

Triple Win

Facilitating the Recruitment of Foreign Skilled Workers



Bundesagentur für Arbeit

Regionaldirektion

Baden-Württemberg



Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



Bundesagentur für Arbeit

Zentrale Auslands-
und Fachvermittlung (ZAV)

Successful Together – for the Benefit of All



Where We Stand Today: More than 200,000 people work in nursing in Baden-Württemberg. Over a quarter of these healthcare workers hold a foreign passport and make an immensely important contribution to securing skilled labour in the sector.

Challenges of Today and Tomorrow: Demographic change is intensifying the challenges in the care sector. On one hand, an ageing society means there is an increased need for qualified nursing professionals. On the other hand, more and more skilled workers are leaving the workforce as baby boomers retire, including the care workers. Without immigration of qualified professionals, it will not be possible to meet the existing and increasing demand for skilled nursing staff.

This Is Where Triple Win¹ Has Come in Since 2013: The programme aims to sustainably and fairly recruit qualified nursing professionals from third countries for the German healthcare sector. Since 2013, trained professionals from five partner countries have been placed in Germany². To date, around 5,500

nurses have started employment nationwide – 800 of them in Baden-Württemberg (approximately 15%).

This Brochure Informs You About:

- The current process, particularly regarding the recognition of foreign qualifications.
- First impressions and insights from “New Baden-Württemberg residents” who are now working as nursing professionals in our hospitals.
- Perspectives and assessments from employers who have opted for skilled labour immigration.

We are currently working with the Ministry of Social Affairs and employers to improve processes and expand skilled labour immigration in the care sector.

Chairwoman of the Management Board
of the Regional Directorate Baden-Württemberg
of the German Federal Employment Agency

¹ The programme is managed by Zentrale Auslands- und Fachvermittlung (ZAV – International and Specialized Services) and Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), both of which have many years of expertise and have successfully contributed to securing skilled workers in the care sector.

² India (Kerala and Telangana), Indonesia, the Philippines, Tunisia and Vietnam (apprentices only).
Talks are also underway – outside the Triple Win programme – with the Indian state of Maharashtra.

Did You Know?

The Triple Win Programme Has Been in Place Since 2013 – With the Aim of Successfully Recruiting Skilled Workers From Abroad.

Triple Win – A Win for All Three Parties

Triple Win supports employers in Germany with the **selection, recognition and integration** of foreign skilled workers. At the same time, these workers are offered professional and personal prospects in Germany. As Triple Win **only recruits from countries with a surplus of skilled workers**, pressure on the labour market in the countries of origin is relieved.

Profession With a Future

Healthcare is one of the most future-proof sectors of our time – by 2040, the health and social care sector will employ the highest number of people (7.3 million). After their qualifications are recognised, professionals can pursue further training to specialise in a field and shape their professional future.



Countries From Which Qualified Professionals Can Be Recruited via Triple Win

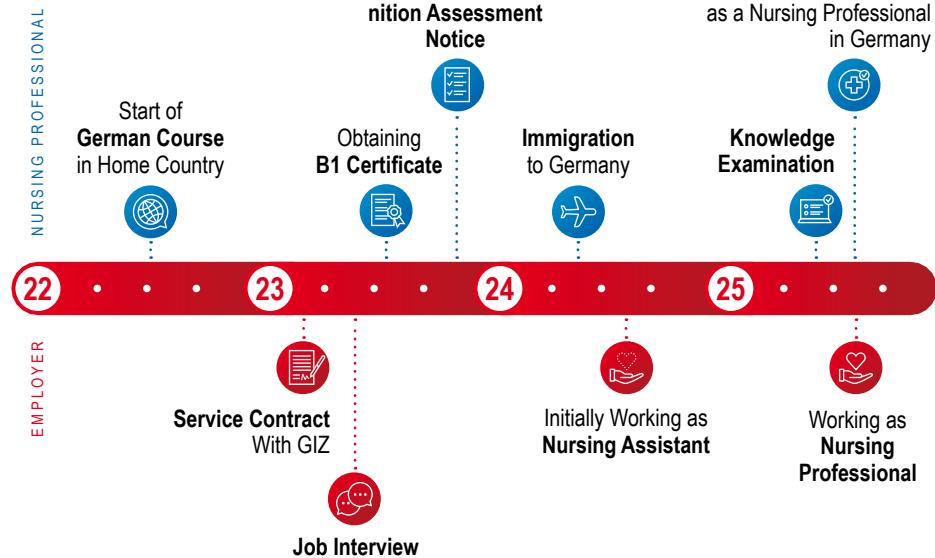


FROM TUNISA

Mohamed Amine Khedhri

Nursing Professional in the Recognition Process

Akademie im Park, Psychiatrisches Zentrum Nordbaden
(Academy in the Park, North Baden Psychiatric Centre), Wiesloch



What Do You Like About Germany?

