

The Network IQ in figures

Version: September 2022

The Network "Integration through Qualification (IQ)" has been working to improve the sustainable and qualified labour market integration of people from a migration background. Target groups include both adults with a migration background living in Germany as well as newly arrived migrants regardless of residency status. The cornerstone of Network IQ's day-to-day work is the development and implementation of advice and training provision for migrants with qualifications acquired abroad. It is engaged in seeking structural change. With its offer of intercultural training and consultation for job centres, employment offices, municipal administrations and SMEs, the Network IQ seeks to establish a culture of openness and recognition within government administration and business. Following the successful completion of the [first funding round from 2015 to 2018](#) the programme's second funding round began on 1 January 2019 within the ESF's funding phase up to 2022. In a further priority area, since 2019 Network IQ has been supporting regional structures aimed at ensuring efficient labour market integration in relation to securing a skilled workforce. The Network IQ runs around 400 subprojects and is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF).

ADVISORY SESSIONS

386,927

01/19-09/22

More than
170 contact points nationwide



ADVICE ON RECOGNITION AND JOBTRAINING

Nationwide advice for those with foreign qualifications seeking guidance



Network IQ provides a nationwide advisory structure for persons with foreign qualifications seeking guidance. 75 permanent and a further 100 mobile advice centres provide support for individuals with the recognition of their foreign qualifications. If training is needed on the way to full recognition or employment appropriate to one's level of education, advice on job training helps to identify the appropriate pathway for this.

From January 2019 to September 2022, a total of 386,927 advisory sessions were realised in IQ, of which 181,175 were initial advisory sessions and 205,752 were follow-up advisory sessions. Of the 181,175 people seeking advice, 113,474 only took advantage of advice on recognition, 9,091 only of advice on qualification and 56,124 of both advice recognition and qualification.

Fair Integration advisory sessions have been taking place since November 2017 in Network IQ in addition to advice on recognition and job training. The Fair Integration centres have the mission to give advice and support for non-EU refugees and other migrants in all matters of employment law and social law. In this respect, issues linked directly to the employment relationship in particular have a key role to play. From January 2019 to September 2022, 23,632 people seeking advice were supported in 36,870 initial and follow-up advisory sessions and in 4,077 qualitative referral sessions, the latter having been statistically collected since January 2020. Another 21,088 persons were informed in 1,121 group events during the period mentioned above.



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

7,274

Job training schemes

713 course-based,
6,561 individually tailored

17,678

participants commencing
(job training schemes)

01/19-09/22

10,792

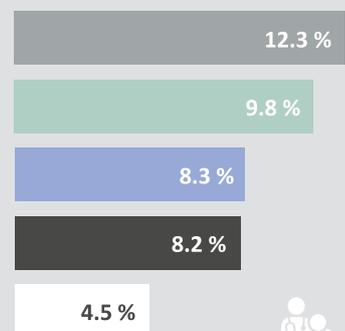
Successful completers*

* Source: ZUWES/DATES



Network IQ also offers 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 training is frequently carried out within companies. From January 2019 to September 2022, 7,274 job training schemes were started in Network IQ. 10% of these were course-based and 90% were in the form of tailored training. Of the 17,678 individuals who have started on a scheme since January 2019, 10,792 individuals have already successfully completed this scheme. Therefore, these individuals have already achieved full equivalence or have met the requirements for entering the job market at a level appropriate to their qualification.

MOST POPULAR OCCUPATIONS



- Doctor
- Healthcare assistant
- Teacher
- Engineer
- Nursery school teacher

TRAINING EVENTS



Labour market stakeholders

3,620
total

53,828
Individuals

Business stakeholders

1,036
total

15,786
Individuals

01/19-09/22

INTERCULTURAL OPENING



Provision for labour market and business community stakeholders

The programme supports labour market stakeholders (e.g. employment offices, job centres) and stakeholders in the business community (e.g. companies, associations) with consultations, training and events. From January 2019 to September 2022, training primarily concerning intercultural competence and anti-discrimination was organised for 2,461 labour market stakeholders involving 29,842 participants. In addition to this, 1,159 events predominantly addressing intercultural opening and recognition/qualification took place with the involvement of 23,986 individuals. In the 3,312 advisory sessions¹ provided for this group, the main area of interest was migration-specific consulting competence and intercultural competence and organisational development. 437 events involving 8,352 individuals were organised for business stakeholders as well as 599 training sessions involving 7,434 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 4,962 advisory sessions¹ took place for this target group. The majority provided advice on issues such as skilled worker recruitment and intercultural competence.

ADVISORY SESSIONS



25,145

TRAININGS EVENTS



1,070
total

21,330
Individuals

01/19-09/22

for employers and stakeholders in the immigration of skilled workers

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 has been firmly anchored nationwide in the IQ funding programme since the beginning of 2021. The programme offers consultations, training and events for employers and stakeholders in the field of skilled labour immigration (including employment agencies and foreigners authorities) and works closely with the employer service of the Federal Employment Agency and the Service Center for Professional Recognition (ZSBA). The focal points of the projects include 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 September 2022, a total of 25,145 advisory sessions¹ were conducted. In addition, 19,419 people took part in 943 events and 1,911 people in 127 training sessions 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** have been established through a range of different providers. These regional networks implement the programme in the federal states. Via networking and strategic cooperation with policy-makers, business and public administration, they provide coordinated provision across the country to support labour market integration and the immigration of skilled workers.

PROFESSIONAL EXPERTISE - THE IQ COMPETENCE CENTRES WITH FIVE PRIORITIES

The experts in the **IQ Competence Centres** support 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 use specialist conferences and dialogue forums to involve academic institutions and practitioners.

COORDINATION AND TRANSFER

The IQ Dissemination Project (IQ DP), supported by the ebb (Agency for the Development of Professional Education) and ZWH - Central Agency for Continuing Vocational Education and Training in the Skilled Crafts, supports the collaboration between the network stakeholders, promotes the transfer of best practice and is responsible for the public relations of the Network IQ. Other partners include 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/

¹ The number of advisory sessions includes initial and follow-up advisory sessions and advisory processes. An advisory process is one initial advisory session with more than three follow-up advisory sessions. 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 from 1.1.2019 to 30.09.2022 with the reference dates 15.10.2022 (f-bb) as well as 07.10.2022 (ebb). The number of individuals who have successfully completed a job training scheme was taken from ZUWES/DATES (extract of data 27.10.2022). 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.