



Federal Ministry for
Family Affairs, Senior Citizens,
Women and Youth

Attracting and retaining workforce in the long-term care sector

The German case

Dr Matthias von Schwanenflügel, LL.M.Eur.

Head of the Directorate-General 'Demographic Change, Senior Citizens, Non-statutory Welfare'



1 Background Situation and Solutions

1.1 The demographic development

- | Increase in life expectancy
- | Low birth rates in the long term
- | Increasing number of elderly people in need of long-term care
- | Growing competition for young professionals

1.2 Changes in care structures and the requirements for long-term care

- | Changing needs for long-term care
- | Changing care structures



1 Background Situation and Solutions

1.3 Solutions - holistic approach

The need for action to ensure the skilled labour base in geriatric care is indisputable.

- | Reform of the long-term care insurance; more resources for the insurance system
- | Strengthening families and voluntary care
- | Promoting the occupational field
- | Reform of the professional training programmes and making them more attractive



2 Care-giving leave - 1

- | Without informal and family-caregivers we will not be able to meet future challenges.



2 Care-giving leave - 2

- Statutory right to take leave from work for up to 6 months (full-time) or 24 months (part-time) to care for a relative
 - | 10 days' leave at short notice: wage replacement
 - | 6 months and 24 months leave: employees to be supported by interest-free loans
 - | Aim: further improving the balance between employment and care-giving responsibilities



3 Geriatric Care Training and Qualification Campaign

- | Joint initiative of the Federal Government, the Federal Laender and associations
- | Duration of the campaign: 2012 – 2015
- | Definite, measurable target agreements: for instance gradual increase in the number of trainees by 10 percent for each year of the campaign
- | Interim report: increase in the number of trainees by about 14 percent until training year 2013/14
- | Many measures have been implemented and are permanently being continued, for instance the counselling team for geriatric care training
- | The final report is currently being prepared
- | The reform of nursing training shall be flanked by a new joint initiative



4 Reform of Nursing Professions

4.1 Crucial points of the reform

- | Consolidating the training contents regulated by the Act on Professionals Engaged in the Care of the Elderly and the Nursing Act (generalist approach)
- | Adaptation to a transparent and open system of basic and advanced training
- | Joint and consistent funding; no charges for the trainees
- | Basic higher education nursing training
- | Imparting of necessary competences for autonomous and comprehensive nursing of people of all ages in all nursing situations



4 Reform of Nursing Professions

4.2 Objectives of the reform

- | Quality improvement of the training
- | Increased flexibility in the deployment and in the mobility of professional caregivers
- | Enhancement and boost of attractiveness of the training and the nursing profession in general
- | Additional impetus for wage adjustment (currently differing wage levels between nursing care and geriatric care)
- | No charges for the trainees and appropriate allowance



5 General Information

5.1 Professional title

- | Vocational nursing training: Pflegefachfrau / Pflegefachmann
- | Higher education nursing training: additional B.A. or B.Sc.
- | Right to adapt to the new professional title for existing nursing personnel

5.2 Reserved tasks

- | For the first time, the following has been determined for the core area of nursing: investigation and determination of care needs, structuring and management of the care process, quality assurance and quality development of nursing
- | Tasks may not be carried out by other professions



6 Vocational Training

6.1 Structure of the training

- | According to present nursing trainings:
 - | Training over a period of 3 years at school (2,100 hours) and on the job (2,500 hours); part-time model up to 5 years
 - | Training institution as body responsible for the practical training
 - | State-recognized final examination
- | New due to generalist objective:
 - | Training encompassing the entire professional field with more practical employment (more than half of it shall take place at the institution responsible for the practical training)
 - | A vocational qualification with a certificate indicating the area of specialisation which enables access to all professional fields in the nursing sector



6 Vocational Training

6.2 Training contents

- | Autonomous and process-oriented nursing of people of all ages in all nursing situations
- | Starting point are the specific living conditions of the person in need of long-term care with his/her social, cultural and religious background
- | Distinction between duties to be performed autonomously and autonomous performance of measures ordered by a physician
- | Competence-based specification of the skills to be acquired in the Act and the subsequent Ordinance on the Training and Examinations
- | Imparting of necessary learning competences



6 Vocational Training

6.3 Basics of Funding

- | No capping of training figures
- | No charges for the trainees
- | Standardised and comprehensive for all fields (geriatric care and nursing care)
- | No more competitive disadvantages for training institutions through a universal pay-as-you-go system
- | All previous funding parties continue to be involved at the same percentage as hitherto
- | Compensation funds at the Federal Laender level



7 Higher Education Training

Principles

- | Primary qualifying nursing training at institutions of higher education (bachelor's degree, 3 years)
- | Crediting of successfully completed vocational nursing training
- | Access: higher education entrance qualification (Federal Laender legislation: Abitur (A levels) or vocational training + practical experience)
- | State-recognized final examination for acquiring the admission to the occupation
- | No training contract; no remuneration (possible on a voluntary basis)
- | Funding is incumbent upon the Federal Laender



8 Entering into Force

2016

Day following the publication

- | Authorizations to issue ordinances having the force of law will enter into force
- | Regulations regarding the expert commission and consultation

2017

1 January 2017

- | Funding regulations will enter into force (due to notice of the funding process one year ahead of the beginning of the training)

2018

1 January 2018

- | Regulations regarding the new nursing training will enter into force
- | At the same time the Act on the Care of the Elderly and the Nursing Act will cease to be effective



Questions?

Contact:

Dr. Matthias von Schwanenflügel, LL.M.Eur.

Bundesministerium für Familie, Senioren Frauen und Jugend

D-11018 Berlin

Tel.: +49(0)3018-555-1700

Fax: +49(0)3018-555-41700

E-Mail: Matthias.vonSchwanenfluegel@bmfsfj.bund.de