

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

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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.

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

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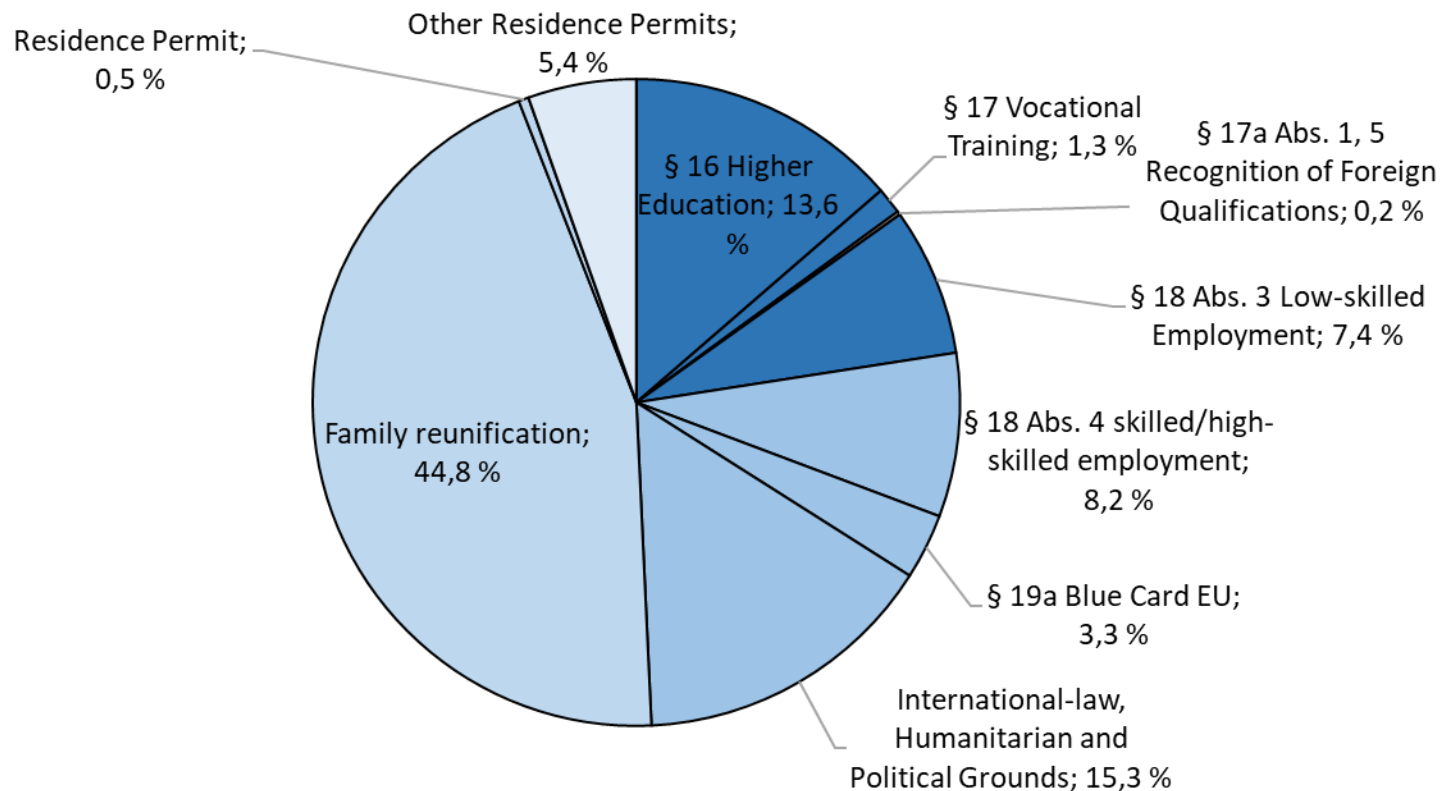
IQ Network input in Metropolis: www.netzwerk-iq.de/metropolis

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 strong at the regional level
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- **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



Share of Residence Permits Issued by Purpose of Migration Type in 2017

(Source: Federal Office for Migration and Refugees 2018) © Minor

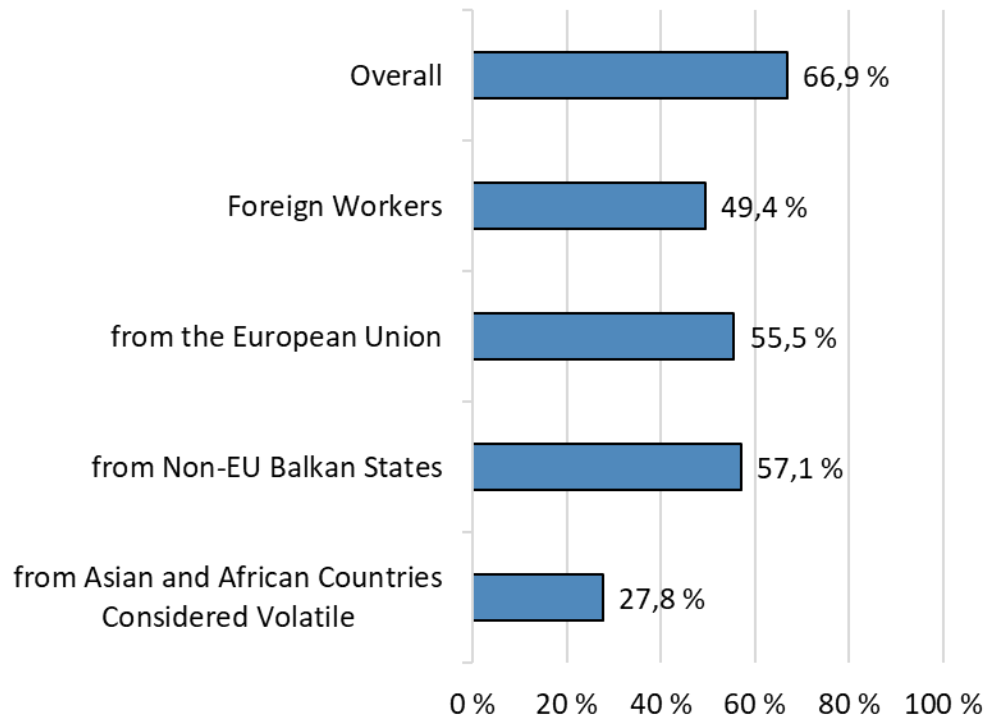
The Situation in Germany

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

(Source: Federal Employment Agency, Institute for Employment Research 2018) © Minor

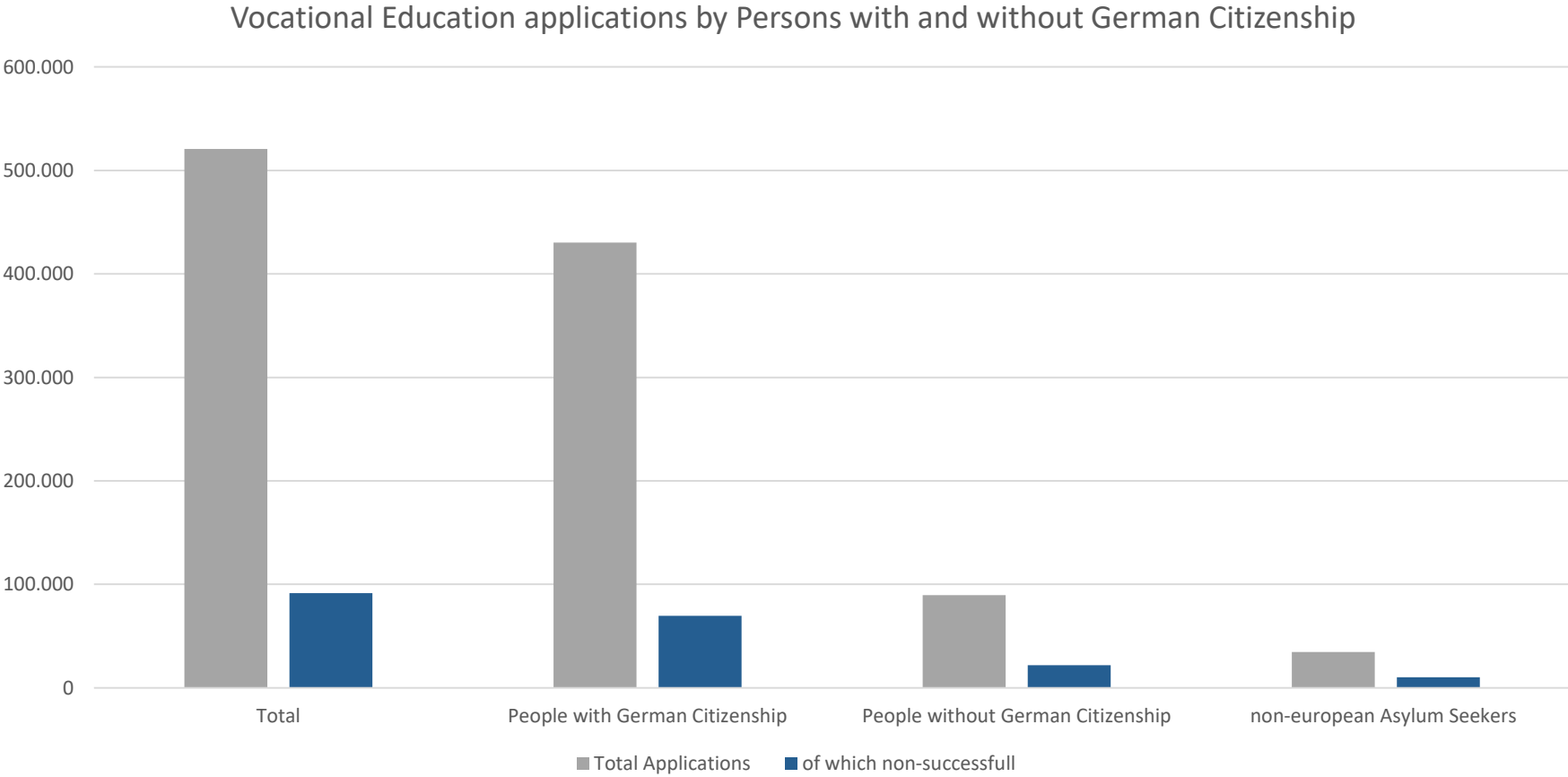
Level of Skills Utilized in the Work Place



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. 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

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Thank you for your attention!

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

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