

Erasmus+ - Project „Qualification and Professionalisation of the Support of Asylumseekers, Immigrants and War Refugees”



Proposals for Implementation and Financing in Germany

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Co-funded by the
Erasmus+ Programme
of the European Union

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Introduction

The Erasmus+-Projekt „QualiProAIR – Qualification and Professionalisation of the support of Asylumseekers, Immigrants and War Refugees“ orientates especially at the revised Lisbon-strategy from 2005 for a sustainable growth and better working places. To fulfill the requirements which are the Lisbon strategy is based upon, the project focused on the professionalization of volunteers working in the field of supporting asylum seekers, immigrants and war refugees, by developing qualifications and further-education courses. Besides that target group the newly created qualification profile addresses experts such as social pedagogues, consuler and adviser in different fields. (As an example adviser in labour market integration, adviser for public affairs, educational consuler etc.) Their qualification should focus on the specific demands of their job. Therefor the support of asylum seekers, immigrants and war refugees (advice of those target groups included) became, especially relating to the enormous amount of different kind of immigrants to Europe in 2015, more important and on the background of the specific demand concerning support of the target group and those voluntarily and professionally supporting them on the one hand and on the other the challenge of increasing necessity of border crossing cooperation a European wide uniform qualification profile was created.

The profile is meant to serve practice. So there should be impact as soon as possible and it should support qualification in the field of “supporting immigrants” fast and contribute to modification and perhaps improvement of them. So immigration politics by now neither is European nor national structured and planned, the available paper can only consist of proposals, that need to be tested concerning their political feasibility and which also need to be discussed, before they get implemented into administration and educational regulation.

The indication may be allowed, that the approach of the development of the qualification profile is based upon the longterm experience of the member of staff of nordprojekte – Kaufmann & Partner, Heike Arold, who completed in the field of vocational education a lot of projects successfully before. The research design was not only successful in different Leonardo da Vinci and Erasmus+ projects but also led to sustainable implementation of new qualification concepts e.g. in the second hand sector.



1. Situation in Germany

Immigration still is a forward pressing challenge in German and European reality. Global migration doesn't decrease and so European Union and also Germany needs to face immigration also in the future. Though the situation of immigration and also the focus of content momentarily has changed since 2015.

Working with migrants can be divided into two different comprehensive working processes: Accompanying and consulting/advising. Both of them are to be looked at individually, even if they are partly deep connected. So there is often or mostly before there is an accompanying a consulting or takes place parallel. A differentiation into more working processes is in so far necessary concerning the qualification profile as those two core working processes are applied to different focuses in different fields of life and thus different approaches or specific working steps and tasks need to be taken into action.

Concerning support of immigrants there is to be divided into three phases:

1. The „reception of immigrants“, it is chronological the phase right after the arrival of the immigrant and demands a specific support,
2. „Integration“ after successful reception of the immigrant and
3. „Return“, if there is no possibility of staying in the hosting country.

After reception was the focus in the past two years, now it is phase two and upcoming also phase three becoming focus in supporting immigrants.

2. Proposals for implementation in Germany

The German educational system

Apprenticeship in Germany is divided into vocational initial training and vocational further education and qualification.

Initial training starts at the earliest after finishing compulsory education. Compulsory education starts at the age of six and lasts nine years (depending on the federal country also 10 years). Afterwards there is for those who have left fulltime school for three years the obligation to visit a vocational school. Simply: the obligation of visiting a school exists for 6 - 18 year old adolescents and for trainees in the dual system (even if they are older than 18).

After the 4 years lasting common primary school there is the German “structured school system” consisting of Hauptschule, Realschule, Gymnasium and in nearly every country also Gesamtschulen.

In the dual system the different ways often meet again; there the graduates of all different types of schools learn together again. It is called dual for the apprenticeship takes place at two different locations: in the enterprise and in the vocational school. It usually lasts three years. (Besides two-year-apprenticeships there are also legal arrangements that enable a shortening of the apprenticeship with the approval of the enterprise, e.g. for highschool graduates) The dual system is the much biggest educational sector of the secondary stage II: approximately 53% of each cohort take an approved apprenticeship. Most of the graduates in the dual system starts afterwards working as an expert – many use the possibility of vocational further education. Graduates also – under specific preconditions – achieve the highschool graduation in a one-year-fulltime school and visit university. Increasingly also successful graduates of vocational further education are allowed to visit universities.

