



**FOURTH  
POLICY LEARNING FORUM  
on apprenticeships**



**20 and 21  
October 2022  
Virtual event**



**Apprenticeship to support the inclusion of adult migrants or refugees in the labour market – government and trade union perspectives**

**Day 2 – 21 Oct. 2022, Workshop A**

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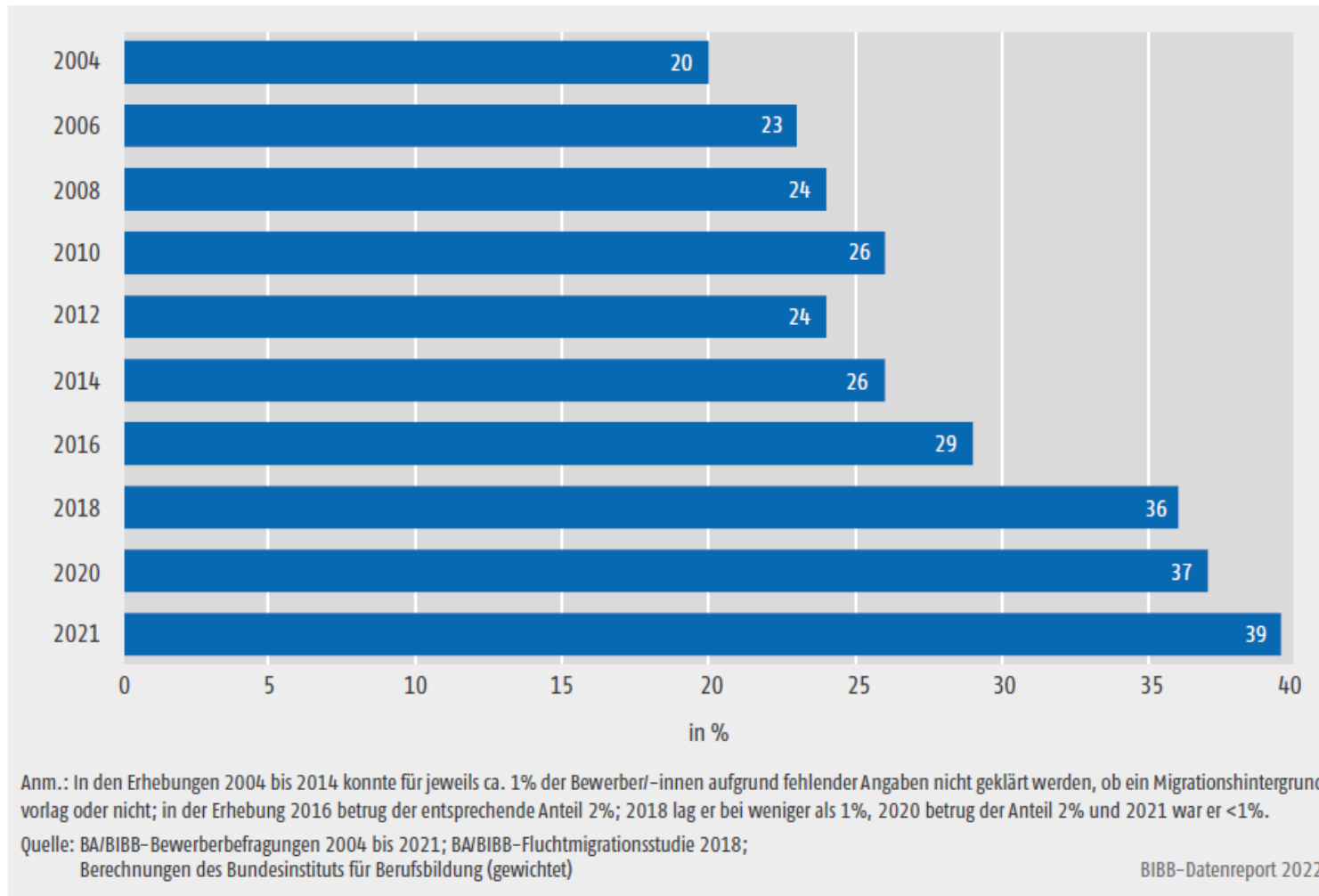
# Recent developments in Germany

