



Attracting Foreign Professionals

The Industry's Perspective

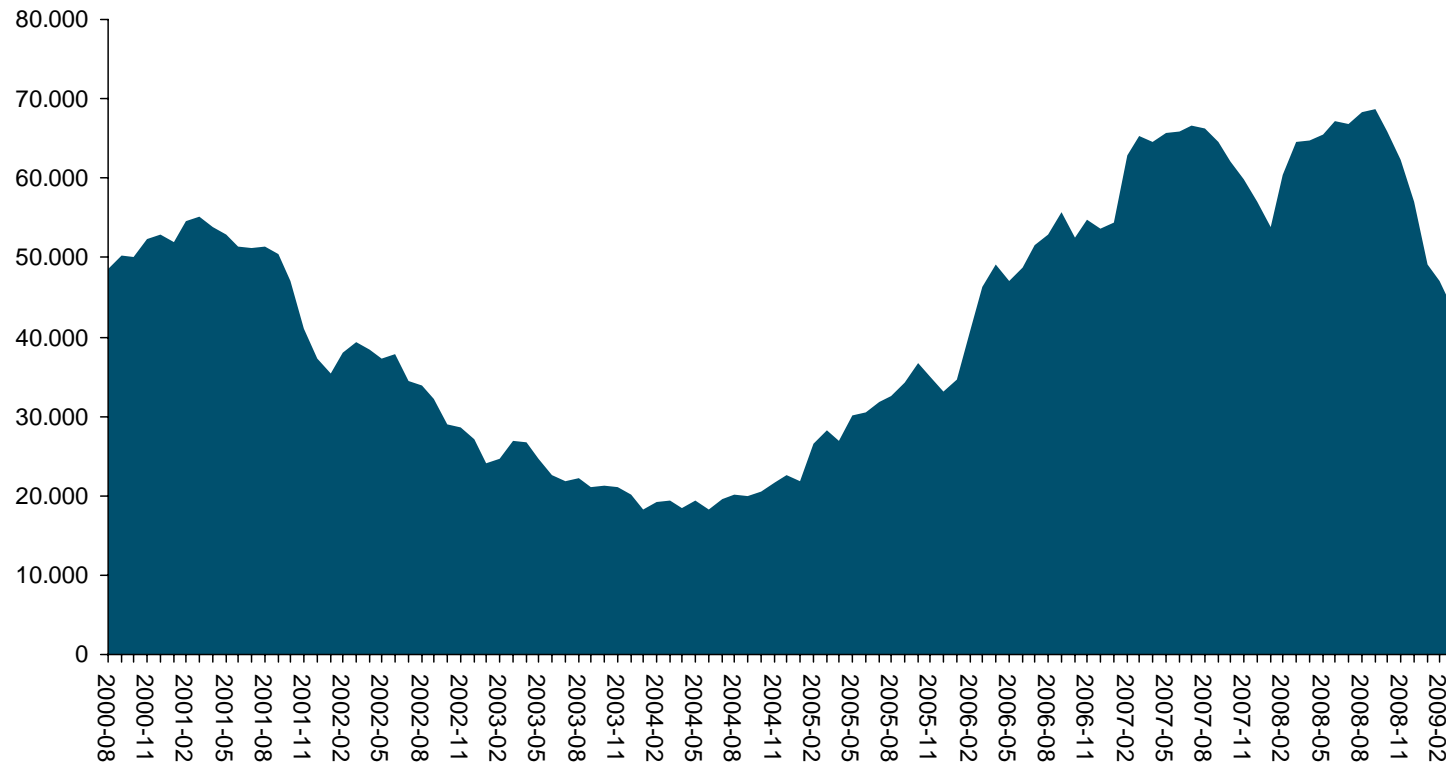
Dr. Bernhard Rohleder, CEO BITKOM

Bundesverband Informationswirtschaft,
Telekommunikation und neue Medien e. V.

