

Fast Lane to the Labour Market and VET

State of the Art Report Germany

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1. Overview of the situation in Germany

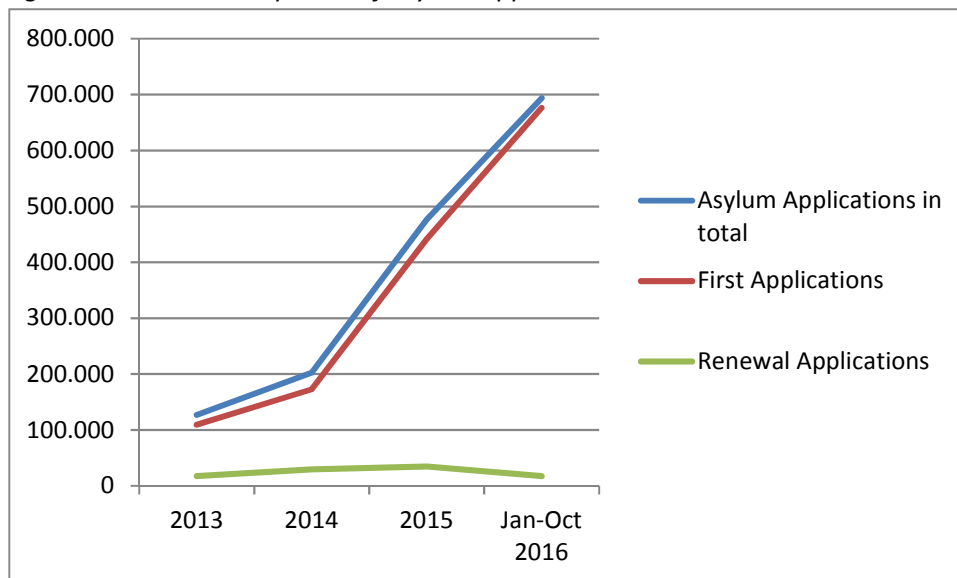
As shown in table 1 and figure 1 there is a sudden rise of asylum applications registered in the years 2014 and 2015 which can be reduced to the ongoing crisis in Syria and the Arabic world. The climax of the wave of refugees was in 2015 when 1, 1 Million refugees were registered in Germany. Most of the refugees who arrived in 2015 applied for Asylum in 2016. This is why the numbers for this year are so high. Regarding the closure of the Hungarian border and the Balkan route this year, a decrease of asylum applications for the year 2017 is expected. The numbers of renewal applications instead remain constant.

Table 1 Annual development of asylum applications 2013-2016

	Asylum Applications		
	Total	First Applications	Renewal Applications
2013	127.023	109.580	17.443
2014	202.834	173.072	29.762
2015	476.649	441.899	34.750
Jan-Oct 2016	693.758	676.320	17.438

Note. Adapted from ‘Aktuelle Zahlen zu Asyl’, BAMF, October 2016, p.4.

Figure 1 Annual development of asylum applications 2013-2016



Note. Adapted from ‘Aktuelle Zahlen zu Asyl’, BAMF, 10.2016, p.4.

Table 2 describes the structure of refugees. The biggest group contains those persons between the age of 18 and 34 - a group of persons which is fit to work and will be for years to come. Also most of the refugees are men. In 2015 in the group 'age 18-34' for example the amount of male refugees is three times higher than the amount of female refugees. One explanation for this is that escapes are expensive and very risky especially for women. This is why most families decide to send just on male member to be able to build up a new life before bringing their families as well.

Table 2 Asylum seekers structure by age and sex

Age	2013		2014		2015	
	female	male	female	male	female	male
<14	17.285	18.700	24.550	27.025	52.740	6.053
14-17	2.780	5.145	315	8.435	9.105	25.140
18-34	16.935	40.670	26.170	71.475	56.285	180.105
35-64	9.695	14.450	14.510	24.885	30.485	58.565
>65	520	450	855	695	1435	1.250
Total	47.220	79.420	70.000	132.520	150.050	325.585