- The foreign population in Germany grew by around 90,000 in May-June 2022  
→ Mainly due to the strong growth of persons with Ukrainian citizenship 2015 and 2016: more than 1.2 million people seeking protection arrived in Germany (source: Central Register of Foreigners)
- About 750,000 asylum applications filed in Germany in 2016, under 166,000 in 2019 (change in asylum law).
- About 909,700 refugees from Ukraine migrated to Germany until July 2022 (66% women)  
Difficulties to estimate the amount, their prior qualifications, whether they wish to stay or return
- Employment rate of the foreign population = 52.9% (May 2022)
- Number of unemployed persons with a foreign citizenship increased by 93,000 (July 2021-July 2022; + 11.9%)
- Unemployment rate for the foreign population = 11.9% (- 3.0% May 2021-May 2022)
- The SGB II assistance rate of the foreign population = 16.8% (- 2.9% April 2021-April 2022)
- Integration of refugees into everyday life and the labor market remains a major task for state and society
- Companies play a central role in this process by integrating refugees into training and employment

[BIBB / Integration Geflüchteter in Ausbildung und Beruf](#)

[Zuwanderungsmonitor Juni 2022 \(iab.de\)](#)

# Applicants with migration background (% of all applicants)



## Applicants with refugee background (2021)

73% men

55% older than 21 years of age

62% applying for the 1st time

41% with secondary school diploma as highest achieved qualification

## Applicants with migration (not refugee) background (2021)

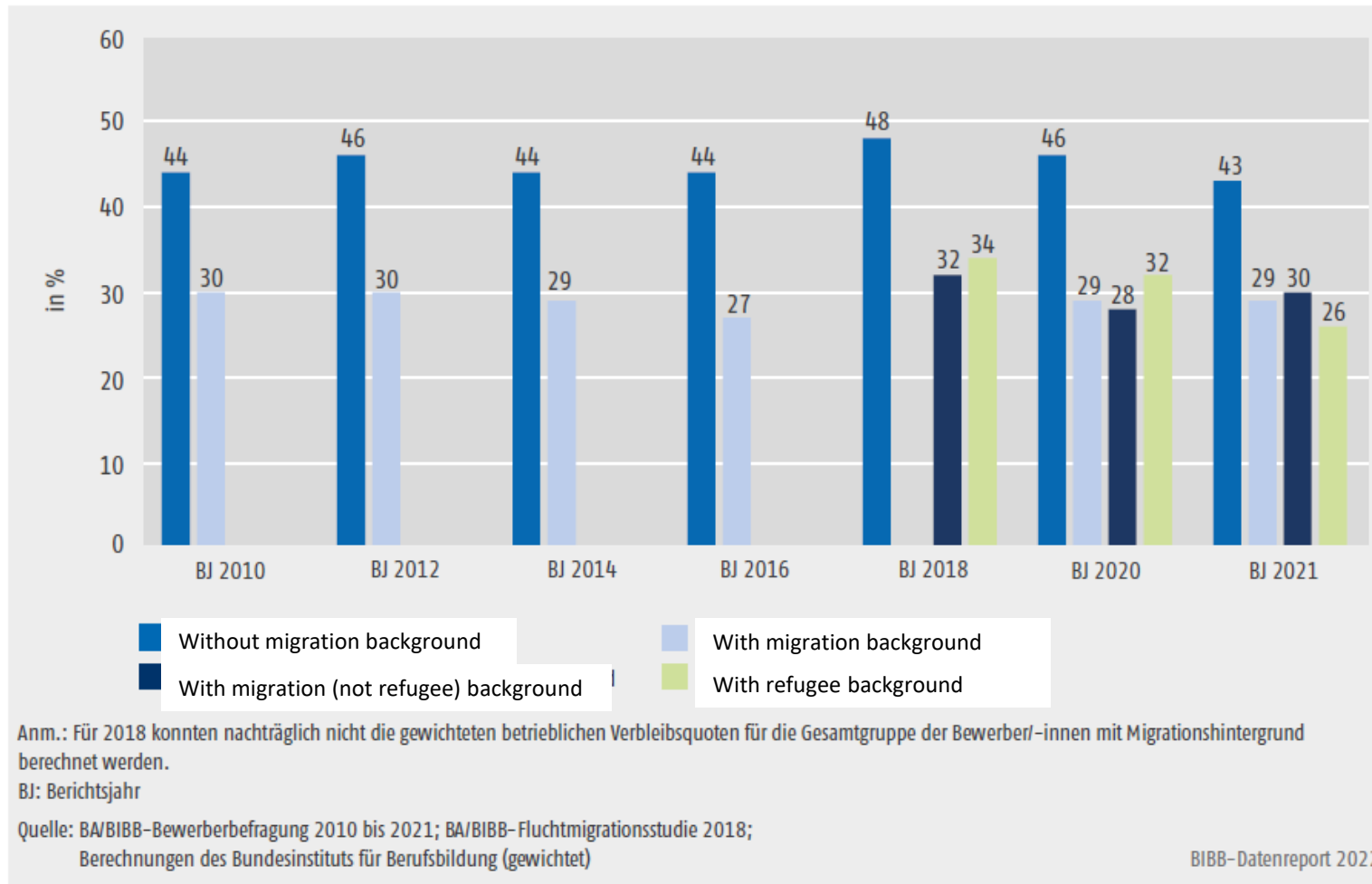
58% men

25% older than 21 years of age

63% applying for the 1st time

45% with intermediate school leaving certificate as highest achieved qualification

# Retention rates of applicants for in-company vocational training in the reporting years 2010 to 2021 by migration and refugee background



Report year 2021

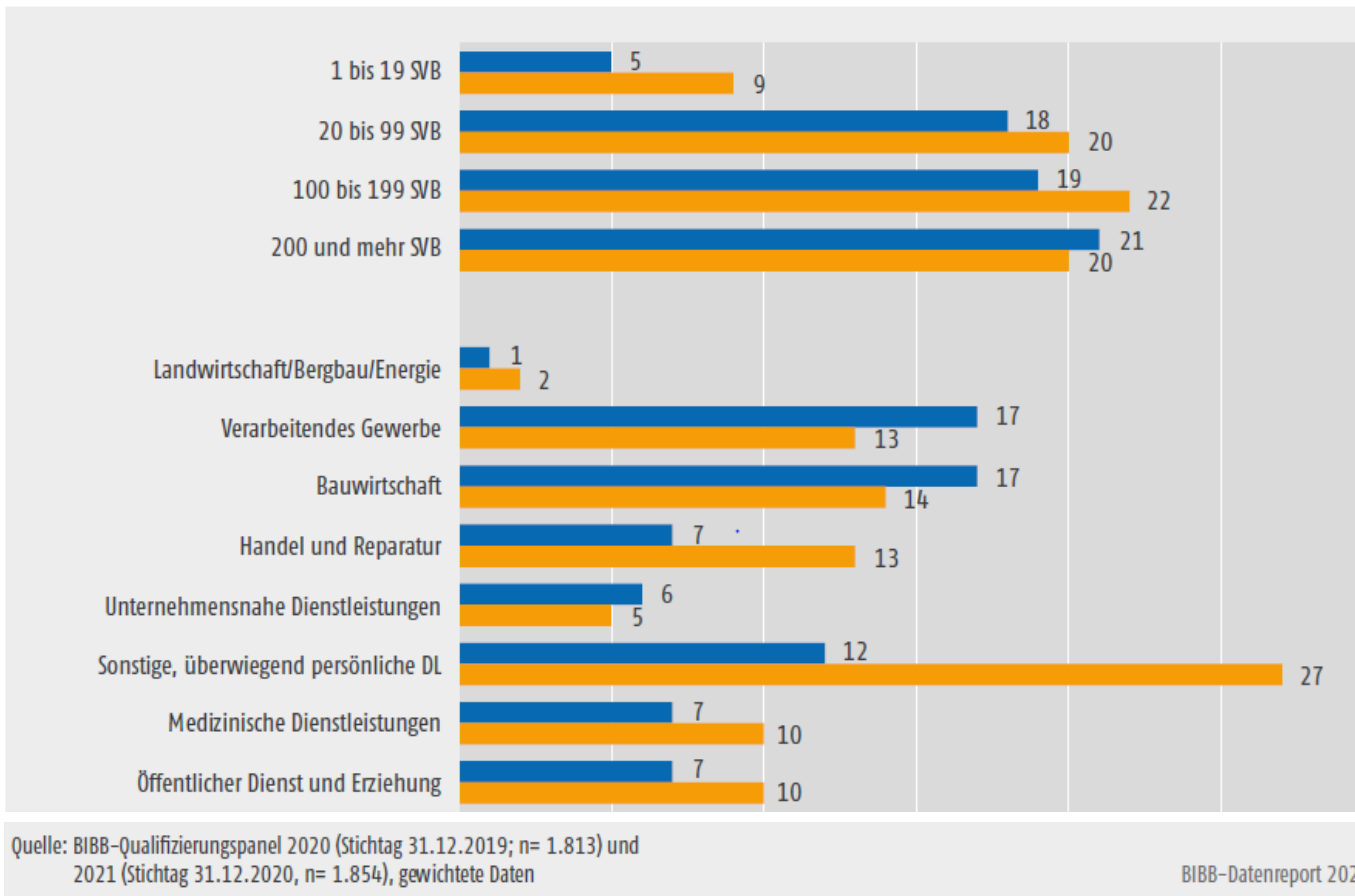
43% of the applicants without migration background join an apprenticeship