Berlin, 19. Februar 2010

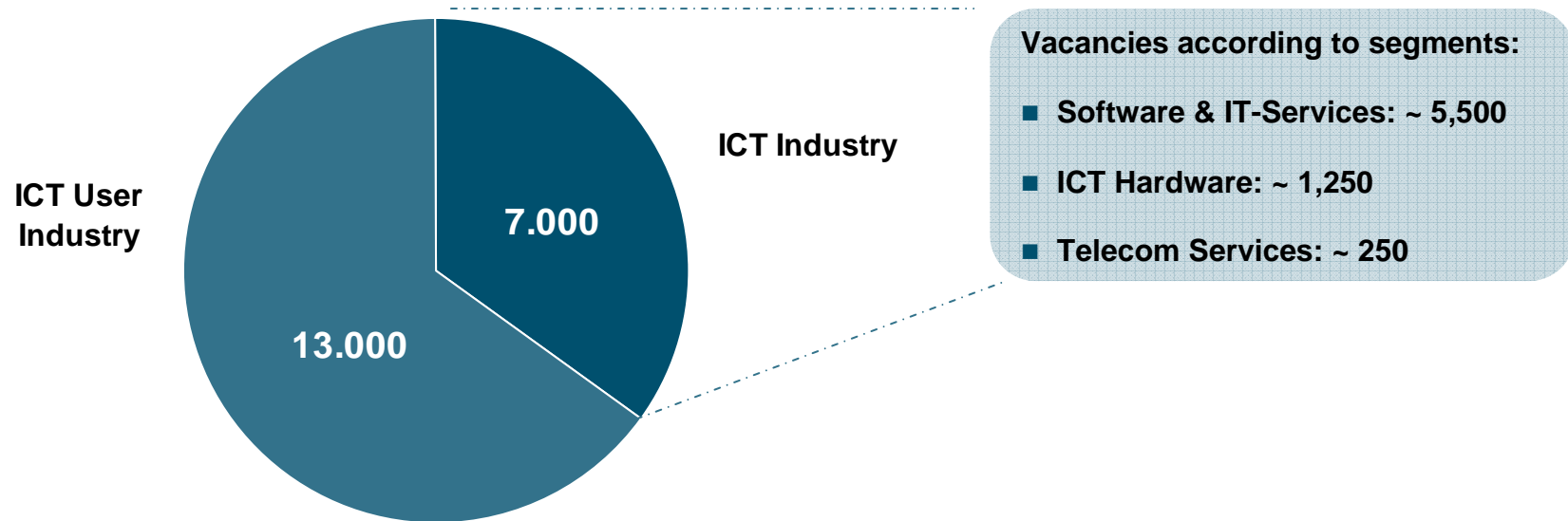
Cyclical Demand for Engineers

Aggregate of unemployed and vacant jobs



Source: Institut der Deutschen Wirtschaft Köln

Economic Crisis? 20,000 vacancies for ICT Professionals in 2009!

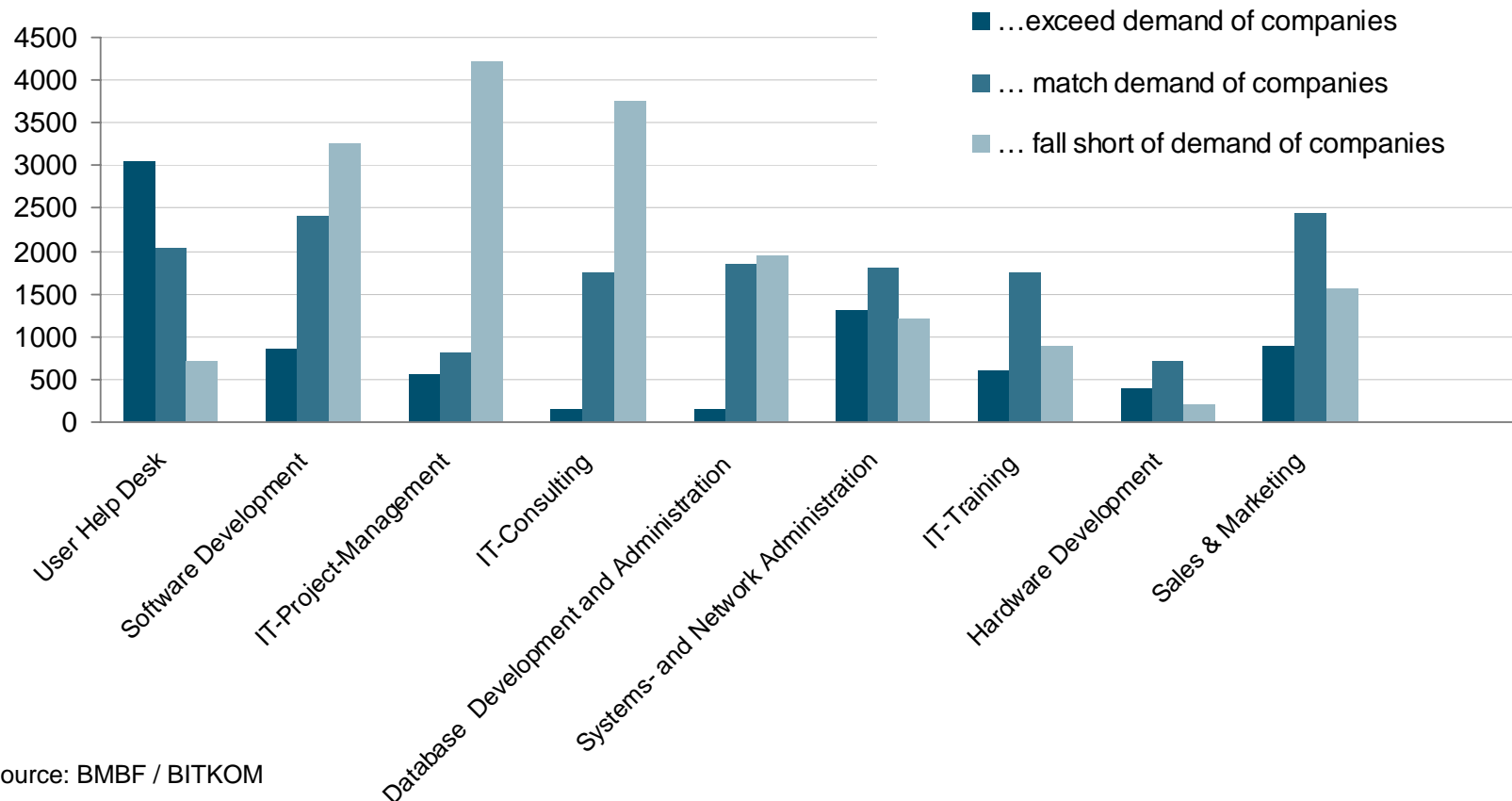


Source: BITKOM

Excellent Chances for Project Managers and Consultants



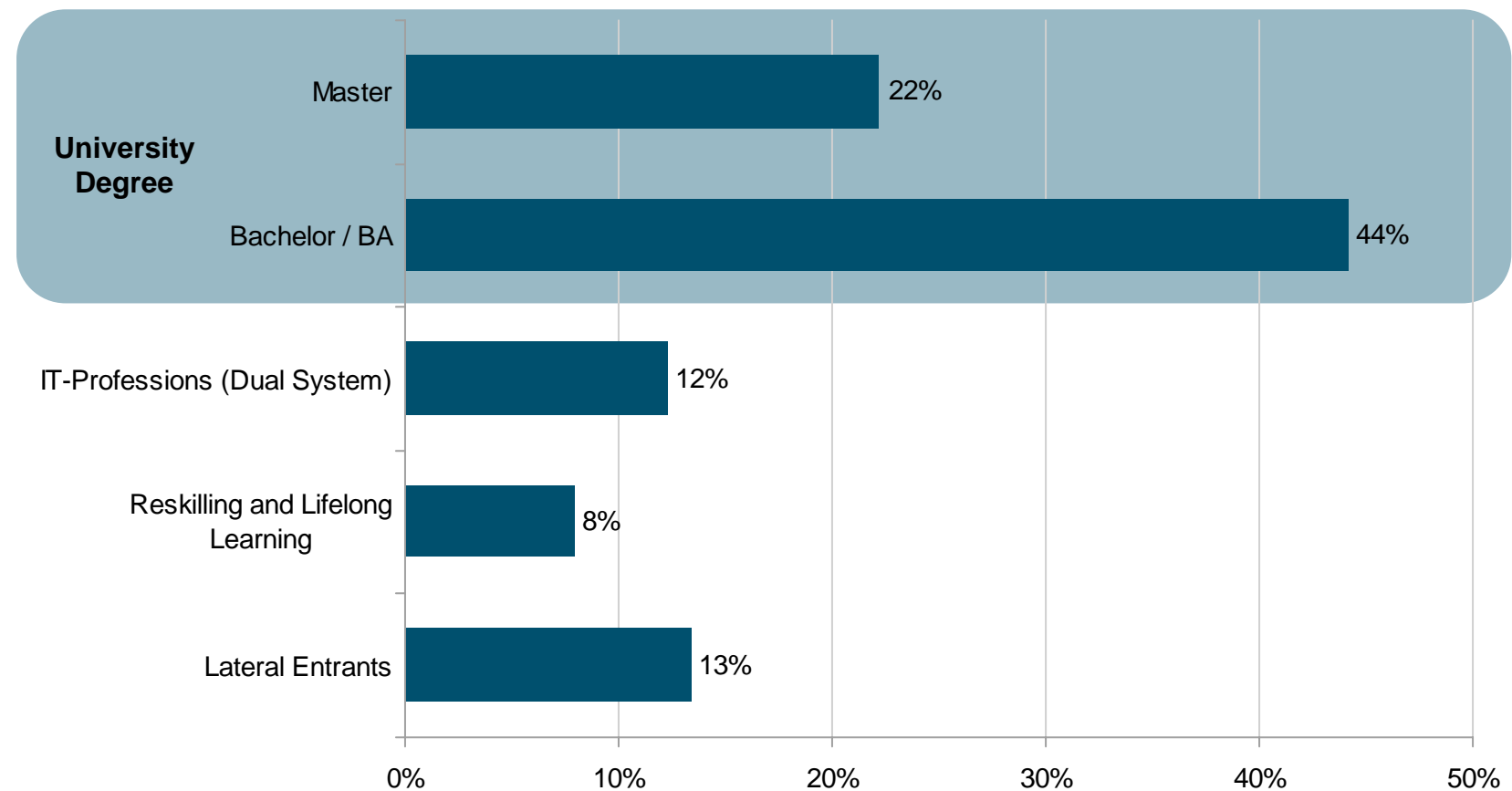
Supply of ICT Professionals will



Source: BMBF / BITKOM