Note. Numbers from Eurostat

Tables 3-5 are describing the countries of origin and the perspective to stay of the registered asylum seekers in Germany regarding the results of taken decisions. As you can see in table 3 in 2015 were still registered a high amount of asylum seekers from the Balkan states (Albania, Kosovo, Serbia, Macedonia). Here the numbers of first and renewal applications do not differ significantly which is explained by the decisions and recognition quota described on the right side of the table. The protection quota for asylum seekers from the Balkan states is less than one percent. Asylum seekers from Syria, Iraq and Eritrea instead have a protection quota of more than ninety percent. Comparing this data with table 4 you can see that in 2016 mostly asylum seekers from Syria, Iran, Iraq, Afghanistan and Eritrea applied for asylum. As we can see in table 5 these are also the countries of origin most represented beneath the registration of refugees in the time of January until November 2016. People of these countries, besides those from Afghanistan, have a good perspective to stay as shown in the right part of table 4. This means a big number of asylum seekers who will be able to stay in Germany and need to be integrated and prepared for the labour market during the upcoming years.

Table 3 Top 10 countries of origin, applications and decisions 2015

Die 10 stärksten Herkunftsländer Im Jahr 2015* (TOP-TEN)	ASYLANTRÄGE			ENTSCHEIDUNGEN ÜBER ASYLANTRÄGE							
	Insgesamt	davon Erst- anträge	davon Folge- anträge	Insgesamt	davon Rechtsstellung als Flüchtling		davon subsidiärer Schutz gem. § 4 Abs.1AsylG	davon Abschiebungs- verbot gem. § 60 Abs. 5/7 AufenthG	Gesamt- schutz- quote	davon Ablehnungen (unbegr. abgelehnt/ o.u. abgelehnt)	davon sonstige Verfahrens- erledigungen
					darunter Anerken- nung als Asyl- berechtigte (Art. 16a u. Fam.Asyl)						
1 Syrien, Arabische Republik	162.510	158.657	3.853	105.620	101.137	1.167	61	221	96,0%	23	4.178
2 Albanien	54.762	53.805	957	35.721	7	-	33	36	0,2%	31.150	4.495
3 Kosovo	37.095	33.427	3.668	29.801	13	-	22	97	0,4%	26.139	3.530
4 Afghanistan	31.902	31.382	520	5.966	1.708	48	325	809	47,6%	819	2.305
5 Irak	31.379	29.784	1.595	16.796	14.510	157	289	81	88,6%	128	1.788
6 Serbien	26.945	16.700	10.245	22.341	4	-	-	22	0,1%	13.611	8.704
7 Ungeklärt	12.166	11.721	445	4.128	3.291	35	5	13	80,2%	352	467
8 Eritrea	10.990	10.876	114	10.099	8.914	44	347	39	92,1%	38	761
9 Mazedonien	14.131	9.083	5.048	8.245	23	-	1	20	0,5%	5.583	2.618
10 Pakistan	8.472	8.199	273	2.015	162	4	11	24	9,0%	844	974
Summe Top 10	390.352	363.634	26.718	240.732	129.769	1.455	1.094	1.362	54,9%	78.687	29.820
Herkunftsländer gesamt	476.649	441.899	34.750	282.726	137.136	2.029	1.707	2.072	49,8%	91.514	50.297

Note. From 'Asylgeschäftsstatistik 2015', BAMF, December 2015, p.2.

