



Pro-Nursing

Symposium 24.06.2016

**The shortage of Qualified Nursing Staff –
an Obstacle to Nursing in Germany?**

**An increasing demand for nurses in
Germany requires new ideas for
recruitment**

Germany is currently experiencing a demographic change

Germany is currently experiencing a sociocultural change

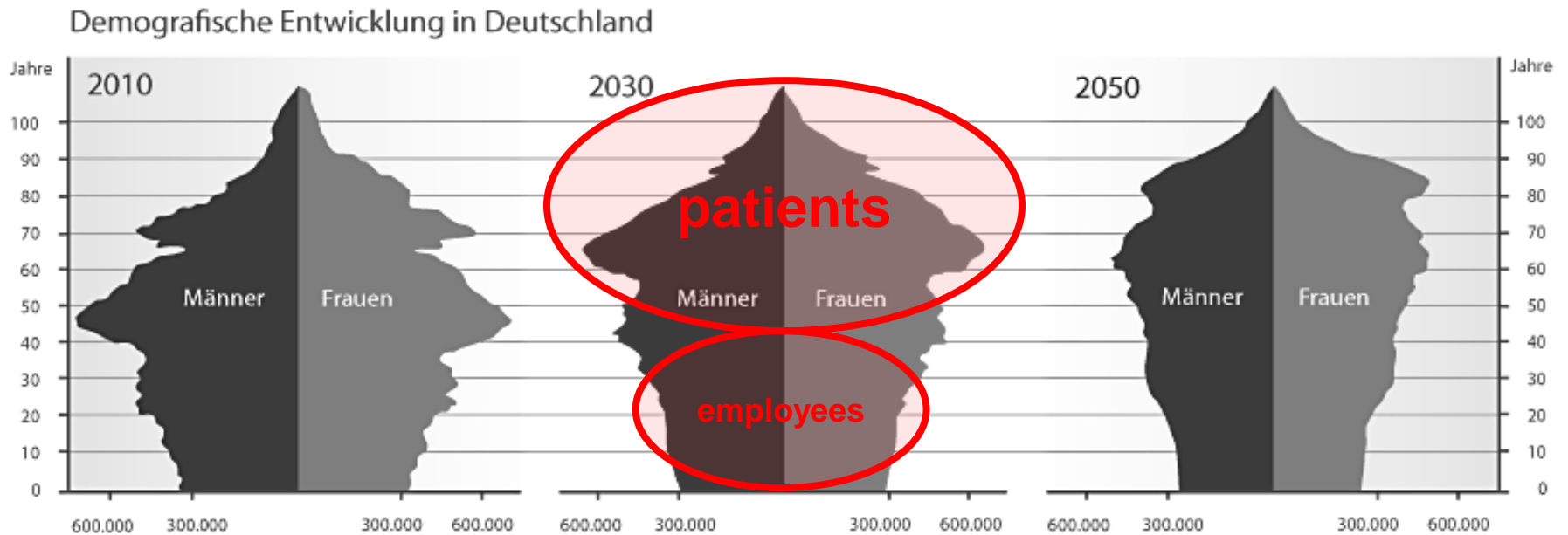
An increasing number of persons in need of long-term care in the near future

(Eine erwartete Steigerung zwischen 2007 und 2030 um 50% - lt. DESTATIS)

A decreasing number of gainfully employed persons in the near future

(Rückgang der Geburtsziffer bei Frauen mit deutscher Staatsangehörigkeit - lt. DESTATIS)

Demographic change as graph



Quelle: Statistisches Bundesamt

The number of job vacancies in nursing is higher than the number of potential candidates

Since 2015, more than a million asylum seekers in Germany have provided a lot of human resources

(Neue Potenziale zur Lage der Integration in Deutschland – It. Berlin-Institut für Bevölkerung und Entwicklung)

In general the average level of nursing training in other European countries is higher than in Germany

