

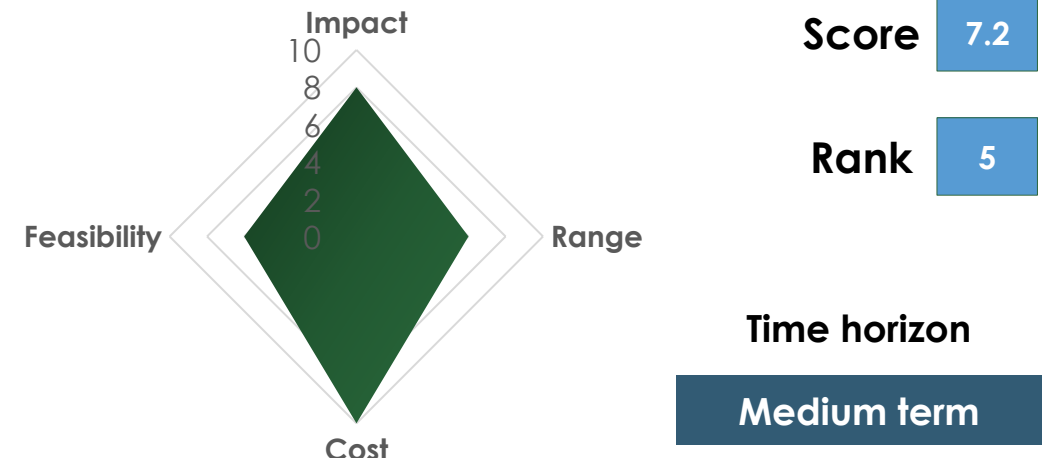
Improving the integration of asylum-seeking workers by simplifying asylum procedures, standardizing work permits and proactive vocational training

Measure dimension	
Potential expansion/Modern immigration policy	
Rating	
Optimizing measures for integrating existing potential , cost-effective, potential political challenges .	
Impact	If the measures were optimally designed, the hundreds of thousands of refugees could be integrated more quickly as additional workers.
Range	Applications focus on industries with low language skill requirements and lack specificity to Germany.
Cost	In terms of costs, the measure would save money through faster procedures, which can be used for pre-vocational programs.
Feasibility	The advantage of this measure is that the workers are already in the country. The political majority will be problematic, as other factors apart from the shortage of skilled workers will play a role in the possible implementation of the measure.

Implementation to date in Germany

With over 280,000 asylum applications in the first three quarters, a significant pool of potential workers is already in Germany:

- A difference is currently made between three categories of refugees: Recognized refugees, **asylum seekers** and tolerated persons
- **Conditions to be able to work** for asylum seekers:
 - 3 months must have elapsed since the application for asylum was submitted and employment agency approval is necessary



Utilize existing potential through various measures that improve the asylum procedure and help asylum seekers to get into work more quickly

Problems refugees face when looking for work

- Current average duration of asylum procedures: 6.7 months
 - The desire to work is already there until the asylum decision is made, but the current legislation is blocking it
- There is **no standardized procedure** for work permits for asylum seekers, which can lead to **arbitrariness and longer waiting times**
- Responsibilities are sometimes unclear and there is a **transfer between authorities**
- The “**Chancenkarte**” is now a positive thing for asylum seekers, but this could **previously** only be applied for **after five years of tolerated life in Germany** (more about the “Chancenkarte” in the Best Practice about it from Canada)

Specific recommendations for action

- **Acceleration of asylum procedures:** Shortening the average duration of the asylum procedure for faster integration of workers
- **Standardized procedures for work permits:** Introduction of clear, standardized procedures for faster work permits
- **Early vocational orientation and training:** Pre-vocational programs to prepare for the asylum decision
- **Clear responsibilities and information flow:** Improved communication, clarification of responsibilities for smooth work permit processing
- **Pre-Asylum Work Permit Application:** Enabling the application process for work permits before the asylum decision for seamless integration