

THE NETWORK IQ'S OFFERS IN HEALTHCARE

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DEMAND FOR SKILLED WORKERS IN HEALTHCARE

A growing number of people with foreign nationalities are coming to Germany to work in the healthcare sector. The reason for this is the increasing demand for skilled workers in the health sector. Staff shortages already exist and will be further exacerbated by demographic change. Estimates from the healthcare sector alone show that by 2035 around 150,000 additional healthcare workers will be needed in Germany. Despite the 200,000 foreign healthcare workers working in Germany, with the majority coming from non-EU countries – three times as many as in 2013 – the situation is critical. Given these circumstances, the importance of integrating people with foreign qualifications in healthcare professions in the German labour market becomes clear. Additional workforce is needed to ensure an improved response to the growing demand of skilled workers.

RECOGNITION OF FOREIGN PROFESSIONAL QUALIFICATIONS

The prerequisite for being able to work in Germany in a healthcare occupation regulated at federal level is a recognised qualification. In order for a foreign qualification to be recognised, it must be equivalent to the German qualification. If there are substantial differences between the foreign qualification and the German qualification, these can be compensated for in various ways, e.g. by means of an adaptation period or by taking a knowledge test. In 2020, the general nurse, paediatric nurse and geriatric nurse training courses in Germany were merged together into a single occupational profile of "general nurse". As in previous years, around two thirds (31,400) of all recognised vocational qualifications in 2021 were in the field of medical health professions. In 2020, the general nurse, paediatric nurse and geriatric nurse training courses in Germany were merged together into a single occupational profile of "general nurse". In 2021, the recognition of corresponding foreign qualifications took place predominantly in the occupation of the former general nurse profession (16,000), that was to be replaced, but 900 recognitions took place according to the "new" merged general nurse occupation. In the phased-out occupation paediatric nurse, 700 qualifications were still recognised, and in the occupation of geriatric nurse, 100 qualifications were still recognised. The list of the most frequently recognised occupations has not changed in 2021 compared to the previous year: It continues to be led by the occupation "general nurse" with 16,000 recognitions, followed by "doctor of medicine" with 8,200 recognitions as well as the occupations "engineer" with 2,200, "teacher" with 1,700 and "nursery school teacher" with 1,300 recognitions, which are regulated on the federal-state level.

MOST POPULAR RECOGNISED OCCUPATIONS 2020 AND 2021

	2020	2021
General nurse	15,500	16,000
Doctor of medicine	7,600	8,200
Engineer	2,500	2,200
Teacher	2,100	1,700
Nursery school teacher	1,200	1,300

Source: Federal Statistical Office 2022

IQ OFFERS FOR SKILLED WORKERS IN HEALTHCARE

Throughout Germany, the Network IQ offers free-of-charge **advice on job recognition and job training** to persons seeking help who have a foreign qualification in healthcare. This advice is provided in more than **70 permanent advice centres** and a further **100 mobile advice centres**. IQ advisers offer advice on the chances of gaining professional recognition, they provide help and support with making the application and assist in finding the appropriate IQ job training. From 01.01.2019 to 30.06.2022 alone, 46,663 advisory sessions¹ were carried out in the reference occupations of doctor of medicine, physiotherapist and in both the previous general nurse and in the "new" merged general nurse occupation. In the above-mentioned period, doctors of medicine with 23,338 counselling sessions and general nurses with 15,856 counselling sessions were the most sought-after reference occupations in the IQ advice service in relation to the health care professions (see adjacent graphic).

IQ ADVISORY SESSIONS IN THE TOP 4 HEALTHCARE OCCUPATIONS 01/19–06/22

23,338 (50.0 %)

Doctor of medicine

15,856 (34.9 %)

General nurse
(previous version)

46,663
total

5,580 (12.0 %)

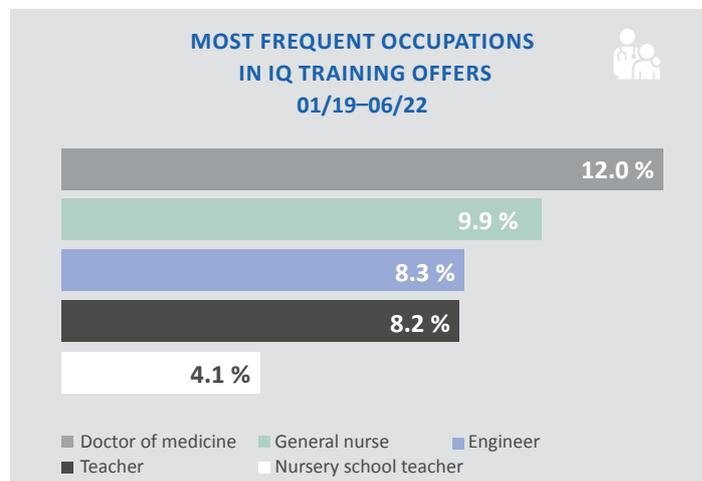
Physiotherapist

2,067 (4.4 %)

General nurse
(new version)

¹ The number of advisory sessions includes initial and follow-up advisory sessions.

