

Jenseits der Green Card

**Potenziale hochqualifizierter Migrantinnen
und Migranten in Deutschland**

**Tagung der Evangelischen Akademie Loccum
vom 10. bis 12. September 2008 in Kooperation
mit der VW-Studiengruppe „Kulturelles Kapital in der Migration“**

**Organisation of Immigrant Professionals in Canada:
Association of International Medical Doctors of British Columbia
(AIMDBC) and British Columbia Internationally Trained Professionals
Network**

Von Patrick Coady, Executive Director/Project Coordinator, Canada

It is so good to be back in Germany, you have an amazing country. I grew up here as a child – my father was an officer in the Canadian Armed Forces and I had the great privilege to spend six years living in Zoest, Hemmer and in Lahr. My name is Patrick Coady

I am a consultant that has specialized in assisting immigrants with issues related to professional employment for over a decade now. I am also a civil rights activist and have had the great fortune of being able to combine both my interests into my career.

I also come from an extraordinary country

...one that accepts people can come from all over the world...from strife, war, famine, human rights abuses and when they come to Canada they come to a country that is usually focused on peace and good order.

My family background is a good example

...my great great grandfather on both sides of the family immigrated to Canada during the great exodus from Ireland during the potato blight. When they came to Canada they were killing each other in the streets...catholic against protestant.

The first generation of kids

in Canada asked why there was a conflict and the second generation asked what conflict? It does not take long...

Canada is quite unique

because people from every kind of background, ethnicity, culture and religion have come together for hundreds of years to create a vibrant community that respects human rights and believes in respecting differences and embracing diversity...

We still have our problems

and chief amongst these is our inability to accept immigrant professionals into our various professions. In common law we have one set of rules for all Canadians but this is not what is happening when it comes to access to professional employment for our new Canadians.

The greatest challenges for those professionals who work in licensed professions

like those in the health field are the self-regulating colleges that restrict access.

For non-regulated professions as well as regulated it is

- Language skills
- Interpersonal skills and
- An understanding of the Canadian work climate.

This has caused a lot of grief

and hardship and all this at a time when we are in desperate need of skilled and professional workers all over our country.

These shortages have made a difference in how receptive our federal and provincial governments are to moving forward on issues but governments are bureaucracies and they change at the same speed that a glacier melts.

The response of many new Canadians has been anger

frustration and in many cases the willingness to fight for their rights.

However for many years immigrants were not making much headway and when I started to get involved in this sector I could see why. The preferred way to deal with the challenges was to go to court, human rights tribunal...even going on hunger strikes. This combative approach only created tension and distrust and very little progress...**but it felt good.**

I remember talking to many immigrant doctors

and they were very upset...and of course they had reason to be.

However what they did not understand was that mixing venting of anger with constructive dialogue does not work. The doctors may have felt better after telling officials that they were racist, biased or unfair but it did not endear those stakeholders to do anything that would assist them.

There were a few of us consultants back in 2003

that started to suggest that there must be another way...certainly our experience in Canada was that sitting down and talking was probably more effective than trying to go to war – one of many things that differentiates us from our US neighbors.

What I suggested is that the doctors try and sit down with:

- the government,
- self-regulating professional bodies and
- industry and enter into constructive dialogue...

come with ideas on how to move forward and build partnerships...in other words try to work together toward solutions. I did this with Engineers and with other professionals as well but I will focus on the doctors.

Three immigrant serving non-profit societies banded together and received money from the Federal department of "Canadian Heritage and Multiculturalism," a department of government concerned with immigrant settlement.

Our government is now looking into ways to address the current skills shortages and is actually quite progressive compared to some of the self-regulated colleges and even industry.

The result of this funding was the creation of the BC Internationally Trained Professionals Network

I am the project coordinator and our stated objective has been to assist those immigrant professionals who might be interested in working constructively with stakeholders toward gaining greater access both regulated and unregulated professions.

Not everyone was interested or agreed. Initial meetings for the first six months were full of upset people venting about the injustices. Soon however we were able to form groups of professionals who were interested in lobbying for change. Some of these groups were mixed professionals in regions of the province of British Columbia as well as an association of international engineers and another of internationally trained medical doctors.