Table 4 Top 10 countries of origin, applications and decisions Jan – Oct 2016

Die 10 stärksten Herkunftsländer Im Jahr 2016* (TOP-TEN)	ASYLANTRÄGE			ENTSCHEIDUNGEN ÜBER ASYLANTRÄGE							
	Insgesamt	davon Erst- anträge	davon Folge- anträge	Insgesamt	davon Rechtsstellung als Flüchtling		davon subsidiärer Schutz gem. § 4 Abs.1AsylG	davon Abschiebungs- verbot gem. § 60 Abs. 5/7 AufenthG	Gesamt- schutz- quote	davon Ablehnungen (unbegr. abgelehnt/ o.u. abgelehnt)	davon sonstige Verfahrens- erledigungen
					darunter Anerken- nung als Asyl- berechtigte (Art. 16a u. Fam.Asyl)						
1 Syrien, Arabische Republik	258.597	256.613	1.984	250.008	150.853	577	93.925	604	90,1%	143	4.483
2 Afghanistan	121.871	121.431	440	35.535	7.410	60	3.033	7.802	51,3%	14.107	3.183
3 Irak	92.380	91.621	759	45.082	25.774	191	6.246	231	71,5%	8.649	4.182
4 Iran, Islamische Republik	24.957	24.653	304	6.052	2.902	327	127	63	51,1%	1.845	1.115
5 Eritrea	15.332	15.155	177	17.494	14.133	87	2.284	58	94,2%	83	936
6 Ungeklärt	15.011	14.809	202	11.897	6.036	20	4.446	49	88,5%	527	839
7 Pakistan	14.438	13.918	520	6.731	185	7	18	57	3,9%	4.318	2.153
8 Albanien	15.455	13.547	1.908	33.935	10	1	69	65	0,4%	27.314	6.477
9 Nigeria	11.289	11.141	148	2.222	77	8	23	103	9,1%	1.087	932
10 Russische Föderation	11.021	10.172	849	7.670	191	14	48	101	4,4%	2.578	4.752
Summe Top 10	580.351	573.060	7.291	416.626	207.571	1.292	110.219	9.133	70,5%	60.651	29.052
Herkunftsländer gesamt	693.758	676.320	17.438	530.034	214.280	1.505	113.488	11.129	63,9%	125.822	65.315

Note. From 'Asylgeschäftsstatistik Oktober 2016', BAMF, October 2016, p.2.

Table 5 New registrations Jan – Nov 2016, Top 5 countries of origin

Country of origin	Number of registrations
Syria	86.219
Afghanistan	47.227
Iraq	44.740
Iran	12.382
Eritrea	10.860
TOTAL	304.929

Note. From <http://www.bmi.bund.de/SharedDocs/Pressemitteilungen/DE/2016/12/asylantraege-november-2016.html>

But what facts and figures do we know about the integration of refugees into the labour market and their qualifications? The Institute for Employment Research (IAB) in November 2016 published a migration report in which it is concluded that regarding the previous experience the integration of refugees takes longer. The success and duration of their integration depends basically on the duration of the asylum procedures, language support, job placement, investments in education and vocational training and the willingness of businesses to employ asylum seekers.

Comparing the labour market data of foreigner groups in Germany we see that in general foreign nationals living in Germany have an employment rate of around 50%. In the group of people from countries affected by war and crisis instead the employment rate is just 15.1%. Due to legal and institutional obstacles, missing language knowledge and qualification an integration of this group will take more time. In another report of the IAB of June 2016 about the typing of refugee groups it is said that the previous data prove that the employment quota of refugees rises in the first five years up to 50%, in ten years up to 60% and in fifteen years up to 70%.

Regarding statistics of the Federal Labour Agency about 70% of the registered refugees have no completed apprenticeship. But also in the small group of those with a completed apprenticeship is recognised a big need of competence assessment, post-qualification and further training, due to missing certification and differences between the educational systems.

Table 6 School attendance of asylum seekers registered in 2015 by age

Level of Education	age 6-17	age 18-24	age 25-34	age 35-64
low	36	26	30	36
middle	42	31	29	32
high	13	39	37	29
other	8	3	3	3

Note. From 'Typisierung von Flüchtlingsgruppen nach Alter und Bildungsstand', IAB, June 2016, p.4.

Short explanation of the different levels: *low* contains no attendance of a school at all or just an elementary school. *Middle* contains the attendance of secondary or technical schools. *High* contains the attendance of a high school, a college of higher education or a university.

The table shows that younger refugees are better qualified than others. Anyway the data describe just the attendance of the different school types and not also a school-leaving certification. Further the data were collected by surveys based on a self-evaluation. This needs to be taken into consideration. Nonetheless it seems that a significant part of the refugees fulfill the requirements to take part into further qualification measures and to complete them successfully.

What do those numbers mean for the integration of refugees into the labour market? The group of qualified workers who can be directly integrated into work is quite small. Short-term employments are mostly just possible in low level positions and helping professions. Further qualification may not exclude the classical education at schools. As the numbers show one third of the people older than eighteen reached just a low educational level. This is why more opportunities for people over eighteen should be established to complete a general school diploma before being able to start a VET.

