



Triple Win Programme – Recruiting nurses from abroad sustainably

Background

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 programme in 2013. The Federal Employment Agency and GIZ jointly place qualified nurses from Bosnia and Herzegovina, the Philippines, Tunisia, Indonesia, Kerala (India) and Jordan in Germany. These international nurses 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.

The process is subject to placement agreements between the Federal Employment Agency and partner countries' employment agencies.

* Bertelsmann Stiftung 2012 (ed.) Themenreport „Pfleger 2030“: https://www.bertelsmann-stiftung.de/fileadmin/files/BSt/Publikationen/GrauePublikationen/GP_Themenreport_Pfleger_2030.pdf, S. 10f.

Programme 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 individual migrants themselves:

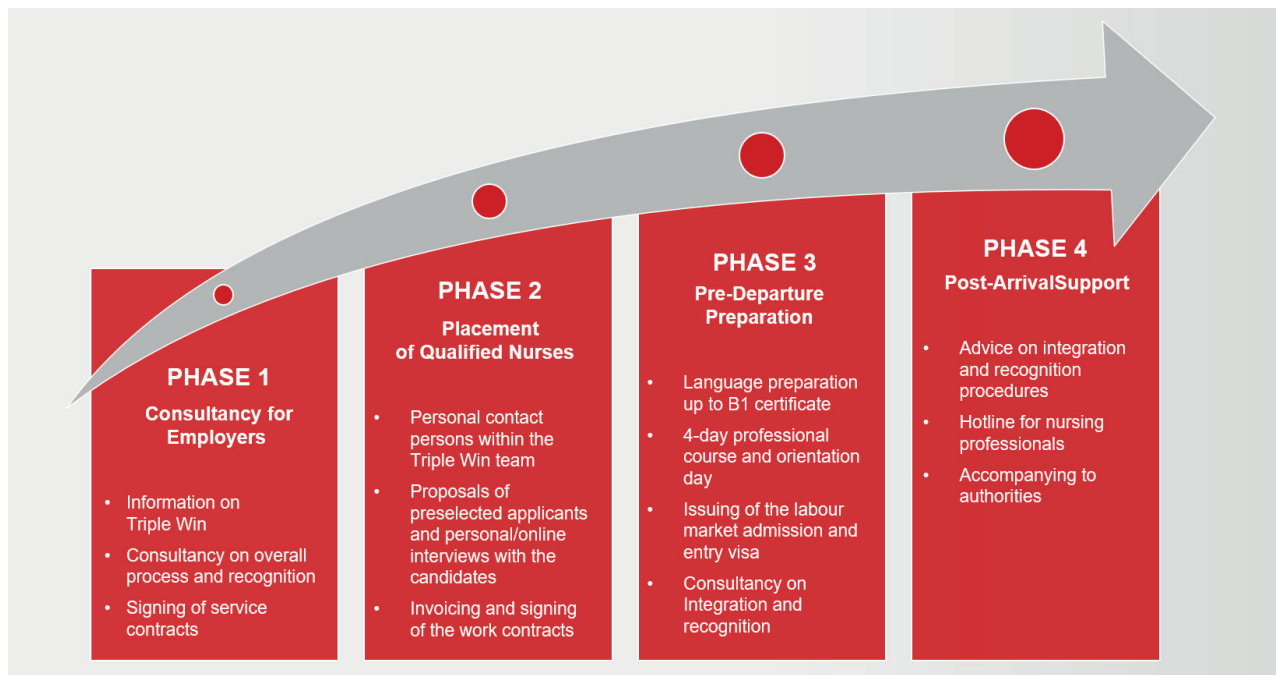
- To ensure the process is sustainable and fair, the Federal Employment Agency and GIZ cooperate only with partner countries that have a surplus of trained nurses. This relieves pressure on the local labour market but ensures that the country does not suffer a 'brain drain'. Remittances by migrants and the long-term transfer of knowledge promote development policy objectives.
- In Germany, migrant workers have employment opportunities and scope for professional and personal development. Fair working conditions and pay ensure equal treatment.
- Hospitals and residential care institutions for older people are able to access well-trained nurses, helping them to overcome the skills shortage.

Programme phases

Care and responsibility

In the first phase, ZAV assesses applicants' personal and professional skills through face-to-face interviews. Once applicants have been accepted for the programme, GIZ supports them while they undergo briefing and preparation. This involves language training, orientation and specialist nursing courses in their home country. Employers conduct interviews organised by ZAV with pre-selected applicants with a view to recruiting nurses for their own institutions. GIZ supports the nurses as they travel to Germany and integrate into their new home. In Germany, employers receive support and advice on planning individual integration and recognition processes. Support for all those involved continues once the nurses arrive in Germany.

Triple Win process



Financing arrangements

Employers pay € 6.638,66 net (€ 7.900,- gross) for each nurse placed with them, which covers the cost of services provided by GIZ (coordination, language and specialist training in the home country, and advice on integration and recognition of qualifications for employers and nurses in Germany). Additional costs to employers include the nurses' travel to their place of employment and the cost of having their qualifications recognised in Germany (including language training to CEFR level B2). Employers also undertake to organise appropriate accommodation and to pay an agreed minimum salary.

As a programme of two federal companies Triple Win strives to meet international standards of fair recruitment.

The goal: to ensure long-term professional and social integration of nursing staff in Germany – as the basis for satisfying and successful employment.

Facts and figures

Since the programme was launched in 2013, more than 4.700 nurses from the four countries involved have been placed in Germany. An evaluation (2021) surveyed nurses placed through the Triple Win programme who had been working in Germany for at least six months. The survey found very high levels of satisfaction with the programme: 95,4% of all feedback was mostly positive. Respondents particularly appreciated the comprehensive support and professional organisation throughout the programme. 84,4% of respondents also indicated that they were still working for their initial employer in Germany.

For further information on the Triple Win programme please visit: www.triple-win-pflegekraefte.de or contact us by e-mail – we will be happy to advise you: triplewin@cimonline.de

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Registered offices:
Bonn und Eschborn

Dag-Hammarskjöld-Weg 1 – 5
65760 Eschborn, Germany
T +49 61 96 79-0
F +49 61 96 79-11 15
E info@giz.de
I www.giz.de

Author/responsible for content:
Sonja Alves Luciano, Marlene Schimpf

Layout:
Henriette Schmackpfeffer

Photo credits:
Tristan Vostry

Triple Win Programme
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