We brought in consultants to build the capacity of this group to be more successful. This included:

- media relations training
- how to run a society
- leadership training
- communications training

- planning and
- my support in the planning and execution phases of their plans.

Initially we received a very cool response from key stakeholders...the past actions of Immigrants was coming back to haunt us...however after a while some of our contacts began to trust us.

Initially we were **unsuccessful at lobbying the provincial government** however we also talked to the **federal government**.

We worked with other groups similar to us in other provinces and after some concerted effort that included use of the media, talking to elected officials and suggesting solutions the federal government agreed to give additional funds to the provinces earmarked to help integrate immigrant professionals. This was our first big breakthrough.

I am going to focus on medical doctors, but I have worked with engineers, doctors and mixed groups of professionals...the focus on doctors is to give you an idea of the kind of work that has been done.

When I started doing this work in 2003, I helped internationally trained doctors form the **Association of international medical doctors of BC** – although the project completed in 2006 I am still helping them as their volunteer Executive Director

When they formed they had:

- No training to assist them with the Canadian culture of medicine, understanding the Canadian medical system or access to study guides or training materials for exams.
- Only six post-secondary residency training positions, with over 150 qualified applicants a year and over 800 internationally trained medical doctors in the province
- The least access to their profession in the country
- No centralized information source
- No mentorships
- No financial support
- Very few alternative careers in medicine
- No one affecting positive change in this field

They started out by launching a media campaign to inform the public about what they referred to as the Immigrant Doctor Solution.

They got coverage of their willingness to assist Canada with the medical doctor shortage in all national and provincial newspapers and the major TV and radio stations. They were also successful in getting an immigrant movie director and local production company to produce a major documentary about the plight of immigrant doctors...this was shown several times on national TV.

Simultaneously they launched a campaign to talk to all members of the legislative assembly in BC and found two champions in elected government who were instrumental in getting doors open in the Ministry of health.

Throughout this process they:

- developed relationships with key healthcare stakeholders
- Developed a website that provided information to all internationally trained medical doctors in BC about the process
- Expanded the website to include a members section that provided study materials and a list of fellow doctors that could be contacted and networked with.
- Coordinated study groups, lectures and training for those interested in becoming doctors again.
- Developed a policy document outlining solutions and recommendations
- Networked with other immigrant doctor associations from other provinces

There was a steep learning curve throughout this process as we all learned of the politics, other vested interest groups and also realized that everything was not black and white but every shade of gray.

I will always remember the first meeting we had with the faculty of Medicine at the University of British Columbia.

The two associate Deans who attended were less than enthusiastic with our presence. The conversation was polite but there was no indication that they were willing to change or do anything.

One of the Deans was clearly hostile and at the end of the meeting when I put my hand out to shake hands as we said good bye I did not receive a hand back. Unfortunately the two international doctors who attended with me were so devastated by the lack of cooperation and respect that they soon left the association and stopped pursuing medicine altogether.

A key to moving forward was finding a champion of our cause in government and the doctors did this after talking with over 25 elected officials. Once they found a sympathetic ear they worked with this individual and eventually were able to meet with the Deputy Ministry of Health.

This meeting went much better, especially when this official realized we did not want to embarrass the government or take them to court...on the contrary we wanted to make the government look good and wanted to work in partnership with them.

Doctors trained in other countries must have an education that is on the accepted W.H.O list...even then they must repeat their post graduate residence training in Canada...and that is the problem...

Even if you pass all the national standards exams and meet our standard for access you have to compete for one of the 18 residency positions available to you in British Columbia. The chances of getting in were about 5%. until 2 years ago.

One of the doctors first successes was to triple the number of residency positions available to them.

Next they lobbied for and became founding members in a healthcare multi-stakeholder taskforce with the focus on immigrant doctor integration. They meet every two months and this has been very successful in addressing a number of issues including:

- Partnership with the BC Medical Association
- Negotiation of contracts for those doctors getting residency training
- And recently receiving a research contract from Government about alternative careers for IMGs

Just last month they incorporated and they are now involved with other grass roots immigrant organizations in BC and across the country as they learn to cooperate and work collectively toward systematic change for all immigrant professionals.

