


By fostering a more active welcome culture and simplifying the immigration process, Germany can enhance its attractiveness for immigration

Objective

Enhance Germanys appeal by fostering a more welcoming culture and streamlining bureaucratic procedures

Implementation in Canada 

- Canada offers **diverse integration pathways**
- Nationwide agencies offer **immigrant support**, including job assistance, language courses, and cultural education
- 75%** of federal **immigration budget** supports **settlement programs**
- Canada fosters a welcoming and integral approach that enhances national attractiveness and ensures a positive immigrant experience

Outcome of Canadas measures

- 485,000 immigrants in 2023, with **281,135 being economic immigrants**, aiming for an increase to 500,000 annually, including 301,250 economic immigrants
- Despite record immigration levels, public perception has shifted positively, with only **27% expressing concerns**, down from 61% in 1977, reflecting a welcoming culture

Germany's status

- "Fachkräfteeinwanderungsgesetz 2023" eases entry for skilled workers with vocational training and language skills
- Persistent issues in **bureaucracy, language barriers, skills mismatch**.
- Mixed feelings: Some scepticism, but many open to collaboration; concerns about resentment exist

Policy recommendations for Germany

- Transparent digital bureaucratic procedures** for more efficiency
- Expand **support programs** for immigrants **beyond the workplace**, mirroring the Canadian approach
- Prioritize **comprehensive language courses**. Integrate English into daily life, aligning with corporate needs

Possible Scenario

- Objective:** Increased attractiveness for skilled professionals to immigrate to Germany
- Impact:** A 5% rise in workforce from overseas equates to an annual addition of 135,000 more workers
- Costs:** For support programs and streamlining bureaucratic processes. Estimated in the low eight-figure range

## Background information about: Enhance Germany's appeal by fostering a more welcoming culture and streamlining bureaucratic procedures

Object	Additional information
Implementation in Canada	<ul style="list-style-type: none"> <li>Nationwide agencies operating throughout Canada exemplify a holistic approach to immigrant integration</li> <li>These agencies are jointly funded by the federal government, provinces, and municipalities, aiming to ensure newcomers receive comprehensive support</li> <li>Companies can partner with these agencies to identify suitable employees, fostering collaboration between the public and private sectors</li> <li>Canada has implemented various temporary foreign worker programs to meet industry-specific requirements and promote economic and cultural progress</li> <li>In the initial ten months of 2022, officials issued over 645,000 temporary work permits to foreigners, marking a fourfold increase from the previous year</li> <li>Temporary foreign worker programs cater to diverse roles, including agricultural laborers, in-home caregivers, and highly skilled professionals</li> <li>Canada's Express Entry System manages programs such as Federal Skilled Worker, Federal Skilled Trades, and Canadian Experience Class, contributing to nearly half of economic admissions</li> <li>The Provincial Nominee Program (PNP) is crucial for economic immigration, allowing provinces to nominate candidates aligning with local workforce needs for permanent residence</li> </ul>
Outcome	<ul style="list-style-type: none"> <li>Canada aims to increase immigration to 500,000 annually, reflecting a proactive approach to addressing demographic challenges</li> <li>Concerns have been raised about the rapid pace of immigration, with complaints about housing shortages and strain on social systems in provinces. But despite challenges, public support for immigration in Canada remains strong</li> <li>58% of Canadians believe the country needs more immigrants</li> <li>The percentage opposing immigration has decreased from 61% in 1977 to 27% in the past year, showcasing a positive shift in public opinion</li> <li>Canada has consistently increased immigration levels since the late 1980s, anticipating the challenges posed by an aging population</li> </ul>

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Germany's status	<ul style="list-style-type: none"> <li>• The immigration process is complex and opaque, leading to extended waiting times for visa and residence applications</li> <li>• Language Barriers: Proficiency in German is crucial for many professions, but there is a shortage of specialized language courses addressing professional vocabulary</li> <li>• Insufficient professional networks and local support impede effective integration of skilled workers</li> <li>• Social Integration cultural differences, coupled with biases and discrimination, present challenges in social integration and impact job opportunities</li> <li>• Addressing these challenges requires collaboration among government bodies, businesses, educational institutions, and society</li> <li>• Only a minority (38%) express a proactive stance, indicating a readiness to mentor newcomers, highlighting persistent barriers despite legislative facilitations like the "Fachkräfteeinwanderungsgesetz"</li> </ul>
Policy recommendations for Germany	<ul style="list-style-type: none"> <li>• Streamlining and digitizing the immigration process is essential to attract skilled migrants, as the current complexities act as a deterrent</li> <li>• Cultural Acceptance and Integration Courses: Germany needs to foster a more tangible and welcoming culture for skilled immigrants through increased and diverse integration courses</li> <li>• Replicating the level of cultural acceptance seen in Canada is challenging for Germany, especially with a higher influx of refugees</li> <li>• The German language poses a significant barrier, unlike in Canada; however, tailored language courses are integral for integration and should align with employer needs</li> </ul>
Possible scenario	<ul style="list-style-type: none"> <li>• The goal is to ensure that the integration process for skilled immigrants is swift and uncomplicated, drawing inspiration from Canada's successful practices</li> <li>• Precisely quantifying the impact in terms of Return on Investment (ROI) and expenses is challenging due to the absence of specific figures</li> <li>• If expressed numerically, a realistic estimate suggests a potential 5% increase in skilled immigrants (from the current 2.7 million), resulting in an annual addition of 135,000 more skilled professionals</li> </ul>