International and Specialized Services (ZAV)
Structure and services of the International and Specialized Services (ZAV)

- International Business
- Specialist Placement Services
Locations for the new ZAV

- International Placement Services (IPS)
- Placement Services Performing Arts
- European Representation of the BA
- Center for International Migration and Development (CIM)
- EURES - National Coordination Office
- Make it in Germany – Migration Support Center (VWC)
- Executive Placement Services
- Specialist Placement Services for Severely Disabled Academics
- Outgoing
- Bureau for International Organizations Personnel (BFIO)
- International Cooperation of the BA
Make it in Germany – Migration Support Center (VWC)

Main services
- Clarification of all topics on an individual basis (before and after entry)
- Accompany person on visits to authorities
- Organization of mentors
- Support for partner seeking employment
- Networking with local offices to help social integration

Communication channels

Individual applicant advice

Company-specific advice

Main services
- Advice on all topics on an individual basis
- e.g. expectation management, welcoming culture, language support

Access through:
- Several email addresses
- Contact form: www.make-it-in-germany.com

Telephone

- Various hotlines, focus on „Working and Living in Germany“ Hotline

Live text chat / Video chat

Access through:
- Text chat on www.make-it-in-germany.com
- Video chat for supported customers

E-Mail

- Several email addresses
- Contact form: www.make-it-in-germany.com
“Make it in Germany“ as a central gateway for international skilled workers

- "Make it in Germany" is part of the skilled worker offensive of the Bundesagentur für Arbeit (BA), the Bundesministerium für Wirtschaft and Energie (BMWi) and the Bundesministerium für Arbeit und Soziales.

- It provides information about various aspects of working and living in Germany for skilled workers interested in migrating to Germany.

- Employers in Germany are given tips when recruiting international skilled workers.
Federal Employment Agency: member in international networks

European Employment Services (EURES)
- the European job network for employers and employees

European Network of Public Employment Services (PES)
- 28 EU member states, Norway, Iceland and the European Commission
- contribution to the European employment policy
- benchmarking project: linkage of benchmarking – the evidence-based performance comparison of all PES – with measures of learning from each other

World Association of Public Employment Services (WAPES)
- 85 member states
- platform for information exchange between the employment services of the member states worldwide
- international labor market expertise

Euroguidance
- The European network for guidance and counselling
Federal Employment Agency: member of international networks

- Member of the PES-Network / Recruitment via EURES
- Existing recruitment measures
- Intensification and development of recruitment measures after the reorganisation of the ZAV
The BA’s service range for international skilled personnel and companies in Germany

- The **International Placement Services (IPS)** advise and liaise with skilled personnel abroad interested in migrating on employment-related migration opportunities.

- The **Employer Services (AG-S)** are the central contact partners for employers. They advise interested companies in Germany and advertise vacancies for international applicants.

- AG-S and IPS offer these EURES services **together**. This way, companies use **alternative staffing strategies** for jobs without or with insufficient domestic applicant potential.
Outgoing: Contributing to the international mobility of workers

Guidance for people who have explicitly opted for a future career abroad and who come to ZAV seeking sound advice

Specific guidance for school-leavers, students or trainees on opportunities for stays abroad

Positioning as an expert point of contact for the international exchange of personnel

Guidance and support on their subsequent return to Germany
The ZAV Specialized Services and their main elements

- Placement Services Performing Arts
- Executive Placement Services
- Specialist Placing Service for Severely Disabled Academics

- Experts provide guidance and placement opportunities for experts.
- The suitability diagnosis is the path towards a successfully filled vacancy
- Lifelong learning as well as regional and professional mobility shape our applicants‘ professional biographies
- Networking increases the internal and external acceptance of the Specialized Services‘ portfolio
- The service portfolio of the Specialized Services has a high social and socio-political value
ZAV Placement Services Performing Arts

The Placement Services Performing Arts represent an important balancing function for the demand on the free culture market in supplement to the offers of private placement services/agencies.

- Guidance/Placement by experts
- Network
- Projects
ZAV Placement Services Performing Arts

Counselling/placement by experts in the field

- Placement services for applicants and employers

Areas:
- Entertainment/advertising
- Drama/stage (stage engineering)
- Musical theatre
- Dance
- Film/TV (staff/technology)

Network

As part of its network activities, the Placement Services Performing Arts maintains contact with all participating
- institutions
- associations
- clubs

Projects

- Performers’ gala
- Auditions in front of musical directors
- SMS Festival
- Auditions for young opera singers/soloists
- Stage talent festival
As a special services provider in the BA’s network, the Executive Placement Services provide a nationwide range of services for the managerial staff labor market.

- Guidance/Placement
- Network
- Projects
ZAV Executive Placement Services

Counselling/placement

- Individual counselling from specialists for employer and employee customers nationwide
- Publication of vacancies and timely presentation of suitable candidates

Network

A regular presence

- with employers and
- at industry events

guarantees market proximity, competence and acceptance

Projects and products

- “Managerial staff profiles” and “Managerial positions” newsletters
- Self-presentation and networks for managerial staff
- The path to self-employment – the PHOENIX project
On the road towards an inclusive society, the employment of severely disabled graduates is becoming increasingly important.

- Guidance/Placement
- Network
- Projects
ZAV Specialist Placing Service for Severely Disabled Academics

The Specialist Placing Service for Severely Disabled Academics provides nationwide support by:

- bringing together companies and suitable candidates and providing advice and assistance for the recruitment process and
- providing candidates with individual guidance on employment options

Network

- Implementation of the UN Convention on the Rights of Persons with Disabilities
- Targeted acquisition of positions at companies and organisations
- Carrying out campaigns and events

Projects and products

- Employment initiative in the public sector
- Coaches for inclusive training
- PROMI (Promotion included) project