IQ Lower Saxony

Peter Grünheid

Bildungswerk der Niedersächsischen Wirtschaft gGmbH
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!