

# With financial incentives, Germany can tap into the potential of German professionals and students abroad to encourage their return.

## Objective

- **Bring back German workers and students from abroad with financial incentives**

## Implementation in China

- **Thousand Talents Program:** National policy for qualified overseas Chinese professionals with incentives like research funding, housing subsidies, and tax benefits to encourage their return
- Focus on fields of science, technology, and education
- **Young Thousand Talents:** Encourages return of Chinese students abroad with scholarships and incentives for post-study return
- **Personal motivations** for return: Professional advantages, domestic opportunities, economic optimism, family reconnection

## Outcome of Chinas measures

- Overall limited success with measures for return of Chinese workers
- **Increasing number of Chinese students** returning to China
- Challenges with **recognizing foreign degrees** and qualifications in contrast

## Germany's status

- At least **200,000 highly qualified Germans** are currently working **abroad**, and over 130,000 Germans study abroad.
- Current efforts on building a stronger bridge for German returnees, emphasizing **transparency** about opportunities, and providing increased **support** for their return and **reintegration**

## Policy recommendations for Germany

- Target highly qualified Germans abroad, especially in critical fields with similar **incentives as China**
- Facilitate **post-study return of students** abroad to contribute skills domestically
- Welcome (back) culture and streamlining bureaucratic processes

## Possible Scenario

- **Objective:** 20% more skilled German workers return from abroad
- **Impact:** Yearly increase in the workforce by 40,000
- **Costs:** Accounted for financial incentives. Estimated in the low seven-figure range