to Doris Thömen-Suhr, Head of the Project 'Bridge Training for Health Care Professions' in the Network IQ Hamburg - NOBI

'Trainee programme ensures professional acculturation'



What is the innovative aspect of the trainee programme for health care professionals?

The innovative aspect of the bridge training for health care professionals lies in its competence-oriented concept, which does not assume a deficit perspective, but is based on the professional identity of the participants and their valuable experiences. The focus is not only on professional qualifications, but rather the trainee programme is an accompanying acculturation process for the participants. More-

over, the integration of specialisation and language is a unique feature. It is demonstrated by the direct inclusion of the language development in the clinical operations or the clinical facility or practice. We are responsible for the project in Hamburg, but we receive inquiries from all over Germany, even from the scientific community. The UKE is a nationwide trendsetter in this form of bridge training.

Is it possible to introduce this job training in other regions?

The developed concepts are not primarily institution-specific, instead they are based on a well-trained, authentically acting project team as well as an appreciative leadership culture within the framework of a learning-oriented organisational structure. In addition to the UKE, there is now a large network of cooperation partners providing the participants with bridge training for health care professions. In addition, the project team is already being asked about the specialist and conceptual exchange of different interested parties.

What can the training programme achieve in the long term?

Especially taking into consideration the shortage of skilled workers, successfully boosting the loyalty of employees is economically relevant. The integration of specialisation and language, which is implemented in the bridge training and is resource and competence oriented and customised towards individual needs, is a structure that supports a proactive, long-term personnel policy for hospitals. The trainee programme as an effective instrument of vocational acculturation thus extends beyond the formal bridge training and can be used as a fundamental medium for professional integration, i.e. also for EU citizens with formal professional recognition.

Imprint

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Network IQ

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