Next Speaker

Dr Thorsten Müller
Employment Expert
Bundesagentur für Arbeit
Germany
Integration of Refugees

Skills assessment – practical methods and tools
The Current Refugees Migration to Germany will Affect the Bundesagentur für Arbeit in the Long Term

Initial situation

Projection: Increasing quantity of unemployed refugees (scope social code II and III)

+ 70,000 to 200,000 unemployed refugees in 2016

Projection: Increasing quantity of persons able to work and entitled to benefits

400,000 + additions within the field of minimum income in 2016

Qualification structure of unemployed persons from asylum seeker countries

- 81% without a formal qualification
- 10% with a completed vocational training
- 8% with an academic education

asylum applicants by age groups (2015)

- 71% less than 30 years old
- 27% 30 to less than 55 years old
- 2% 55 years old and older
Importance of skills assessment

- Skills assessment is the **starting point**. It gives the staff instructions for adequate and individual actions.

- **Individual need** for support determines the future chaperonage and support, concerning the integration or introduction into the labour market.

- Analysis of strengths and weaknesses determines the need for action in the placement process; it is followed by these **steps**:
  - setting objectives (apprenticeship or job), developing integration strategies, that eliminate handicaps, implementing strategies and reviewing the process of implementation.
Practical methods and tools – 1 -

Bundesagentur für Arbeit possesses its **own skills assessment systems**, which is managed by its Vocational Psychology Service:

- assessment of German language skills
- assessment of vocational competences and interests:
  - identification of strengths and weaknesses
  - result summarized in an expert report directed to the placement service

At present: **Development of a new skills assessment system**, which aims at making informal vocational skills visible, easy to use for people with only little or no knowledge of German language, because it’s image-based
Bundesagentur für Arbeit instructs educational providers to carry out skills assessment during courses for refugees, for example:

- **„KompaS“**: combination of classical German integration class with the identification of skills relevant for vocational success
- **„PerF“**: identification of existing vocational skills, teaching and enhancing job-related language-skills, information about German labour market and system
- **„IHAFA“**: an example for regional initiatives of labour market partners: preparation for vocational school and technical apprenticeship, identification and teaching of job-related skills and language skills
Practical methods and tools – 3 -

• courses financed by the European Social Fund and the Federal Office for Migration and Refugees “ESF-BAMF”: the classes combine German for professional use, professional skill-building and internships in enterprises

• plus: Service for the Recognition of Degrees
checks school certificates, university and other degrees in matters of their equivalence with German degrees
Bundesagentur für Arbeit reacts quickly to current developments:

- applies skills assessment systems and develops adequate new systems
- trains its staff to cope adequately with refugees, for example intercultural competence, language skills and knowledge of asylum law; soon also gender aspects
- recruits additional specialists for integration, if possible with language skills in Arabic, Farsi etc.
Questions for the discussion

• What kind of skills assessment do you use for refugees who have little knowledge of the language?

• What experiences have you had with your assessment system?

• Do you have a successful skills assessment system that you would like to share with us?