

6th International Carers Conference, Gothenburg

Meeting The Needs of Migrating Nurses to Secure Constant High-quality Support of The German Care Sector

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Situation

In 2030, Germany will lack of 400,000 nurses. Caregiver migration still fails in making foreign nurses stay permanently with their employers.

Challenge: Develop migration program that ensures a permanent stay of caregivers

- Thousands of professional nurses needed
- Shortage will increase within next decades
- Governmental & private sector initiatives started recruiting foreign workforce
- Nurses' expectations not met
- Insufficient integration
- Foreign nurses return home soon

Solution: Understand caregivers' needs, prepare them intensely for stay abroad & support within first months/years + consider employers needs & find good matches



Objectives of Migration Program



There are still a lot of potentials to improve the preparation of foreign caregivers for their work abroad and make them feel more at home.

Main objective: Develop migration program that truly responds to **employer's , caregivers' needs** & guarantees a **better integration**

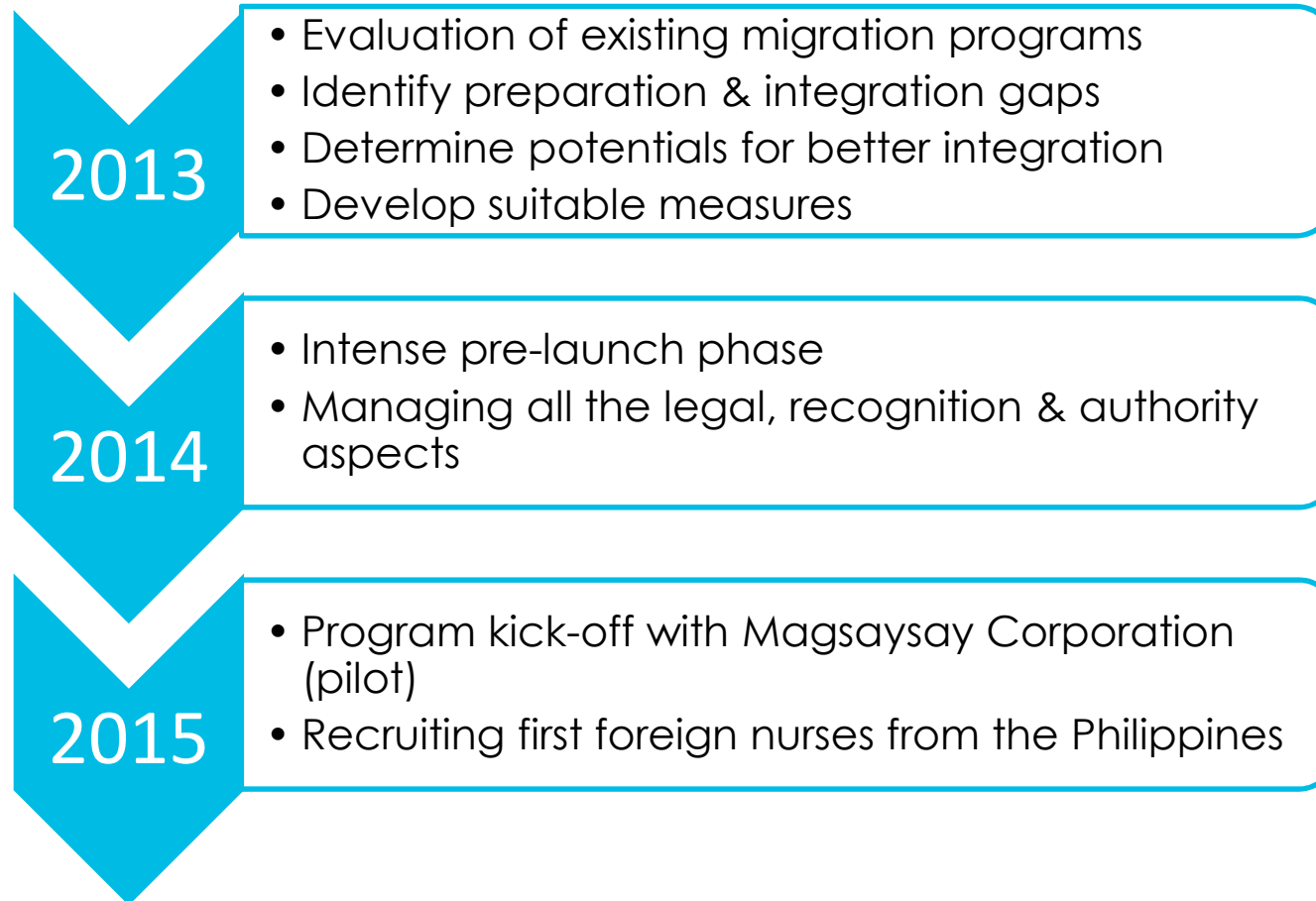
1. Identify gaps in preparation of migrants for their stay abroad