30% of the applicants with migration (not refugee) background join an apprenticeship

26% of the applicants with refugee background join an apprenticeship

# Young refugees have become more important for in-company training in recent years

Companies with refugees among apprentices as a share of all training companies 2020 and 2021 (in %)



Refugees had particularly good chances of finding employment in the sectors:

32% other predominantly personal services

24% construction industry

11% manufacturing

11% public sector

In the competence area of the chambers of skilled trades, refugees had had slightly better chances of finding an apprenticeship (21%) than in the Chamber of Industry and Commerce (10%).

# German integration policy at the federal, state and local levels: Key players

## Federal Government

Legal framework for integration  
2012: Recognition Act  
2016: Integration Act

## Federal States

Integration measures and pilot projects to promote  
the labor market integration of asylum seekers and refugees

## Municipalities

Implement federal and state law  
with high level of discretion

## The Federal Ministry of Labour and Social Affairs (BMAS)

Supports setting the legal framework, launches  
and funds initiatives and provides information

## The Federal Employment Agency (BA)

10 regional directorates for implementation and  
regional labor market measures; 156 local  
employment agencies are responsible for  
implementation and service delivery

## Job centres

303 centres (administered by the municipalities or  
jointly with the local employment agencies); for  
integration into work for the long-term unemployed or  
recipients of social benefits, as well as for refugees.

## The Federal Ministry of Education and Research (BMBF)

## The Federal Office for Migration and Refugees (BAMF)

Process asylum applications, promote integration of migrants  
Federal Ministry of the Interior

[Labour Market Integration of Refugees in Germany 2017 GER.indb \(oecd.org\)](#)