In the context of the recognition of academic and non-academic healthcare occupations, training offers in the form of courses or as individually tailored training support are available by more than 40 IQ projects throughout Germany. The purpose of these training offers is to help participants gain full recognition of foreign qualifications. These offers include refresher training and preparation courses for the knowledge test or aptitude test for the occupations of doctor of medicine, pharmacist, general nurse and physiotherapist as well as individual training support which is tailored to the individual training requirements of participants. In the period from January 2019 to June 2022, the most frequently represented reference occupations in the IQ training offers were the occupations of doctor of medicine, on 1,895 occasions and general nurse, on 1,559 occasions. Many of the qualification offers in healthcare which were developed by IQ stakeholders on a pilot basis were transferred to the employment agency's routine funding.



IQ OFFERS FOR EMPLOYERS IN HEALTHCARE

The network also provides **training and advice offers on intercultural opening** for employers in the health sector. These offers are aimed at developing intercultural competence and promoting company-based strategies for the employment of international skilled workers. For example, the following were developed specifically for healthcare and can also be used outside the Network IQ: a training concept supporting a culture of openness and recognition across different cultures in residential healthcare and nursing organisations, a language learning app for the nursing profession which can be used as a support at work, and an online module on communication in care work and in the hospital.

By having now set up 46 subprojects throughout Germany in the priority area of **Regional skilled worker networks – immigration**, IQ is supporting the implementation of the Skilled Immigration Act which entered into force on 1 March 2020. It advises employers on skilled worker immigration processes and offers assistance in integration management to support the retention of international skilled workers over the long term. In this respect, the health sector is also a key area.

IQ COOPERATION IN HEALTHCARE

Cooperation with the German Agency for Healthcare Professionals

“INGA Pflege” – the new national compensation measure in Germany to support international healthcare skilled workers – is to accelerate the recognition procedure for skilled workers in healthcare. The concept was developed by the Research & Liaison Office for “Social Integration and Migration (GIM)” at the Saarland University of Applied Sciences (HTW). The client is the Federal Ministry of Health (BMG). The Federal Ministry of Health and the Federal Ministry of Labour and Social Affairs (BMAS) agreed on the cooperation with the Network IQ to the effect that IQ will initially act on a pilot basis in a preparatory and operational role in selected federal states. These regional networks assisted, for example, in the search for appropriate regional training offers and are supporting the training.

“Specialized!” programme

The programme “Specialized! – Rekrutierung, Vermittlung und Qualifizierung von Humanmediziner*innen aus Mexiko und Jordanien” [Specialized! – Recruitment, Placement and Training of Human Medicine Practitioners from Mexico and Jordan] recruits medical practitioners and helps them with the recognition of their qualifications in Germany and in finding employment. The programme was initiated by the Federal Employment Agency (BA) and is being implemented by the Centre for International Migration and Development in the Federal Employment Agency with support from BMAS, the Federal Ministry of Education and Research; and the Federal Foreign Office. The regional IQ networks of Baden-Württemberg, Bavaria, Brandenburg, Mecklenburg-Western Pomerania, North Rhine-Westphalia, Rhineland-Palatinate, Saarland and Saxony-Anhalt are cooperation partners. Here IQ supports the “Specialized!” programme with advice on recognition and job training and via appropriate training offers.

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(sources in German, retrieved on 21.09.2022)

Want to know more?

Regina Kahle
regina.kahle@ebb-bildung.de

Tel. +49 (221) 932981 24
www.ebb-bildung.de

Information on the latest figures is also available at:
www.netzwerk-iq.de

All figures relating to the Network IQ services originate from internal surveys from all projects supported by the programme. The IQ Competence Centre for Advisory Services and Job Training of Migrants / f-bb gGmbH compiles data on advice and training offers. The data was collected from 01.01.2019 to 30.06.2022 (reference date of data set 15.07.2021).

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In cooperation with:

