



Alternatives to Study – Apprenticeship, Internship, Entry into Professional Life etc.

1) Apprenticeship

- Advantages: for many apprenticeships German level B2 is sufficient; you immediately receive an apprenticeship salary; many apprenticeship professions are respected/pay well and there is currently a demand for people with vocational (apprenticeship) training.
- Usually apprenticeships begin either at August or September 1st, each year. Therefore you may have to apply up to one year in advance of the beginning of the apprenticeship.
- Examples: Electric engineer/mechanic, biology/chemistry/physics lab technician, businessperson in different specializations (IT, retail, insurance, industry), medical specialist, nursing assistant, cook, rescue assistant, legal aide
- Further information: www.ausbildung.de
- If you are interested in an apprenticeship, please schedule an appointment with your local/accountable Jobcenter.

1.1) Legal Requirements

Overview: Access to the Apprenticeship Market for Refugees

	Refugees applying for Asylum (“Aufenthaltsgestattung”)	Refugees with a Long-Term Residence Permit	Refugees with a Temporary Residence Permit (“Duldung”)
Access to Apprenticeships?	Restricted – three month waiting period, work permit required	Unrestricted	Restricted – work permit required
Access to Vocational Training?	Unrestricted	Unrestricted	Unrestricted
Work Permit Required?	Yes, for professional apprenticeship	No	Yes, for professional apprenticeship
Planning Security for the Duration of the Apprenticeship?	High, if the potential apprentice intends to stay	Comparatively high	High, if the Temporary Residence Permit was granted under the “3+2 Rule”

How is a Work Permit Requested?

Refugees who require a work permit for their vocational training/apprenticeship can apply for one at their appropriate (local) foreigner’s registration office. The permit is granted for the duration of one’s employment only, which in this case must be a definite apprentice position – thus one can only apply for a permit once the search for an apprenticeship has been completed and an apprenticeship contract has been signed. The foreigner’s registration office then decides on a case-by-case basis whether each permit is granted.

1.2) Qualifications

Generally there are **no special admission requirements** to begin a dual vocational training/apprenticeship in Germany: Neither is an official high school diploma required, nor are any formal qualifications specified. The decision to whom an apprenticeship position is awarded lies **entirely at the discretion of the company**. However, in practice **some form of secondary school diploma is usually required** in order to receive an apprenticeship position. Admission to a full-time apprenticeship (for example in the educational or medical fields) is usually tied to proof of middle school graduation. If you seek an apprenticeship, you should therefore seek recognition of the necessary diplomas from your homeland in Germany (Information regarding the recognition process can be found in a separate handout).



1.3) Language Proficiency

In order to start an apprenticeship, you already need to have relatively good Germany proficiency. You have the option to take part in a course for **job-related German language support** (DeuFöV). The job-related German language support consists of several modules which can be combined with German instructions and linked to measures of the State Agency for Labor (i.e. professional orientation, internships, entry-level qualification). The aim of the courses is to improve the chances of migrants and refugees in the job and apprenticeship market. If you are interested in a language course like this, please contact your appropriate (local) employment office or Jobcenter.

For more information go to:

www.bamf.de/EN/Startseite/startseite-node.html;jsessionid=3553B019C2E0E0D1A2085B133EF20D34.2_cid294

1.4) Types of Apprenticeships

➤ Dual Apprenticeship

The professional or dual apprenticeship is the most well-known type of apprenticeship in Germany. During the apprenticeship you alternate between theory and practice. **You work at a company that takes on trainees while also going to professional school.** This form of professional training is very popular because you gain practical experience from the start. **A dual apprenticeship normally lasts 2-3 years and pays a salary between 200 and 750 Euro.** The pay increases with each year during the apprenticeship, but is also dependent on the apprenticeship, training company, and industry.

