

Policy recommendations - Germany

I. Improve the accessibility of validation procedures for migrants and refugees

1. The validation process in Germany is complicated and lengthy. The complexity of the procedure should be reduced.
2. The validation itself, its preparation and, if necessary, the attendance of supplementary educational measures should not have to be financed by formally low-skilled migrants and refugees, as this would represent a serious obstacle to participation.
3. In order to provide all stakeholders with easy access to information and guidance on validation procedures, all relevant guidance institutions in Germany should be aware of the possibilities of validation and be able to inform their clients about them and refer them specifically to the relevant institution. This counseling competence, at least in the sense of referral counseling, should be built up in the institutions with which formally low-skilled persons are in contact anyway. These include companies, employment agencies, job centers and established counseling centers with other focuses (family counseling, debt counseling, legal counseling on residence law issues, etc.).
4. Active promotion of the measures taken within the target group.

II. Institutionalization of the validation procedures

1. Certificates are, by virtue of the position of the issuing institution, authentications for their holders. Validation should be carried out by the competent bodies for vocational training, such as chambers of industry and commerce and the skilled trades, as this is system-compliant, expedient and feasible and creates acceptance among participants as well as companies.
2. A network of chambers of industry and commerce as well as chambers of crafts should be created as contact points for consultation and for the implementation of validation procedures across Germany. Not every chamber in Germany should have to offer validation procedures. However, a sufficient offer of validation chambers within reasonable distance for the interested parties should be strived for.

III. Equivalence of certification of informally/non-formally acquired competences

1. The validation of non-formally and informally acquired competences must be carried out in relation to a recognized vocational qualification, so that the result of the validation is directly usable on the labor market.

2. The validation procedure leads to equivalent certifications of professional competence as compared to a formal apprenticeship.