What I especially like about Germany is how well organised everything is. **There is a clear structure for everything, which makes everyday life easier.** I've

also discovered the beauty of German nature for myself. There are so many gorgeous forests. I've also experienced the cultural festivals, such as Oktoberfest and the Christmas market, which I visited with colleagues.

What Is the Biggest Difference Between Germany and Your Home Country?

I am originally from Tunisia. The biggest difference is the organisation of everyday life. Everyday life in Tunisia is less structured and more spontaneous. That's why Germans are more punctual. Of course, both ways of life have their advantages! Another big difference is the weather. I had to get used to the long winter, as it is much warmer in Tunisia than in Germany.

What Do You Like About Working in Germany?

Working in Germany offers many advantages to me. There is a good work-life balance, which is very important to me. I've also adapted to the German culture and I think it's great that you get so much support. **You can learn a lot from your colleagues, especially because many of the teams are international.**

I also think it is great that there are so many opportunities once you've been recognised as a nursing professional. My current employer offers me the opportunity to do further training after my recognition. I would like to pursue a career in Germany.

Would You Recommend the Triple Win Programme to Other Foreign Professionals? If So, Why, and What Advice Would You Give Them?

Yes, I would recommend Triple Win 100%. **It's a great programme for gaining a foothold in Germany.** It helps with

the recognition of qualifications and provides integration support. In Tunisia, I initially had no idea about life in Germany, but then I did my own research. I am very happy now!

I have the opportunity to do further training after my recognition. I would like to pursue a career in Germany.

My advice to interested foreign professionals would be: Take time to learn the language! This helps enormously, because you can't do anything without the language. Also, be open to new experiences. It takes time to get used to new things. By now, I've realised that it is worth sticking with it. [_](#)



Susan Ismail

Personnel Development at Akademie im Park

Why Did You Choose Triple Win?

We chose Triple Win because it meets our criteria for fair recruitment. We are convinced by the Triple Win project's **fundamental concept of only recruiting skilled workers from countries with high unemployment**. Our collaboration with two state organisations –

the German Federal Employment Agency and Gesellschaft für Internationale Zusammenarbeit – **guarantees reliable processes**. We work hand in hand to provide comprehensive support to the nursing professionals, both in their country of origin and here in Germany, and to accompany them competently on their journey. —



Ellen Yasar

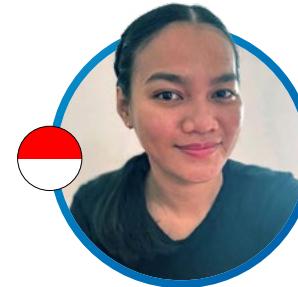
Executive Office Integration of International Nursing Professionals

What Advice Do You Have for Other Employers for Successful Recruitment With Triple Win?

I recommend having a local contact person who takes care of the process. Support and guidance must be taken seriously. **People arrive in Germany with nothing but their suitcases and need support in building a completely new life**. This includes practical matters such as finding accommodation, dealing with the authorities, and organising everyday life.

I also think managing expectations is very important. It is essential that foreign nursing staff receive **clear and transparent information what to expect upon arrival in Germany**.