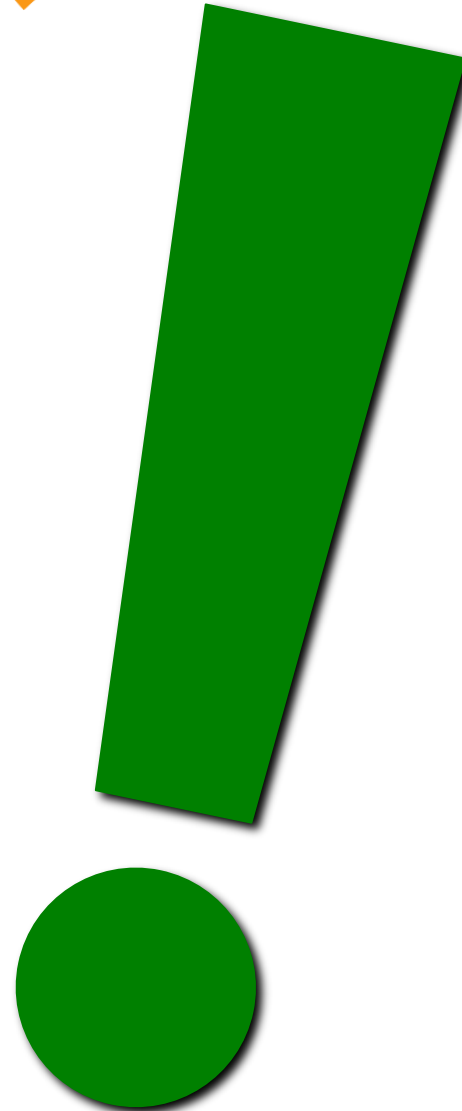
(Gemischte Integrationserfolge in Europas Zuwanderungsland Nr. 1 – It. Berlin-Institut für Bevölkerung und Entwicklung)



Recruitment of nurses from abroad

The recruitment of highly motivated and well-qualified nurses from countries with weak economies and with a high rate of unemployment provides new opportunities to our working market

But...



Nurses from abroad generally have a bachelor's degree

The training of nurses from abroad is different from that of their colleagues in Germany

In general, nurses from abroad are used to carrying out more complex work

The job description of “examinierete Altenpflege” only exists in Germany and is different from that of e.g. “certified geriatric nurse” in other countries

This creates false expectations among potential candidates

A recruitment success is therefore often short-lived



Honestly explain to the potential candidates what awaits them

Offer the potential candidates a good training and further training, which makes a fast integration possible

Inform your own employees honestly of what awaits them

Offer your own employees a good training and further training



To Do...

The strategic focus with regard to recruitment is the task of the respective hospital board

The board is responsible for complying with laws and regulations

They have to create a situation where migrants are feeling welcome.

They should be creative in supporting their new life (for example, simple things such as “a comfortable roof over their head”)

The training center have to perform the following tasks:

We should advise boards about specially designed training units for this target group

Training centers should then create suitable concepts for further training

The further training programs must cover the actual needs of the migrants (for example... language Courses)

This requires modern and flexible teaching methods

They must be quickly adaptable

The modern claims must necessarily be compatible with flexible working hours, flexible learning times, work-life balance, etc.

The half-life period of knowledge is decreasing

New knowledge is increasing exponentially

Standards and organizational processes are
changing more and more rapidly

(Berufliche Weiterbildung im Betrieb – Info- und Toolbox für Personalverantwortliche, Betriebs- und Personalräte, BMBF)

Job market experts say that the continuing qualification of a company's employees is very essential for its success

(Berufliche Weiterbildung im Betrieb – Info- und Toolbox für Personalverantwortliche, Betriebs- und Personalräte, BMBF)

It is the most important indicator

There are various factors for a successful further training for nursing professions

In this context... E-learning - as a relatively new form of knowledge transfer – provides many promising options

The benefits of E-learning – such as the possibility of presenting teaching materials in several languages to choose from – clearly outweigh possible concerns

Conclusion...

- Knowing what the situation is all about
- + Being honest towards all parties
- + Investing in good training

= successful health care

Thinking about this issue is a good investment
in the future of health care in Germany



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Thank you for your attention!

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