2. Policy trends regarding integration of refugees and access to the labour market and VET

2.1. Description of the policy trends

The trend in German politics regarding the topic of refugees is to find solutions how a successful integration can be implemented. Politicians and experts agree that the high number of asylum seekers who arrived during the last 3 years on the one hand is a big challenge but also a big chance on the other. The challenge of course is the integration of those asylum seekers and refugees and a quick administrative handling. On the other hand experts are warning of the demographic change and its negative effect on the retirement system. Some sectors are already complaining about a shortage of specialists and junior employees. This gap could be filled by the newly arrived asylum seekers. Most of them are in the age between 16 and 35, a large group of young people and manpower. The aim is to qualify this group of people and to integrate them as soon as possible into the labour market. If this approach is failing it will mean also a burden for the social system and the risk of building marginalised groups.

Several initiatives which are aiming the above mentioned goals can be registered:

In 2014 the Federal Labour Office, the Federal Agency of Migration and Refugees and the ESF-Programme Xenos started a pilot project named “Early Intervention” which aims to consider the potential brought in by the asylum seekers and a quicker and more focused support by the system.

Experts from all sectors published policy papers with solution approaches. To mention for example the policy paper by the *Institut der deutschen Wirtschaft*, Cologne published in September 2015. Therein it is requested to waive the priority review by the Federal Labour Office. This review should be held before giving a work permit to an asylum seeker, to avoid a detriment of a German job seeker. Also the asylum procedures should be shortened.

End of July 2016 the new Integration Law came to force. The so called “Integrationsgesetz” is moreover a collection of amendments and revisions of existing laws. The amendments touch the Fast Lane to the Labour Market and VET | State of the Art Report, December 2016

Residence Law, the asylum law and the Asylum Seekers Benefits Law. The new law contains mostly rules about the access to integration courses, VET, qualification measures and labour market. Also the legislations about criminal asylum seekers were adapted.

Further the regional parliament of North-Rhine Westphalia agreed in September on an integration plan NRW, which contains mainly five aspects: a better offer of action to support language learning and orientation in German society, establishment of more daycare vacancies to be able to integrate and nurture competences of refugee children, better recognition of competences and qualification for a successful integration into the labour market, enlargement of social housing and actions to enforce the civil society and to fight racism.

Also on the employer side can be reported newly activities, for example the network “Unternehmen integrieren Flüchtlinge” (Enterprises integrate refugees) supported by the Association of German Industry and Commerce (DIHK) which held a set of workshops and information events for local businesses. Although recently the regional Director of the Federal Labour Office in NRW criticised that employers yet are not recruiting a lot of refugees, the number of participants of the above mentioned events proves that there is a high interest of employers anyway.

One big obstacle of the situation in Germany is the overload of the administrative system. The procedure of treating asylum applications lasts too long. Therefore the German government established more positions in the Federal Agency of Migration and Refugees and declared to process quickly those applications of asylum seekers from so called safe countries and of people from Syria. But this leads also to an accumulation of applications of asylum seekers from other countries. The average duration of processing applications is about 6 months regarding statements of the Federal Agency of Migration and Refugees. Experts instead assume an average of 10-12 months.

Further employers are uncertain about recruiting refugees or asylum seeker because of the multitude of different statuses and work permissions.

It is important to highlight the lack of integration courses organised in the name of the German government. It should be mentioned that during the last years on the peak of the refugee crisis the civil society took over a lot of responsibility and offered f.e. language courses on a voluntary level.

Unfortunately after the attacks at New Years Eve 2015/2016 a tense mood in Germany developed. In reaction politics strengthened the asylum legislation regarding criminal asylum seekers (deportation in origin country). Further Germany pronounced more states from the Western Balkans as “safe countries” to be able to send more asylum seekers back to their country of origin.

