

# **Training nurses from Vietnam - Lessons from the pilot project in Germany**

**Dr. Grit Braeseke**  
**Head, IEGUS Institut GmbH**

Rome, December 5<sup>th</sup> 2014





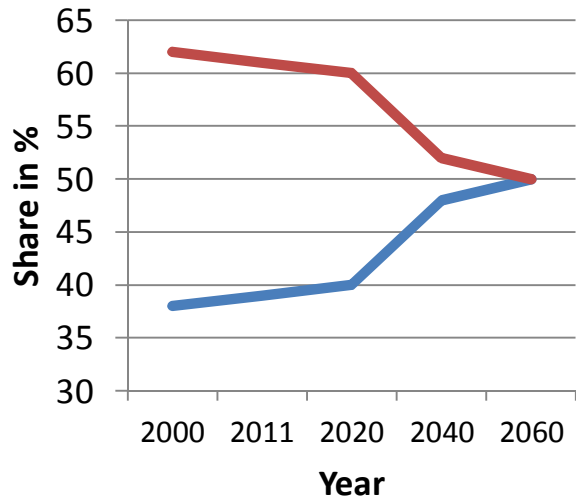
- The IEGUS Institute for healthcare research and social economy has been founded in 2007.
- Located in Berlin-Mitte, Reinhardtstr. 31
- Website: [www.iegus.eu](http://www.iegus.eu)
- **Main Topics:** Demographics, demand and supply of labour and skills in health and care, development, use and funding of assistive technologies, sector and market analyses, Health technology assessment

### Projects:

- 2013 – 2016: Evaluation of the Pilot Project with Vietnam (German Federal Ministry of Economics and Energy)
- 2010 – 2013: Development and Coordination of a Network of Nurse Educators and Regulators to examine the education of Healthcare Assistants (SANCO/1/2009)
- 2010: Concept of Triple-win Migration<sup>©</sup>

