



Network "Integration through Qualification (IQ)"

Arrival. Recognition. Employment.

## NETWORK "INTEGRATION THROUGH QUALIFICATION (IQ)"

Germany is home to around 22,3 million people with a migration background. They make up 27,2 percent of the population. There are a number of factors which cause unemployment to be roughly 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 — from other EU countries and from war-torn regions around the world. Many of these people hold professional qualifications or other valuable credentials that are frequently not recognised in Germany. At the same time, skill shortages are becoming increasingly noticeable in Germany.

It is therefore essential to actively tap into all available potential, particularly that of people with a migration background. The Network "Integration through Qualification (IQ)" works to improve employment opportunities for people with a migration background. One central objective is to ensure that professional qualifications acquired outside Germany more frequently lead to employment appropriate to one's level of education, regardless of residence status. In the 2019-2022 funding round, provision for professional recognition will be significantly expanded. 75 advice centres and 100 mobile advice centres for credential recognition and job training as well as nearly 260 projects supporting training in the context of the Recognition Act have been launched across the country. In addition, the priority area "Regional skilled worker networks - immigration" has been added to the programme.

The first two priority areas of the Network IQ are funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF). Priority areas three and four are funded by the Federal Ministry of Labour and Social Affairs (BMAS).

## PRIORITY AREAS OF NETWORK IQ

### Advice on credential recognition

This priority area deals with providing advice on the recognition of qualifications obtained abroad as well as advice on job training within the context of the Recognition Acts of the federal government and the federal states. Those seeking guidance receive competent advice on bridge training or compensatory measures in order to attain full recognition and secure employment appropriate to the level of their professional qualifications.

### Job training schemes in the context of the Recognition Act

The second Network IQ priority area provides bridge training in order to support the full recognition of foreign professional credentials. The qualifications required for full recognition in regulated professions can be compensated for by means of job training schemes. For academics from non-regulated professions, bridging measures are offered to support employment equivalent to the qualification.

### Development of intercultural competence of key labour market stakeholders

In the third priority area, the Network IQ offers training and advice on the development of intercultural competence in job centres, employment agencies, municipal administration as well as small-and-medium sized enterprises and their associations. The goal is to raise awareness of intercultural issues, to initiate intercultural opening processes, and to eliminate discrimination.

### Regional skilled worker networks – immigration

Within this priority area, the Network IQ supports stakeholders working in the field of securing skilled workers. It also helps to bring the players together. In close consultation with the Employer Service (AG-S) of the employment agencies, the Network IQ advises employers on the possibilities and procedures for skilled worker immigration. The Network IQ refers questions on integration management to the right bodies. The networking of the participating local institutions supports the recruitment and integration processes of international skilled workers. At the federal level, the Network IQ cooperates closely with the Service Center for Professional Recognition (ZSBA).

