

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

	change over previous year	trainee	proportion	change over	opproptioschip	
% 179%		in total	of women	previous year	new apprenticeship contracts	
70 17,3 70	- 2,80 %	7.809	19,1 %	+0,28 %	2.876	2021
18,8 %	-1,30 %	8.034	19,7 %	-8,31%	2.868	2020
19,6 %	+ 0,23 %	8.140	22,1%	+ 0,26 %	3.128	2019
20,1 %	-1,38 %	8.121	23,4%	-1,58 %	3.120	2018
20,4 %	+ 0,35 %	8.235	20,9 %	-2,03 %	3.170	2017
21,5 %	- 2,22 %	8.206	23,6 %	- 1,55 %	3.107	2016
21,8 %	- 2,67 %	8.392	24,7 %	- 1,22 %	3.156	2015
22,2 %	- 2,37 %	8.622	24,9 %	+ 1,50 %	3.195	2014
22,0 %	- 5,56 %	8.872	24,8 %	- 8,80 %	3.147	2013

Corona Pandemie



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Apprenticeships of people with foreign origin

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







Coach für betriebliche Ausbildung

KAUSA Landesstelle Rheinland-Pfalz

Willkommenslotse

- Coaching + placement of young migrants + refugees in training
- Securing young talent and skilled workers for companies
- Advice for migrants and refugees in the context of the German vocational training system
- Information on dual training
- Networking with migrant selforganizations

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







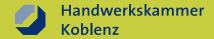
Bundesministerium











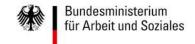
Labor migration project

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

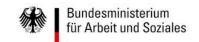
Preparation and language acquisition (B1) in the country of origin

Acquisition of companies in Germany

Exchange of participants and operation via video call

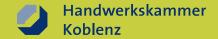
completion of an apprenticeship

Entry to Germany, commencement of training









Labor migration project

Projekt Mobi Pro EU - Ablauf

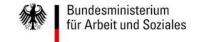
Important: permanent socio-educational support \rightarrow challenge of cultural adaptation

Important: Theoretical support lessons to support the academic challenge

Important: Consider cultural differences and react individually

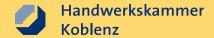
Important: Benefits to secure your livelihood must be guaranteed

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









Recognition procedure & equivalence determination

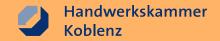
Recognition of foreign professional qualifications (formal degrees)

- 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

KmPAS Kompetenzanalyse für Flüchtlinge

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!