Attracting and integrating skilled migrants:
national and local responses in an increasingly competitive arena

Metropolis Conference, Sydney
30.10.2018
Agenda

- Germany’s Policies & best practice
  - national level
  - local level

- New Zealand’s support for local industry/employers to attract and settle skilled migrants in regions

- Finland - Supporting Immigrants in Higher Education

- Fishbowl Discussion
Germany – The National Perspective

Stana Iliev

Competence Centre for Immigration
Network 'Integration through Qualification'

IQ Network input in Metropolis: www.netzwerk-iq.de/metropolis
The Situation in Germany

- The country is facing the consequences of demographic change

- More than 800,000 jobs are registered as vacant every month 2018 in Germany

- Shortages of experts vary strongly at the regional level

- There is an urgent necessity to promote the mobility of workers

- It must be ensured that professionals choose to settle long term

Source: Statistics of the National Labour Agency. Reported Vacancies. Nuernberg, October 2018
Typology of Migration Flows from Third Countries

- Family reunification: 44.8%
- § 16 Higher Education: 13.6%
- § 17 Vocational Training: 1.3%
- § 17a Abs. 1, 5 Recognition of Foreign Qualifications: 0.2%
- § 18 Abs. 3 Low-skilled Employment: 7.4%
- § 18 Abs. 4 skilled/high-skilled employment: 8.2%
- § 19a Blue Card EU: 3.3%
- International-law, Humanitarian and Political Grounds: 15.3%
- Other Residence Permits: 5.4%
- Residence Permit: 0.5%

Share of Residence Permits Issued by Purpose of Migration Type in 2017
(Source: Federal Office for Migration and Refugees 2018) © Minor
The Situation in Germany

Half of all new regular employees hired in the past 12 months in Germany are foreign workers!!

- approx. 20% are from Eastern European EU Member States
- approx. 13% are Beneficiaries of International Protection
- approx. 20% are from other countries
- approx. 47% are German citizens

Source: Statistics of the National Labour Agency. Migration-Monitor Employment market - Keynumbers (monthly numbers), Nuernberg, September 2018
Labour Force Participation

- Significant differences between immigrant groups
- Different prerequisites and conditions
- Highest employment rates: Non-EU Balkan States (Western Balkan Regulation) and EU citizens (Free Movement)
- Lowest employment rates: nationals from Asian and African countries of origin, considered volatile

Labour Force Participation Rate of Workers by Origin in August 2018
## Level of Skills Utilized in the Work Place

<table>
<thead>
<tr>
<th>Category</th>
<th>Low-Skilled</th>
<th>Medium-Skilled</th>
<th>Specialised</th>
<th>Expert</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>15.9</td>
<td>56.9</td>
<td>13.1</td>
<td>13.5</td>
</tr>
<tr>
<td>German Nationals</td>
<td>13.2</td>
<td>58.2</td>
<td>14.0</td>
<td>14.0</td>
</tr>
<tr>
<td>Foreign Workers</td>
<td>37.2</td>
<td>46.3</td>
<td>6.5</td>
<td>9.7</td>
</tr>
<tr>
<td>EU-East-Enlargement</td>
<td>46.6</td>
<td>44.8</td>
<td>3.9</td>
<td>4.7</td>
</tr>
<tr>
<td>GIPS</td>
<td>30.3</td>
<td>51.9</td>
<td>7.6</td>
<td>9.9</td>
</tr>
<tr>
<td>Non-EU Balkan States</td>
<td>39.4</td>
<td>51.1</td>
<td>4.5</td>
<td>4.7</td>
</tr>
<tr>
<td>Eastern European Third Countries</td>
<td>27.0</td>
<td>43.0</td>
<td>10.5</td>
<td>19.3</td>
</tr>
<tr>
<td>from Asian and African Countries</td>
<td>52.6</td>
<td>35.0</td>
<td>3.3</td>
<td>8.6</td>
</tr>
</tbody>
</table>

*Skill Requirement Level of Workers by Nationality in February 2018 (Source: Federal Employment Agency 2018) © Minor*
The Employment market in Germany

Vocational Education applications by Persons with and without German Citizenship

Vocational Education applications by Persons with and without German Citizenship. Statistics of the National Labour Agency. Migration-Monitor Employment market - Keynumbers (monthly numbers), Nuernberg, September 2018 @Minor
What happened?

A. **National Response**: German immigration law has become one of the most liberal in the EU concerning the employment of (highly) qualified persons.

B. **Regional responses (cities)**: have taken on more responsibilities and become especially pro-active in migration and integration policies.
Immigration Possibilities

- Stay for the purpose of education
- Labour migration
- Job search in Germany
- Facilitated immigration for researchers
- Immigration for humanitarian or political reasons: asylum
- Family reunification
Immigration Legislation

Law on the Control and Limitation of Immigration and the Regulation of the Residence and Integration of Union Citizens and Foreigners

- EU Freedom of Movement Act
- Residence Act
  - Blue Card EU
  - § 17a of the Residence Act
IQ programs that support companies in bringing international professionals into their company

- Training and consultations on the qualification recognition law
- Advice on recruitment foreign skilled workers
- Advice on qualification possibilities for foreign skilled workers
- Mentoring programs
- Intercultural competence development for companies
- Information sessions on recruitment of refugees
- Promotion of women with foreign degrees in companies
Sources


Thank you for your attention!

More information is available on: www.netzwerk-iq.de

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