

# Results of the IQ funding programme 2019-2022

Version: December 2022

In its second funding round within the ESF funding period from 2019 to 2022, the "Integration through Qualification (IQ)" funding programme continued to focus on improving the sustainable and qualified labour market integration of people with a migrant background. The target group included both adults with a migration background living in Germany as well as newly arrived migrants, regardless of their residence status. The cornerstones of the day-to-day work in the IQ funding programme involved the development and implementation of advice and training provision for migrants with qualifications acquired abroad. At the same time, the Network IQ acted to change structures: by offering intercultural training and consultation for job centres, employment offices and municipal administrations as well as SMEs, the programme established a culture of openness and recognition within government administration and business. From 2019, the Network IQ supported regional structures aimed at ensuring efficient labour market integration in relation to securing a skilled workforce. Around 400 subprojects implemented the programme nationwide. It was funded by the Federal Ministry of Labour and Social Affairs and the European Social Fund and administered by the Federal Office for Migration and Refugees. Partners in the implementation were the Federal Ministry of Education and Research and the Federal Employment Agency (BA).

## ADVISORY SESSIONS

**416,374**

01/19-12/22

More than  
**170 contact points nationwide**



## ADVICE ON RECOGNITION AND JOB TRAINING

### Nationwide advice for those with foreign qualifications seeking guidance

Network IQ offered advice seekers with foreign qualifications a nationwide advisory structure with 75 permanent and a further 100 mobile advice centres. The advice centres supported people in the recognition of their foreign qualifications within the framework of recognition advice and qualification advice. From January 2019 to December 2022, a total of 416,374 advisory sessions were realised in IQ, of which 195,182 were initial advisory sessions and 221,192 were follow-up advisory sessions. Of the 195,182 people seeking advice, 122,957 only took advantage of advice on recognition, 60,491 only of advice on qualification and 56,124 of both advice recognition and qualification.

31 Fair Integration advice centres (as of 2022) offered advice and support on employment and social law issues for refugees and migrants from third countries (outside the EU). Issues directly linked to the employment relationship played a particularly central role there. From January 2019 to December 2022, 25,257 people seeking advice were supported in 39,279 initial and follow-up advisory sessions and through a further 4,435 qualitative referral sessions, the latter have been statistically collected since January 2020. Another 22,695 people were informed in 1,225 group events from 2019 to 2022.



## JOB TRAINING SCHEMES IN THE CONTEXT OF THE RECOGNITION ACT

### Tailored measures for professional integration appropriate to training level

## JOB TRAINING SCHEMES

for groups and individuals

**7,594**

Job training schemes

**732** course-based,  
**6,862** individually tailored

**18,271**

participants commencing  
(job training schemes)

01/19-12/22

**15,218**

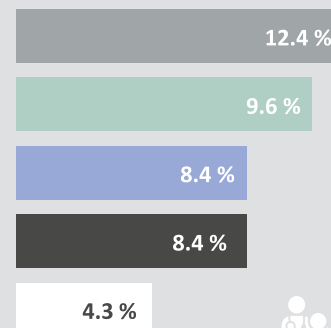
Successful completers\*

\* Source: ZUWES/DATES



Network IQ also offered nationwide tailored training designed to support the implementation of recognition legislation. This training includes, for example, compensatory measures and bridge training. Compensatory measures are frequently required as preparation for assessment and aptitude tests in regulated professions, such as for doctors, so that they can practice their profession without restriction. For academics in non regulated professions such as business specialists, bridge training improves their chances of finding employment appropriate to their level of training. These measures enhance the professional, methodological and German-language competencies of the target group. In the dual professions, bridge trainings were frequently carried out within companies. From January 2019 to December 2022, 7,594 job training schemes started in Network IQ. 10% of these were course-based and 90% were in the form of tailored training. Of the 18,271 individuals who started on a scheme since January 2019, 15,218 individuals have successfully completed this scheme. Therefore, these individuals achieved full equivalence or met the requirements for entering the job market at a level appropriate to their qualification.

