



## “ThAFF Praxisaustausch” event format

An IQ subproject and the Thuringian Agency for Skilled Personnel Marketing (ThAFF) support companies in the area of skilled worker immigration and facilitate company networking with chambers, the Federal Employment Agency, immigration authorities and key organisations



### IQ | GOOD PRACTICE in a nutshell

**Addressees for transfer:**  
Companies

#### **ThAFF Praxisaustausch event format**

The event format is a monthly dialogue with company representatives organised by the IQ subproject provider, the Institut für Berufsbildung und Sozialmanagement gGmbH, in cooperation with the Thuringian Agency for Skilled Personnel Marketing (ThAFF). Besides providing information on all aspects of the Skilled Immigration Act, the meeting is also an opportunity to discuss challenges and work on solutions. This combines focused specialist input with the sharing of ideas and experiences from practice.

#### **Project:**

Regional skilled worker networks – immigration (Thuringia)

#### **Provider:**

Institut für Berufsbildung und Sozialmanagement gGmbH

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#### **Provision:**

More information about the event format is available here: <https://www.ibs-thueringen.de/project/iq-regionale-fachkraeftenetzwerke-einwanderung/> and <https://www.thaff-thueringen.de/veranstaltungen/thaff-praxisaustausch>

All previously published IQ Good Practice examples can be found at [www.netzwerk-iq.de](http://www.netzwerk-iq.de).

#### **Starting point/challenge**

The demand for skilled workers from companies based in Thuringia is high. At the same time there is uncertainty regarding the immigration of foreign skilled workers, particularly concerning the Skilled Immigration Act which entered into force on 1 March 2020. The IQ subproject “Regional skilled worker networks – immigration (Thuringia)” and the Thuringian Agency for Skilled Personnel Marketing (ThAFF) are working closely together to rectify the situation. The plan was to launch an event format focused on the everyday realities for companies and which would generate the knowledge required in a “concise and compact” manner. At the same time, the format also had to be structured in such a way as to create a broad and tailored offer for company representatives from a wide range of different sectors.

#### **Implementation of the ThAFF Praxisaustausch event format**

The demands companies from a wide variety of different sectors place on employees are as diverse as the immigrants themselves. Coming together to share views and ideas enables particularly effective and sustainable solutions to be found and ensures the successful integration of international skilled workers. To support this, a monthly, two-hour practice-based and focussed exchange of views and ideas was started by the above stakeholders in 2019. A different emphasis addressing the integration of international skilled workers in the labour market is chosen for each event. In contrast to a business breakfast, at which companies engage with one another, the ThAFF Praxisaustausch always offers a practically relevant training unit which thoroughly addresses the content covered. To enable effective planning, themes for the most part are determined at the start of the year. Short introductions to the subject matter are followed by a chaired discussion which benefits greatly from the questions asked and the experiences shared.



Insights, results and issues relating to future solutions are then compiled, documented and made available online. Not only has the cooperation between the IQ subproject and the Thuringian Agency proven to be advantageous, but effective networking with chambers, the Federal Employment Agency, immigration authorities, integration officers, projects, key organisations and additional stakeholders in the area of International Skilled Personnel Marketing has also created synergies beneficial to companies based in Thuringia. Business owners are also able to benefit from having their concerns heard at federal state and national level.

#### **Conclusion**

Over the course of 2019, the level of participation by company representatives increased. There is particularly strong representation among the craft trades and the social and healthcare sectors. Increasing numbers of enquiries have been received regarding ThAFF Praxisaustausch format from various regions of Thuringia. In total, around 250 individuals overall have so far benefited from the format.

# “What needs to be applied for?”

Representatives from companies and authorities get together with stakeholders happy to share their expertise

The Praxisaustausch – a dialogue with companies – organised by the Thuringian Agency For Skilled Personnel Marketing (ThAFF) in cooperation with the IQ subproject “Regional skilled worker networks – immigration” has been running since 2019. The duration of around two hours produces a focussed event format addressing SMEs in particular which, generally speaking, do not have their own personnel and legal department. There is particularly strong representation from craft trade businesses and from the social and healthcare sectors. “Among the companies, we have identified across all sectors a demand for advice and information on the employment of migrants and, as a result, have launched a two-hour

discussion format,” explains Kirstin von Graefe, an advisor at ThAFF. “All the knowledge concerning recognition and job training, and all the offers from the Network IQ which companies would otherwise not automatically come into contact with, are on hand at the Praxisaustausch event,” explains



Lena Untertrifaller, project assistant in the IQ subproject “Added value of cooperation”. What do international employees and companies need to bear in mind for successful integration? What needs to be applied for, when, how and to whom? Every month at the ThAFF Praxisaustausch, these and other current issues are discussed, approaches to solutions are developed, and pragmatic implementation processes are set in motion. Representatives of companies and authorities as well as stakeholders happy to share their expertise also attend. Many company representatives are benefiting in this way from the successful concept of combining everyday practical experience with specialist legal information.

Three questions for Adrian Blechschmidt, project contact for the project Regional skilled worker networks – immigration (Thuringia)

## “Straightforward access to specialist information”



### What is innovative about the event format?

The cooperative event format targets companies in all sectors equally. The Praxisaustausch offers a training unit supplemented by a chaired discussion. The event covers content in depth and, above all, is relevant to practice. The event is well regarded, primarily as it provides straightforward access to specialist information. Company representatives can also network directly with the participating stakeholders and therefore make suggestions as to how to optimise processes in the discussion itself.

### Is the format easily transferable?

That's what's good about the Praxisaustausch event format. With a

well-established corporation partner in the region, the format can be used with minimal additional investment in terms of time and personnel. In most cases, only minimal adaptations or additions, in particular of a regional nature, are necessary to achieve this. The subject matter relating to the topic area of the “Integration of immigrants in the labour market” can also be used by other stakeholders such as Chambers, employment agencies or immigration authorities. This also allows further expertise to be included or new processes relevant to practice to be initiated. It is important that the event format is held at central location which is easily accessible for all participants.

### For how long can the format be used?

Besides the transfer of knowledge, the Praxisaustausch also aims to achieve improved communication between individual stakeholders. Needs are expressed, problems are highlighted, contacts are identified and potential solutions are developed. This supports the immigration of skilled workers which is desperately needed in Thuringia and supports the long-term integration of skilled workers in society and work.

#### Publication details

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#### Network IQ

The Network “Integration through Qualification (IQ)” aims to achieve sustainable improvement in the labour market integration of adults with a migration background. The Network “Integration through Qualification (IQ)” is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF). Strategic partners in implementing the programme are the German Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA).

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