



Network "Integration through Qualification (IQ)"



**REGIONAL NETWORKS**

- Baden-Wuerttemberg Network:** ikubiz – Intercultural Education Centre Mannheim
- Bavaria Network, MigraNet:** Tür an Tür – Integration Projects
- Berlin Network:** Office of the Representative of the Berlin Senate for Integration and Migration
- Brandenburg Network:** Ministry of Labour, Social Affairs, Health, Women and the Family of the State of Brandenburg
- Bremen Network:** RKW Bremen
- Hamburg Network (NOBI):** Hamburg Chamber of Crafts
- Hesse Network:** INBAS Institute for Vocational Training, Labour Market and Social Policy
- Mecklenburg-Western Pomerania Network:** migra – Language, Education and Integration for Migrants
- Lower Saxony Network:** RKW Nord
- North Rhine-Westphalia Network:** WHKT – West German Chambers of Crafts and Skilled Trades' Council
- Rhineland-Palatinate Network:** ism – Institute for Social-Pedagogical Research Mainz
- Saarland Network:** GIM – Agency for Research and Transfer on Migration and Integration at the FITT Institute for Technology Transfer
- Saxony-Anhalt Network:** Caritas Association for the Diocese of Magdeburg
- Saxony Network:** EXIS Europe

- Schleswig-Holstein Network:** Refugee Council Schleswig-Holstein
- Thuringia Network:** BWTW – Bildungswerk der Thüringer Wirtschaft

**COMPETENCE CENTRES**

- Competence Centre for Counselling and Job Training of Migrants:** f-bb – Research Institute for Vocational Education and Training
- Competence Centre for Work-Related German Language:** passage Hamburg
- Competence Centre for Immigration:** Minor – Project Office for Education and Research
- Competence Centre for Intercultural Opening and Anti-Discrimination:** VIA Bayern – Association for Intercultural Work

**Competence Centre for Migrant Entrepreneurship:** ism – Institute for Social-Pedagogical Research Mainz

**IQ DISSEMINATION PROJECT**

ebb (Agency for the Development of Professional Education) and ZWH (Central Agency for Continuing Vocational Education and Training in the Skilled Crafts)  
 Portal "Recognition in Germany": Federal Institute for Vocational Education and Training (BIBB) on behalf of the Federal Ministry of Education and Research (BMBF)

**SUPPORT FAIR INTEGRATION**

Federal Training Institute of the German Trade Union Confederation

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).



In cooperation with:



Germany is home to around 19.3 million people with a migration background, representing about 23.4 percent of the population. Due to a number of factors, unemployment is about twice as high among people who have a migration background compared to those who do not. In recent years, immigration to Germany has risen significantly, particularly from other EU countries and global crisis areas. Many of these migrants hold professional degrees or other valuable credentials that are frequently not recognised in Germany. At the same time, skill shortages are becoming ever more evident.

Against this background, it is essential to tap all available potential and especially that of migrants. Since 2005, the Network "Integration through Qualification (IQ)" has been working to improve employment opportunities for people with a migration background. In the 2015-2018 phase, the network has an additional focus on compensatory measures in the context of the Recognition Act. An objective of central importance is that professional qualifications acquired outside Germany lead to employment appropriate to one's level of education, regardless of residence status.

In the first two priority areas, the Network IQ is mainly financed through the European Social Fund (ESF), co-funded by the Federal Ministry of Labour and Social Affairs (BMAS). The third priority area is solely funded by the BMAS. Strategic partners in implementing the programme are the Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA).

# PRIORITY AREAS OF THE NETWORK IQ

## Counselling on Credential Recognition and Job Training

In this priority area, Network IQ offers counselling on the recognition of foreign professional qualifications as well as counselling on job training within the context of the Recognition Act. Those seeking guidance will receive competent advice on bridge training and other compensatory measures for attaining full recognition and for securing employment appropriate to one's professional qualifications.

## Bridge Training within the Context of the Recognition Act

The second priority area involves the design and implementation of training schemes for persons with foreign professional credentials. This includes, for example, bridge training for regulated professions in medicine and education to fill knowledge gaps or build the necessary language proficiency. Moreover, people holding foreign university degrees are offered special courses to enhance their occupational, methodological or language skills as a bridge to employment. These training options will clear the way to full recognition of existing occupational credentials and adequate integration into the labour market.

## Development of Intercultural Competence and Further Offers

The third priority area is the development of intercultural competence among labour market stakeholders. The primary target groups are job centres, employment agencies and local governments, as well as small and medium enterprises (SMEs). The goal is to raise awareness about migrant-specific issues as well as to initiate sustainable intercultural opening processes and to eliminate discrimination within organisations. All normal IQ counselling and training services are accessible to refugees. Moreover, the Network IQ has some additional offerings designed to target the specific needs of refugees, including skill assessment, coaching and mentoring. It also includes services to professionalise volunteers working with refugees. In 2018, the Network IQ started a new line of work, "Fair Integration", setting up legal counselling points on labour and social rights for refugees across the country.

# STRUCTURE OF THE NETWORK

The principal task of the **16 regional networks** (one for each *Bundesland* or federal state) is to implement IQ's activities at the regional level. Each is managed by a regional coordinator and covers a range of subprojects operating on the ground. They offer counselling on credential recognition and job training and develop as well as implement the necessary bridge training schemes. Beyond that, they provide information, advice and training to labour market stakeholders in order to raise awareness for the specific concerns of people with a migration background and disseminate specialised knowledge.

Besides the regional networks there are **five competence centres** dedicated to migrant-specific concerns at the federal level. They provide expert advice and assistance to the regional networks. These centres develop training schemes, instruments and policy recommendations for integrating migrants into the labour market. In addition, the competence centres are responsible for giving specialist advice to decision-makers in politics, business and public administration. This can range from the development of quality standards and learning materials to the dissemination of research results.

At the federal level, the programme is coordinated by the **IQ Dissemination Project (IQ DP)**. The project facilitates cooperation between the network partners, supports the dissemination of best practices and is responsible for the public relations of the Network IQ. Together with the competence centres, IQ DP reports the results of the network to relevant government ministries, the Federal Employment Agency and the expert community. The project "**Support Fair Integration**" (SFI) assists the Fair Integration counselling points in their work, by providing them with relevant knowledge and helping them in their communications and networking efforts. "**Recognition in Germany**" is the multilingual web portal of the Federal Government for the recognition of foreign professional qualifications. The portal works in close cooperation with the Network IQ.



All contact details can be found at [www.netzwerk-iq.de](http://www.netzwerk-iq.de)