

Oldenburg, State of Lower-Saxony, Germany

Case Study, Vantaa, 25/26.01.2017

« Approaches to Labour Market Integration in Oldenburg – Challenges and Actions »

by

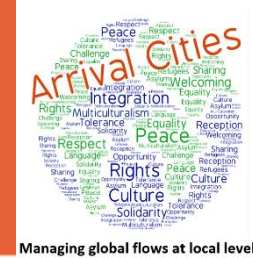
Peter Grünheid

Ilyas Yanc

Nils Padberg



1. Introduction



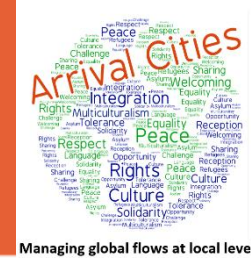
Oldenburg, Lower-Saxony, Germany

“Immigrants are more frequently exposed to unemployment than the indigenous population, have less access to further education and training, and are above average often not employed in their profession or below their level of qualification. They work in risky industries, poorly paid, physically demanding jobs and are threatened by health risks. Although immigrants from third countries often come from the educational elite or the middle class of their countries of origin, 6 they experience social degradation in the EU.”

Brain Waste Study, 2006



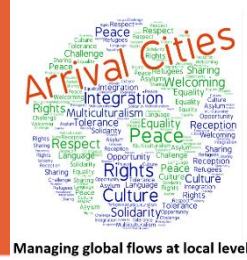
1.1 Statistics



- 2015/16: 1.2 million refugees coming to Germany
- Additionally: 1 million EU-immigrants
- September 2016: nearly 4700 current Oldenburg residents are asylum seekers, mostly from Syria and Iraq
- about 3100 refugees will potentially receive work permits
- In addition nearly 10,000 foreign nationals live in Oldenburg
- main origins: Poland, Romania, Italy, Bulgaria and Spain.
- 22,1% (so called) migration background (31.12.2016)

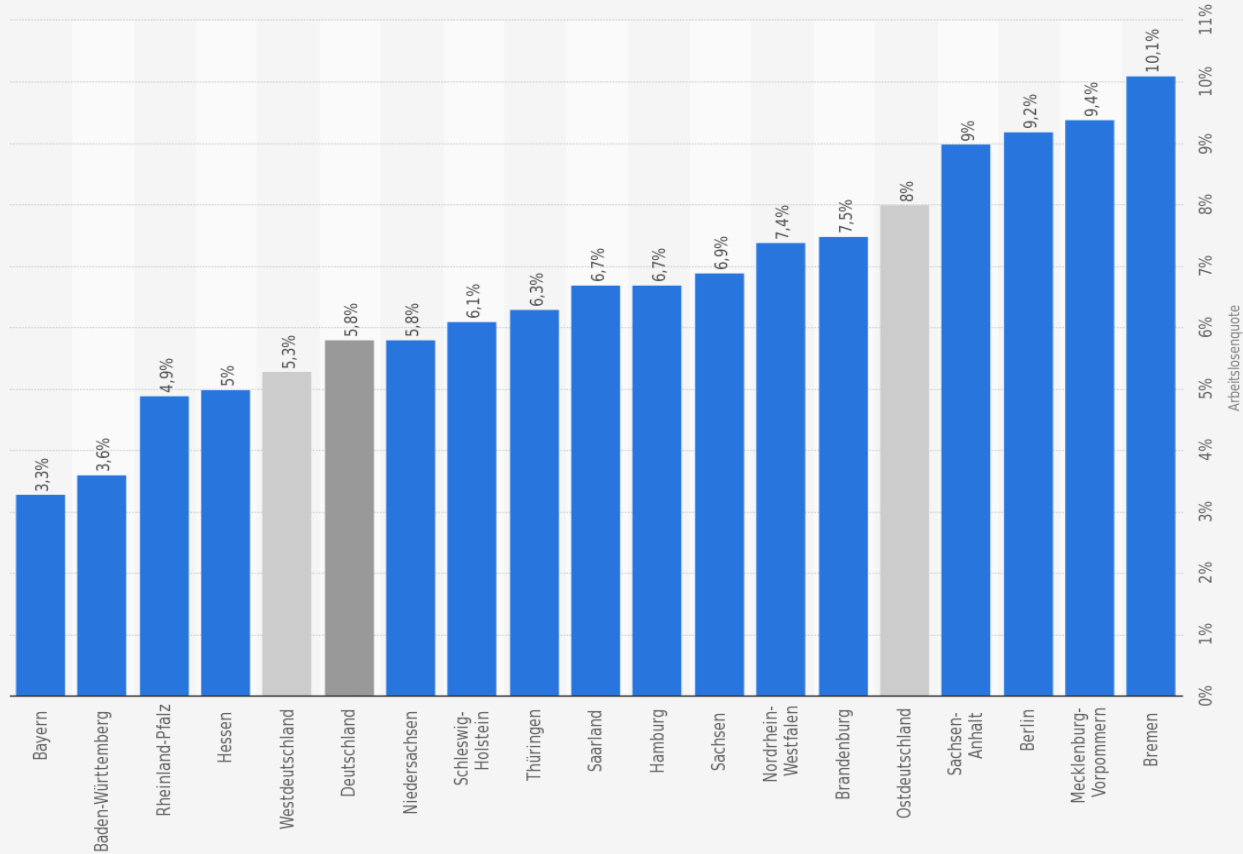


1.2 Unemployment rate in Germany



Managing global flows at local level

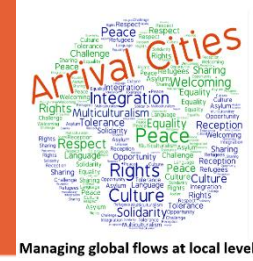
Arbeitslosenquote in Deutschland nach Bundesländern (Stand: Dezember 2016)



