



## Energy transition and labour market integration

To counter the skilled workers shortage “Mission Zukunft” trains academically qualified migrants in environmental occupations.



### **IQ | GOOD PRACTICE** in a nutshell

**Addressees for transfer:**  
Education and training service providers, companies

**Bridging measure**  
**Environmental Trades**

The bridging measure provides solutions for the two challenges facing society; energy transition and the labour market integration of migrants trained in environmental technology. Environmental training and tailored placement via individual integration plans create a strong bridge into the labour market. Seven learning areas cover language promotion, the labour market, foundations of environmental technology, pollution prevention, and decentralised energy supply. Participants are supported during the five-month training and then placed in further specialist training courses and/or in environmental technology jobs.

**Project:**

Mission Zukunft (Mission Future): Refresher and second-chance training in the Hamburg skilled crafts – Environmental Trades module

**Provider:**

Centre for Energy, Water and Environmental Technology (ZEWU) of the Hamburg Chamber of Skilled Crafts.

**Project contact partner:**

Haiko Hörnicke  
Zum Handwerkszentrum 1  
21079 Hamburg | 040 35905776  
haiko.hoernicke@elbcampus.de

**Provision:**

More information is available at <https://hamburg.netzwerk-iq.de/projekte/missionzukunft/?missionzukunft>

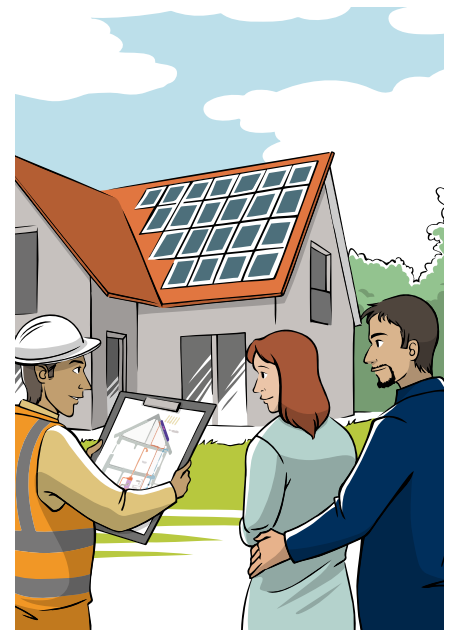
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**Starting point/challenge**

Solar thermal energy, photovoltaics and thermal storage are all some of the crucial technologies needed to ensure a successful shift to sustainable energy in Germany. In these and other environmental fields, however, there is a lack of skilled workers, the demand for which will rise to 250,000 by 2030. This high demand for people with environmental qualifications cannot be covered in the short and medium term by training and study. At the same time, many migrants with environmental technology training are working in temporary jobs well below their qualification level.

**Implementation of the Environmental Trade bridging measure**

In order to counter the shortage of skilled workers, the IQ subproject “Mission Zukunft – Environmental Trades module” provided by the Centre for Energy, Water and Energy Technology (Chamber of Skilled Crafts Hamburg, HWK) prepares academically qualified migrants for work in environmental technology. Building upon their previous experience in technology, the participants are prepared for occupations in environmental trades – ranging from specialist qualifications in building technology, plant engineering, electronics or cold and climate engineering to managing a natural gas plant. The five-month bridging measure is comprised of four pillars: technical German, practical workshop lessons, excursions to places relevant to environmental technology, e.g. energy and water supply, wind turbine farms, solar thermal energy plants, or environmental firms of the skilled crafts, and coaching sessions. In addition to teaching specialist vocabulary in the field of energy technology, relevant work situations are simulated in the HWK workshops and the participants are supported in their learning and the application process, and put in contact with environmental technology firms. By reinforcing individual manage-



ment skills in group and project work the participants are already prepared during the training for future situations in the real world of work. The full-time course has 480 learning units. Individual completion prospects are developed to ensure that labour market integration is successful. With the long-standing knowledge about training and labour market in Hamburg a “bridge” is made to an individual plan for the participants.

**Conclusion**

So far, all 80 participants of the four-module bridging measure have been placed in a qualified job or in higher qualified degrees or training. In addition the project was awarded the Harburg Sustainability Prize in March 2021. The combination of education, ecology, economic aspects and integration was particularly emphasised. Due to the pandemic, the curriculum, teaching methods and the coaching of the bridging measure was changed to a potential blended learning approach so that the lessons and excursions can be carried out virtually.

# “I learn something new every day!”

## The Iranian engineer Soheila Abbasi successfully completed the bridging measure “Environmental Trades”

An electrical and automation engineer, Soheila Abbasi’s integration journey as part of the bridging measure shows that migration can help German society in realising the energy transition. Before she immigrated to Germany, she worked for more than ten years in national and international interdisciplinary projects in Iran. She specialised in the planning, conception and launch of electric large-scale plants as well as the programming of controllers. Due to the political circumstances, she left Iran in 2014, and between 2017 and 2019 took part in the continuing education programme “integral” for refugee engineers of the Hamburg Harburg University of Applied Sciences (TUHH) in order to improve her German language

skills. By participating in the Environmental Trades bridging measure between 2019 and 2020, Soheila Abbasi discovered



various job areas in environmental technology. After successfully completing her work placement she was given a permanent job at HSE Haustechnik GmbH. In-house continuing training is preparing her for the specific requirements of being a planning engineer for electrotechnology. Here she is responsible for planning energy networks, briefing the construction management in the planning documents, creating documents for specific projects, and coordinating the construction processes for e-distribution. “I learn something new every day! I can always ask if I don’t understand something,” says Soheila Abbasi. “I’m very happy that I managed to work in Germany as a specialist and that my qualifications are valued.”

Three questions for Haiko Hörnicke, contact partner and management of project “Mission Zukunft – Modul Umwelthandwerk” in the Hamburg Network IQ

## “Continually improve the current curriculum”



### What is innovative about the refresher training scheme?

The training addresses how to handle renewable energy, which lends it a future-oriented angle. Due to increasing immigration and a growing worldwide energy demand, the training will remain important in the future in terms of supporting both integration and the success of the energy transition. Our participants can also learn skills that they may be able to use if they return to their home countries, since the energy transition is a global task. However, this does not mean that we explicitly support deportation programmes with our work.

### Can the training be transferred to other contexts?

Both current interim results and the curriculum are already shared with environmental centres of the skilled crafts all over

the country. Further, the project is in continual exchange with various labour market integration institutions within specialist events or bilateral meetings in order to continually improve the current curriculum and support interested institutions with implementing our approach. Corresponding flyers on the results and experiences of the project are developed and published for this.

### What can the training achieve over the long term?

With its angle, the project supports the local Agenda 21 in the Hamburg area. The core part of the agenda is a catalogue of seventeen sustainable development goals (SDGs), which are political objectives set by the United Nations. These SDGs are intended to ensure sustainable development on an ecological, social and ecological level worldwide. We are significantly contributing to achieving the goals “quality education”, “affordable and clean energy” and “climate action”.

#### Publication details

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**Authors:** Christiane Tieben-Westkamp (ebb GmbH), Haiko Hörnicke (Hamburg Chamber of Skilled Crafts)

**Redaktion:** Christian Zingel (ebb GmbH)

**Photos/Illustration:** ZEWU/Hamburg-Chamber of Skilled Crafts, Jan-Peter Westermann/IQ project Mission Zukunft, Julia Schlax (RockAByte GmbH)

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#### Network IQ

The Network “Integration through Qualification (IQ)” aims at sustainable improvements in the labour market integration of adults with a migration background. The Network “Integration through Qualification (IQ)” is a programme 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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