## MOST POPULAR OCCUPATIONS



■ Doctor  
■ Healthcare assistant  
■ Engineer  
■ Teacher  
■ Educator



## TRAINING EVENTS



Labour market stakeholders

**3,868**

total

**57,634**

Individuals

Business stakeholders

**1,143**

total

**17,361**

Individuals

01/19-12/22

## ADVISORY SESSIONS



**23,112**

### TRAININGS EVENTS



**1,189**

total

**23,476**

Individuals

01/19-12/22

for employers and stakeholders in the immigration of skilled workers

## INTERCULTURAL OPENING

### Provision for labour market and business community stakeholders



The programme supported labour market stakeholders (e.g. employment offices, job centres) and stakeholders in the business community (e.g. companies, associations) with consultations, trainings and events. From January 2019 to December 2022, training primarily concerning intercultural competence and anti-discrimination was organised for 2,622 labour market stakeholders involving 31,919 participants. In addition to this, 1,246 events predominantly addressing intercultural opening and recognition/qualification took place with the involvement of 25,715 individuals. In the 3,416 advisory sessions<sup>1</sup> provided for this group, the main area of interest was migration-specific consulting competence and intercultural competence and organisational development. 467 events involving 8,997 individuals were organised for business stakeholders as well as 676 training sessions involving 8,364 individuals. Events focused on themes such as intercultural opening and the recruitment of skilled workers, while the focus of the training was on intercultural competence and organisational development. A total of 5,114 advisory sessions<sup>1</sup> took place for this target group. The majority provided advice on issues such as skilled worker recruitment and intercultural competence.

## REGIONAL SKILLED WORKERS NETWORKS - IMMIGRATION

### Building up regional skilled workers' networks for labour market stakeholders, and offers for corporations



Following its successive development in 2019 and 2020, the focus of action in this key area was firmly anchored nationwide in the IQ funding programme from the beginning of 2021. The programme offered consultations, training and events for employers and stakeholders in the field of skilled labour immigration (including employment agencies and foreigners authorities) and worked closely with the employer service of the Federal Employment Agency and the Service Center for Professional Recognition (ZSBA). The focal points of the projects included counselling and information regarding the recruitment of skilled workers and the operational integration management in the companies, the networking of the stakeholders involved and the cooperation with the ZSBA. From January 2019 to December 2022, a total of 23,112 advisory sessions<sup>1</sup> were conducted. In addition, 1,048 events and 141 training sessions were held, hosted by the Network IQ or involving projects of the Network IQ.

## ACTIVE IN ALL FEDERAL STATES - THE IQ REGIONAL NETWORKS

Nationwide, 16 IQ regional networks were established through a range of different providers. These regional networks implemented the programme in the federal states. Via networking and strategic cooperation with policy-makers, business and public administration, they provided coordinated provision across the country to support labour market integration and the immigration of skilled workers. Important cooperations existed, for example, with the BA for the [Specialised! programme](#) and the DKF's<sup>2</sup> [INGA Pflege programme](#). Examples of IQ Good Practice were identified and are permanently available at [netzwerk-iq.de/en](https://netzwerk-iq.de/en).

## PROFESSIONAL EXPERTISE - THE IQ COMPETENCE CENTRES WITH FIVE PRIORITIES

The experts in the IQ Competence Centres supported the regional networks in project work, for example, by developing work-based language learning methods, designing training courses for developing the intercultural awareness of labour, municipal administration and companies, and by ensuring the quality of IQ advice and training. The IQ competence centres used specialist conferences and dialogue forums to involve academic institutions and practitioners.

## COORDINATION AND TRANSFER

The IQ Dissemination Project (IQ DP), supported by the ebb (Development Company for Vocational Education and Training) and ZWH - Central Agency for Continuing Vocational Education and Training in the Skilled Crafts, supported the collaboration between the network stakeholders, promoted the transfer of best practice and was responsible for the public relations of the Network IQ. Other partners included the "Diversity Charter" association and the National Training Organization of the German Trade Union Federation (Support Fair Integration).

### Want to know more?

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Information on the latest figures are also available at:  
[www.netzwerk-iq.de/en/](http://www.netzwerk-iq.de/en/)

<sup>1</sup> The number of advisory sessions includes initial and follow-up advisory sessions and advisory processes. An advisory process is one initial advisory sessions. <sup>2</sup> The abbreviation DKF stands for Deutsches Kompetenzzentrum für internationale Fachkräfte in den Gesundheits- und Pflegeberufen. Sources: All figures of the Network IQ stem from internal surveys conducted in all Network IQ projects by the IQ Competence Centre for Advice and Job Training/f-bb gGmbH and IQ DP/ebb GmbH. The surveys were conducted by f-bb from 01.01.19 to 31.12.22 with the reference date 02.01.23 and by ebb from 01.01.19 to 15.12.22 with the reference date 21.12.2022. The number of individuals who successfully completed a job training scheme is taken from ZUWES/DATES (extract of data by BMAS from 24.05.2023). Please note: When interpreting the above mentioned figures, challenges arisen from the Covid-19 pandemic and the regulations taken by the federal government and the federal states governments are to be considered.