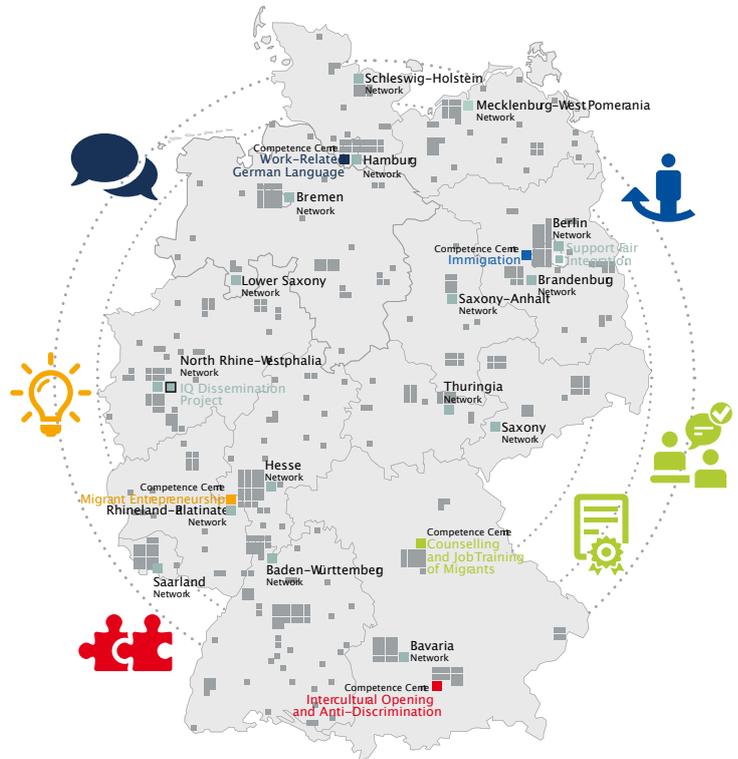


Network IQ: review of 2015–2018 funding round

Version: May 2019

The work of the Network "Integration through Qualification (IQ)" focussed on two key objectives in the 2015–2018 funding round. The programme used advisory sessions and training to support the implementation of the Recognition Act, thus contributing to the wider recognition of foreign qualifications and to qualified migrants finding employment appropriate to their level of education. By means of training and advisory sessions, the programme also aimed to develop the intercultural competencies of labour market stakeholders.

From 2015 to 2018, the Network IQ was active in all 16 federal states. This activity involved 488 practical projects—239 of which were ESF-funded—and five competence centres providing expertise in the areas of advice and training, work-related German language, intercultural opening and anti-discrimination, and migrant entrepreneurship and immigration. The programme also provided national coordination. 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).



RECOGNITION OF FOREIGN VOCATIONAL QUALIFICATIONS—ADVICE



Network IQ services: nation-wide provision of advice on credential recognition and job training

People from a migration background are under-represented on the job market. They are around twice as likely as people without a migration background to be affected by unemployment. As a result, they do not utilize their existing professional potential and are unable to create job opportunities for themselves and increase their levels of income. A key reason for this is the lack of formal qualifications or qualifications which are recognised in Germany. Since 2012, the Recognition Act has guaranteed a legal right for people with foreign qualifications to have their qualifications checked. This legal right has meant an increased need for competent advice covering all aspects of the recognition of foreign vocational qualifications.

Network IQ has created a nationwide structure for the provision of advice and guidance since 2015. As part of this, migrants are provided, free of charge, with information on the recognition of qualifications acquired abroad. Information is provided face-to-face, in writing or over the phone. Migrants are also advised on options for bridge training or second chance qualifications for achieving full vocational recognition.

ADVICE CENTRES

110
projects



56
additional mobile locations

ADVISORY SESSIONS

194,568
initial advisory sessions



150,475
persons given advice on recognition

44,093
persons given advice on job training

354,311
Initial and follow-up advisory sessions

RECOGNITION OF FOREIGN VOCATIONAL QUALIFICATIONS—JOB TRAINING



Services: development of a new field of continuing education and training—job training in the context of the Recognition Act

To achieve full recognition of foreign qualifications, gaps in qualifications often need to be filled by means of courses, practical phases and examinations. The legal right to a recognition procedure means an increased need for customised and language-appropriate training provision supporting the objective of full vocational recognition.

In order to further develop this relatively new field of continuing vocational education, Network IQ developed and implemented numerous exemplary courses and individual support measures between 2015 and 2018. These include, for example, refresher training for regulated medical and educational professions which fill in subject-specific gaps or deliver the necessary German-language skills, as well as job training for academics who still lack the technical, methodological or language skills required for starting employment. IQ job training paves the way to full recognition of existing qualifications and integration in the labour market in line appropriate to one's educational level. Job training often takes the approach of "integrated professional language learning (IFSL)". Developed within Network IQ, ISFL combines professional and language education in an innovative way.

JOB TRAINING

210

job training projects financed by ESF funding

15,556

participants (admissions), financed by ESF funding

9,632

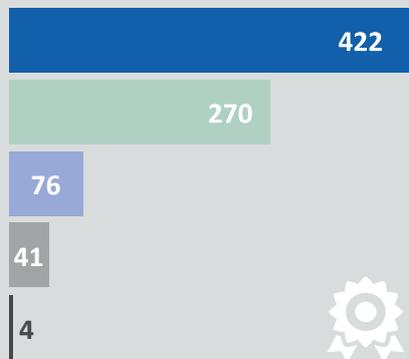
persons have already achieved full equivalence or meet the requirements for entering the job market at a level appropriate to their qualification

813

job training schemes for groups and individuals



JOB TRAINING SCHEMES

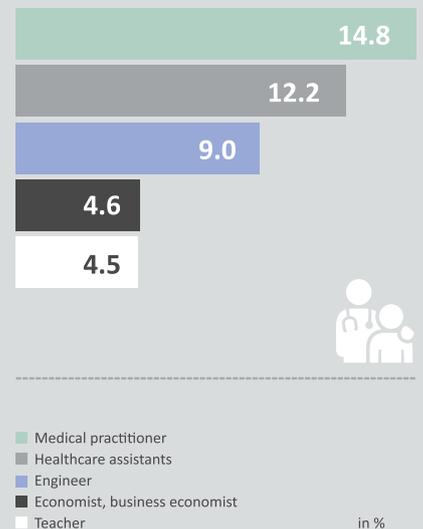


Modules:

- Regulated professions
- Bridging measures for academics
- Measures which make use of more than one module
- Dual occupations
- Preparation for the external examination



MAIN OCCUPATIONS



in %

INTERCULTURAL OPENING IN LABOUR ADMINISTRATIONS



Services: training and advice on developing intercultural competence

The population of Germany is more diverse than ever. People from a wide range of cultural contexts are seeking help with their integration in the labour market. The consolidation of the intercultural competence of all employees in labour administration is therefore essential, in particular for those working in employment agencies and job centres.

For humanitarian reasons Germany also welcomed more people than ever before during 2015 and 2016. For all labour market stakeholders, and first and foremost for skilled workers in job centres, this change to their client base has resulted in new requirements as regards advice and placement.

Network IQ has supported job centres, employment agencies and municipalities in developing intercultural competence.

The programme has also provided extensive training and advice to employees and managers covering themes such as intercultural competence, language-sensitive advice, vocational recognition as well as advice on reducing prejudice and discrimination. The one-day training on basic intercultural awareness focusing on asylum and refugees was a key priority in 2015/2016. This was primarily aimed at job centre employees. Network IQ organised training and developed curricula as well as training materials on the topic of intercultural competence.

TRAINING/ADVISORY SESSIONS

4,038

training sessions with 54,210 participants

917

training sessions on "Basic intercultural awareness of asylum and refugees" with 13,247 participants

663

advisory sessions in organisations with 2,608 participants

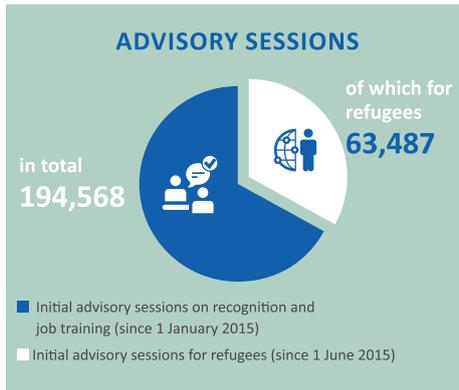


LABOUR MARKET INTEGRATION OF REFUGEES

Services: expansion of advice and job training, specific provision for refugees

In 2015 and 2016, Germany welcomed a large number of refugees—according to information from the Federal Ministry of the Interior, around 890,000 newly arrived refugees were registered in 2015 alone. They needed guidance on the job market and on the German vocational education and training system, and they needed assistance with general vocational skills including language proficiency and support with professional integration. In view of the high number of refugees without any professional qualifications at all, support provision involving holistic concepts which highlighted integration pathways into the job market became a necessity.