In conclusion

In Canada and specifically in British Columbia we are now moving forward on issues of immigrant professional integration but only because we:

- Are experiencing a critical shortage of professionals
- We have a large immigrant population that is becoming more powerful with their vote and
- Immigrants organized and lobbied affectively for change

Unfortunately one thing you still need if you want to immigrate to Canada before you work again in your field is a lot of patience...lots of patience.

In Deutschland herrscht Fachkräftemangel. Um ihn zu beheben, ist die Anwerbung und Einbindung hochqualifizierter Migrantinnen und Migranten verstärkt in der Diskussion.

Aber wie sieht es genau aus mit der Integration in den Arbeitsmarkt von Hochqualifizierten? Wie gut gelingt sie, woran scheitert sie? Konkrete Hindernisse ergeben sich z. B. durch widersprüchliche rechtliche Rahmenbedingungen, aber auch durch informelle Diskriminierung oder die fehlende Anerkennung von Bildungstiteln. Die internationale Studiengruppe „Kulturelles Kapital in der Migration“, gefördert durch die VW-Stiftung, hat die Bedingungen des Überganges hochqualifizierter Migrantinnen und Migranten in den Arbeitsmarkt erforscht. Sie berücksichtigte dabei sowohl Zuwanderer als auch Bildungsinländer.

In der Tagung werden die Arbeitsergebnisse des Forschungsprojektes präsentiert, die aufzeigen, wie die Arbeitsmarktintegration gelingen kann und warum das kulturelle Kapital von Migranten doch häufig ungenutzt bleibt. Rahmenbedingungen, Barrieren und Lösungsmöglichkeiten für eine Entfaltung des Potenzials hochqualifizierter Migranten werden in der Tagung diskutiert. Dabei werden auch Praxisbeispiele der gezielten Förderung vorgestellt und in Arbeitsgruppen weitere Empfehlungen erarbeitet.

Folgende Fragen stehen dabei im Vordergrund:

- Welche akademischen Abschlüsse werden in Deutschland anerkannt? Welche Möglichkeiten der Nachqualifizierung gibt es?
- Welche Angebote zur Förderung von Bildungserfolg an Schulen und Universitäten sind effektiv?
- Was kann durch rechtliche Veränderungen und bessere Information bewirkt werden?
- Wie sind die Arbeitsmärkte für Hochqualifizierte beschaffen?
- Welche arbeitsmarktpolitischen Instrumente sind nötig und sinnvoll?

Sie sind herzlich eingeladen, sich an den Diskussionen und Lösungsansätzen zu beteiligen.

Dr. Lidwina Meyer, Studienleiterin, Ev. Akademie Loccum
Prof. Dr. Anja Weiß, Prof. Dr. Arnd-Michael Nohl,
Prof. Dr. Karin Schittenhelm, Prof. Dr. Oliver Schmidtke,
VW-Studiengruppe „Kulturelles Kapital in der Migration“
Dr. Fritz Erich Anhelm, Direktor, Ev. Akademie Loccum

TAGUNGSGEBÜHR:

155,- € für Übernachtung, Verpflegung, Kostenbeitrag; für Schüler/innen, Studierende (bis 30 Jahre), Grundwehr- und Zivildienstleistende sowie Arbeitslose Ermäßigung **nur gegen Bescheinigung** auf 75,-€. Eine Reduzierung der Tagungsgebühr für eine zeitweise Teilnahme ist nicht möglich.

ANMELDUNG:

Mit beiliegender Anmeldekarte an die **Evangelische Akademie Loccum, Postfach 2158, 31545 Rehburg-Loccum, Tel. 05766/81-0, Fax 05766/81-900**. Sollten Sie Ihre Anmeldung nicht aufrechterhalten können, teilen Sie uns das bitte umgehend mit. Bei einer Absage nach dem **03.09.2008** müssen wir 25% der Tagungsgebühr in Rechnung stellen. Falls Sie eine Bestätigung Ihrer Anmeldung wünschen, teilen Sie uns bitte auf der Anmeldekarte Ihre E-Mail-Adresse mit!

