



Fair Migration Models in the Healthcare



Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH

Presented By:

Liju George
Programme Component Manager
Triple Win Projects (India)

liju.george@giz.de

Our principles in the field of labour migration...

1. Fair balance of interests between country of origin, Germany and migrants – creating *triple win solutions*

- ❑ **Country of Origin:** relieving the domestic labor market, gaining knowledge and skills, reducing poverty through remittances of the migrants to their families. Cooperation only with countries with surplus of professionals in respective sector.
- ❑ **Germany:** skilled immigration contributes to a reduction of staff shortages and an increase of productivity in specific sectors
- ❑ **Migrants:** individual development and acquisition of skills, access to new employment opportunities, financial gain and risk protection, staying perspective in Germany

2. Ownership of the private sector and the partner countries.

- ❑ Ensures development of a financially viable models
- ❑ Risk is shared between stakeholders/partners.

3. Mostly cooperation with the **Bundesagentur für Arbeit (BA)**

The Triple Win Programme – 3 Models



Triple Win Model I
Adaptation Qualification for Recognition in Germany



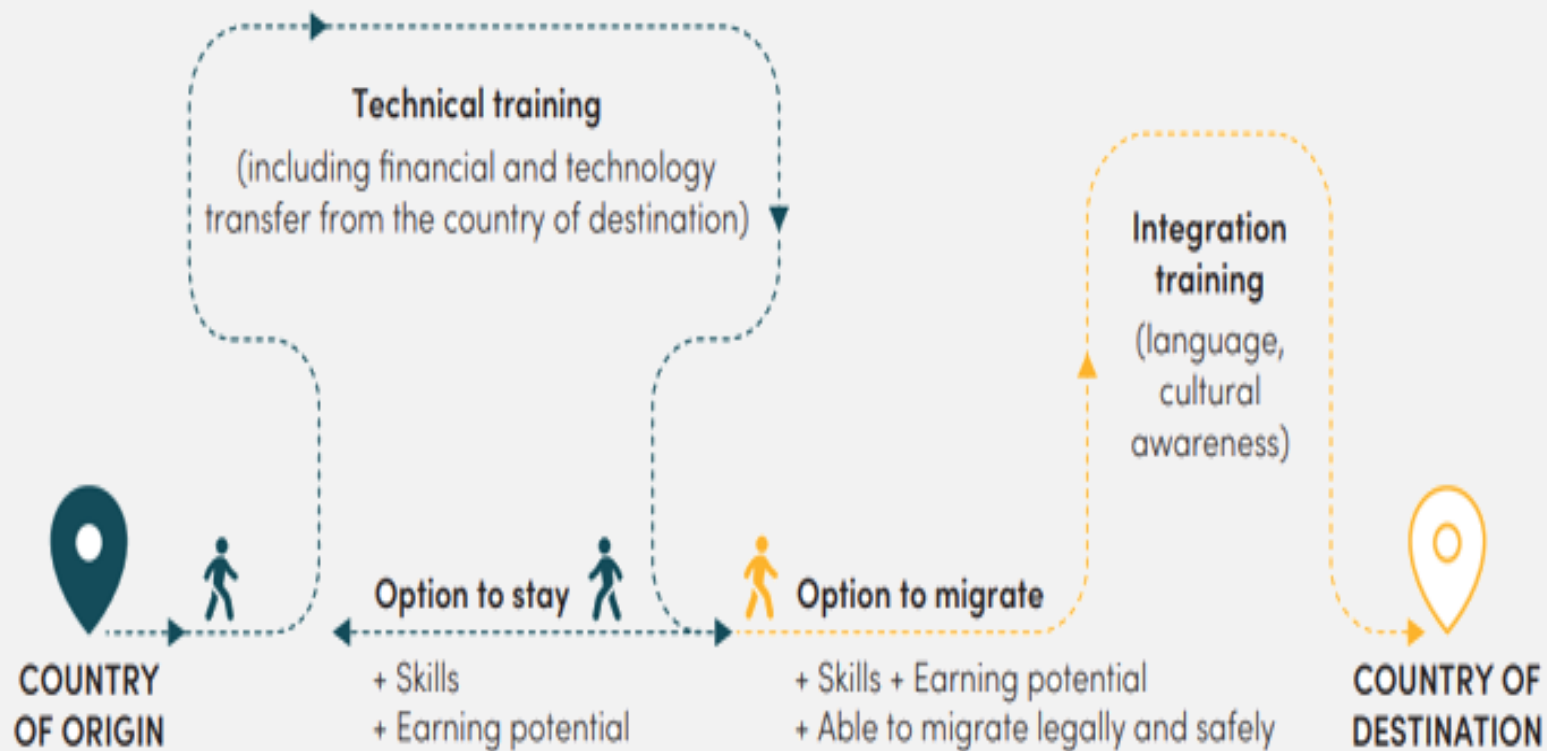
Triple Win Model II
Apprenticeship in Germany