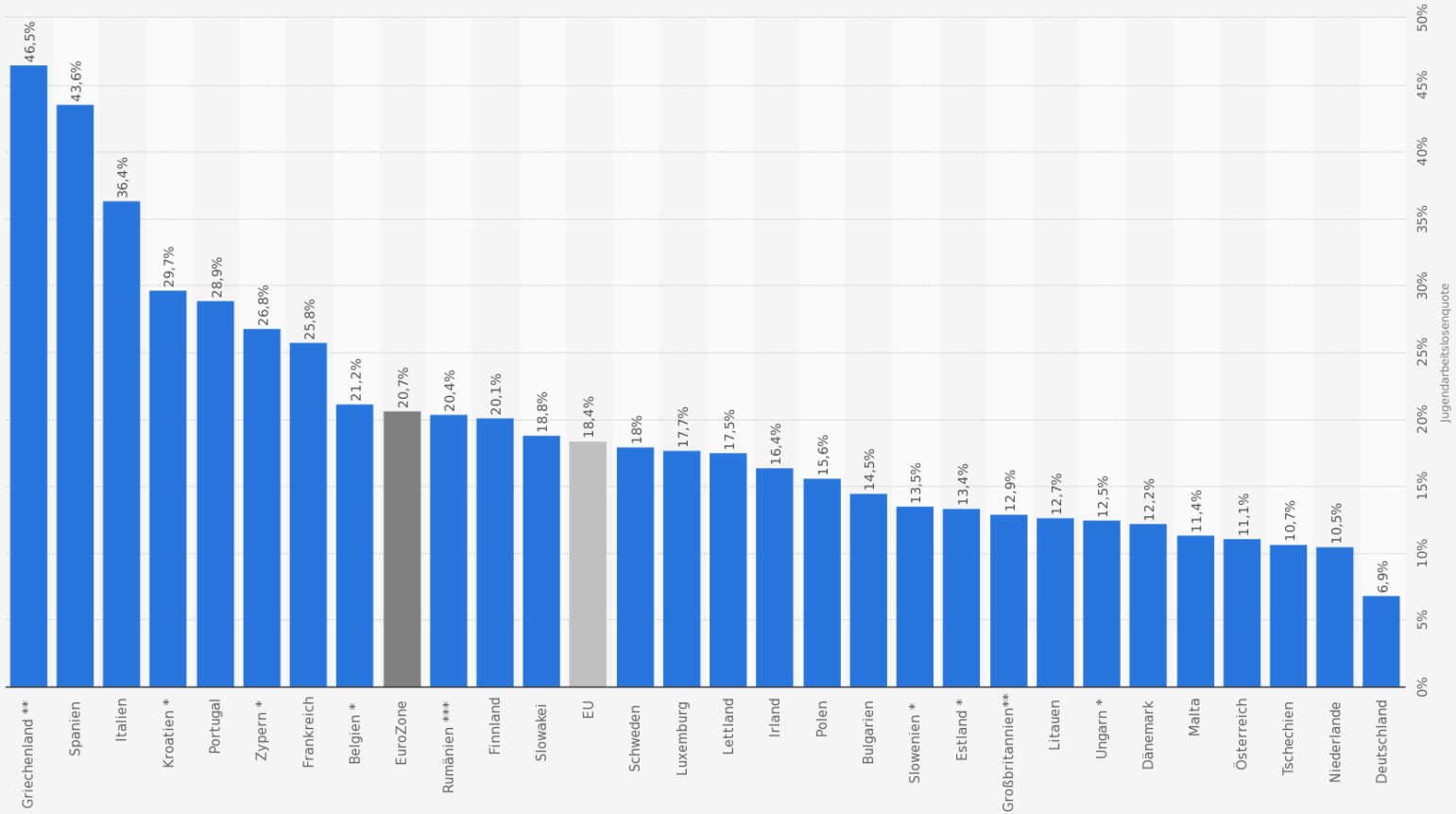
Quelle: Bundesagentur für Arbeit © Statista 2017
Weitere Informationen: Deutschland



1.3 Youth unemployment rate EU



Europäische Union: Jugendarbeitslosenquoten in den Mitgliedsstaaten im Oktober 2016