2. Identify deficits in on-site support of foreign nurses in Germany

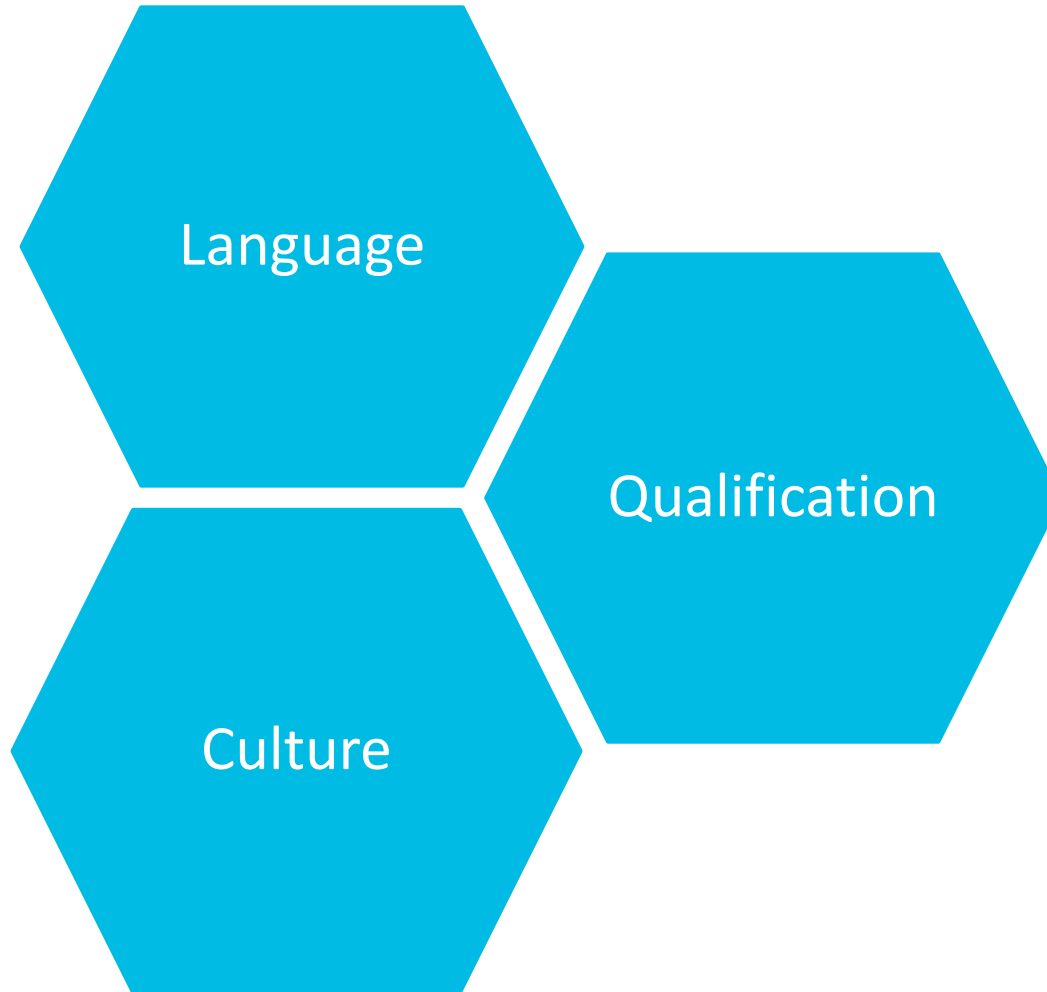
3. Develop measures to better integrate foreign nurses ➡ **Care With Care**