ÜBERWEISUNGEN:

Konto der Kirchl. Verwaltungsstelle Loccum **unter Angabe des Tagungsdatums und Ihres Namens:** Evangelische Kreditgenossenschaft Kassel (BLZ 520 604 10) Kto.-Nr. 6050

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ANREISE:

Loccum liegt 50 km nordwestlich von Hannover am Steinhuder Meer zwischen Hannover, Minden und Nienburg. Auf Anfrage schicken wir Ihnen eine detaillierte Anreisebeschreibung. Sie finden sie auch im Internet: <http://www.loccum.de>

ACHTUNG: Direkte Verbindung zur Akademie mit Zubringerbus am **10.09.2008** um **12.50 Uhr** ab Bahnhof Wunstorf, **Ausgang ZOB**. Am **12.09.2008** zurück; Ankunft Wunstorf **13.30 Uhr**; Hin- u. Rückfahrt je 3,- € (im Bus zu entrichten!). **Bitte unbedingt anmelden, Plätze sind begrenzt!**

FESTE ZEITEN IM HAUS:

8.30 UHR MORGENANDACHT, 8.45 UHR FRÜHSTÜCK,
12.30 UHR MITTAGESSEN, 15.30 UHR NACHMITTAGSKAFFEE,
18.30 UHR ABENDESSEN.

Die Akademie im Internet: <http://www.loccum.de>

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EVANGELISCHE AKADEMIE

LOCCUM

**Jenseits der Green Card:
Hochqualifiziert und
wenig Chancen?**

**Potenziale hochqualifizierter
Migrantinnen und Migranten
in Deutschland**

In Kooperation mit der:
VW-Studiengruppe
„Kulturelles Kapital in
der Migration“

Tagung vom
10. - 12. September 2008

■ Mittwoch, den 10. September 2008

- 14.00 **Begrüßung**
Dr. Lidwina **Meyer**, Ev. Akademie Loccum
Prof. Dr. Anja **Weiß**,
Studiengruppe Kulturelles Kapital
- 14.20 **Kulturelles Kapital in der Migration – Internationale Perspektiven auf die Integration von hochqualifizierten Migrant(inn)en**
Prof. Dr. Oliver **Schmidtke**, Political Science, University of Victoria, Canada
- 15.30 Kaffee und Kuchen
- 16.00 **Wie können Hochqualifizierte aus dem Ausland ihr Wissen auf dem Arbeitsmarkt gewinnbringend einsetzen?**
Prof. Dr. Arnd-Michael **Nohl**,
Universität Hamburg
- 16.50 **Eröffnen berufliche und akademische Bildungstitel auch den Zugang zum Arbeitsmarkt?**
Prof. Dr. Karin **Schittenhelm**,
Universität Siegen
- 17.40 **Welche Barrieren hindern an einer zügigen Integration in den Arbeitsmarkt?**
Prof. Dr. Anja **Weiß**, Universität Duisburg
Niki von **Hausen**, Universität Duisburg
- 18.30 Abendessen
- 19.30 **Der Kampf um die besten Köpfe**
Hochqualifizierte Migrantinnen und Migranten in Wirtschaft und Gesellschaft
Prof. Dr. Rita **Süssmuth**, Neuss
- 21.00 Ausklang auf der Galerie

■ Donnerstag, den 11. September 2008

- 08.30 Einladung zur Morgenandacht,
anschließend Frühstück
- Praxisbeispiele zur Förderung von hochqualifizierten Migrantinnen und Migranten**
- 09:30 Professionelle Selbstorganisation
hochqualifizierter Migrant(inn)en in **Kanada**
Patrick **Coady**, Coordinator BCITP Net,
Executive Director AIMDBC, Canada
- 09.55 Programme der Arbeitsgemeinschaft Türkischer Unternehmer (ATU) in Hamburg
Aygül **Özkan**, TNT Post, Vorstand ATU