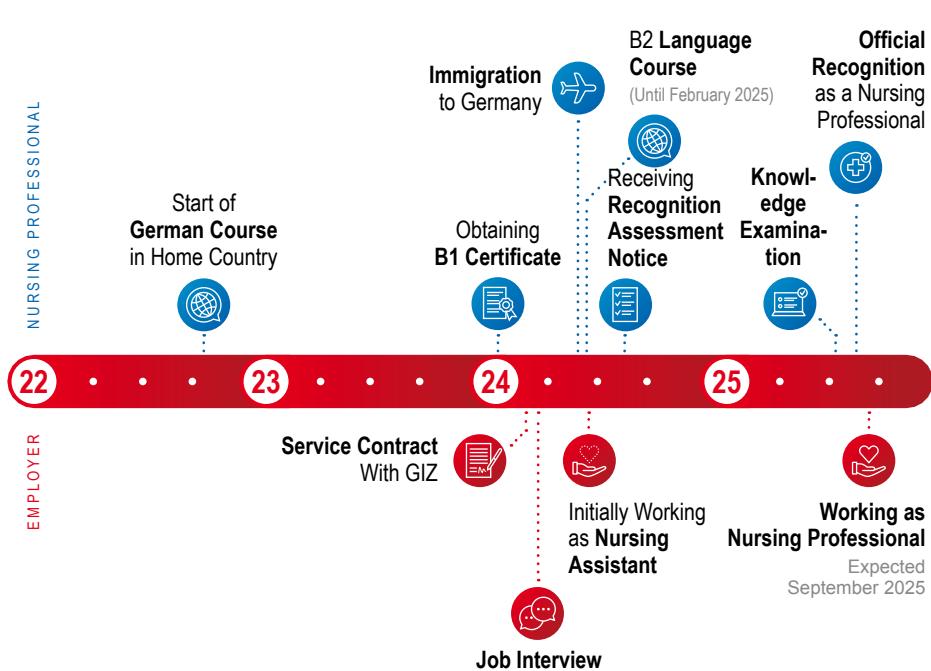
Initially, they start as nursing assistants and must go through a recognition process before they can work as nursing professionals. It is crucial that the wards are involved to ensure a smooth integration process for everyone. A strong on-site mentoring system is also essential. —



FROM INDONESIA

Indriani Pontoh

Nursing Professional in the Recognition Process
Siloah International Academy, Pforzheim



What Do You Like About Germany?

Everything is well organized and structured. **The punctuality and reliability make life easier**.

What Is the Biggest Difference Between Germany and Your Home Country?

In my opinion the biggest difference is, that in Germany, people are very

rule-conscious and place high value on punctuality. People in my home country tend to be more flexible about rules.

What Do You Like About Working in Germany?

I appreciate the opportunities for professional development. My employer provides us with good facilities and ensures that we feel comfortable. **Additionally, salaries in Germany are fair, and there are plenty of opportunities to build a stable career.**

From the beginning in Indonesia to my departure and throughout my time working in Germany, Triple Win was always by my side to offer support and assistance.

Would You Recommend the Triple Win Programme to Other Foreign Professionals? If So, Why, and What Advice Would You Give Them?

Yes, I would definitely recommend it. I feel that this programme not only helped me a lot, but also made it easier to work in Germany. From the beginning in Indonesia to my departure and throughout my time working in Germany, Triple Win was always by my side to offer support and assistance.

My tips: Get involved early. Start preparing as soon as possible and look for the latest information. **The more time you invest in language courses and cultural training, the better your chances of succeeding in the programme.**

Learn German! Having good language skills is crucial for both work and everyday life in Germany. Make the most of the offered language courses to improve your German. Stay

patient and motivated. The process can be challenging, but if you are patient and persistent, you will successfully master the necessary steps. [_](#)



Ann-Katrin Prang

Head of Siloah International Academy

Why Did You Choose Triple Win?

Triple Win offers several advantages. Firstly, nursing professionals are permitted to enter Germany **without an assessment notice***, allowing them to do so more quickly. Secondly, the time between the interview and immigration to Germany is often **shorter than in other recruitment processes**. Finally, only skilled workers from countries with a surplus of nursing professionals are recruited, giving people a chance, they would not have had in their home country.

What Advice Do You Have for Other Employers for Successful Recruitment With Triple Win?

Communication with Triple Win is always fast and reliable. I recommend clearly communicating your expectations to Triple Win and the nursing professionals – for example, whether you are recruiting for a hospital or a nursing home. You should **clearly communicate what the work in the hospital or nursing home involves**, as geriatric nursing is not necessarily common in the recruiting countries. Triple Win then searches specifically for nursing professionals with experience in this field from their country of origin.

* The assessment notice evaluates the qualifications of foreign nursing professionals in Germany, stating whether they can be recognised fully, partially, or not at all. It also contains information on what is required for full recognition of foreign professional qualifications.

Furthermore, good preparation is essential. Aspects such as accommodation and classroom facilities are also part of the recruitment process. It is advisable to have someone overseeing the administration and organisation to ensure that both are running smoothly. **Triple Win was a success for us; we have now recruited 40 nursing professionals from abroad.** [_](#)

Communication with Triple Win is always fast and reliable.



