

IQ Lower Saxony

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Das Netzwerk IQ wird gefördert durch das Bundesministerium für Arbeit und Soziales, das Bundesministerium für Bildung und Forschung und die Bundesagentur für Arbeit.



Lower Saxony

- 2nd largest German state (Bundesland)
- Hanover
- Population 7,9 Million
- Strong differences between urban and rural regions
- Between large enterprises (VW) and SMEs
- Between economic hotspots and islands

IQ project immigration

- Target group:
 - small companies
 - Hospitals
 - Nursing homes
- Main objectives:
 - Convince small businesses that recruiting from abroad is an option to find skilled workers
 - Support these companies during the recruitment process

IQ project immigration

- General advice and information
- Process
 - Recruiting
 - Language
 - Credential recognition
 - Teambuilding
 - Diversity-training
 - Integration
 - Training plans for further education

Moderation of Stakeholders

- GIZ
- Employment agency
- Recruiting companies
- Companies
- Authorities for credential recognition
- Public Authorities responsible for aliens

Most wanted qualifications:

- We support all qualification levels – restrictions
- Drivers
- Nurses
- Automation technicians
- Gastronomy (cooks, waiters...)

Threads

- Companies are very keen on formal degrees
- German system is not compatible to other systems
- Entrepreneurs are impatient
- Recruiting of skilled workers is expensive

Recruiting

- Brain drain.
- Ethically questionable

Dual vocational training

- 90% of SMEs are small – Backbone of German society
- Youth unemployment: 6.5%
- Core elements:
 - Companies are in the driver seat
 - and design the content
 - duality: learning in the company and at the vocational school:
 - qualified trainers and teachers
 - one organisation that moderates different interests: chamber of commerce
 - national standards

Solution:

- Dual vocational Training is the most important tool for securing the basis of qualified specialists
- Accompany companies through the change
- Promote and support the model of dual vocational training in other countries

Possible benefits of a dual vocational training system:

- Declining youth unemployment
- Better matching for the labour market
- Better qualification level
- Effect on the local economy (apprentices get salary)

Thank you!