- 10.20 Akademikerprogramm, Otto-Benecke-Stiftung
Dagmar **Maur**, Leiterin, Bonn
- 10.45 Mentoring Programm „Network 21“
Filiz **Elüstü**, Thomas-Morus-Akademie
Bensberg
- 11.10 Kaffeepause
- 11.30 Diskussion und Resümee
- 12.30 Mittagessen
- 14.00 **Wo können Lösungen ansetzen?**
Arbeitsgruppen zu spezifischen
Problembereichen mit Resource Persons
- AG 1:** Risiken und Nebenwirkungen rechtlicher Barrieren: Was kann durch rechtliche Veränderungen und bessere Information bewirkt werden?
Moderatorin: Sakine **Subasi-Piltz**,
TEXTproduktion.net, Bremen
Jürgen **Blechinger**, Diakonisches Werk Baden
Dimitria **Clayton**, Ministerium f. Generationen,
Familie, Frauen und Integration, NRW
Dr. Norbert **Cyrus**, Universität Oldenburg
Norbert **Grehl-Schmitt**, EP SAGA, Caritas-
Verband Osnabrück, Asel **Ulukbek**, Bundes-
verb. Ausländischer Studierender e.V., Prof. Dr.
Anja **Weiß**
- AG 2:** Welche Angebote zur Förderung von Bildungserfolg an Schulen und Universitäten sind effektiv?
Moderator: George **Khoury**, Journalist,
Bergheim
Filiz **Elüstü**, Dr. Petra **Gruner**, Bundesmin. für
Bildung und Forschung, Berlin, Nalan **Kilic**
C. v. Ossietzky-Oberschule, Berlin
Dr. Edith **Pichler**, Humboldt-Universität Berlin /
Fondazione Eni Enrico Matte,i
Prof. Karin **Schittenhelm**
- AG 3:** Welche akademischen Abschlüsse werden in Deutschland anerkannt? Wie kann man sich nachqualifizieren?
Moderatorin: Ivonne Bianca **Henkelmann**,
WMA Helmut-Schmidt-Universität, Hamburg
Patrick **Coady**, Dr. Anwar **Hadeed**, Studien-
gang Interkulturelle Bildung und Beratung, Uni-
versität Oldenburg
Dagmar **Maur**, Dr. Martina **Müller**,
Global Competences, Augsburg,
Prof. Dr. Arnd-Michael **Nohl**,
Barbara **Buchal-Höver**,
Kultusministerkonferenz, Bonn

- AG 4:** Wie lässt sich der Zugang zu den Arbeitsmärkten verbessern?
Moderatorin: Dr. Lidwina **Meyer**, Studienleiterin,
Evangelische Akademie Loccum
Carola **Feller**, Verband Deutscher Maschinen
und Anlagenbau (VDMA), Katharina **Koch**,
BAMF, Klaus **Dünnhaupt** AGEF gGmbH, Berlin,
Aygül **Özkan**, Dr. Edwin **Semke**, Bildungszentrum
der bayrischen Wirtschaft
- 15.30 Kaffee und Kuchen
- 16.00 Fortführung der Arbeitsgruppen
- 18.30 Abendessen
- 19.30 **Vorstellung der AG Ergebnisse**
anschließend Austausch im Bistrobereich

■ Freitag, den 12. September 2008

- 08.30 Einladung zur Morgenandacht,
anschließend Frühstück
- 09.30 **Europäische Perspektiven und Maßnahmen zur Anwerbung und Integration von hochqualifizierten Migrant(inn)en**
Jakob von **Weizsäcker**, Brussels European and
Global Economic Laboratory (Bruegel), Brüssel
- 10.45 Kaffeepause
- 11.00 Abschlussdiskussion
Welche Rahmenbedingungen werden gebraucht, um das Potenzial hochqualifizierter Migrant(inn)en zu entfalten?
Faize **Berger**, Unternehmensberaterin,
Vorstandsmitglied der Türkisch-deutschen
Industrie- und Handelskammer
Claus **Brandt**, Bundesministerium für Bildung
und Forschung, Berlin
Peter **Clever**, Hauptgeschäftsführung, Bundes-
vereinigung der Deutschen Arbeitgeberverbände,
Berlin
Thomas **Kufen**, Integrationsbeauftragter des
Landes Nordrhein-Westfalen
Daniel **Weber**, DGB Bildungswerk, Düsseldorf
- 12.30 Ende der Tagung mit dem Mittagessen
- Tagungssprache Englisch/Deutsch
mit Simultanübersetzung im Plenum.