Program „Integration through Qualification – IQ“

„Policies and practices targeting disadvantaged groups in Europe. Helping adult learners to enter the labour market“.

Cedefop synthesis seminar

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The network IQ is supported by the Federal Ministry of Labour and Social Affairs, the Federal Ministry of Education and Research and the Federal Employment Agency.
Structure

1. Initial position
2. Development and results of the network IQ
3. Support program „Integration through Qualification“ IQ
4. Outlook
Figures

- Germany is home to around 16 mio people with a migration background. This corresponds to almost 20 percent of the population as a whole – with a raising trend.

- In 2009 the employment rate of people with a migration background (age 15 - 65 ) was 69,2 %, for people without a migration background: 77,9 %

- Unemployment rate of people with a migration background: 13,1 %, Unemployment rate of people without a migration background: 6,6 %

- Various factors are resulting in migrants being hit twice as badly by unemployment as native born in working life in Germany.

Quelle: Mikrozensus 2009
Structure

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4. Outlook
Development of the network IQ

2005-2007 Implementation and Development
In EQUAL II: Development of products and methods in 6 development partnerships with 70 projects

2008-2010 Transfer
6 Competence Centres for the nationwide transfer and implementation of the approaches – political legitimation: NIP (National Integration Act)

2011 - 2014 Support program „Integration through Qualification“
Setting up of 16 regional networks und 5 competence centres
Focus on the transfer - political legitimation: NAP (National Action Plan)
# IQ approaches

**Potential orientated** - IQ will develop and disseminate approaches in order to make visible and support migrants’ potential

**Adult migrants** – IQ will improve the labour market situation of adult migrants

**Practical orientated** – In IQ are acting a lot of organisations coopareting with migrant organisations. Tested instruments and methods will be transferred

**Variety of actors** – IQ combines a variety of actors to improve the labour access for migrants
Transfer and good practice of IQ

Conceptual advice for the development and assistance of support programs e.g. ESF-BAMF program for the occupational language training and the support program for the business start up of the „Kreditanstalt für Wiederaufbau“ (KfW).

Development and dissemination of concepts, e.g. the fair „Job-Kontakt“ for vocational orientation or instruments for skills assessment

Development and dissemination of cooperation models with jobcenters: „Info-Day migration“ oder „Zwickauer Impuls“.

Placement of expert themes through studies and expertise e.g. „Recognition of foreign qualifications“ (study „Brain Waste“)
Structure

1. Initial position
2. Development and results of the IQ network
3. The support program „Integration through Qualification“
4. Outlook
Support program IQ – Basic data

- Duration: 01.01.2011 - 31.12.2014

- Supported by the Federal Ministry of Labour and Social Affairs (BMAS) and the Federal Ministry of Education and Research (BMBF)

- The Federal Employment Agency is project partner

- 01.01.2011 – 30.06.2011: Implementation of the regional networks, the competence centres

- Evaluation of the programme
Support program IQ – background (1)

Development of the National Integration Act (NIP) to the National Action Plan (NAP)

Intercultural Qualification

Nationawide transfer of successfull approaches

Development of a coherent common strategy
Support program IQ – background (2)

Main action fields

- Recognition of foreign professional qualifications
- German at the workplace
- Diversity Management
- Business start-ups
- Qualification and training

Existing instruments and methods of the last promotional period will be disseminated nationwide.
Structure of the program

Dialogforum
Labour market and working life

BMAS, BMBF, BA
Coordination project

Competence Centres

Input of expertise
Practical Experience

Regional Networks

Regional Actionplans

National level

Regional level
Structure of the program: Competence Centres

- German at the workplace
- Recognition of foreign professional qualifications
- Business start-ups
- Qualification and training
- Diversity Management
Structure of the program: Regional Networks

Nationwide from 01.07.2011

- 2011/2012: 16 regional networks, covering all Länder
Structure of regional networks

- Chambers
- Jobcenter
- Regional-direction
- Counselling Services
- Employment Agencies
- Associations
- Coordinat on
- Educational service providers
- Strategic Partners
- Operative Partner

Migrants Organisations

Länder (Bundesländer)

Communities
Tasks of the regional networks:
1. Assistance of the BQFG

In addition to existing supplies and structures regional networks set up nationwide structures and measures for the guidance and assistance needed in relation to the procedure for the recognition of foreign qualifications

- Qualification and assistance for counsellors on the recognition of foreign qualifications
- Networking and the identification of gaps
- Initial information
- Assistance in relation to the procedure of recognition
- Regional management of knowledge / nationwide exchange
- Development of concepts for further qualification and adaptation qualification courses
Regional networks: 2. Qualification and counselling for labour market players

Regional networks act as service providers for local labour market players and give advice in order to qualify them for the specific needs of migrants, e.g.

- Intercultural qualification of staff from jobcentres
- Qualifying staff from educational institutions in designing concepts for occupational German language courses
- Qualifying and training relevant actors in the field of vocational counselling for migrants
Task of the regional Networks:
3. To combine regional supplies in the sense of a „Process chain for labour market integration“

Combining and bringing together various local measures of integration

Access, Information → Vocational orientation, career guidance → Transfer and qualification → Enter the labour market → Job security

Counselling, Career Guidance, Occupational German training
Coordination Project IQ

Partners

Development Agency for Vocational Education

Central Agency for Continuing Vocational Education and Training in Skilled Crafts
Structure

1. Initial position

2. Development and results of the IQ network

3. The support program „Integration through Qualification“

4. Outlook
Outlook

- There will probably be modifications after the implementation of the law on recognition. This concerns also the assistance of the recognition process.

- Main focus of the regional networks:
  Assistance of the recognition process in linking counselling, skills assessment, further qualification, occupational workplace training.
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