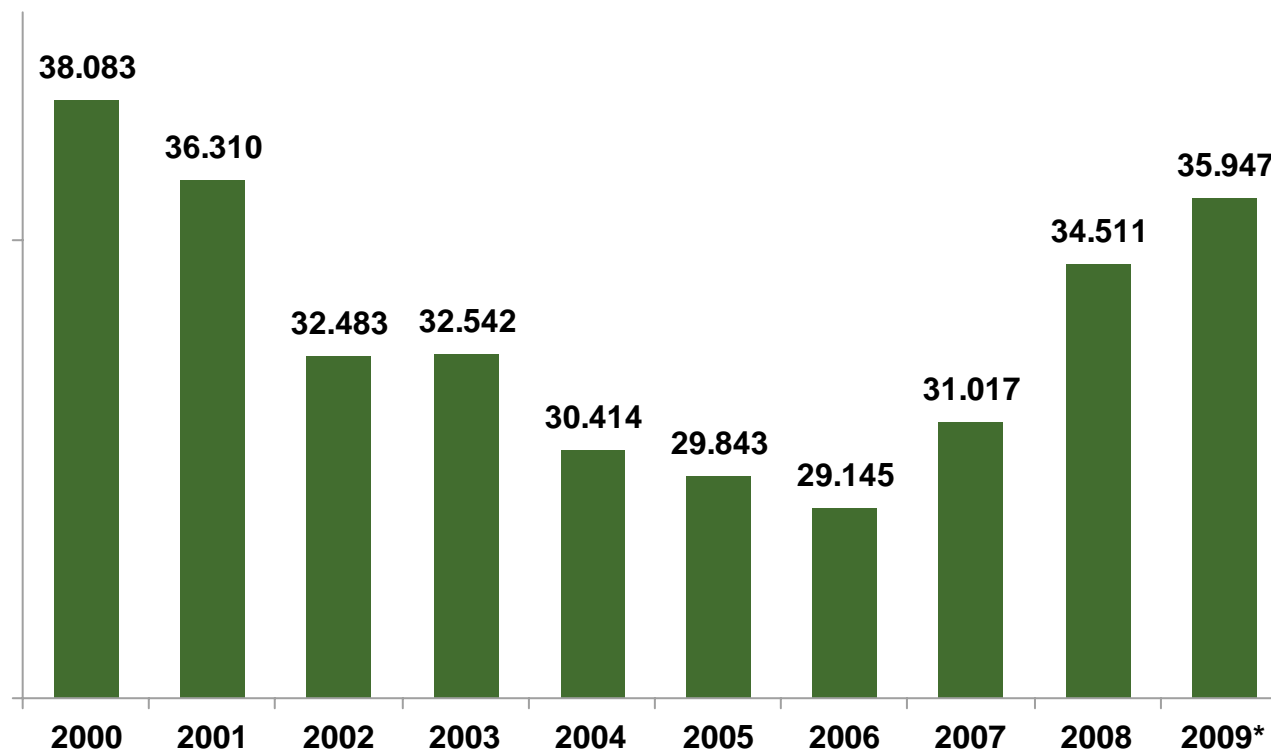
University graduates required

Which qualification level should future employees have?