➤ Educational Apprenticeship

Besides the professional apprenticeship there also exists the opportunity to opt for **an educational apprenticeship** at a technical college, which takes place in the form of **full-time classes. Especially apprenticeships in the health and social services, but also some in the technical professions are designed as educational apprenticeships.** An educational apprenticeship can be completed in either a public or private school. At an educational apprenticeship you receive no salary since you are not working. However, adequate financial aid possibilities exist, especially with BAföG.

➤ Weiterführende Informationen:

www.jobstarter.de/de/voraussetzungen-fuer-den-einstieg-von-gefuechteten-in-ausbildung-2710.php
www.ausbildung.de

1.5) Searching for an Apprenticeship Position

➤ Information Centers

There are several places that can help with the search for an apprenticeship position. You can find an overview of these places on a separate handout.

➤ Searching for an Apprenticeship Position Online

You can find an apprenticeship position for example through online platforms for apprenticeship offers:

www.ausbildung.de/suche/

➤ Further Information:

<https://www.jobstarter.de/englisch-451.php>

<https://www.ausbildung.de/>

1.6) Studying after your Apprenticeship

You also have the possibility to study after your apprenticeship. If you currently do not have a higher education entrance qualification (equivalent to the German "Abitur") or decide to do an apprenticeship first (in order to improve your German proficiency and earn money), this does not mean that you lose your chance to study. The requirements for studying in Hessen after an apprenticeship (without other qualifications) are at least 2 years of professional training + 3 years of professional experience. If these requirements are fulfilled, after a university entrance examination (for a related subject) you can be granted university admission. See also: <http://www.frankfurt-main.ihk.de/english/>



2) Internships

If you are unsure what you want to study or in which field you want to do an apprenticeship, an internship is a good opportunity to get an insight into a professional field. For some study programs, an internship is mandatory for university admission or a compulsory internship must be conducted during the course of study. To search for internships you can use databases like <http://karriere.unicum.de/praktikum/> or www.praktikumsstellen.de/. For current internship offers you can also search directly on company websites. Especially large companies often publicize their internship offers directly on their own websites. If there are currently no available internships being offered in your desired area, you can also send a so-called “unsolicited application” to a company. There are different forms of internships and depending on your residence status, different rules apply. While receiving benefits from SGB II, internships are rarely compensated through salaries. More information can be found at: www.frankfurt-main.ihk.de/recht/themen/arbeitsrecht/beschaeftigung_fluechtlingen/index.html or www.jobstarter.de/de/rechtliche-regelungen-fuer-praktika-und-hospitanzen-2700.php

2.1) Professionally Oriented Internships

Professionally oriented internships serve to start an initial training or a course of study. It does not require approval of the Federal Agency for Work (Bundesagentur für Arbeit). The job activity must be related to the intended field of study/apprenticeship. People applying for asylum or those with temporary residence permits are allowed to participate in this program after a waiting period of three months. Those with long term residence permits are allowed to apply without approval from the Federal Agency. As the maximum duration is 3 months, the minimum wage is not applicable. The internship can be done without pay.

2.2) Compulsory internships in the framework of professional or (University) school training

People applying for asylum are allowed to apply for compulsory internships without the approval of the Federal Agency for Work after the completion of the waiting period. People with temporary residence permits are allowed to apply for compulsory internships from the first day. Since these are so-called ‘Compulsory’ internships, which are prescribed by the school or study regulations, the minimum wage is not applicable.

2.3) Entrance Qualifications (EQ)

An entrance qualification before the beginning of an apprenticeship is eligible for benefits under SGB II and lasts between 6 months and 1 year. If applicable, it can replace one year of training. Professional vocational training must be attended during the internship, which requires a corresponding level of German in advance.

2.4) Measure of the Employer (MAG)

With this measure, an employer can examine the qualifications of the employee before signing a the work contract. It may last up to a maximum of 6 weeks, in special cases up to a maximum of 12 weeks and applications must always go through the Jobcenter first.