2.2. Best practices

Best Practice 1 *Early Intervention*

Project Abstract:

“The Federal Employment Agency, the Federal Office for Migration and Refugees and XENOS – a program sponsored by the European Social Fund providing labour market related support to refugees – launched a pilot project. This project aims at a quick support with respect to a successful labour market integration that also considers the formal qualification

of the asylum seekers in an adequate way. The project was implemented in six German regions and is evaluated by the Institute for Employment Research. The Research Report analysis the implementation of the project within the local agencies and discusses major challenges on a way to find appropriate jobs for the asylum seekers.

The project was held in period of 2014 to 2015. Project outcomes were obtained by interviewing staff members of the involved Labour Agencies. They evaluated following topics: handover process by the BAMF and the assignment to the project. The employment service by the agencies and a general evaluation of the project and eventual amendments.

The project focused on participants who were already bringing in formal qualifications. At the beginning the assignments of participants by the BAMF show some difficulties.

The project results show that the complicated legal situation of refugees regarding permission to work and the involvement and responsibilities of different institutions is an obstacle for a proper integration process. For decision makers the results show also that a new legislation with easier access to work is needed, also the awareness should be risen that a good integration of refugees needs time and a better financial provision to offer a constant language support, an extended competence assessment as well as individualised measures.

Best Practice 2 *Integration Points*

In 2016 the Federal Labour Office established the so called “Integration Points”. Those contact points consolidate the involved institutions of labour agencies and job centres and are offered especially to refugees and asylum seekers. The Integration Points are working closely together with interpreters and also with the relevant immigration authorities to ensure a competent consulting and employment service. This guarantees also a fast intervention and integration strategy already during the asylum procedures.

2.3. Strengths and weaknesses

Strengths

- Political will and awareness of the need for integration
- New possibilities to recruit workers

Weaknesses

- “Blind actionism” to demonstrate that it is done something, but without a working strategy, risk of creating a negative view in general public (“Why is done so much for the refugees instead for us?”)
- Persons/Asylum seeker of so called “save countries of origin” fall along the wayside

3. Access to the labour market

3.1. Description of the system

The possibilities of integration into the labour market vary a lot regarding the different status of asylum seekers. A general answer is difficult to give – an examination of every single case is demanded. To better understand the system in Germany we first have to explain the different legal

spheres regarding labour market politics and actions. There are two institutions responsible: the Federal Labour Office and the jobcenters. The difference between is the different social law of funding. While the Federal Labour Office is financed by a contribution-based system the jobcenters are financed by taxes. The jobcenters are organised in cooperation by the municipalities and the Federal Labour Office. Recognised refugees normally will be supervised by the jobcenters, asylum seekers and tolerated persons by the Federal Labour Office. Due to the complexity of the social system and the different institutions responsible in 2015 the so called “Integration Points” have been built – a contact point where forces of both institutions has been joined. Here all asylum seekers find advice, members of the Federal Labour Office and the jobcentre are working hand in hand with interpreters to assure an early intervention, recognition of competences etc. The integration points also are directly in touch with the local aliens department; asylum seekers need work permission by this department.

Work permissions:

Recognised refugees receive a residence permit normally for 3 years. At the same time they are also permitted to work and are entitled to take part into labour market actions and receive further promotion.

But what happens during the time of their asylum procedure or to tolerated refugees (those whom application was denied but a deportation was exposed)? From their first registration in Germany all refugees will get a temporary residence permit, during the first 3 months they are not allowed to work. The local Alien Department will decide about work permissions. After these 3 months asylum seekers can participate in measure for integration into the labour market – besides refugees from so called safe countries, they are not allowed to work or to participate in integration actions. After 4 years of permanent stay in Germany asylum seekers get automatically work permission. Promotion for labour integration can be: language and integration courses, entry qualifications, trainee ships, further training or also training allowance. At the moment the Federal Labour Office offers in cooperation with local training providers following measures: Prospective for young refugees (giving orientation in the German VET System, duration 4-6 months, age under 25), Prospective for refugees (determination and recognition of competences, duration 12 weeks) and KompAS (short for determination of competences, activation and language learning.)

The new integration law offers easier access to the labour market for refugees, which can also offer more possibilities regarding a future permission to stay. For example the so called priority review (Vorrangsprüfung) by the Federal Labour Office was extended for the next three years. Just in view regions with a high unemployment rate the Federal Labour Office has to consent before giving work permission to asylum seekers.

