Project Triple Win:
Recognising third country qualifications of nurses

Federal Employment Agency/International Placement Services
Deutsche Gesellschaft für Internationale Zusammenarbeit

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Triple Win

As we provide an individual linguistic and technical preparation, as well support of the integration process into both the workplace and the German society, the employer benefits from a well prepared and qualified employee.

With a consistent orientation towards the World Health Organization’s (WHO) code of conduct, we renounce the recruitment of nurses from any country with a shortage of health care staff itself. Rather, the labor market of countries with overcapacities in the health care sector can be relieved. Furthermore, a know-how transfer is established in the long term.

Immigration is successful, if there is integration into the workplace and into the society of the host country at the same time. Professionals will improve their personal competences and build on their career perspectives.
Triple Win - Processes

Recruitment and selection of candidates

Offering job vacancies to preselected candidates

Language course/Orientation training

Professional preparation

Support of departure process

Support of integration process

Support of the recognition process

Monitoring
Triple Win – A sustainable market-funded model

- Countries: Serbia, Bosnia-Herzegovina, Philippines and, prospectively, Tunisia
- Placement on the basis of bilateral agreements between the German Federal Employment Agency and the labour administration of the respective partner country
- Allocation of costs for the GIZ services to the employer per procured employee (3,700 € incl. sales tax); for nurses, there are no service fees
- Employment contract based on local conditions (for at least one year); salary normally 1,900 €, 2,300 € after the recognition of professional qualifications
- Supported by the employer, nurses participating in the project commit themselves to carry on the procedure for the recognition of qualifications within their first year of work
Triple Win’s experience with professional training in the countries of origin

- Excellent medical knowledge; there is usually no need for additional tuition in, e.g., pathology
- As compared to the German system, practical training as well as periods of practical experience during training are substantially lower
- Concerning professional standards, there are differences concerning the following areas: competence areas (for example, basis care as a common field in the health care in Germany), communication, hygiene measures, care planning and documentation
- Compensatory measures are often obligatory
- Usually a great commitment and strong interest in further training and self-improvement
Recognition of third country qualifications: challenges in Germany

- Assessment of third-country qualifications varies in Germany
  → German employers and migrants lack transparency and predictability

- Submitting documents from abroad: requirements regarding translations and authentication of required documents are high
  → support by intermediaries often needed

- Compensation measures offered are partly inadequate (duration, costs, risk of disintegration in the workplace etc.), some employers not able to offer in-house adaptation measures
  → Need for more adequate (e.g. modular) compensation measures
Project Triple Win’s approach

**Identifying partner countries**
- Qualification analysis, comparison with German curricula
- Development-oriented criteria for selection of partner countries: surplus of qualified health personnel, cooperation of partner countries

**Transparency tools**
- Information for professionals and German employers
- Sharing experiences and expectation management

**Pre-integration measures**
- Language courses and professional preparation prior to departure
- Orientation course: information of process and requirement while getting qualifications recognised

**Early recognition**
- Pre-migration screening through standardised recruitment criteria
- Individual support for the submission of documents for recognition from abroad
- Immediate start of working, parallel compensation measures

**Bridging courses**
- Set up of exam preparation courses (aptitude test) in cooperation with nursing schools and the German IQ-network
- Counseling on the design of bridging courses in German hospitals
Triple Win preparation courses for aptitude tests

- The Triple Win approach: cooperation with nursing-schools and designing of courses to prepare for aptitude tests according to the „Münchner Modell“ (Akademie des Städtischen Klinikums München)

- Based on experience: focussed preparation for the aptitude test within 20 to 25 training days, hours of self-study, and practical guidance with the employer

- Example of a preparation course according to this concept in Frankfurt/Main: 13 of 16 participants passed the test on their first try; after a repetition, two more participants passed the exam

- Factors of success: regular participation in the course, German skills (B2 GER) and, in particular, the employer’s support through the process
For more information

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