

# INTEGRATION MANAGEMENT – COME TO STAY

## BACKGROUND

Integration management is a complex, multi-layered process involving various stakeholders and institutions. Successful integration management helps ensure that international employees and skilled workers are linguistically and culturally prepared when they arrive in Germany, that the immigration process is well organised, and that there are opportunities to participate in society.

Realistic and transparent information to manage the expectations of all concerned, local structures to provide assistance, a culture of openness, language assistance, respect for and recognition of existing qualifications, and affordable housing are all important factors in successful integration.

On the other hand, there are considerable economic and personal costs when international employees and skilled workers subsequently leave Germany again. A majority of citizens from both EU and non-EU countries that leave Germany again are experts and skilled workers of working age.

Viewing the recruitment and retaining of skilled workers as two key pillars of an integrated model is thus integral to a successful skilled worker strategy. Integration management plays a key role in this process.

The IQ Funding Programme supports companies and labour market stakeholders in creating the conditions to make arrival and orientation in Germany easier for foreign skilled workers.

The IQ Funding Programme supports companies and labour market stakeholders with about **60 projects** related to integration management in Germany. The projects are pooled in **23 Regional Integration Networks (RIN)** in order to address specific regional challenges and needs as individually as possible. They inform and advise companies and labour market stakeholders on issues relating to the immigration and integration of skilled workers. More information and contact details for the Regional Integration Networks:

<https://t1p.de/iq-KMU>

### IQ ADVISES COMPANIES

- on strategies and ways to recruit international skilled workers
- on the reform of the Skilled Immigration Act (FEG)
- on the legal foundations of skilled immigration
- on ideas and instruments relating to in-company integration management
- on the assessment and recognition of foreign qualifications
- on opportunities for (continuing) job training

### IQ ADVISES LABOUR MARKET STAKEHOLDERS

- on the reform of the Skilled Immigration Act (FEG)
- on the legal foundations of skilled immigration
- on discrimination-free advisory services
- on integrating foreign people into the labour market
- on the assessment of foreign qualifications and opportunities for (continuing) job training



**THE FUNDING PROGRAMME SERVICES RELATING TO INTEGRATION MANAGEMENT HAVE HELPED 61,835 PEOPLE SINCE 01/2023**

**IQ services for companies [01/2023 – 06/2025]**



**14,346**  
people  
participated in  
a total of

**505**  
events



**6,737**  
people  
participated in  
a total of

**451**  
training events



**15,750**  
people  
used advice  
services

**IQ services for labour market stakeholders, including municipalities, job centres, migration advice centres [01/2023 – 06/2025]**



**7,593**  
people  
participated in  
a total of

**446**  
events



**9,106**  
people  
participated in  
a total of

**490**  
training events



**8,303**  
people  
used advice  
services



**GOOD PRACTICE**

Good examples from practical experience



Innovative, sustainable projects from the IQ Funding Programme, including strategies suitable for transfer, are awarded the distinction IQ Good Practice examples. Tried-and-tested tools, concepts, measures, and formats, including in the area of integration management, are prepared for use in employment authorities, advice centres, education service providers, and companies.

More information is available here:

<https://www.netzwerk-iq.de/angebote/iq-good-practice>



**Fachstelle**

Einwanderung und  
Integration

The **IQ Competence Centre for Immigration and Integration** focuses on immigration, and on labour market and in-company integration. It develops expertise and connects the projects to stakeholders both within and external to the IQ Funding Programme.

**Publications on the topic:**

Potential of integration management for securing a skilled workforce in Germany. Two model calculations:

<https://tinyurl.com/2a33cksw>

Integration management in the context of securing a skilled workforce: <https://tinyurl.com/26n7f5lv>

The collected expertise is available at the following website:

<https://minor-kontor.de/fachstelle-einwanderung/#>

**MORE INFORMATION**



The **Centre of Excellence for Securing a Skilled Workforce** provides information, tips, and checklists for recruiting and employing international skilled workers.

<https://t1p.de/ko-faempfehlungen>



The **INQA programme** supports companies with information and advice when onboarding international skilled workers.

<https://t1p.de/inqadiversity>

The **Culture of Openness & Integration toolbox** from the German Centre of Excellence for International Skilled Workers in Health and Care Professions offers information and tips for integrating skilled careworkers.

<https://dkf-kda.de/werkzeugkoffer-wi/>



The **Way to Germany** – longitudinal study from the OECD on international skilled workers interested in migrating to Germany.

<https://t1p.de/oecd-be-fragung-fachkraefte>



The **SME toolbox** is an information and support tool focused on human resources work and diversity.

<https://via-bayern.de/kmu-toolbox/>

**Want to know more?**

<https://www.netzwerk-iq.de/en/>

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