

Project

Active Health: Strategies for an improved access of immigrants to health care through awareness raising and empowerment – as a contribution to the European strategy for social protection and social inclusion

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RECOMMENDATIONS OF THE STRATEGIC ADVISORY BOARD

FOR THE INTERCULTURAL OPENING OF PUBLIC HEALTH

Adequate health care of all citizens requires the recognition and consideration of the cultural variety of the population. An answer to this challenge is the intercultural opening of Public Health, as it is described in the Berlin integration concept. Even the country advisory board for integration- and migration issues has put forward concrete demands to this.

The project ACTIVE HEALTH has placed particular emphasis on the implementation of the demand for a rise of the quota of migrants in health professions. Therefore the recommendations worked out by the strategic advisory board refer to this aspect of the intercultural opening of Public Health.

Employees with migration background are presently under-represented in the health sector. A rise of their quota in health professions is primarily necessary for the following reasons:

- The access to the qualified professions of Health care which offer good employment prospects must be similarly open to all sections of the population.
- The group of migrants has valuable resources at their disposal which mustn't be lost to the national economy.
- Multicultural work teams enrich a business venture and are important transmitters to master the challenges of globalisation and demographic development. This also applies to the health sector. A neglect of cultural aspects finally results in financial disadvantages.
- Employees with migration background contribute to a culturally-sensitive dealing with patients.

Migration organisations are important links to the respective Communities and are –both in the context of intercultural opening and in the promotional measures – actively to be included. In order to operate as partners with equal rights, migrant organisations need to be strengthened in their infrastructure.

The recommendations represented here are primarily addressed to the respectively mentioned decision makers; they are, however, also an offer to further protagonists to commit in this subject area.

These recommendations refer to the implementation of the European strategies for social protection and social inclusion, focusing on the topic "Support of an accessible, high-quality and sustainable healthcare for all citizens".

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To the
Secondary schools
Senate Department for Education, Science and Research

The inclusion of health professions in the professional oriented measures of secondary schools is specifically appreciated. The broad range of health professions shall be presented in all secondary schools (general-education sector) – thereby the profession perspectives provided in health care are clarified. The good experiences with the job-sponsor-network – s already gained in some schools - shall be used and transferred.

To the
Senate Department for Economy, Technology and Women' Issues (ESF – fund management)
Senate Department for Integration, Labour and Social Services
Senate Department for Health, Environment and Consumer Protection
Regional Administration of the Federal Employment Office

The job-sponsor-network developed in the project is a good opportunity to interest pupils in the middle and upper classes in the health professions. The response to the events with the job-sponsors is huge. The supply shall be continued without fail - both in the context of school events and in the migrant#s communities. The parent's generation shall be specifically involved in the consulting process.

Certain financial means are necessary for the coordination work. Financing by ESF-funds or by funds from the employment offices are to be checked for this.

To the
Senate Department for Education, Science and Research
Senate Department for Health, Environment and Consumer Protection
Senate Department for Integration, Work and Social matters
Educational insututions (VET schools and colleges) for health professions
Regional Administration of the Federal Employment Office

Due to learning deficiencies – primarily in the command of language - teenagers with migration background (including good students) struggle with special difficulties to fulfil the requirements for the admission of a vocational education.

It requires extensive and more sustained promotion and support offers to prepare these teenagers for a vocational education in a qualified health profession.

The inclusion of health subject professions into preparatory measures is a promising approach, which should be expanded. A narrow networking with the health VET schools and colleges is required.

To the
Senate Department for Health, Environment and Consumer Protection
Senate Department for Economy, Technology and Women's Issues (ESF – fund management)
Senate Department for Integration, Work and Social matters
Regional Administration of the Federal Employment Office

School fees - as it applies to the training in some health professions - are often a too high obstacle for migrants since they usually lack financing opportunities.

Sustainable financing plans need to be developed in order to increase the rate of migrants in these professions. The admission of good applicants in a health care VET-school or college must not fail due to a lack of opportunities to pay the school fees.

To the
Educational insitutions (VET schools and colleges) for health professions and institutions in the sector of healthcare and long-term care

The VET schools and colleges for health professions and the healthcare and long-term care institutions have to specifically motivate qualified school leavers with migration background to start a professional training in the health sector, e.g. by admission of school trainees.

Selection procedures must not consider multilingualism and/or intercultural aspects as "additional competences" only. Rather, these potentials should be considered as an important resource, which must adequately be included in the pre-selection process.

It is required to anchor the topic intercultural competence tightly in all education plans and to include it as an interdisciplinary subject into all subject areas. For this purpose, intercultural competences of teachers must be strengthened.

To the
**Senate Department for Health, Environment and Consumer Protection
Senate Department for Integration, Labour and Social Issues
Educational insitutions (VET schools and colleges) for health professions
Regional Administration of the Federal Employment Office**

Specific promotion and support in the course of professional education - to compensate individual deficits, especially in the language sector - is also required in order to ensure a sustainable learning progress and to bring the teenagers to a successful vocational qualification.

There must be suitable remedial instructions and support offers prior to and during the apprenticeship to compensate individual deficits - especially in the field of language and mathematics - and to ensure learning progress and a successful vocational qualification.

To the
Institutions of the health sector (as employers)

In the health sector, multicultural teams are an advantage for the quality in health and long-term care. Intercultural opening is a management task to institutionalise the processes. Therefore it is necessary that

- the issue is integrated into the further training offers for all employees,
- regular qualification, consulting and supervision takes place on intercultural aspects (e.g. case conferences for multicultural care teams),
- consulting, training and professional exchange of the management level is carried out – fostering intercultural opening (e.g. supported by consultants / intermediaries).