

Integration concept for international nursing professionals

1. Objectives and basic principles

Care with Concept GmbH pursues a holistic, sustainable and responsible integration concept for international nursing professionals. The aim is long-term, stable and successful professional and social integration in Germany.

Integration is not seen as a one-off measure, but as a continuous process that begins in the country of origin and continues through entry, the induction phase and long-term employment.

The integration concept is based on:

- the criteria of the "Fair Recruitment Nursing Germany" seal of approval
- the employer pays principle
- international human rights and labour standards
- the practical requirements of everyday nursing care in Germany

2. Target groups and addressees

The integration concept is aimed at the following target groups:

- international nursing professionals
- hosting health and care facilities
- Cooperation and network partners along the service chain

3. Integration phases and measures

3.1 Structured preparation in the country of origin (pre-integration)

After completing the general language qualification, nursing professionals take part in a structured preparation programme run mainly online by Care with Concept GmbH (CWC). The aim is to provide comprehensive professional, linguistic, cultural and mental preparation for everyday working and private life in Germany. The training and integration measures provided for this purpose are designed and implemented internally by CWC and reviewed as part of various internal processes.

The content includes in particular:

- realistic clarification of expectations prior to arrival
- basics of life and everyday life in Germany
- Training in care-specific technical terms and terminology for everyday care work
- Introduction to everyday working life in German healthcare facilities
- Work organisation, teamwork and understanding roles

3.2 Experience-based support based on our own specialist and migration knowledge

A key quality feature of the integration concept is the experience-based support provided within the company.

Several employees and managers at CWC completed their nursing training in their country of origin, worked in the healthcare sector there and then successfully completed the integration process into the German healthcare system themselves. In addition, they have several years of professional experience in various German healthcare facilities.

This unique experiential knowledge is based largely on the personal integration and professional experience of the managing director, who has himself gone through the process from training in his country of origin to starting work and long-term employment in the German healthcare system, and who now understands both the perspective of nursing professionals and the requirements of clinics and managers. This enables particularly practical, realistic and empathetic preparation and support for nursing professionals. Typical challenges, cultural differences and integration processes are specifically incorporated into the preparation and support and are continuously developed and updated on the basis of structured feedback and evaluations from CWC's feedback and quality process.

3.3 Involvement of the host institutions prior to entry

Care with Concept GmbH promotes personal exchange between host institutions and nursing professionals already in the country of origin.

This includes in particular:

- Delegation trips by nursing service managers or representatives of the institutions

Insights into:

- nursing training in the country of origin
- hospital structures and working methods
- the professional backgrounds of nursing staff
- personal encounters as part of language and preparation programmes
- These measures promote mutual understanding, realistic expectations and a successful start to work.

3.4 Analysis and work shadowing in the host institutions by CWC

Before the placement begins, a practical analysis of the host institution is carried out. This includes work shadowing in order to:

- familiarise oneself with work processes and routines
- understand ward and team structures
- grasp the main areas of nursing care
- familiarise themselves with technical equipment, devices and documentation systems

On this basis, facility-specific preparatory and integration measures are developed that are specifically tailored to the future working conditions.

3.5 Facility-specific integration and induction concepts

Integration does not follow a rigid standard, but is tailored to individual needs and specific to the institution.

The concepts take into account, among other things:

- Specialist areas and ward profiles
- Nursing priorities
- Technical equipment
- Work organisation and team culture

The aim is to provide safe, realistic and sustainable induction training and to relieve the burden on the receiving teams.

3.6 Organisation and support after arrival and in everyday working life

After arrival, Care with Concept GmbH takes over the active organisation and implementation of key measures to stabilise and integrate the nursing staff. These include in particular:

- independent organisation of accommodation and support with everyday arrangements,
- coordination and implementation of necessary administrative steps,
- targeted orientation in the new social and personal environment,
- concrete support with professional and linguistic challenges in everyday nursing care.

The measures are managed, coordinated and, as far as possible, implemented by CWC itself. Cooperation with the host institutions is close and structured, without transferring responsibility for the organisation or financing of the integration measures to the nursing professionals.

3.7 Language support and coordination

CWC implements a structured language support programme prior to entry. For the phase after entry, CWC requires that the host institutions have their own workplace-related language support measures in place. CWC monitors the linguistic development of nursing professionals through structured exchanges with the nursing professionals and the responsible managers of the institutions and provides advice when a need for support is identified. In addition, CWC undertakes to continuously develop the existing

language support concept and to expand it in future to include accompanying and supportive measures for the period after arrival.

3.8 Mentoring, supervision and conflict management

A structured mentoring and support programme provides long-term support for nursing professionals:

- Dedicated contact persons
- Individual counselling
- Conflict mediation between nursing staff and the institution
- Supervision and coaching as required
- Early clarification of challenges to avoid dropouts

3.9 Social integration and participation

Care with Concept GmbH actively promotes social and societal integration through:

- Building social networks
- Organising exchange formats and joint activities
- Supporting cultural orientation
- Providing support with family issues (e.g. family reunification)

4. Collaborating with institutions and partners

A key component of the integration concept is the early preparation of the host institutions before the nursing professionals arrive. To this end, CWC conducts structured information and exchange formats for the management and specialist staff involved. The managing director's personal visits to the cooperating institutions serve to familiarise him with work processes, management culture and framework conditions, and form the basis for tailor-made cooperation. In addition, CWC promotes bilateral exchange between the sending and receiving sides through organised visits, training courses and joint exchange formats in order to ensure realistic expectations, mutual understanding and sustainable cooperation.

5. Quality assurance and further development

To ensure quality, the following measures are implemented:

- Regular evaluation of integration measures
- Feedback processes from nursing professionals and institutions
- structured exchange with cooperation partners
- Continuous development of the integration concept

6. Documentation and transparency

All measures of the integration concept are documented in writing, prepared in a manner appropriate for the target audience and made available to the relevant target groups. The concept is an integral part of the placement and integration work carried out by Care with Concept GmbH.