Handwerkskammer Koblenz

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

Ann-Kathrin Maaß
Responsibilities

- 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

<table>
<thead>
<tr>
<th>Year</th>
<th>New Apprenticeship Contracts</th>
<th>Change Over Previous Year</th>
<th>Proportion of Women</th>
<th>Trainee in Total</th>
<th>Change Over Previous Year</th>
<th>Proportion of Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2021</td>
<td>2.876</td>
<td>+0.28%</td>
<td>19.1%</td>
<td>7.809</td>
<td>-2.80%</td>
<td>17.9%</td>
</tr>
<tr>
<td>2020</td>
<td>2.868</td>
<td>-8.31%</td>
<td>19.7%</td>
<td>8.034</td>
<td>-1.30%</td>
<td>18.8%</td>
</tr>
<tr>
<td>2019</td>
<td>3.128</td>
<td>+0.26%</td>
<td>22.1%</td>
<td>8.140</td>
<td>+0.23%</td>
<td>19.6%</td>
</tr>
<tr>
<td>2018</td>
<td>3.120</td>
<td>-1.58%</td>
<td>23.4%</td>
<td>8.121</td>
<td>-1.38%</td>
<td>20.1%</td>
</tr>
<tr>
<td>2017</td>
<td>3.170</td>
<td>-2.03%</td>
<td>20.9%</td>
<td>8.235</td>
<td>+0.35%</td>
<td>20.4%</td>
</tr>
<tr>
<td>2016</td>
<td>3.107</td>
<td>-1.55%</td>
<td>23.6%</td>
<td>8.206</td>
<td>-2.22%</td>
<td>21.5%</td>
</tr>
<tr>
<td>2015</td>
<td>3.156</td>
<td>-1.22%</td>
<td>24.7%</td>
<td>8.392</td>
<td>-2.67%</td>
<td>21.8%</td>
</tr>
<tr>
<td>2014</td>
<td>3.195</td>
<td>+1.50%</td>
<td>24.9%</td>
<td>8.622</td>
<td>-2.37%</td>
<td>22.2%</td>
</tr>
<tr>
<td>2013</td>
<td>3.147</td>
<td>-8.80%</td>
<td>24.8%</td>
<td>8.872</td>
<td>-5.56%</td>
<td>22.0%</td>
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</tbody>
</table>

*Currently new entries 2022: 2.859 (Stand 30.09.2022)*
## Apprenticeships of people with foreign origin

<table>
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<tr>
<th></th>
<th>Afgh.</th>
<th>Eritrea</th>
<th>Iran</th>
<th>Irak</th>
<th>Somalia</th>
<th>Syrien</th>
<th>others</th>
<th>new apprenticeship contracts</th>
<th>new apprenticeship contracts migrants</th>
<th>trainee in tota</th>
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</thead>
<tbody>
<tr>
<td>Neu in 2021</td>
<td>33</td>
<td>9</td>
<td>15</td>
<td>4</td>
<td>2</td>
<td>96</td>
<td>167</td>
<td>326</td>
<td>2.876</td>
<td>7.809</td>
</tr>
<tr>
<td>2020</td>
<td>36</td>
<td>10</td>
<td>10</td>
<td>2</td>
<td>8</td>
<td>100</td>
<td>166</td>
<td>326</td>
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<td>2019</td>
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<td>17</td>
<td>19</td>
<td>3</td>
<td>5</td>
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<td>232</td>
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<td>1</td>
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<td>3</td>
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<td>1</td>
<td>2</td>
<td>376</td>
<td>389</td>
<td>3.195</td>
<td>8.622</td>
</tr>
</tbody>
</table>

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

**Objective**

- 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

**Willkommenslotse**

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

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!