Further a new labour market programme was established, it is called “Measures of integration for refugees”. It offers 100.000 work opportunities for which the participants will receive 80 Cent per hour. But those work opportunities are not comparable with a vocational training or a specialist position. They are based on a low-threshold level and aim to activate and to make first experiences in the German labour market system. But the programme is also criticized for example by the Federation of German Trade Union, as they see the risk of remaining in this sector and a more difficult access to other integration actions.

Further the integration law allows that asylum seekers and tolerated refugees who begin a VET receive a permission to stay for duration of the VET (normally 3 years) plus additional 2 years for a subsequent work. So you can say that successful labour market integration can lead to a residence permit.

Example: Project “Care of Integration” funded by the regional government of North-Rhine Westphalia, offering 160 places in the sector of the care of elderly people. The project starts in December 2016 and sets the goal of an established VET and a secure career prospect.

3.2. Best practices

Best Practice 3 *Prospective Future*

“Perspektive Zukunft” (Prospective Future) is a project performed by Gewerkstatt gGmbH since November 2015. It is financed by a framework which is used by the Federal Labour Office or the job Centres to activate refugees and asylum seekers who still don’t have access to the labour market as they are not longer than three months staying in Germany or still living in an initial reception centre. Every project round lasts 12 weeks and prepares for integration courses and further training and helps to identify competences and job orientation.

After an introduction week the participants are divided into small groups and will work on three different topics “Housekeeping”, “Computer” and “Creative Work”. At the same time the participants are having 10 hours language lesson per week.

During the part “Housekeeping” the participants are working in the kitchen of the training centre and in the restaurant, they are learning how to settle a table and are cooking the lunch for the whole group. This part serves to define their practical competences and to use the German language on the job.

During the “Computer” course they are preparing their application documents and are looking for jobs.

During the “Creative Work” part all participants are working on exhibition pieces which will be presented at the end of the project. The creative work course aims to activate the participants to reflect their personal ideas of their profession, life in general and what they have done so far. Hereby the method of art therapy is used.

The participant structure of the performed projects can be described as follows: age between 18-56, 10% female participants, 70% lower education. Seven percent of the participants succeeded to start a mini job afterwards. As innovative approach is to mention the creative art work with the participants and the practical oriented language course. Success factors are the group stabilisation parts like the creative work or having lunch together.

One significant weakness is the time. To stabilise the participants around one year of project duration is needed.

3.3. Strengths and weaknesses

Strengths

- Vast offer of already existing funding instruments and measures

Weaknesses

- Conditions to participate are too high, here a gap is created and precious time is being lost
- It is difficult to match the different measures in time, risk of interruption in the qualification process

- Different institutions involved, difference in regions and municipalities, confusing law for foreigners

4. Integration system

4.1. Description of the system

After arriving in Germany all asylum seekers will be redirected into the different regions (Bundesländer) to be registered and sent to the different accommodation centres. Those centres are carried by different organisations on behalf of the municipalities or the region. Those organisations can be private but are often non-profit organisations like the Red Cross or Diakonie.

The Federal Office for Migration and Refugees is offering integration courses for which all migrants can apply. Those courses contain 700 – 1000 hours of which 600-900 hours are provided for a language course and 100 hours for an orientation course to get to know German society and legal system. At the end of the course an exam is held and the participants get a certification. The Integration courses normally lead to a B1 level. Participants should pay 1, 95 € per hour. After passing the exam they can apply for a 50% refund by the Federal Office. Once they get a confirmation of the right to participate at the course they have one year to sign in a course, after their right of participation will expire.

The Federal Labour Office or the jobcentre can obligate refugees to participate if their knowledge of the German language is not good enough to organise their life independently or to find a job. In this case the institutions are carrying the costs. Refugees obligated to take part in an integration course will be privileged during the place assignments. The organisation of the integration courses is criticised because refugees with temporary residence permit or tolerated persons are only entitled to take part at the course when there are enough vacant places. But a nationwide offer of integration courses cannot be assured.