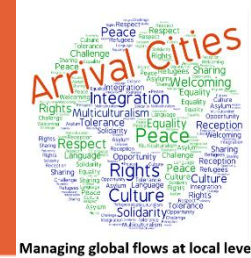


Weitere Informationen:
EU: Saisonbereinigt

Quelle:
Eurostat
© Statista 2016

statista

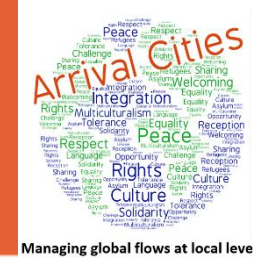
1.4 Actions at federal level



- National programmes:
- Network IQ
 - 14 recognition centres in Lower-Saxony
 - Main provider of „Willkommenskultur“ (*„Welcoming Culture“*) regarding labour market integration
- Federal Office for Migration and Refugees
 - Integration courses since 2005 with around 1,5 Mio participants
 - 2016 around 450.000 participants (funded by government)



1.5 Local actions in Oldenburg

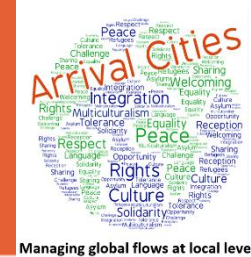


Local Initiatives:

- *pro:connect*: public-private-partnership concerning labour market integration of refugees
- „*Integration pilots*“ (volunteer program)
- Coordination of local education opportunities for migrants (funded by the Federal Ministry of Education and Research)
- Yet:
 - The real challenge is demographic change – not refugees!



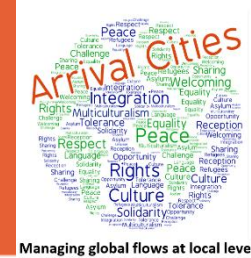
1.6 Challenges and potentials



- No other country of Europe is ageing as fast as Germany – shrinking of employment potential forces action and the opening of companies for migrant employees
- Companies show great responsibility – there are a lot of initiatives founded by companies to integrate and support refugees
- The benefits of the "*Dual System*" - a lot of companies consider vocational training as an important strategy for labour market integration. And it seems as if the dual system of vocational training is responsible for the low unemployment rate among young people in Germany.



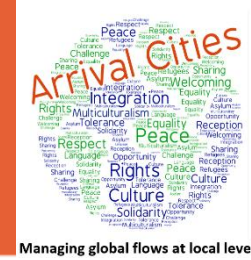
1.7 Excursus: Vocational Training in Germany



German « dual system » of vocational training:

- 2.5 – 3.5 years of non-academic vocational training
- Per week: typically 3 days of full time work at the company, 2 days of job-related class
- After final exam: specific and certified job qualification (e.g.: « Kauffrau für Groß- und Außenhandel »; « *Management assistant for wholesale and foreign trade* »)
- Labour market very much structured by formal qualifications; access/permeability hard for low-/unqualified employees

1.8 Labour market and societal integration



- SMEs are aware of their responsibility
- 75% consider dual vocational training as the main factor although they don't see economic advantages
- 40% consider companies as the most important learning location for refugees
- Challenge: integration of immigrants with non-recognised/without job qualification into the German labour market



2. Review of actions



What we have:

- Structures for recognition of vocational qualifications and skills
- Funded training to receive full recognition
- Network IQ as « transparency guide »
- Language courses
- Employment Agency: new model focuses on parallel learning/working
- Mentorship programme



2.1 Review of the local situation



Managing global flows at local level

What we have in Oldenburg

- Training programmes for refugees by the Chamber of Crafts
- Huge feeling of responsibility among local companies
- *Integration pilots*
- Many other voluntary activists (helping at language learning etc.)
- A multitude of societies, institutions and civic initiatives that try to introduce refugees to how education, bureaucracy and labour market work in Germany



European Union
European Regional Development Fund



2.2 Improvements and goals

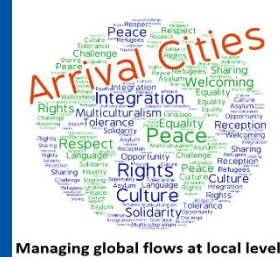


Where do we want to go further?

- Build/strengthen a network for information and advisory services
- Companies need support concerning work permit, language etc.
- Agenda setting!
- There's more to life than just work...
 - Every aspect has to be in relation to every other aspect: Intercultural learning, housing, employment, anti-discrimination, health... the guide to this will be our local:
- **Concept for Integration and Participation!**



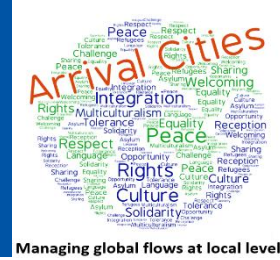
3.1 Challenges



- Sharing the available resources will lead to more conflict
- Hiring requirements of employers are too high
- Growing Heterogeneity – everything has to be more individual
- Change of perspective: high percentage of Syrian refugees used to be entrepreneurs themselves



3.2 Questions



SUBTITLE

1. How to create easy access to and permeability within the labour market?
2. How do we prepare for the new labor market? New professions
3. How do you define yourself? Identification feature through work? Work as a form of self-realization? Is work compulsion or privilege?

