Models of Integration into the Labour Market

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Facts and Figures

- 1 Million immigrants into Germany in 2015

- 80% < 35 years

- 70-80% without accademic or formal professional qualification

- Large male majority

- Hardly anyone speaks German

Facts and Figures

- Eager to work and send money back home

- Competences and work experiences exist, but difficult to assess

- German labour market needs **HIGHLY** qualified skilled workers (e.g. „mecatronics", not „fitters")

- 10-15% of immigrants can be integrated rela-tively easy/short term into the labour market

Challanges

- Language! Language! Language!

- Assessing professional competences

- Pre-qualifying

- Formal professional qualification

- Cultural/Civic Education

Challanges

- Legal status/perspective

- Minimum wage !?

- Formal professional qualification

- Cultural/Civic Education

- Mentoring („Kümmern")

Solutions

- Mentoring Clusters (companies, chambers of commerce, educational institutions, social welfare institutions, labour office etc.)

- Coordinaton of clusters and the various partners needs time and money

- Flexibility of labour laws at the right points

Example

Example
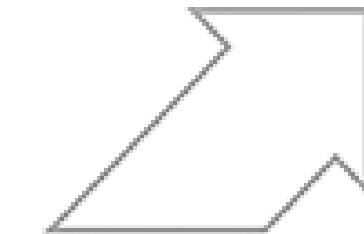
- Social welfare institution

- Taking care of 2000 immigrants
  in Stuttgart

- Selecting young ‚apprenties to be'

- Winning „voluntary social mentors"

- Cluster coordination/management/hotline

Example

- Assessing professional competences

- Modules for pre-qualification

- Advice and support for companies
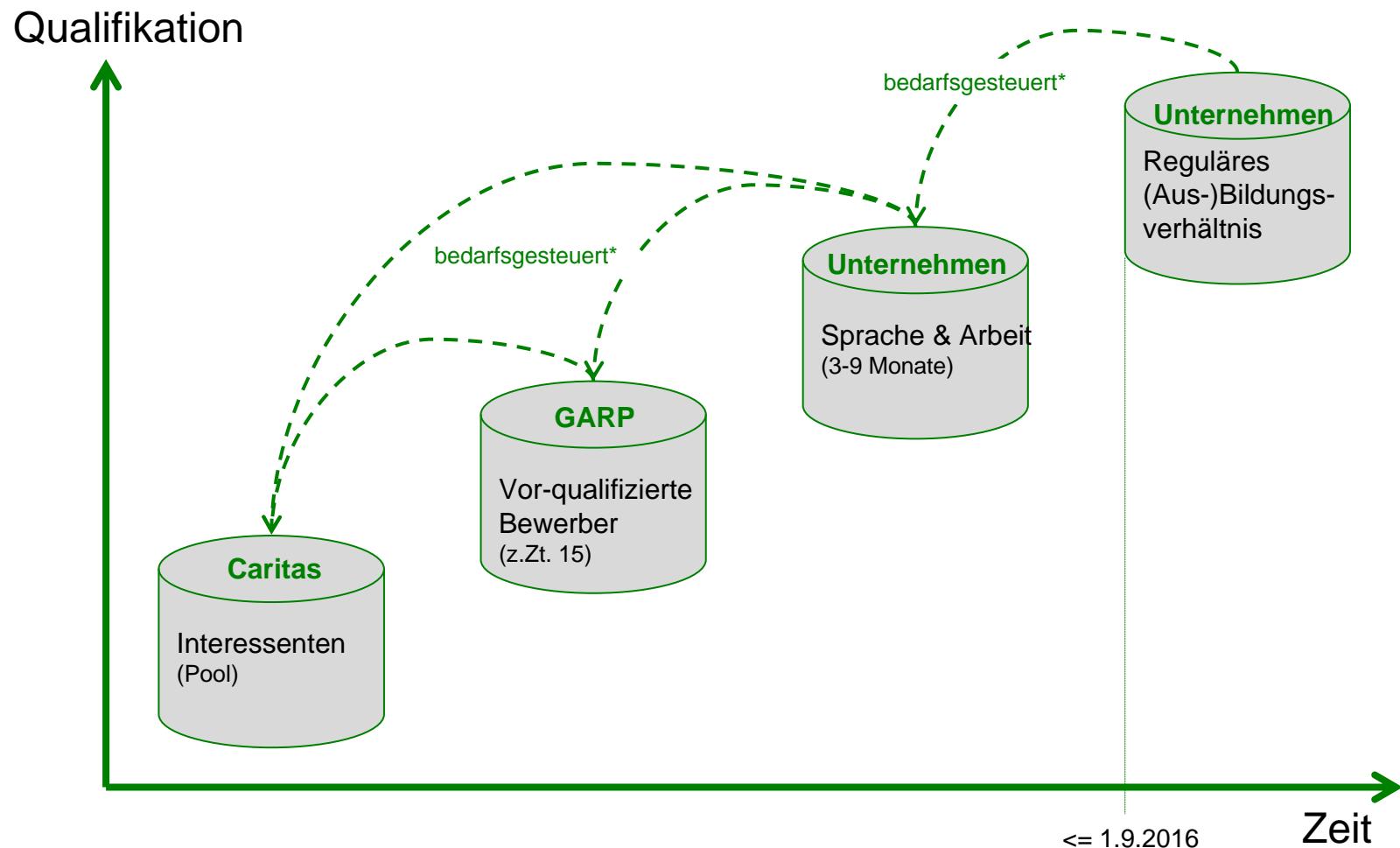
Example

- Winning companies for internships and apprentieships

- Winning „voluntary professional mentors"

- Winning sponsors

Initiative „Flüchtlinge & Arbeit"

Unser Konzept: In vier Schritten zum qualifizierten Beruf

Qualifikation

bedarfsgesteuert*

Unternehmen

Reguläres
(Aus-)Bildungs-
verhältnis

bedarfsgesteuert*

Unternehmen

Sprache & Arbeit
(3-9 Monate)

GARP

Vor-qualifizierte
Bewerber
(z.Zt. 15)

Caritas

Interessenten
(Pool)

<= 1.9.2016

Zeit

* Es werden nur dann Interessenten in die nächste Stufe übernommen, wenn ausreichend Kapazitäten bzw. Betriebe zur Verfügung stehen.