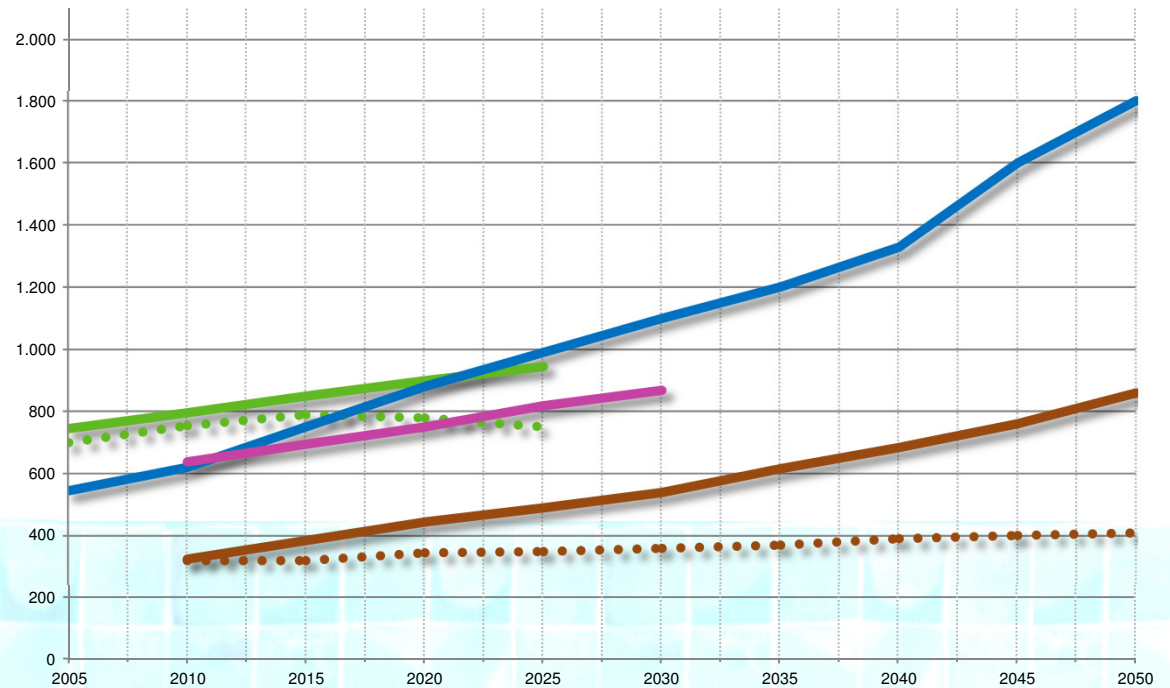


# Demographic trends in Germany and demand for nursing staff



— Share of population < 20 and above 65 years  
 — Share of population 21 - 64 years

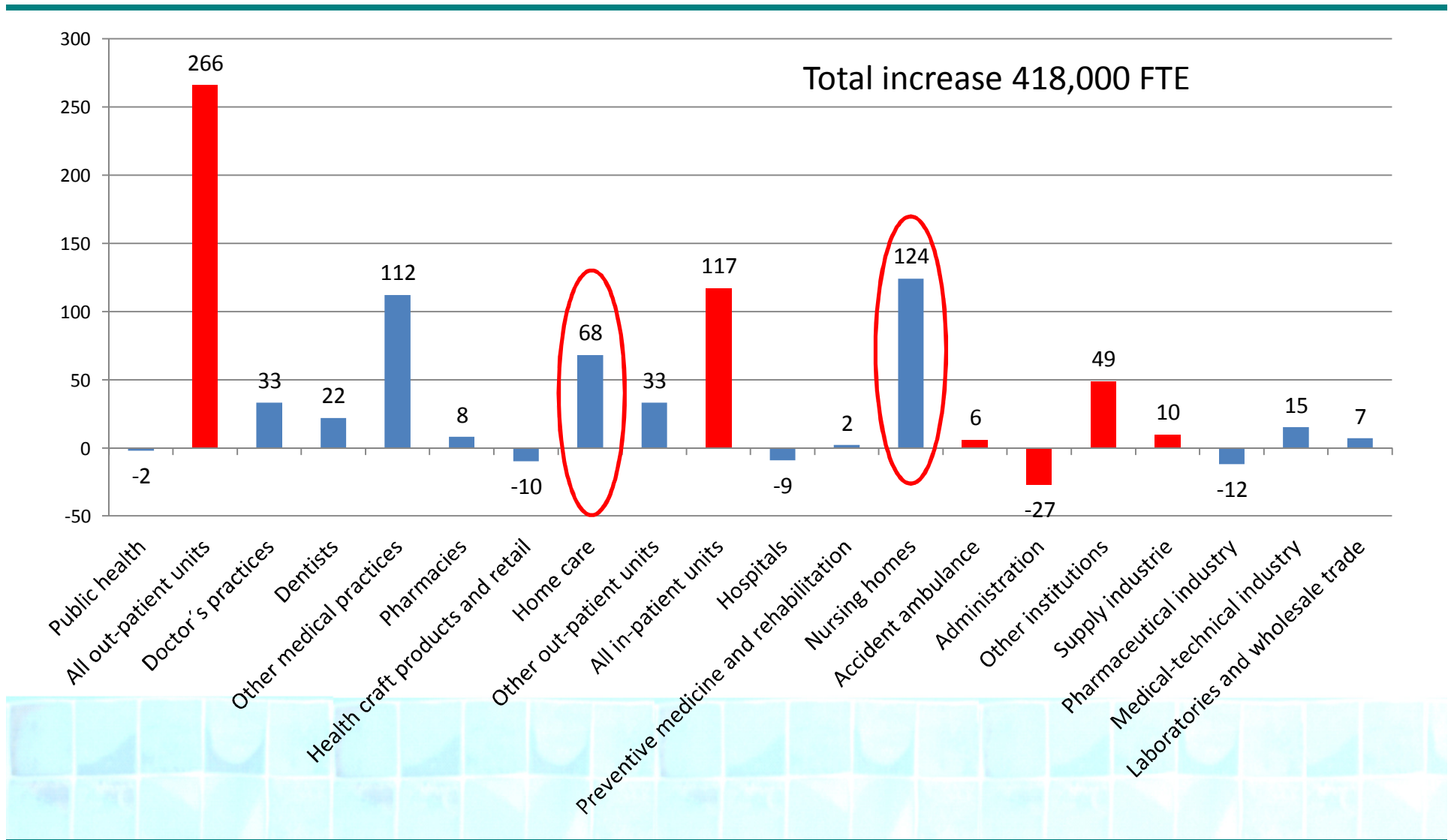
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Between 2010 and 2030 the demand for nursing staff will increase - + 200,000 FTE.