Next to the Integration Courses there are also language courses funded by the European Social Fund, place are assigned through the programme IvAF (Integration von Asylbewerbern und Flüchtlingen). Further there is the offer of a job oriented language course, requirement is level B1 or higher.

Then of course there is to mention the action and measures on behalf of the Federal Labour Office and jobcentres which have also been described under point 3 which are also high demanded under the asylum seekers and refugees.

Then there are numerous projects based on non-profit organisations and voluntary work which offer a lot of integration actions and support for refugees. They organize language courses, help for moving, support doctor visits, sponsorships etc. for example “Projekt ankommen” in Dortmund.

In conclusion it can be said that the civil society is carrying a big part in the integration system in Germany. A lot of volunteer work compensates the lack of the public offer. The transparency of the organization and structure of the integration courses is often criticized. Critics call for more courses and a better financing to assure the quality especially for the language course. The question is also how are language courses offered by volunteers and if these teachers bring along a qualification.

4.2. Best practices

Best Practice 4 *Projekt ankommen*

The project “Projekt ankommen” is a private volunteer initiative based in Dortmund.

The project aims to offer concrete practical help to support refugees in their everyday life. It is supported by local politics and businesses.

In concrete the help is oriented towards following topics: German lessons, support by moving into flats, collecting furniture etc, accompanying to medical visits or local authorities, sport offer etc.

Further the project is organising different activities like citizen festivals to get in touch with German citizens or bicycle workshops etc.

<http://projekt-ankommen.de/>

4.3. Strength and weaknesses

Strengths

- Engagement by civil society, voluntary work

Weaknesses

- Too long process chains (registration, application for asylum, Decision, access to integration course)
- Involvement of too many different institutions
- Not enough course places, availability of place not transparent

5. VET-system and other related vocational training form

5.1. Description of the system

In Germany the VET-System is characterised by the dual structure. The young people are not just learning at school but also directly on the job. From the organisational perspective this means that they are making a contract with the company about the VET, and then they can sign on the VET-School. The VET contract between employer and employee is a special form of an employment contract which means persons who are willing to do a VET must be holder of valid work permission (compare with point 3 concerning the integration into the labour market). Asylum seekers and tolerated refugees can get work permission for 3 years (duration of VET) and additional 2 years when they get a subsequent employment contract.

The training regulations of all sectors are reviewed by all partners involved: chambers, employer organisations, trade unions, the BiBB (Federal Institute for Vocational Education) and the regional governments. The enterprises and schools are conducting the training and the chambers are holding the exams to assure a comparable standard and certification. The exams contain a theoretical and a practical part. The subjects covered at the VET school are depending on the specific profession and are based on a professional approach. Generic subjects like Maths, English, German are just offered, when important for the profession (German rarely). For example the profession cook: at school are offered subjects like dietics, guest alignment, techniques, economics (to learn how to run a business) and politics (which contains subjects like labour law etc.). If German is offered the lessons contain mostly things like communication, holding presentations, writing business letters etc. The school Fast Lane to the Labour Market and VET | State of the Art Report, December 2016

system is held very general in Germany that is why at VET schools most subjects are connected with the profession and how you can put in use the learned at the work place.

The practical part of a VET in the German system is for most immigrants not the problem but the theoretical one. Their language knowledge has to be so good that they can follow the lessons at school and pass the exams. This means also an immense challenge for integrating refugees and asylum seekers in German VET as they often have no knowledge of the German language at all. So it comes clear that there have to be special preparation measures before starting a VET.

In Germany exists compulsory schooling, which means young people have to visit school for at least 9-10 years (depending on the different *Bundesländer*). Subsequently there is compulsory VET schooling when the young people have a VET-contract and are under 21. This can be replaced by visiting a high school or reaching a school-based VET diploma.

