

## Guidance to recognition - on the need of specialist counselling



### Referenten:

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Das Netzwerk IQ wird gefördert durch das Bundesministerium für Arbeit und Soziales und die Bundesagentur für Arbeit.

MigraNet wird koordiniert von:

## Development of „Anerkennungsberatung“ in Germany

- Winter 2007: Brain Waste Survey
  - first scientific research about the practice of recognition of foreign qualifications
- One of the main results: **urgent need for counselling!**
- Spring 2008: MigraNet Augsburg develops the first pilot project for recognition counselling
- Summer 2011: The IQ-Network implements counselling services in all federal states
- Target group:
  - People with foreign qualifications living in Germany and abroad
  - Regulators, placement officers, migration consultants, employers etc.
- **Objective target: improving the employment opportunities of migrants**



## Developments and improvements since the Brain Waste Survey

- In the last couple of years recognition of foreign qualifications has become an important topic in Germany.
  - paradigm shift: focus on skills and potential of migrants
- 01.04.2012 The Recognition act (Anerkennungsgesetz) came into force
  - the Recognition Act introduced a universal legal entitlement to assessment of foreign qualifications, regardless of the applicant's migrant status and nationality
- federal recognition laws have taken effect in 12 out of 16 federal states

## Remaining obstacles in the recognition procedure

- complexity of the legal basis
  - the Recognition Act doesn't apply to all professions and is subsidiary to sectoral laws
  
- the recognition procedure can differ from authority to authority
  - different authorities ask for different documents
  - no mandatory standards for the crediting of professional experience
  
- access to adaptation measures (adaptation period or aptitude test) is difficult
  - very few training courses
  - problem of how to finance the adaptation measure

- financing
  - costs for translations, certified copies and the recognition procedure are often very high
  - no financial support for people who work in underqualified jobs
  
- it is difficult to make applications from abroad
  - applicants have to know where exactly in Germany they want to work as there is no national recognition office but hundreds of responsible authorities
  - in some cases only certified translations from Germany are accepted

## Self-image Anerkennungsberatung

- specialist counselling as an essential offer during the recognition procedure
- individual and comprehensive information about possibilities of recognition, the recognition procedure and responsible authorities
- counselling and steering tailored to the particular needs in the recognition procedure
- create transparency to be able to develop a vocational perspective

- The role of specialist counselling:
  - identifying structures that enable or interfere with the access to full recognition and transfer the knowledge to political decision-makers
  - experts in the field of recognition who maintain a constructive dialogue with the authorities to create a win-win situation for all parties
  
- » **The overriding objective is to bring about structural changes that will improve the recognition system in Germany**



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