Project Triple Win

Recruiting nurses for Germany sustainably
The current situation

Plenty of vacancies, but a shortage of skilled staff

Germany’s nursing sector is already facing a significant shortage of skilled staff. There are not enough qualified nurses available to meet the high level of demand, and experts predict that approximately a further 500,000 nurses will be needed by 2030. Demographic change will exacerbate the shortage over the medium and long term.

To complement approaches within Germany, the German Federal Employment Agency’s International Placement Services (ZAV) and the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH set up the Triple Win Project in 2013.

The Federal Employment Agency and GIZ jointly place qualified nurses from abroad in Germany. The project is implemented based on an agreement between the German Federal Employment Agency (BA) and the Philippine Overseas Employment Administration (POEA) on the procedure, the selection and the placement of nursing professionals.

The licensed nurses from the Philippines obtain language and technical training for working in Germany and receive support while they integrate. Once in Germany, they embark on the process of having their qualifications recognised within 12 months.

Project approach

Triple Win: one programme, three benefits

GIZ and the Federal Employment Agency use the Triple Win approach – a holistic concept that ensures that both the country of origin and the host country benefit as well as the individual migrants themselves:

1) In Germany, the Philippine nurses have employment opportunities and scope for professional and personal development. Fair working conditions and pay ensure equal treatment.

2) To ensure the process is sustainable and fair, the Federal Employment Agency and GIZ cooperate only with partner countries that have a surplus of trained nurses. Additionally, the long-term transfer of knowledge promote development policy objectives.

3) In Germany, hospitals and residential care institutions for older people are able to access well-trained nurses, helping them to overcome the skills shortage.
Organisation of the project

On the German side, the International Placement Services (ZAV) of the Federal Employment Agency (BA) is responsible for selection and placement, while in the Philippines, it’s the Philippine Overseas Employment Agency (POEA). In a cooperation arrangement with BA, the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH provides support for the Philippine partner administration, as well as for the nurses’ professional and language skills preparations, and it assists their integration in Germany.

The process in the Philippines

Applicant needs to undergo the following process in the Philippines:

1.) Recruitment (at GIZ office)
   • Project Interview
   • Employer’s Interview

2.) Training and Recognition
   • Language course from A1 to B1 conducted in Manila, Cebu and Baguio (under training centres that are commissioned by GIZ)
   • Professional Nursing Orientation (conducted by GIZ)
   • Preparation of Recognition Documents (by GIZ)

3.) Pre-Deployment
   • Pre-Departure Employment Orientation Seminar (at OWWA office)
   • Medical Exam (through DOH accredited facilities)
   • Contract Signing (at POEA office)
   • Visa Preparation (at GIZ office)
   • Pre-flight Briefing (at POEA office)

Depending on the candidates’ German skills, the period between the selection interviews and their departure for Germany will be around twelve (12) to fourteen (14) months.

Integration in Germany

GIZ provides Triple Win Project candidates after their arrival in Germany support and monitors their integration through an integration advisor. GIZ, during a one-day visit, helps with the obligations of candidates towards state administrations. In the case of special issues during the first year of employment, the professional staff and the employer can contact GIZ and ZAV who offers counseling and referral.

How and where can I apply?

The Triple Win Project conducts three application and selection rounds each year. The Philippine Overseas Employment Agency (POEA) publishes the dates of the selection rounds in an advertisement. Interested nurses submit applications to the POEA. Application documents must be sent under the heading „Triple Win“ to the POEA. Please note that incomplete applications will not be considered. For more information about recruitment rounds/interview schedule, visit: www.poea.gov.ph

Who can apply?

Application is open to Registered Nurses:

• who are citizens of the Republic of the Philippines
• whose primary place of residence is the Republic of the Philippines
• who can provide certificates of their completed nurse’s training (four years of professional education – Bachelor of Science in Nursing or B.S.N.)
• who have an Active Philippine Nursing License
• who have a minimum of one year of professional experience as a nurse in hospitals, rehabilitation centres and care institutions
• who have prior knowledge of the German language (technical vocabulary and everyday language – ideally Level B1 of the European Framework of Reference for Languages – an advantage but not required).

Which documents do I need to include in my application?

• Cover letter and Curriculum Vitae, including a coloured passport photo, and written in English and German (if possible) 0
• High School Diploma (notarized copy)
• Diploma of nursing (notarized copy)
• Board Certificate and copy of license from Philippine Regulation Commission
• Certificate/s of employment from former employer/s (notarized copy)
• Certificate of German language skills (if available)
• Copy of valid NBI Clearance
• Copy of passport.
How long is the residence permit valid?

The working visa is valid for one year and usually what the German embassy issues in Manila. It will change to a resident permit once the nurses pass their recognition and B2 exam in Germany. After 5 years this visa can be translated to a permanent residence.

Can I bring my family to Germany?

Family reunification is generally possible, if all the necessary conditions, such as the existence of sufficient income and suitable accommodation, are met. The decision on this is made by the responsible immigration authority, who can provide detailed information on this topic. Spouses and children must apply for family reunification at the responsible German embassy before leaving the country.

Do I have to pay a fee to participate in the project?

The placement, preparation and integration assistance are for free for applicants. However, applicants must pay processing fees to POEA – they are as follows:

- POEA Processing Fee (USD100.00 or its peso equivalent),
- OWWA Contribution (USD25.00 or its peso equivalent),
- PhilHealth Contribution (Php1,200.00) and
- Home Development Mutual Fund Contribution (Php100.00).

In addition, applicants are required to undergo a medical examination with a Philippine DOH-accredited medical clinic of their choice and will bear the associated costs themselves.

Contact Details

For further information, please contact the GIZ Office:

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