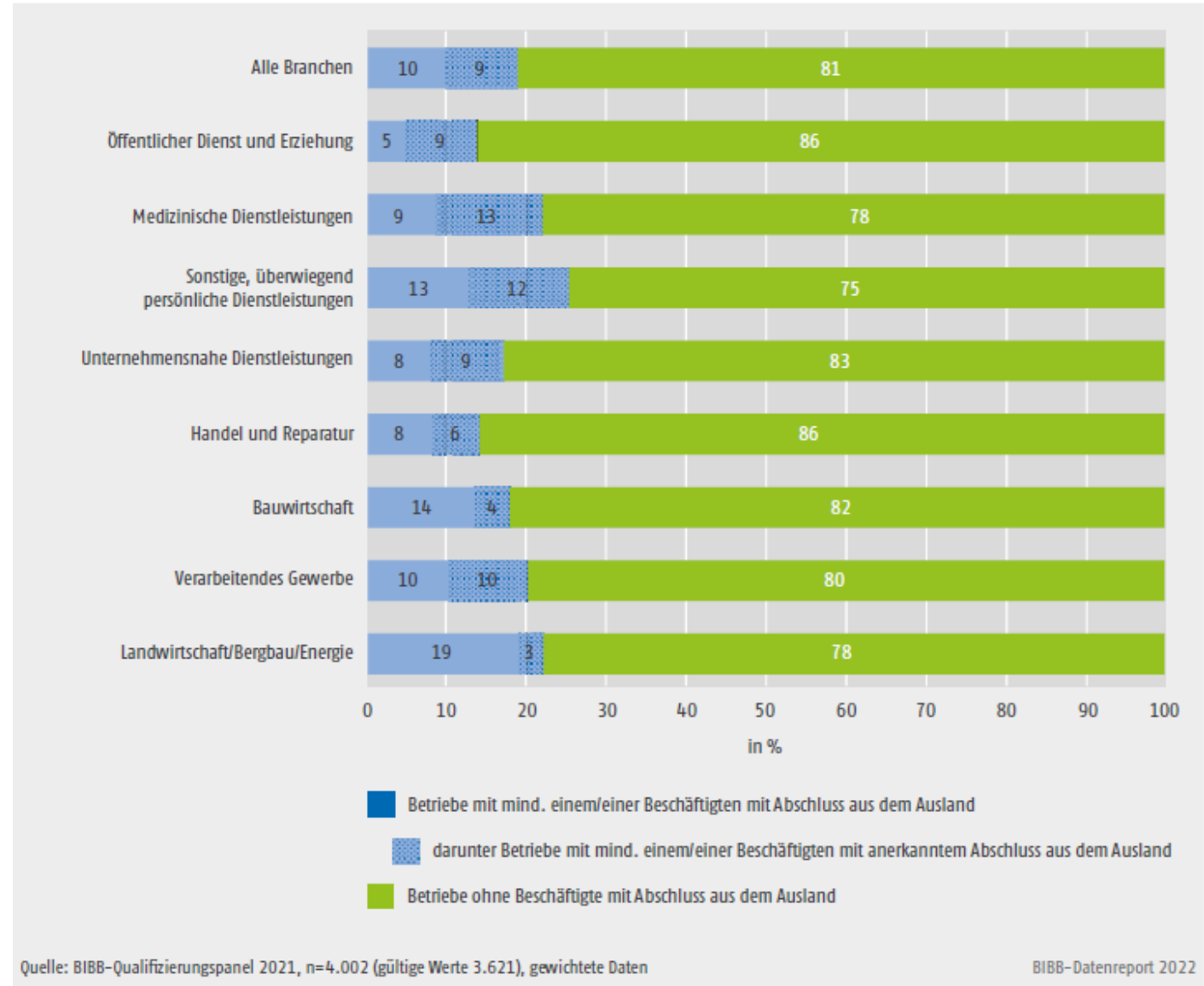


# Recognition Act

- "Act to Improve the Establishment and Recognition of Vocational Qualifications Acquired Abroad" facilitated and improved the recognition of foreign vocational qualifications under the responsibility of the federal government since April 1, 2012
- "Recognition in Germany" portal: comprehensive information on important issues related to professional recognition and users' guides financed by the "Integration through Qualification" (IQ) funding program. This funding program is supported by the BMBF, the Federal Ministry of Labor and Social Affairs (BMAS) and the Federal Employment Agency (BA).

[Recognition Portal \(anerkennung-in-deutschland.de\)](https://anerkennung-in-deutschland.de)  
[Recognition reports and evaluation report \(anerkennung-in-deutschland.de\)](https://anerkennung-in-deutschland.de)  
[BIBB / Anerkennungsmonitoring](https://www.bibb.de/Anerkennungsmonitoring)

Companies with and without employees with (recognized) foreign qualifications (in %)



[https://www.bibb.de/dokumente/pdf/Datenreport\\_2022\\_02082022\\_online.pdf](https://www.bibb.de/dokumente/pdf/Datenreport_2022_02082022_online.pdf)

# Examples for Governmental initiatives – IQ

- "Integration through Qualification (IQ)" program (since 2005): funded by the Federal Ministry of Labor and Social Affairs (BMAS) and the European Social Fund (ESF).
- Partners in the implementation: Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA).
- New round of funding (2021-2027): new focus of action is added to the established offerings, the establishment and expansion of regional networks of skilled workers. In this way, the two goals of the federal government – to make better use of the potential of people with foreign professional qualifications living here and to facilitate more immigration of skilled workers – are pursued in the long term.
- IQ works in four main areas of action (first two funded by the ESF):
  - Recognition consulting
  - Qualification measures in the context of the Recognition Act
  - Intercultural competence development of the key labour market stakeholders
  - Regional skilled labor networks – immigration



# Examples for Governmental initiatives – KAUSA

The **Federal Institute for Vocational Education and Research (BIBB)** conducts the following two programs for the integration of refugees in vocational orientation and training funded by the **Federal Ministry of Education and Research (BMBF)**:

## **KAUSA (Koordinierungsstelle Ausbildung und Migration – Coordination Office for Training and Migration):**

KAUSA has been supporting entrepreneurs with a migration background, young people with a refugee or migration background, and their parents on all aspects of training since 1999. KAUSA regional offices offer assistance in several German states, particularly in the following areas:

- Informing and advising entrepreneurs, young people and their parents about the dual training system, apprenticeship occupations and career paths, after completing training
- Acquisition of apprenticeship positions among entrepreneurs with a migration background
- Support on the way to the training company and, if necessary, accompaniment during training
- Recruitment of young people with a refugee or migration background for training and support during training.