3) Entering the job market

If you have already completed your studies or an apprenticeship, you may also try to find a job directly from a company. The company decides what qualifications (professional and linguistic knowledge) are necessary for the position. Often, the German level B2 is a minimum requirement, but for many positions English skills are also important. Therefore, you should always inquire the requirements directly at the respective company. In the case of so-called ‘regulated positions,’ you must get your qualifications from abroad recognized before applying for a job. An overview of regulated professions and the authorized places for recognition in Hessen can be found in the document titled: “Recognition of school and professional qualifications in Hessen”. While searching for work, you can get support from various agencies – an overview of important contacts in the region can be found on a separate leaflet.

Information on the legal framework can be found at:

www.bamf.de/SharedDocs/Anlagen/DE/Downloads/Infothek/Asyl/faq-arbeitsmarktzugang-gefluechtete-menschen.pdf?__blob=publicationFile



An overview of the different search portals can be found at:

www.career.uni-frankfurt.de/50513756/Stellen-und-Praktika-finden

A good opportunity to meet potential employers are job fairs. An up to date overview of job fairs in Frankfurt and at the Goethe University can be found at: www.career.uni-frankfurt.de/51016032/Jobmessen

4) Bridge Programs and Further Education Opportunities

In some areas (i.e. Economics) bridge programs (so-called “Brückenmaßnahmen”) exist, which help to facilitate the entry into professional life in case the qualifications acquired abroad do not match the knowledge and skills required in Germany. These bridge programs usually last from 4 up to 24 months and are usually run in cooperation with the IQ-Network. An overview of the programs can be found at the following link under the search term “Brückenmaßnahme”: www.netzwerk-iq.de

In Frankfurt there is for example the program “*Ready – Steady – Go!*” for foreign economists. More information can be found at: www.frankfurt-university.de/weiterbildung/weiterbildungsangebote/wirtschaft-und-management/brueckenmassnahme.html

The *University of Duisburg-Essen* offers the bridge program “*OnTOP*” for academics with a migration background and a foreign university degree. The program helps to obtain a German university degree and thus facilitates the access to *non-regulated professions*, which correspond to your personal qualifications. The requirements for the program are a German proficiency of minimum C1 level. Further information can be found at: www.uni-due.de/ontop/ontop_ueberdasprogramm.php

People who received a *degree in law* abroad, have the possibility to conduct a postgraduate study program with the degree of a “*Legum Magister*” (LL.M.). The program, which usually lasts one year, is aimed at foreign lawyers or legal attorney, who received a foreign degree in law, which is formally equivalent to the German law degree. A sufficient level in German is mandatory and must be proven. With the LL.M you cannot proceed a state regulated legal profession (attorney, judge, state prosecutor, notary), since these professions require a graduation in the German civil service examination (“*Staatsexamen*”). However, you are able to work in the legal or human resource department of a company.

The postgraduate LL.M. programs are offered for example at the Goethe University Frankfurt or the Gutenberg University of Mainz:

www.jura.uni-frankfurt.de/39838982/LL_M_fuer-im-Ausland-graduierte-Juristinnen-und-Juristen

www.jura.uni-mainz.de/auslandsbuero/154.php

For refugees, who received a *degree as a teacher* abroad, currently several qualification measures or adjustment programs are developed. These programs intend to support teachers with a refugee background and enable them to get an insight into the German schooling system, in order to prepare them for their deployment as substitute teachers. Job offers were advertised first by the *University of Bielefeld* under the qualification program “*Lehrkräfte Plus*” or at the *Potsdam University* under the qualification program “*Refugee Teachers Program*”. For further information please check at: www.bised.uni-bielefeld.de/LKplus or www.uni-potsdam.de/unterrichtsinterventionsforsch/refugee.html

Further offers for qualifications for people with foreign university or professional degrees can be found here:

www.hessen.netzwerk-iq.de/angebote/angebote-fuer-personen-mit-auslaendischer-berufsqualifikation/qualifizierung.html

Please note that we cannot guarantee that the information given above is complete and correct.