

# Handwerkskammer Koblenz

„Inclusion of migrants in the Chamber of Skilled Crafts Koblenz“

Ann-Kathrin Maaß

# Responsibilities



M.A. Erziehungswissenschaften,  
Organisationspädagogik

- recognition of vocational qualification
- recognition of informally acquired competences
- business consulting, especially for the integration of foreigner
- securing skilled workers and Relocation-Management

# Importance of the integration of migrants

- Securing skilled workers and recruiting young people is one of the key issues in the German economy
- Every year there are around 3,000 new trainees in the district of the Koblenz Chamber of Crafts
- For years, this has included around 10% new trainees with foreign nationality
- ⇒ If these trainees could not be recruited and integrated, the number of trainees would have declined more every year
- ⇒ For this reason, the Koblenz Chamber of Crafts makes every effort to recruit and integrate trainees with foreign nationality

# Development: Training in crafts

	new apprenticeship contracts	change over previous year	proportion of women	trainee in total	change over previous year	proportion of women
<b>2021</b>	<b>2.876</b>	<b>+0,28 %</b>	<b>19,1 %</b>	<b>7.809</b>	<b>- 2,80 %</b>	<b>17,9 %</b>
2020	2.868	-8,31 %	19,7 %	8.034	-1,30 %	18,8 %
2019	3.128	+ 0,26 %	22,1 %	8.140	+ 0,23 %	19,6 %
2018	3.120	-1,58 %	23,4 %	8.121	-1,38 %	20,1 %
2017	3.170	-2,03 %	20,9 %	8.235	+ 0,35 %	20,4 %
2016	3.107	- 1,55 %	23,6 %	8.206	- 2,22 %	21,5 %
2015	3.156	- 1,22 %	24,7 %	8.392	- 2,67 %	21,8 %
2014	3.195	+ 1,50 %	24,9 %	8.622	- 2,37 %	22,2 %
2013	3.147	- 8,80 %	24,8 %	8.872	- 5,56 %	22,0 %

} Corona Pandemie

**Currently new entries 2022: 2.859** (Stand 30.09.2022)

# Apprenticeships of people with foreign origin

	Afgh.	Eritrea	Iran	Irak	Somalia	Syrien	others	new apprenticeship contracts migrants	new apprenticeship contracts	trainee in tota
<b>Neu in 2021</b>	33	9	15	4	2	96	167	326	2.876	7.809
<b>2020</b>	36	10	10	2	8	100	166	326	2.868	8.034
<b>2019</b>	56	17	19	3	5	107	232	439	3.128	8.140
<b>2018</b>	82	20	15	4	2	107	193	423	3.120	8.121
<b>2017</b>	111	27	17	10	4	83	426	678	3.170	8.235
<b>2016</b>	18	13	8	9	3	20	393	464	3.107	8.206
<b>2015</b>	10	3	3	6	1	7	394	424	3.156	8.392
<b>2014</b>	3	0	3	4	1	2	376	389	3.195	8.622

in 2021: all in all 887 (1.000 in 2020) trainees with foreign origin = 11.36 % (Stand 31.12.2021)

# Projects for the integration of people with a migration background or refugee biography on site

KAUSA-Landesstelle  
Rheinland-Pfalz  
.....  
Ausbildung und Migration

PASSGENAUE  
BESETZUNG  
WILLKOMMENSLOTSEN

objective

Coach für betriebliche Ausbildung

- Coaching + placement of young migrants + refugees in training
- Securing young talent and skilled workers for companies

KAUSA Landesstelle Rheinland-Pfalz

- Advice for migrants and refugees in the context of the German vocational training system
- Information on dual training
- Networking with migrant self-organizations

Willkommenlotse

- Support for companies in the operational integration of refugees
- Assistance in finding internships, training and work

Fördergeber



# Labor migration project

## Project Mobi Pro EU

- Promotion of the professional mobility of young people from Europe who are interested in training
- HWK Koblenz: Integration of Spanish and Bulgarian trainees

## Projekt Mobi Pro EU – back ground

- In places high youth unemployment in the countries
- Need for skilled workers in Germany, many vacancies for apprenticeships

# Labor migration project

## Projekt Mobi Pro EU – process



Recruitment of young people and young adults in the country of origin + professional orientation

Preparation and language acquisition (B1) in the country of origin

Acquisition of companies in Germany

Exchange of participants and operation via video call

completion of an apprenticeship

Entry to Germany, commencement of training



Bundesministerium  
für Arbeit und Soziales



Bundesagentur für Arbeit  
Zentrale Auslands-  
und Fachvermittlung (ZAV)



**MobiPro**<sup>EU</sup>  
Gefördert durch das  
Bundesministerium für Arbeit und Soziales



# Labor migration project

## Projekt Mobi Pro EU - Ablauf

Important: permanent socio-educational support → challenge of cultural adaptation

Important: Theoretical support lessons to support the academic challenge

Important: Consider cultural differences and react individually

Important: Benefits to secure your livelihood must be guaranteed

Professions carried out in Koblenz: Plant mechanic, baker, electronics, car mechanic, butcher etc.



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# Recognition procedure & equivalence determination

## Recognition of foreign professional qualifications (formal degrees)

- Determination of equivalence of foreign professional qualifications according to the Professional Qualifications Assessment Act (BQFG)
- Recognition in Germany of formal qualifications obtained abroad
- Applies only if there is proof of a formal qualification from abroad

## Valikom transfer (non-formal degrees)

- Assessing and certifying job-related skills acquired outside the formal education system
- HWK certifies the activities and skills that a person has in a profession with a certificate

# Competence assessment and qualification

## competence assessment projects:

- e.g. project “KomPAS”: what skills and professional knowledge do people bring with them from their home country? What can you use from this in Germany? Is there any previous knowledge for jobs in Germany?



## qualification projects

- e.g. "training modules" (partial) professional qualification of people with a migration and refugee background

## exams

- Acceptance of master craftsman exams in e.g. welding
- Africa, Asia Hong Kong example: Confectione

# Bildungsstätten der Handwerkskammer Koblenz

- Administrative headquarters of the crafts in northern Rheinland-Pfalz, (Germany)
- 13 vocational training institutions
  - 6 times in Koblenz
  - Bad Kreuznach
  - Bad Neuenahr-Ahrweiler
  - Cochem
  - Herrstein
  - Rheinbrohl
  - Simmern
  - Wissen



# Hoheitliche Aufgaben der HwK Koblenz

- Representation of interests and promotion of crafts
- Legal supervision of guilds and district craft associations
- Admission of examination regulations
- Advice for training companies and apprentices + regulation and supervision of vocational training
- Management of the handicraft roll and apprentice roll
- Formation of examination boards and conducting of examinations
- Inter-company apprenticeship training

# Any Questions?



**Thank you for your attention!**