[KAUSA-Projekte - BMBF Bildungsketten](#)

# Examples for Governmental initiatives – BOF

## **BOF ("Vocational Orientation for Refugees"):**

As part of a joint initiative with the Federal Employment Agency (BA) and the German Confederation of Skilled Crafts (ZDH), BOF aimed to introduce (young) refugees to the dual training system and explicitly to in-company training in the skilled trades by means of an integrated qualification and support system through intensive language teaching, specialist vocational orientation and vocational preparation.

With the BOF program (running since 2016) refugees who are no longer required to attend school and immigrants with special support needs are supported on their way to an apprenticeship in a 26-week BOF course. Special features of the BOF program are:

- Recruitment of participants by means of acquisition and networking and aptitude testing by the vocational training centers.
- In-depth career orientation and preparation for up to three apprenticeship occupations, among other things through practical experience in training workshops/practical rooms and an accompanied company phase
- Integrated technical and language learning in preparation for vocational school
- Possible implementation of the BOF course on a part-time basis
- Individual socio-pedagogical support over the entire period including placement in training or entry qualification and further support offers

An evaluation of 2016 counted a total of 40 programs at the federal and state level that were launched specifically for refugees to promote vocational training. There is still high need for action due to the large numbers of people seeking counseling, but also their specific problems, including a lack of German language skills, a lack of knowledge of the education system, and coping with trauma.

[English - Berufsorientierungsprogramm](#)

[BIBB / Integration Geflüchteter in Ausbildung und Beruf](#)

# Apprenticeships for adults in Germany

The mentioned initiatives are not particularly restricted or tailor-made for adult migrants or refugees. Age or the recognition of prior learning and acquired skills are rather taken into account when it comes to individual counselling. Still, there are some specifics set up in Germany for apprenticeships for adults:

- Germany has introduced subsidies directed at employers to encourage intake of adults in regular apprenticeship training programs.
- In 2016, a new law introduced the financing of vocational qualification for young adults (25 to 35) that have no or low level qualifications. With this instrument, financing of the participation of adults in the dual system is possible.
- The financing supports the training companies. When the learner passes the exam, there is a bonus of up to EUR 1,000 for the individual learner.
- As part of the strategies to help adults get an apprenticeship qualification in alternative ways to participation in full apprenticeship programs, the system offers the following possibilities:
  - access to external examinations, and courses that prepare participants for external examinations
  - use of part-time vocational training contracts

[Apprenticeship for adults - Publications Office of the EU \(europa.eu\)](https://europa.eu/eurostat/tgm/table.do?tab=table&init=1&language=en&code=sdg_8_4_1)

BMBF (2017) Berufsbildungsbericht [Vocational training report]. [https://www.bmbf.de/upload\\_filestore/pub/Berufsbildungsbericht\\_2017.pdf](https://www.bmbf.de/upload_filestore/pub/Berufsbildungsbericht_2017.pdf), pp. 107, 118

# Continuing and further education offers

- With regard to the target group of adults (over 25 years of age) without vocational qualifications, some efforts have been made by expanding continuing and further education offers. These do not only apply to German citizens but also to
  - immigrants with professional experience and qualifications acquired abroad
  - as well as people with a migration background who have been living and working in Germany for a long time, without and with qualifications that are not recognised, but with informally acquired competences and professional experience.
- The people concerned have professionally relevant competences that they have not yet been able to prove formally.
- The improvement of participation in the labour market through VET aims at the perspective of a competence- or degree-oriented qualification, an equivalence assessment of the acquired qualifications, the recognition and validation of informally acquired competences and, if necessary, the acquisition of partial qualifications.
- Three possible paths are envisaged for this:
  - the qualification-oriented post-qualification of adults,
  - the recognition and validation of informally acquired competences,
  - and the recognition of competences and qualifications acquired abroad through the Recognition Act.

[Drucksache 19/30950 \(bundestag.de\)](https://www.bundestag.de/Drucksache_19_30950)

[Valikom - Home \(validierungsverfahren.de\)](https://www.validierungsverfahren.de/)

# Reflexions

1. Improve the framework for integration management
2. Improve cooperation among stakeholders
3. Develop more targeted support offers for refugees and increase guidance and information on integration measures
4. Develop recognition procedures
5. Ensure that labour market integration is not hindered or impeded by legal requirements
6. Continue to rely on civil society for integration

# Thank you



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