Design of Care With Care

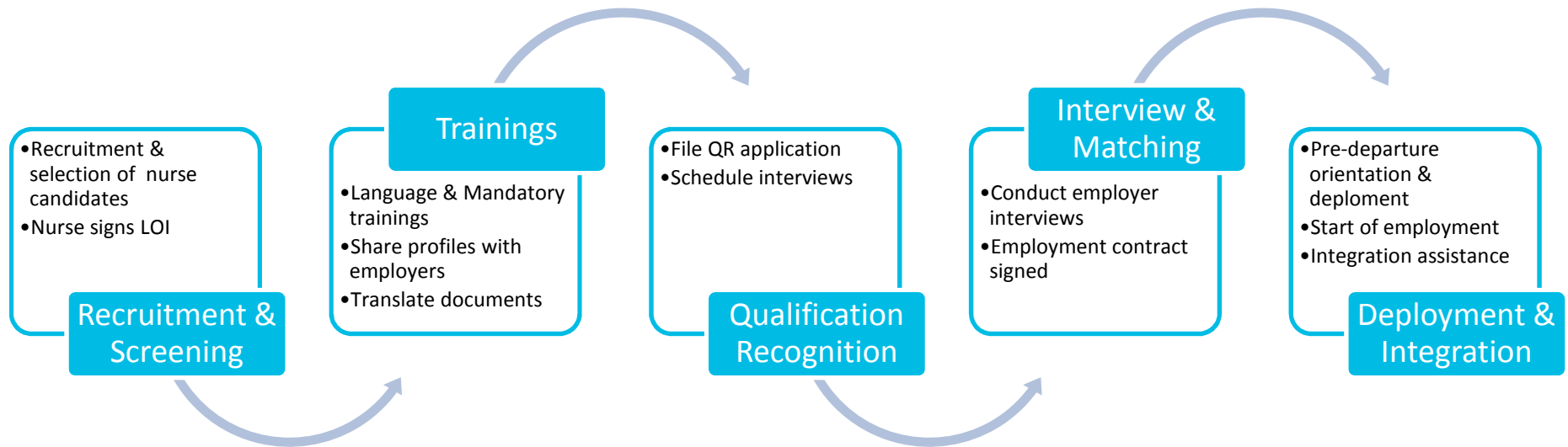
In 2013, the German Recognition Act paved the way for a faster and easier acknowledgment of foreign professional qualifications from 3rd Countries.



Migrants' Needs



Care With Care Process Overview



Preparation Phase

Preparing foreign nurses adequately and managing their expectations of working abroad makes them stay longer in and support Germany.

- Understand employers' needs & find good matches
- Choice of candidates by a rigorous screening program
- Intense candidate training
- Management of entire pre-deployment process
- Organization of travel logistics



On-site Support

Offering additional services to encourage caregivers to stay longer in Germany and relieve the care sector. Covered by CWC or the Employer.