In order to prepare refugees for the labour market, Network IQ has significantly increased its provision in terms of advice on the recognition of foreign vocational qualifications. In addition, around 50 projects have also developed specific provision for refugees without formal vocational qualifications. These projects, for example, offered potential analyses and competence assessment, coaching, support and mentoring, vocational orientation and support for refugees on their path to self-employment.



FAIR INTEGRATION OF REFUGEES

Services: setting up and piloting a national advice network

Refugees often initially find employment in agency work, in the cleaning sector, in guard and security services, and in the catering sector. The reason these sectors provide good opportunities to enter the job market is also due to the relatively high rates of labour turnover. The danger of employment in sectors with a high labour turnover, however, is that refugees find themselves working in precarious working conditions and are therefore at particular risk of exploitation and violation of their rights under employment and social law.

Only those who are aware of their working conditions in Germany and are informed regarding their rights and obligations in employment relationships are able to take action to prevent exploitation at work. In order to support refugees in this respect, the new programme "Fair Integration" was added to Network IQ over the course of 2017. From the end of 2017 this was piloted locally in stages and implemented mainly by organisations with close links to trade unions. Since mid-2018, "Fair Integration" advice centres have been active in all federal states.



INTEGRATION IN COMPANIES

Services: advisory sessions and training on intercultural competence and migrant entrepreneurship



The recruitment and retention of skilled workers is increasingly challenging for companies. The shortage of skilled workers in certain sectors and in regional markets is already a reality and is likely to extend in future into further occupational areas. Businesses are indicating a need for support in the recruitment of international skilled workers and in the integration of migrants in companies. Small and medium-sized enterprises (SMEs) in particular frequently require support in this regard in the form of expertise and intercultural competence. Migrant entrepreneurship also makes a major contribution to Germany's economic growth. More than half of the newly created businesses each year are founded by people with a migration background. It is important to support this driver of growth.

Network IQ has supported companies, businesses and business associations in meeting these challenges with further training and advisory provision relating to intercultural competence and a culture of openness. Key themes addressed included personnel search and induction with a focus on diversity, and the removal of prejudice and discrimination in the business.

For people with a migration background, IQ advisers have conducted numerous initial and follow-up advisory sessions on the company formation process and have assisted in the preparation of business plans, finance concepts and in the search for investors. Network IQ uses handouts, tools, the website "Wir gründen in Deutschland" ["We start up in Germany"] and company consolidation to support individuals seeking to set up a business in Germany.

TRAINING

800
training session for companies
with **9,535** participants



ADVISORY SESSIONS

2,323
advisory sessions for companies
with **4,695** participants



WORK-RELATED GERMAN LANGUAGE



Services: development of vocational language learning

Besides vocational qualifications, strong competencies in German as a second language are an important requirement for successful integration in the labour market. Supportive language training provision is frequently needed for integration in companies at a local level. Technical teaching staff need additional competencies for training non-native speakers in a "language-sensitive" manner. On the other hand, German-as-a-second-language (DaZ) teachers need training in the area of language teaching in a vocational context. Network IQ faced new challenges and requirements as a result of revision to German language support by the "Regulation for vocational German language support" (DeuFöV). Among other things, this focusses on preparing DaZ teachers for the new requirements.

A priority for Network IQ were the job training schemes in the context of the Recognition Act. In some cases, these were also combined with the requirement to achieve a specific level of German language competency (for example in nursing occupations) or to adapt language skills to occupational requirements. In practice it was evident that learning processes on these training courses needed to combine professional and language learning. Furthermore, the structuring of learning processes also needs to be individualized in order to address the requirements, experiences, needs and objectives of learners. In the period from 2015 to 2018, appropriate further training formats were therefore developed for various target groups. These formats evolved in a range of IQ regional networks and in the IQ Competence Centre for Work-Related German Language in cooperation with universities, subproject providers and companies. They are continually being developed and adapted to current requirements.

FURTHER TRAINING

254
further training
sessions



FURTHER TRAINING

3,324
Persons with completed
further training



NETWORK IQ 2019–2022

Information concerning the main focus of work of Network IQ in the ESF funding round 2019–2022 is available at www.netzwerk-iq.de. Current information concerning Network IQ services in the current ESF funding round is available in the fact sheet "Network IQ in figures".

Sources: Figures relating to the Network IQ services originate from internal surveys from all projects supported on the programme. The data is collected by the IQ Competence Centre for Advice and Job Training of Migrants / f-bb gGmbH and IQ DP / ebb GmbH. Unless otherwise stated the surveys were conducted from 1.1.2015 to 31.12.2018. The number of persons who have achieved full equivalence or the requirements to enter the job market at a level appropriate to their qualification is taken from ZUWES/DATES.