Minor children of asylum seekers who haven't completed compulsory schooling have to visit schools. As schooling is not govern by the federal ministry but by the regional governments (*Bundesländer*) there are slight differences regarding the implementation and integration of those minors. For example there is to mention a project model in Bavaria (<http://perspektive-beruf-bayern.de/>). The state of North-Rhine Westphalia recently published a report about conducted initiatives for the integration of refugees in the school and VET-System. In 2015 and 2016 they built 6431 new positions to pick up the needs of young migrants. Thereof 1200 positions are so called integration positions for language support. At the VET-schools are insert so called integration classes for refugees. In these classes young people in the compulsory age can reach a diploma and earn vocational competences. Here critics argue that those between the age of 18 and 25 have not the possibility to join a school and catch up on a diploma. Therefore a new educational programme will be offered from February 2017 in the state of North-Rhine Westphalia: "Fit für mehr – FFM". In this programme also migrants/asylum seekers over 18 have the possibility to get preparations during one year for consequent measures in which they can catch on a school-leaving qualification.

5.2. Best practices

Best Practice 5 *Perspektive Beruf für Asylbewerber und Flüchtlinge*

The project model *Perspektive Beruf* was developed in Bavaria. Special Integrations classes were established at schools. The results were documented and developed action fields and material was published.

The project offers solutions approaches in following action fields: Admission to the classes, preparation for work, integration, development of staff, organisation of the school and lessons. <http://perspektive-beruf-bayern.de/>

Best Practice 6 *Ausbildungskoaching* (VET Coaching)

The project "Ausbildungskoaching" is addressed to young refugees who have already the language competences and qualifications to be able to participate in a VET. The project is financed in parts by the ESF programme (IvAF). It offers to the young people a detailed advice in all topics regarding a VET: from the orientation, function of the German VET-System over the application process to support during the VET. This means consulting, helping in writing applications or accompanying to relevant authorities.

<http://www.gruenbau-dortmund.de/wp->

5.3. Strengths and weaknesses

Strengths

- Time to get to know the VET-System/employment system to avoid misguided career paths
- Dual System – directly involved in the working world
- Possibility to catch up diplomas at VET schools

Weaknesses

- In the normal VET system not a lot classical German classes
- Language deficits lead to high difficulties to follow the lessons at school
- Yet not good /enough offer for those persons over 18 to catch up on diplomas

Important reports and sources

Early Intervention Project: <http://doku.iab.de/forschungsbericht/2015/fb0315.pdf>

Policy Paper Institut der deutschen Wirtschaft Köln: <http://www.iwkoeln.de/studien/iw-policy-papers/beitrag/wido-geis-anja-katrin-orth-fluechtlinge-241481?highlight=policy%252Bpaper>

https://www.landtag.nrw.de/portal/WWW/GB_II/II.1/Pressemitteilungen-Informationen-Aufmacher/Pressemitteilungen-Informationen/Pressemitteilungen/2016/09/Aufmacher159912.jsp

http://www.bertelsmann-stiftung.de/fileadmin/files/BSt/Publikationen/GrauePublikationen/Studie_IB_Impulse_fuer_das_Asy_lverfahren_2016.pdf

https://www.bertelsmann-stiftung.de/fileadmin/files/Projekte/28_Einwanderung_und_Vielfalt/Studie_IB_Die_Arbeitsintegration_von_Fluechtlingen_in_Deutschland_2015.pdf

<https://www.schulministerium.nrw.de/docs/Schulsystem/Integration/Gefluechtete/Massnahmen/Uebersicht-Massnahmen-Integration-durch-Bildung.pdf>

https://www.schulministerium.nrw.de/docs/bp/Ministerium/Presse/Pressemitteilungen/2016_16_LegPer/PM20161129-Fit-fuer-mehr/index.html

Institut für Arbeitsmarkt und Berufsforschung: Aktuelle Berichte. Zuwanderungsmonitor, November 2016.

Institut für Arbeitsmarkt und Berufsforschung: Aktuelle Berichte. Typisierung von Flüchtlingsgruppen nach Alter und Bildungsstand, Juni 2016.

Knuth, Matthias: Arbeitsmarktintegration von Flüchtlingen. Arbeitsmarktpolitik reformieren, Qualifikationen vermitteln (=Wiso Diskurs, 21). Bonn, 2016.

Newspaper articles:

Newspaper WAZ from 29.11.2016: 40000 Flüchtlinge drängen auf den Arbeitsmarkt

<https://www.welt.de/politik/deutschland/article145595071/So-wird-die-Dauer-von-Asylverfahren-verschleiert.html>