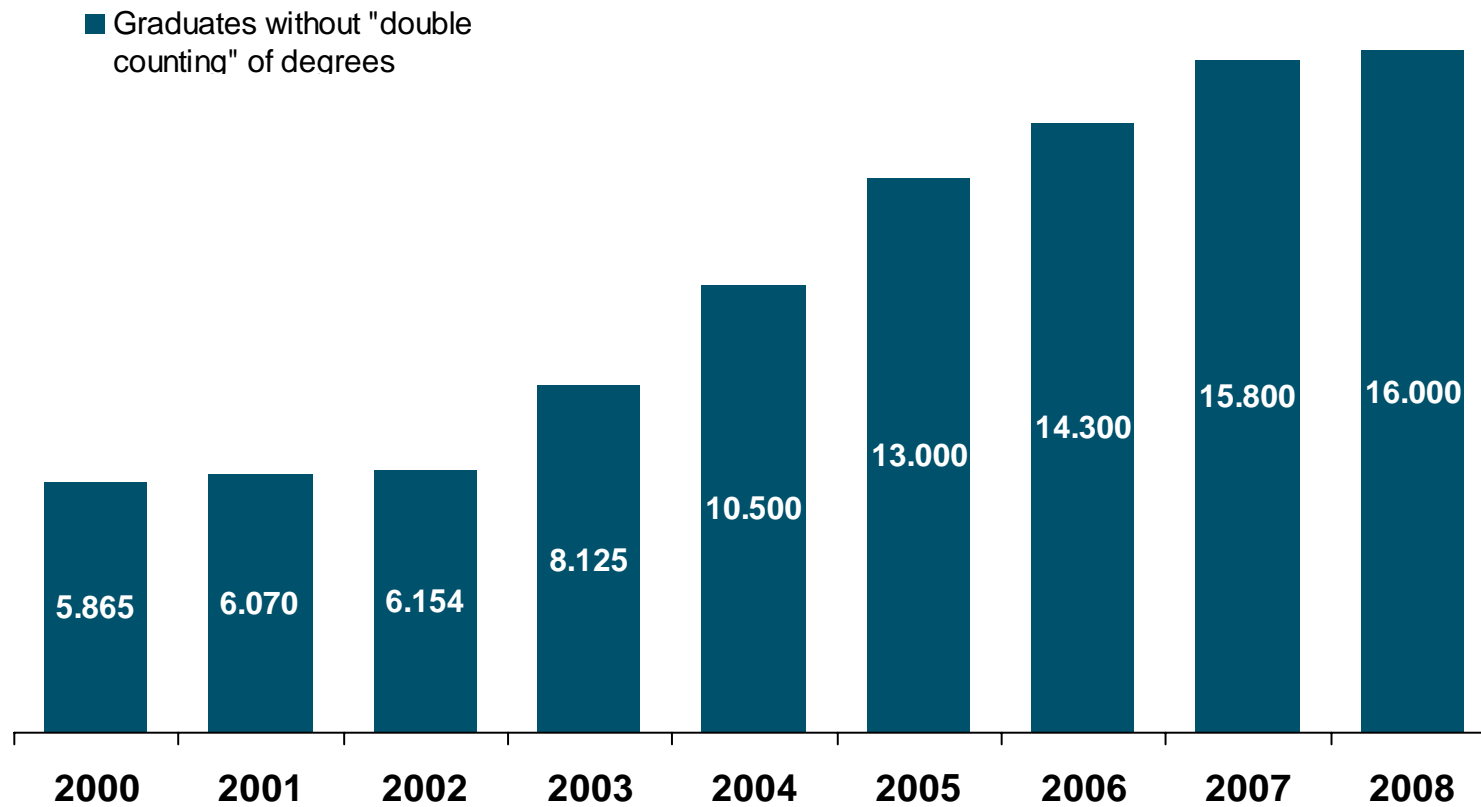
Source: BITKOM

1st year Students in Computer Science 2000 – 2009



Source: Destatis
* preliminary data

High Potentials: University Graduates, 2000 - 2008



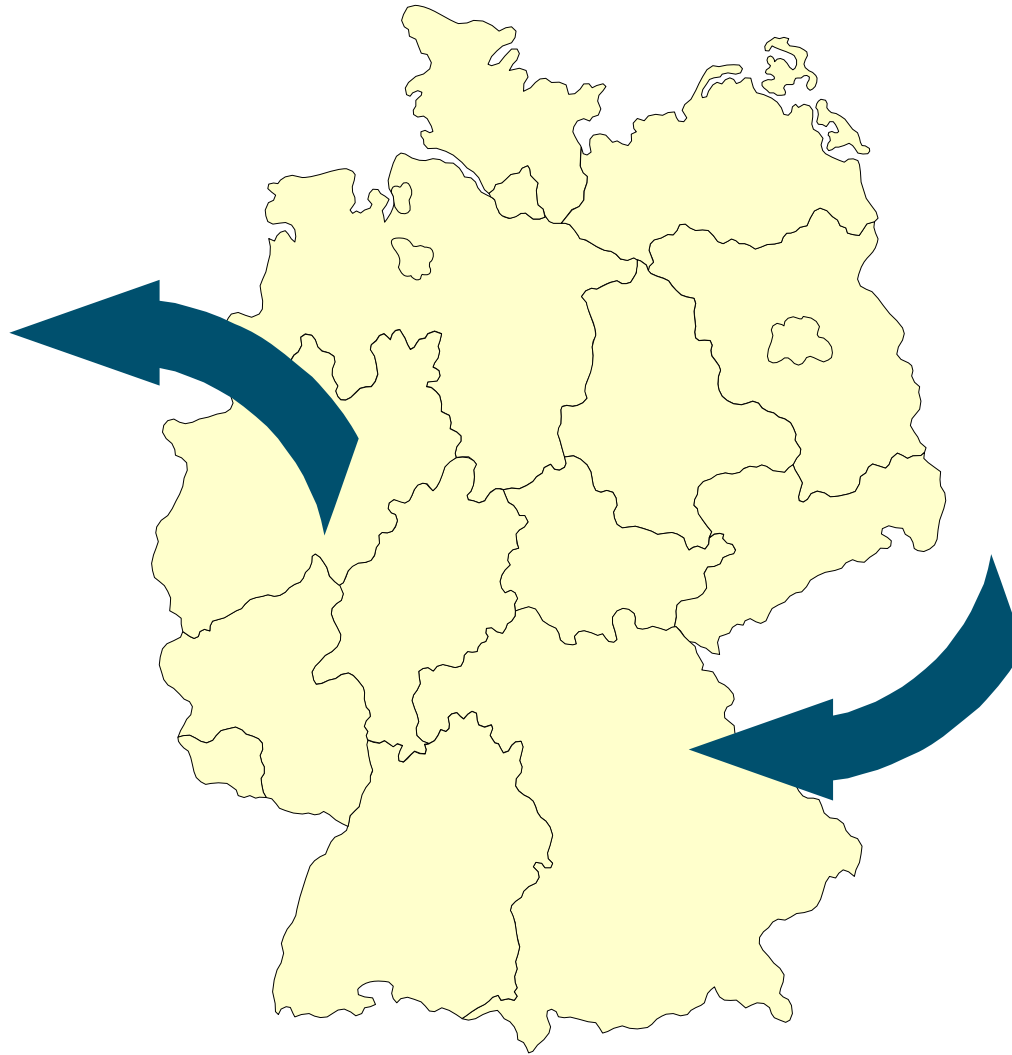
Source: Statistisches Bundesamt; Werte abzüglich konsekutiver (Erst-)Abschlüsse.

- Strengthening of STEM-courses at schools
 - Raising tertiary education participation
 - Reduce drop-out rates at universities
 - Expand practical / dual study programmes
 - Intensify Lifelong Learning
-

Migration balance turning negative Germany, 2008



**Emigrants:
738.000**



**Immigrants:
682.000**

Raising Attractiveness: What can Industry do?



- Establish better recruitment services
 - partnerships with foreign universities
 - cooperation with business partners
 - Meet immigration candidate needs
 - information on HR websites
 - establish mentoring programmes
 - foster internationalization of project teams
 - enhance intercultural competence
 - define processes and make expectations explicit
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- Look back: The Green Card Programme, 2000 - 2004
 - Step back: The new "Immigration Law"
 - Gradual improvement: Meeseberg and beyond
 - Impuls from Brussels: The Blue Card
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How to become an attractive Immigration Country



- improve immigration regulation
 - let people know about it
 - show how it works
-

- Steering immigration: point system
 - qualification in a domain recognized as being subject to skills shortage
 - work experience
 - age
 - language skills
 - salary gained in home market (relative to local average)
 - other competencies
-

- Establish a "Joint Labour Market Committee" for defining labour market needs
 - set up on an equal basis by representatives of
 - a) political and administrative bodies, i.e. Federal Government, labour market administration, Länder
 - b) industry organisations, i.e. top level organisations and most important branches
 - define actual and mid-term demand for foreign professionals

 - First step but not sufficient: "Allianz zur Deckung des Arbeitskräftebedarfs" (BMAS)
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Reduce Barriers



- lower income barriers down to regular salaries for domestic graduates
(i.e. ICT: € 35.000 to 40.000 per annum)
 - abandon "EU-first-regulation" (Vorrangprüfung) for all professionals of domains identified by Joint Labour Market Committee
-

- Web portal "Work and live in Germany.info"
 - concentrate all information available
 - support by bodies like embassies and consulates, AHK's etc.

 - Marketing activities in specific countries
 - surplus skilled labour in specific domains
 - excellent educational system

 - Establish close contacts with foreign universities

 - Exploit customer relations with Non-EU-countries
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