Among vocational schools technical schools have most participants. These schools prepare for a job or a apprenticeship – mostly in the dual system - . Under specific preconditions graduation of a technical school is approved as first year of apprenticeship in the dual system. In some educational courses in technical schools there is the possibility to achieve the A levels. The educational course lasts depending on the vocational sector and aim one to three years. Approximately every sixth participant of technical schools takes an approved



apprenticeship of the dual system there. The academic graduation can be equalized to the graduation in the dual system by legal act. Huge amounts of pupil are also at the schools in the health system, where the apprenticeship of non-academic vocations in the health system take place. Many of these schools are part of the organization and location of infirmaries, where both the theoretical and the practical part of the apprenticeship takes place. Specialised secondary schools lead usually based upon an apprenticeship to deeper knowledge and skills and to A levels. All together there are a lot of changes between academic and dual apprenticeship as well as from vocational training to university. In 2005 approximately 20% of the beginners of academic studies already had graduated an apprenticeship in the dual system. Tertiary education consists of colleges, universities, academias, technical colleges and other institutions that offer study courses leading to occupational qualification for graduates of the secondary II education with A levels.

Possibilities of an educational offer for volunteers and experts

The qualification profile offers a huge qualification potential concerning educational and qualification proposals for both volunteers as well as experts. In doing so the profile can be used for the educational offers of the social enterprises as well as for those of the adult education centers and the vocational training centers. There for it is necessary to disseminate the profile and ist potential to single education centers as well as to their sector and regional associations and to the national federations.

Also the profile can be used for the qualification and specialization in the field of immigrant´s support from the labour market administration to qualify jobseekers, by creating upon the basis of the profile specific qualifications which can be used for internal courses as well as for external institutions.

The use for internals and trainee programs for newly achieved colleagues is another chance for implementing the profile in the sector. First qualifications are already tested at Diakonisches Werk des Kirchenkreises Rendsburg-Eckernförde and as qualification sequel for volunteers in the program of the adult education center Rendsburg.



Possibilities of implementation in academic apprenticeship

The bigger part of social occupations has an academic apprenticeship. The qualification profile lends itself especially to educational occupations but also to daily supporters as a specialization. But it should also be implemented into the basic apprenticeship of social occupation for the part of immigrants of the whole citizenship increases permanently and therefor working with migrants also increases in the whole sector.

The same is with academic apprenticeship such as social worker, social pedagogues and others. At these the profile can be used to open the study courses for the support of immigrants, if not already real.

In doing so it is necessary to get all social partner and to address especially those who are responsible for the act of education and to convince them from the profile. That are for example the ministries for education and culture the federal institute for vocational education and the chambers.

3. Proposals for financing of the Qualification based upon the profile

The financing of the above mentioned approaches depends on the specific offer:

- Academic apprenticeship are regularly offered in a mixed financing. They are paid by the trainees themselves at a smaller part and at the other parts by the enterprises and the public budget.
- Dual apprenticeships are paid by the enterprises and the public budget and
- Vocational further education usually is paid by the enterprises.

The use of the profile for new qualification courses in the adult education or for internal trainee programs but also in public institutions always is to be paid by the user himself. This also is the first chance of to get the profile directly into appliance. Therefor it is crucial that the profile is easy to achieve and easy to be adapted to different demands. The increasing lack of well educated experts leads to the necessity of specific trainee programs at technical schools belonging to sector associations and vocational education centers. The dissemination of the profile through the networks used by the Erasmus + project is one of the necessary preconditions. The financing can in this case be realized also by creating a common qualification course based upon the profile and used together by many regional enterprises.



4. Summary and outlook

The newly created and europeanwide uniform qualification profile is basis of the development of initially five qualification modules in the framework of the QualiProAIR Erasmus+ project:

1. approval of foreign qualification and graduation,
2. framework, conditions and information of labour market and the integration into it,
3. qualification and initial qualification as precondition for a successfull entrance into the labour market,
4. social integration – skills and key competencies
5. language learning and inclusion of immigrants in the educational system

In doing so there were respected as many aspects as possible and necessary in the design of the content, to offer already at the end of the project a qualification, that includes the core of the created qualification profile.

For the qualification profile describes more comprehensive aspects and addresses volunteers as well as experts who are working with immigrants it is the basis of a later to be developed European qualification concept. That should contain a detailed breakdown of the to be taught know-how or the skills and competencies including a clear division of volunteers and experts in the field of „support of immigrants“. Such a total qualification can and should due to the amount of identified aspects which are included be modular and also designed as further education. So that it offers the opportunity to volunteers to qualify themselves regarding different teaching and learning content meeting the specific demand. Also it should give experts the possibility of a demand orientated qualification as well as the professional specialization towards immigrants in a whole.

Because of the widespread knowledge, that should be imparted, that is described in the qualification profile, it probably requires an development logical design of such a concept, including qualification modules for newly recruited in the working field, in which basic skills are imparted, for advanced learners with already achieved professional knowledge and experiences, who want to extend their skills and experts, who want to achieve specific professional content.

In Germany there was an appropriate demand detected. So it will be necessary to use all networks to foster especially on political level the qualification concerning immigration support. The profile is in the existing structure usable in an easy way so that the qualification for those dealing with immigrants will be improved. The implementation contributes to a common European understanding and to more mutuality all over Europe.