Triple Win Modell III
Skills Partnership in Country of Origin

Target Group	Experienced Nurses	Trainees and Young Professionals	Nursing Students
Professional Qualification (partly country of origin/ Germany)	- In country of origin - Partial recognition and post-qualification in Germany	- Preliminary education in the country of origin, if applicable - Complete professional training in Germany	(Two-track) full training in the country of origin with harmonized curriculum, direct recognition in Germany
Language Learning	- B1 Certificate in country of origin - Continuation after arrival	- B1 Certificate in country of origin - Continuation after arrival	- Parallel to vocational qualification - Continuation after arrival if necessary
"Migration dividend" ("Win" for the country of origin)	- Relief for the local labor market - Money transfers (remittances) - if applicable, knowledge, skills and networks in the event of return	- Relief for the labor market - Money transfers (remittances) - Easing the burden of financing education	- Relief for the labor market - Money transfers (remittances) - If applicable, knowledge, skills and networks in the event of return - Impulse for local vocational training systems - Home track: Needs-orientated further development of local education
Partner States/Countries	- Philippines - Tunisia - Indonesia - Kerala & Telangana (India) - Bosnia & Herzegovina	- Vietnam - Kerala (India)	- Philippines - Kerala (India) - Usbekistan (in progress)

Macro View: The process of Global Skills Partnerships



*Vgl. Options for Green-Skilled Migration Partnerships: A Guide for Policymakers, S. 6



Global Skills Partnerships – Five Pillars

Successful model since 2020!

To optimize the education and employment of nursing students abroad in the context of the German nursing sector



1. Curricula

- Theoretical and practical modules, as geriatric care +, general topics for working in Germany



2. Language

- Language class until level B2 with focus on nursing vocabular



3. Skills-Trainings

- Skills-Trainings based on analysis of differences and need of compensation
- Support for equipment needed for Skills-Lab Training



4. Train the Trainer

- Offer of knowledge exchange
- Workshops about
 - teaching methods
 - professionell role of nurses in the countries



5. Option*: Hospitation of Lecturers

- Hospitation for lectureres of the partner university
- Hospitation for german lecturers at the partner university

*financing for the pilot phase is available

Global Skills Partnerships – Goals and Benefits



- Faster recognition process in Germany (formal recognition upon arrival or shortly after arrival in Germany)
- Profound understanding of German professional and working environment reducing challenges in professional integration
- Improvement of the general and technical language skills /competency
- Win for the partner country and partner-institution: more praxis related lessons (Skills-Lab and training), new contents (e.g. geriatrics), new / other concepts in lecturing
- Knowledge exchange and transfer between institutes in country of origin and institute in Germany.
- Familiarization and bounding with future employer (training and ongoing contact during program duration)

