

“Ready-Steady-Go!”

Bridge training for economists with foreign diplomas



IQ | **GOOD PRACTICE** in a nutshell

Addressees for Transfer:
Educational institutions and universities in Germany

Qualification measure
Ready-Steady-Go!:

The four-month qualification scheme is a bridge training scheme to support economists with foreign degrees in finding qualified employment in Germany. Apart from providing Business German as well as refreshing existing knowledge of business in accordance with current standards of the labour market, accounting, commercial law, taxation, business studies and economics are taught. In addition to this, factory tours, application training as well as industry-related training and one-on-one coaching sessions are also offered.

Project:

Ready-Steady-Go! Bridge training for economists with foreign diplomas

Implementing organisation:
berami berufliche Integration e.V.

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Offer:

Please find the flyer of “Ready-Steady-Go!” at www.berami.de/wp-content/uploads/2016/07/160518_IQ_LNWHe_HSP2_WiWiss_flyer_webvorlage.pdf ready to download. All previous published IQ Good Practice examples can be found at www.netzwerk-iq.de.

Starting point/challenge

Economics is among the non-regulated professions in Germany. Therefore, foreign academics do not require any formal professional recognition in order to work in this field in Germany. However, experience shows that it is tough for non-native economists to find an occupation in Germany which complies with their qualifications. Despite having a good command of the German language, applicants often lack the technical terminology and work-related skills that are unique to Germany. Consequently, these people are in part unsure about themselves and lack orientation when looking for a job.

Implementation of the bridge training

The project “Ready-Steady-Go!” of the organisation “berami berufliche Integration e.V.” was started within the Network IQ Hesse in close cooperation and participation with the Frankfurt University of Applied Sciences. The project aims to support non-native economists and to qualify them through bridge training. In this context, the key challenge has been to coordinate the various qualification elements such as language courses, application training, computer literacy and industry-specific training as well as the one-to-one coaching. The curriculum of the four-month training scheme aims to provide the participants with industry-specific knowledge or rather to refresh the latter. Especially the teaching of specialised knowledge such as accounting principles, basics of German commercial law, taxation and economics are crucial. Hence, the participants learn to transfer and apply the specialised knowledge acquired abroad in the German economic context. Furthermore, by acquiring new know-how related to the German economic area, they are able to compensate for various deficits. By learning work and industry related German, participants improve their language skills for the application period and for the profes-



sional context. The special feature of the course is the certification that comes with university Credit Points (ECTS), making the certificate more reputable and thus increasing the graduates’ chances in establishing themselves on the labour market.

Conclusion

“Ready-Steady-Go!” has registered 66 participants (as of October 2017) so far and 99 per cent of them completed the bridge training successfully. 16 persons have already entered into employment suitable to their qualification, others are obtaining further qualifications and are participating in advanced training on SAP for instance. On the one hand, this success is owed to the professional qualification obtained from the participating university but on the other hand to the intensive coaching that accompanies the scheme which is conducted by the project’s implementing organisation. Through the coaching, individual needs and objectives of the participants are strongly focused on and as a result their confidence and self-motivation are developed.

“Regained my self-esteem”

Successful graduates of the bridge training collect further university Credit Points.

“The course has encouraged and strengthened me on a personal level and motivated me to stay strong. The grades I received in the written examinations proved to me that I am talented and that I can, by all means compete with the other [local] economists on the labour market”, a graduate, who now works at an auditing company, speaking enthusiastically about “Ready-Steady-Go!”. There are many reasons to successfully complete the bridge training scheme. The professional training given at the Frankfurt University of Applied Sciences involves completing a Bachelor’s degree and was customised for the target group of non-German economists. The lectures are given by professors as well as by assistant lecturers from the economics and law department.



Upon successful participation at lectures and passed written and oral examinations, the participants receive ECTS Credit Points that are listed together with the grades on the certificate of completion of the bridge training scheme. This makes the certificate more reputable and increases the graduates’ chances of establishing themselves on

the labour market. Within the scope of the course, the participants are learning work and industry related German and attend work-related training courses, job application training courses and one-to-one coaching sessions given by the project’s implementing organisation beramí. Factory tours and visiting job fairs serve to offer exposure to job opportunities in businesses. The creation of professional application documents and practicing job interviews increase the chances of success in the application process significantly and complete the integrated advanced training course. Another graduate summarises her success through “Ready-Steady-Go!”: “Now, I am myself again. I have regained my self-esteem and my self-confidence.”

Three questions to Irina Lagutova, manager of the project “Ready-Steady-Go!” within the Network IQ Hesse

“Opening the doors of universities to foreign graduates”



What aspect of the bridge training can be described as innovative?

The joint implementation of the training scheme with a university, through which a concept tailored specifically to non-German economists has been developed, is what makes it particularly innovative. Specialised knowledge is provided at an academic level and is complemented by the promotion of

Business German as well as by the coaching sessions which take place alongside. We have examined the subject matter and the contents of the examinations on language sensitivity. The participants acquire fundamental skills related to the German labour market in the fields of business administration, economics, accounting, taxation and commercial law. The bridge training scheme is therefore an innovative alternative to pursuing a second, full degree in Germany, an option that is often also considered by the target group, although it requires considerable additional time and costs.

Can the bridge training scheme also be transferred to other contexts?

The concept can easily be implemented nationally and transferred

to further educational institutions and universities. The subject-related content can partially be integrated into the curriculum of economics degrees at an undergraduate level (BA). It is of course necessary for the university to be interested in opening the doors for the target group and that there is a general willingness to cooperate with a non-university educational organisation. We can see ourselves cooperating with more universities in the future.

Which lasting effects could the qualification bring about?

Universities are currently implementing an open-door policy throughout Germany. They develop and try new concepts for courses, which are designed to promote lifelong learning, for instance with a range of certificates. The close cooperation with an educational organisation leads to a sustainable open door policy and a welcoming attitude from the university to the target group (which is of course that of foreign academics) in the area of further education. The curriculum of the bridge training scheme which was designed at the beginning of the project, can be put into practice in a sustainable manner. Consequently, there are less to no development costs when transferring this concept to a new cooperation with other universities.

Imprint

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Network IQ

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