- Welcoming nurses
- Opening of bank account, insurances etc.
- Accompaniment to German authorities
- Housing & communication support (if needed)
- Provision of telephone card
- Networking information
- General advice & problem management



Project Evaluation



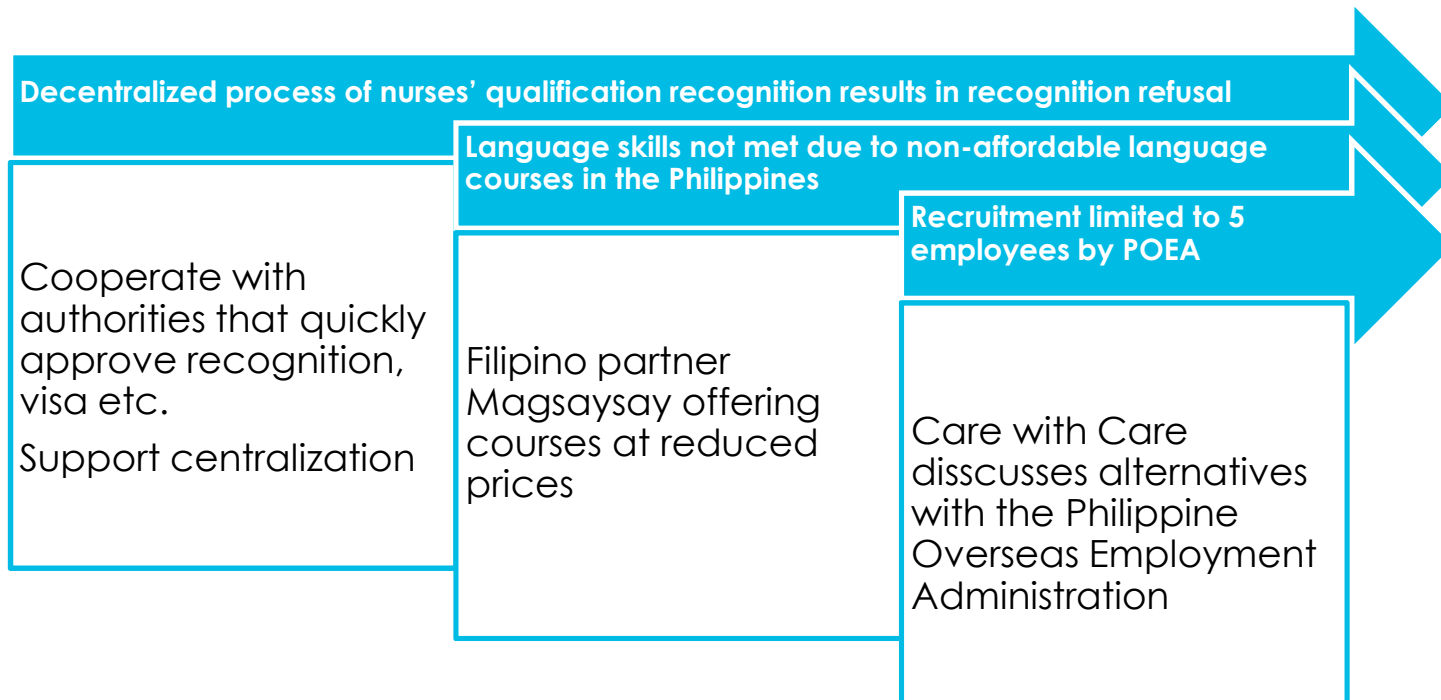
After 1.5 years of intense preparation and communication with authorities the Care With Care program finally could kick-off.

Milestones:

- Identification of integration gaps
- Analysis of migrants' true needs
- Determination of potentials for better integration
- Candidate selection & intense trainings
- Clarification of legal, recognition & authority aspects
- Pilot with the Philippines
- Pool of 1,000+ registered Filipino nurses willing to work in Germany
- Support of migrants' families by our Filipino partner

Project Learnings

As German authorities decide differently in every of the 16 Federal States working permissions, visa and other regulations were delayed by months.



Program Advantages



Care With Care makes a mark for immigrating nurses.

- Intense training of nurses, including expectation management & communication, nursing documentation
- Training in German medical terminology and care standards
- Helpline for freshly immigrated nurses for min. 12 months
- Payment of Filipino nurses equal to Germans (checked by German authorities)
- Experienced consulting team with German nurse & Filipino natives
- Support of migrants' families by our Filipino partner

Thank you!



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