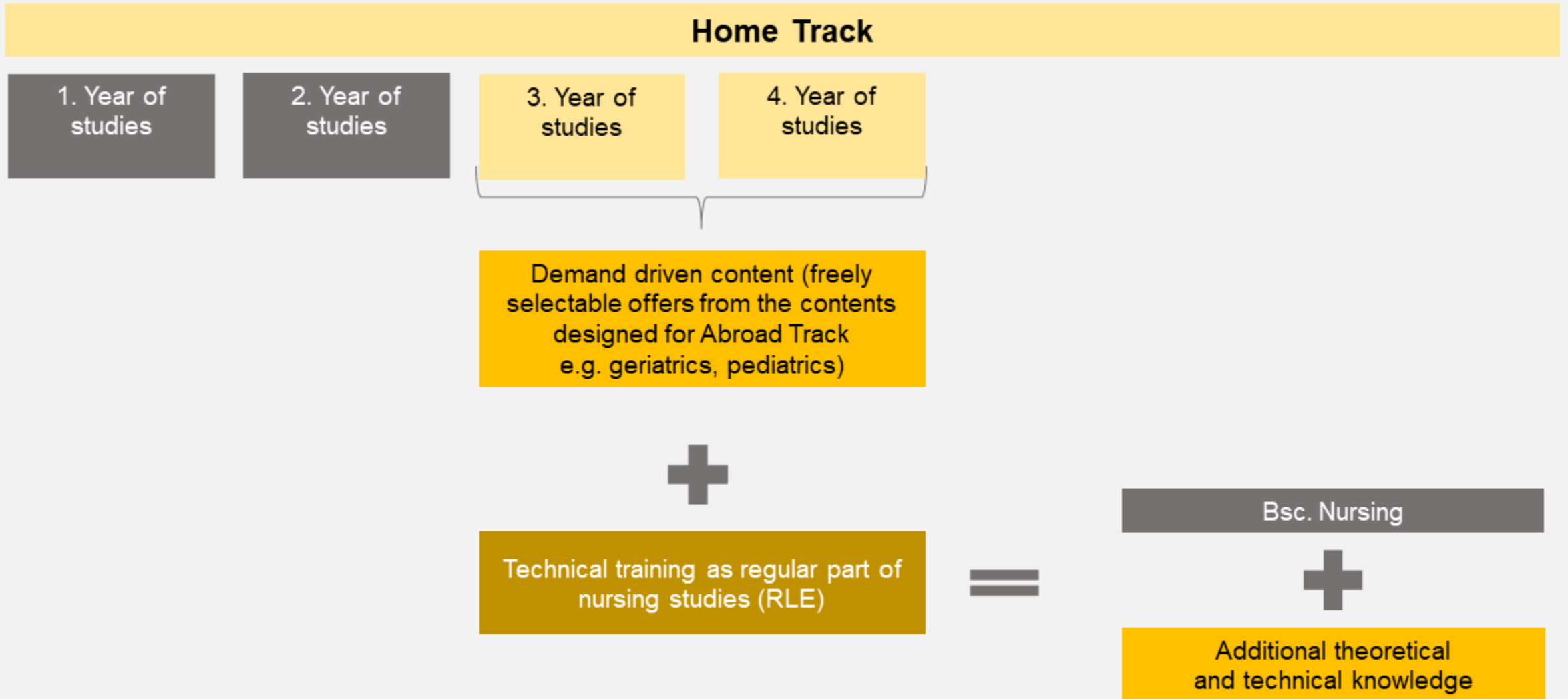
Global Skills Partnerships



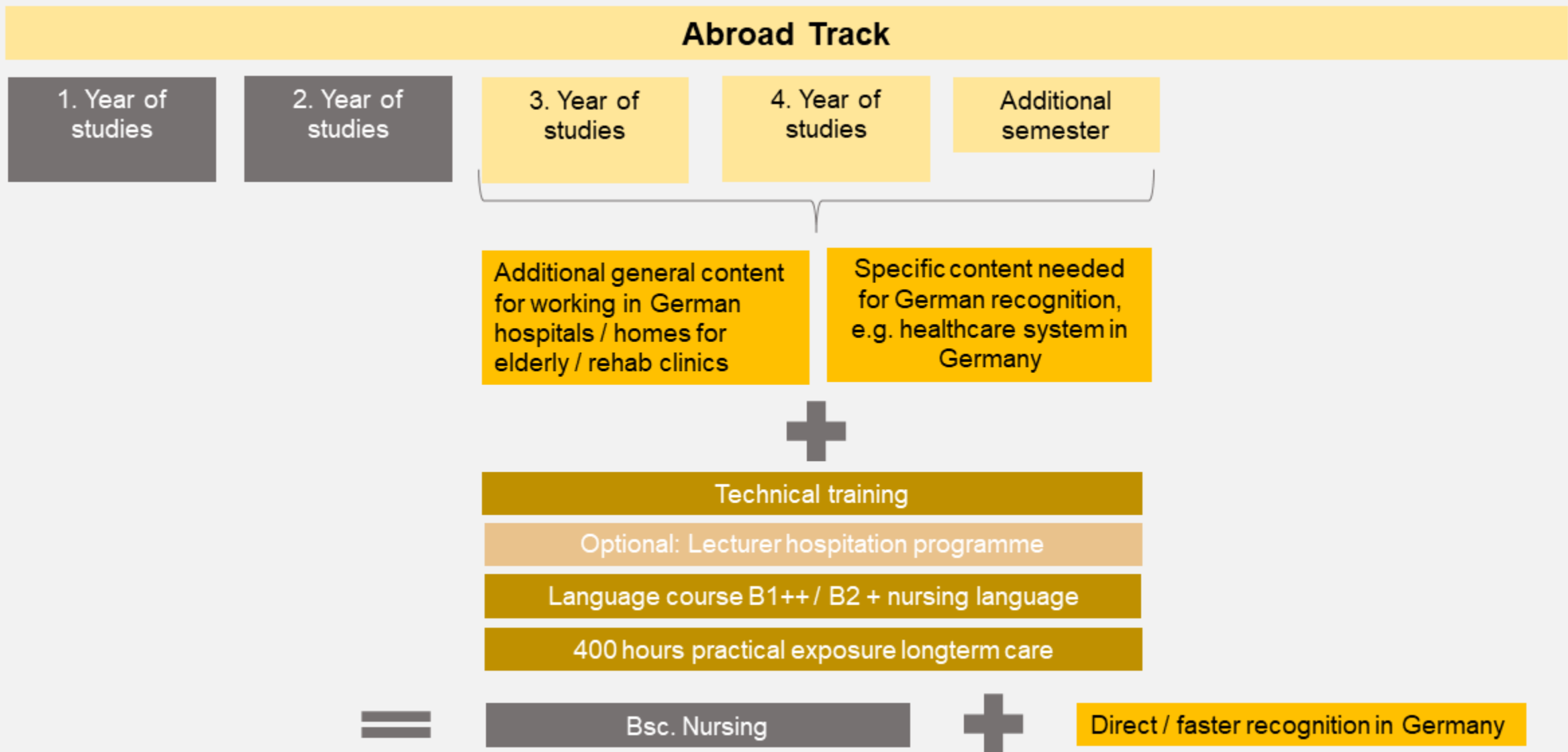
Example: Partner country Philippines



Global Skills Partnerships Nursing – Philippines, Home Track



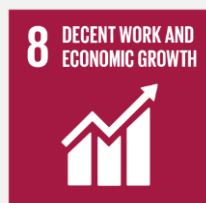
Global Skills Partnerships Nursing – Philippines, Abroad Track



Global Skills Partnerships – Philippines, Milestones

GSP Long Term Partners

- Installment and turnover of **2 skills laboratories** for advancement of Philippine nursing equipment at Bulacan and Laoag
- **10 clinical instructors trained in 2 lecturers' exchanges** in Germany for knowledge transfer of international nursing skills back to their universities



Philippines



UKB and FFO



2020 – present



**Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH**

Registered offices
Bonn and Eschborn, Germany

Friedrich-Ebert-Allee 32 + 36
53113 Bonn, Germany
T +49 228 44 60 - 0
F +49 228 44 60 - 17 66

Dag-Hammarskjöld-Weg 1 - 5
65760 Eschborn, Germany
T +49 61 96 79 - 0
F +49 61 96 79 - 11 15

E info@giz.de
I www.giz.de

Presented By:

Liju George

Global Skills Partnerships – phases from pilot to implementation