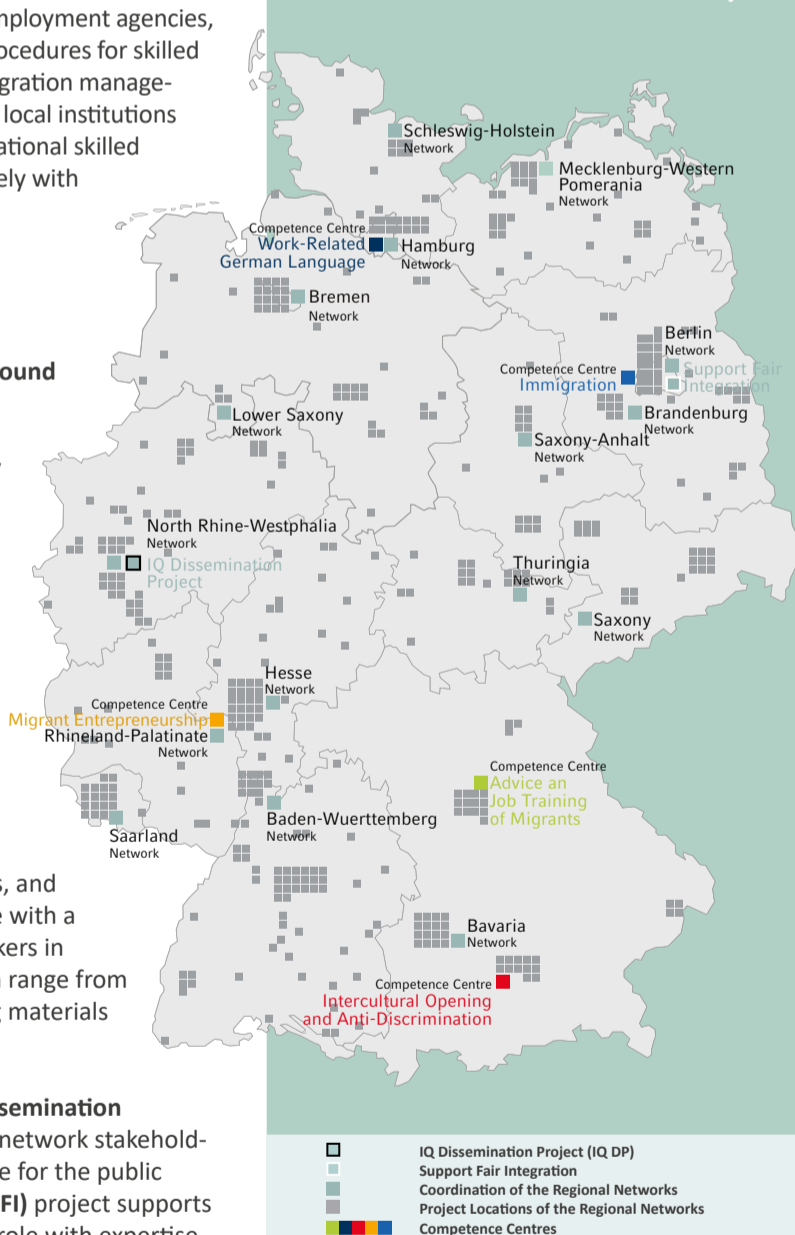
## STRUCTURE OF THE PROGRAMME

The principal task of the **16 regional networks delivering around 400 projects** is to implement the network's activities. Each regional network is managed by a regional coordinator and covers a range of further subprojects operating locally. They offer advice on credential recognition throughout the country and develop and offer bridge training. Professional integration is most successful when stakeholders in the labour market come together and work towards a common goal. The regional networks therefore work together closely with the relevant local stakeholders. These include, for example, employment agencies, job centres, recognition authorities, chambers, and counselling centres.

Besides the regional networks, there are **five competence centres at the federal level** dealing with migration-specific issues. They provide expert advice and assistance to the regional networks. They develop job training schemes, tools, and recommendations for the professional integration of people with a migration background. The centres also advise decision-makers in politics, business, and public administration. This advice can range from the drafting of quality standards, qualifications, and training materials to the dissemination of scientific findings.

The network is organised at the national level via the **IQ Dissemination Project (IQ DP)**. IQ DP supports the collaboration between network stakeholders, promotes the transfer of best practice and is responsible for the public relations of the Network IQ. The **Support Fair Integration (SFI)** project supports the Fair Integration advice centres in the fulfilment of their role with expertise, public relations work, and networking efforts. **"Recognition in Germany"** is the multilingual web portal of the federal government for the recognition of foreign professional qualifications. The project works in close cooperation with the Network IQ.

### Network IQ locations in Germany



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

### REGIONAL NETWORKS

- Network Baden-Württemberg:** Interkulturelles Bildungszentrum Mannheim gGmbH (ikubiz)
- Network Bavaria, MigraNet:** Tür an Tür – Integrationsprojekte gGmbH
- Network Berlin:** Das Büro der Beauftragten des Berliner Senats für Integration und Migration
- Network Brandenburg:** Ministerium für Wirtschaft, Arbeit und Energie des Landes Brandenburg
- Network Bremen:** RKW Bremen GmbH
- Network Hamburg:** Behörde für Arbeit, Soziales, Familie und Integration Hamburg
- Network Hesse:** Institut für berufliche Bildung, Arbeitsmarkt- und Sozialpolitik (INBAS) GmbH
- Network Mecklenburg-Western Pomerania:** migra e.V.
- Network Lower Saxony:** RKW Nord GmbH
- Network North Rhine-Westphalia:** Westdeutscher Handwerkskammertag (WHKT)
- Network Rhineland-Palatinate:** Institut für Sozialpädagogische Forschung Mainz e.V. (ism)
- Network Saarland:** FITT gGmbH, Forschungs- und Transferstelle GIM
- Network Saxony:** EXIS Europa e.V.
- Network Saxony-Anhalt:** Caritasverband für das Bistum Magdeburg e.V.
- Network Schleswig-Holstein:** Flüchtlingsrat Schleswig-Holstein e.V.
- Network Thuringia:** Bildungswerk der Thüringer Wirtschaft e.V.

### COMPETENCE CENTRES

- Competence Centre for Advice and Job Training**  
Forschungsinstitut Betriebliche Bildung (f-bb) gGmbH
- Competence Centre for Work-Related German Language**  
passage gGmbH
- Competence Centre for Immigration Minor** – Projektkontor für Bildung und Forschung e.V.
- Competence Centre for Intercultural Opening and Anti-Discrimination**  
VIA Bayern – Verband für Interkulturelle Arbeit e.V.
- Competence Centre for Migrant Entrepreneurship**  
Institut für Sozialpädagogische Forschung Mainz e.V. (ism)

### IQ DISSEMINATION PROJECT

- ebb Entwicklungsgesellschaft für berufliche Bildung mbH
- Zentralstelle für die Weiterbildung im Handwerk e.V. (ZWH)
- Charta der Vielfalt e.V.
- DGB Bildungswerk Bund (Support Fair Integration)

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).



Federal Ministry of Labour and Social Affairs



European Social Fund for Germany



European Union



Federal Office for Migration and Refugees



Federal Ministry of Education and Research



Bundesagentur für Arbeit