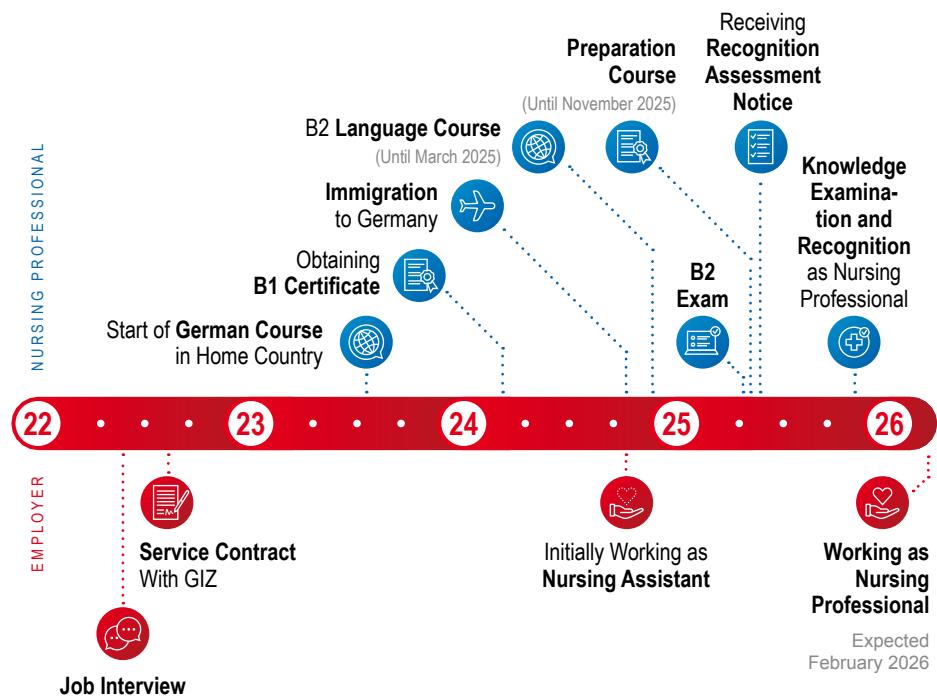
FROM INDIA

Sneha Veluthera

Nursing Professional in the Recognition Process
Ortenau Klinikum (Ortenau Clinical Centre), Offenburg

NURSING PROFESSIONAL

EMPLOYER



What Do You Like About Germany?

I really like the weather here. Germans are also very friendly and helpful. Whenever I encounter a problem at work, **my colleagues help me find a solution.**

What Is the Biggest Difference Between Germany and Your Home Country?

I think the biggest differences between Germany and India lie in the **eating habits and cultures.**

What Do You Like About Working in Germany?

Working in Germany allows me to improve my professional skills. I also enjoy making new friends and getting to know a new culture.

Would You Recommend the Triple Win Programme to Other Foreign Professionals? If So, Why, and What Advice Would You Give Them?

Yes, I would recommend the programme to other international professionals. Germany is an excellent choice if you want to improve your career opportunities. **My advice: the better you speak the new language, the higher your quality of life will be.** So, it is very important to learn German! [\[link\]](#)

Markus Bossong

Head of ZEN Nursing
Integration Officer at Ortenau Klinikum

Why Did You Choose Triple Win?

I support the programme's ethical principles and value the fact that it **benefits everyone** involved: the country of origin, the participants and the employers. I was pleased to take on this programme as part of our integration management.

What Advice Do You Have for Other Employers for Successful Recruitment With Triple Win?

My first advice is to make the most of the job interview and employer presentation on site. This is a valuable opportunity for employers to showcase their company.

Secondly, **observe the professional's language proficiency during the interview**, as language is a key qualification for the nursing role.

Observe the professional's language proficiency during the interview.

Thirdly, it is important to assess the candidate's understanding of nursing, particularly in relation to their cultural background. It is crucial to **critically examine whether their understanding of nursing differs significantly** from that in Germany. If so, transparency must be established. [\[link\]](#)