In the same period the labour force in Germany will decrease - - 4.5 million people!

## Development of Employment in Health and Social Care Units in Germany 2000 - 2011 (in 1,000 FTE)



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# The pilot project with Vietnam

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- **Commissioned by:** German Federal Ministry of Economics and Energy (BMWi)
- **Country:** Vietnam, Ministry of Labour, Invalids and Social Affairs (MoLISA)
- **Project implementation:** GIZ Gesellschaft für Internationale Zusammenarbeit GmbH in cooperation with Bundesagentur für Arbeit (BA) – BA's International Placement Service (ZAV)
- **Project evaluation:** IEGUS Institut für europäische Gesundheits- und Sozialwirtschaft GmbH
- **Overall term:** 2012 - 2016



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# Objective and framework

**Objective:** to explore the possibilities for recruiting and training of young people from emerging markets to become elderly care nurses in Germany and to gain experience in practice in different settings

**Framework:**

- Recruitment of 150 candidates, up to 25 years of age, with degrees in nursing (college or university)
- German language course in Hanoi (March 2013 – August 2013), level A2 (100 candidates)
- Transfer to Germany in September 2013
- Shortened 2-year training in elderly care
- Different settings: separate classes in school or integrated classes
- Pilot locations in Bavaria, Berlin, Baden-Württemberg and Lower-Saxony
- Elderly care homes with different responsables – public, private and non-for-profit



# Implementation and funding

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- There has been one week of intercultural training after arrival.
- At the beginning of the training problems occurred due to insufficient language skills – all candidates received additional language courses.
- It had been planned to start right with the second year of training, but the curricula had to be adopted (i. e. basic care skills).
- Regional coordinators working in the same field and mentors who speak Vietnamese support the trainees and the partner organisations.
- After one year of training all candidates are still on board. They all passed the exams and the language level test B1 (advanced level).



## **Funding of the project:**

The German government allocated about 1.2 million Euro to the pilot – for project organization (GIZ), language courses in Vietnam, travel cost for participants to Germany, intercultural training, additional staff (regional coordinators, mentors).

ESF-Funds are used for additional language courses in Germany.

Employers are paying the normal apprentice's pay and offer free housing.

# Lessons learned and outlook

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- The Vietnamese nurses are gain for all – employers, colleagues and patients!
- Sufficient language skills are needed to start training (level B2)
- Candidates from other countries have to be well informed about the type of work they are recruited for in Germany (especially in elderly care)
- For nurses from third countries with limited practical experience the training to become an elderly care nurse should not be shortened (only after proof of competence)



- A follow-up project in Vietnam has been started this summer.
- There will be a one year language course.
- Participants are recruited for a 3-year training in Germany, nursing experience is not necessarily required.
- German nursing institutions are setting up cooperations with Vietnamese nursing schools to partly train nurses for Germany already in Vietnam.



**Thank you for your attention!**

**Dr. Grit Braeseke**  
Head

IEGUS - Institut für Europäische Gesundheits- und Sozialwirtschaft GmbH

Reinhardtstr. 31  
D-10117 Berlin  
Fon: +49 30/9831222-4, Fax: +49 30/9831222-5  
E-Mail: [braeseke@iegus.eu](mailto:braeseke@iegus.eu)  
Internet: [www.iegus.eu](http://www.iegus.eu)

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