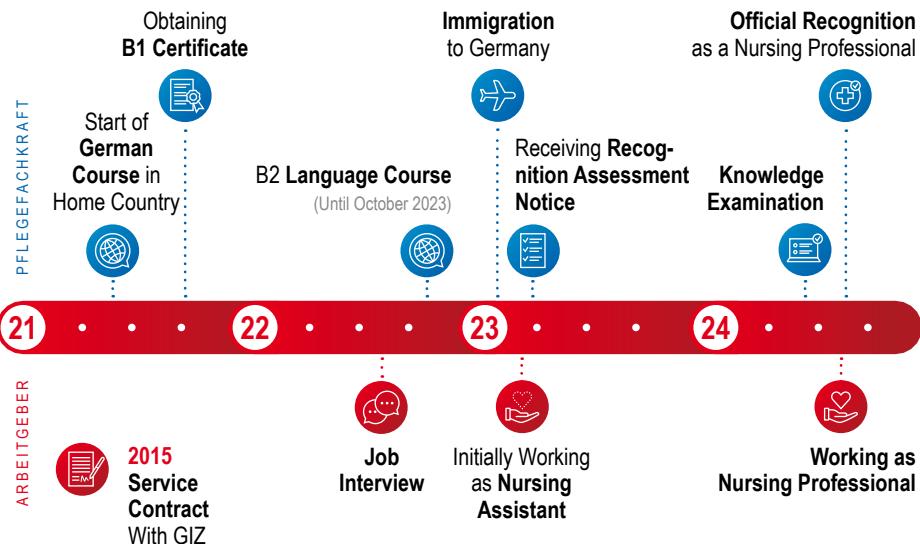


FROM TUNISIA

Eya Boulares

Nursing Professional in the Recognition Process

SRH Fachkrankenhaus (SRH Specialist Hospital) Neresheim



What Do You Like About Germany?

I especially like how well-organised the workplace is. Everything is clearly structured, and everyone's responsibilities are well defined. I particularly value the emphasis placed on attention to

detail. Personally, I find this very satisfying because it noticeably improves the quality of work.

What Is the Biggest Difference Between Germany and Your Home Country?

One major difference is the language; mine has a completely different structure compared to German. Work procedures also differ. In Germany, processes are often highly structured and detailed. Another significant difference is that nurses are responsible for patients' personal hygiene, which is not a primary responsibility in my home country.

What Do You Like About Working in Germany?

I appreciate the clear structure and professional interactions within the team. Despite the challenges, it is positive that there is such a strong emphasis on organisation and precision.

Would You Recommend the Triple Win Programme to Other Foreign Professionals? If So, Why, and What Advice Would You Give Them?

Leaving your home country, learning a new language, getting to know a new culture and adapting to life in a foreign country are not easy things to do. But that is what life is all about: gaining new experiences, testing your limits and trying new things.

The Triple Win programme is one of those experiences that can enrich your life. It is challenging, but it can bring many positive aspects.

My advice: Be aware that this is a big challenge. Prepare yourself mentally and emotionally.

Focus on the language! Don't start out with poor language skills. You will learn

eventually, but without a solid foundation, you will face many additional challenges. Make sure you take the time to learn the language properly before you arrive.

Be prepared for tough moments. You will feel down sometimes and question your decision – that's normal. What matters is not giving up. These phases will pass, and you will come out stronger in the end. —

Triple Win programme is one of those experiences that can enrich your life.



Tobias Tettmann

Head of Administration and HR, SRH Fachkrankenhaus Neresheim

Why Did You Choose Triple Win?

When recruiting skilled workers from abroad, we place great importance on adhering to ethical principles in the recruitment process, aligned with the WHO Code of Conduct. We were convinced by the **excellent support** provided by Triple Win prior to recruitment, throughout the immigration process to Germany and **in response to specific queries**.

We were also impressed by the programme's **strong understanding of the situation in the countries of origin**. The support during the selection process and help with administrative tasks prior to arrival in Germany were additional deciding factors for us.

What Advice Do You Have for Other Employers for Successful Recruitment With Triple Win?

It is important to ensure sufficient capacity for mentoring and practical guidance. For this purpose, it is advisable to train and develop designated integration officers within the organisation, especially to provide personal support during the initial steps (e.g. dealing with administrative procedures).

Regular internal and external exchanges are helpful, **particularly with immigration authorities**.

Establishing open and trusting communication with the new employees is essential for the successful integration and recognition of foreign professionals.

It is also advisable to establish contact with municipalities early on, in order to **utilise existing structures and share experiences**.

Their thorough understanding of the situation in the countries of origin convinced us.

More Information About Triple Win



[The Programme
Triple Win](#)



[More Information
About Triple Win](#)

Imprint

German Federal Employment Agency
Regional Directorate Baden-Württemberg
Hölderlinstraße 36
70174 Stuttgart
Baden-Württemberg.PresseMarketing@arbeitsagentur.de

Typical Ideal Process

The Path to Your Skilled Professional in Up to 24 Months



* Coordination with the State Agency for the Immigration of Skilled Workers is still in progress

