

Dr. Anna Schrade, 4 August 2023



Germany's problem: undersupply of care workers & elderly homes

- equivalent of around 120.000 fulltime workers is currently lacking in care
- By **2060:** shortage of care workers of **350.000** and **500.000**.
- Rise of people in need of care from 4.1 million in 2019 to around 6 million by 2060 – an increase of nearly 50%



How are old people, in need of care' cared for?

• Nusing home: 20%

• At home: 29%

by family members

 by a foreign 24/7 caretaker dispatched to Germany for

2-3 months



Foreign 24/7 care workers

- Is it legal? Yes and no.
- About 90% of all foreign 24/7 caregivers (around 300,000 600,000)
 work illegally in Germany, without social insurance etc
- 85% of foreign 24/7 caregivers are from Poland

Current system of 24/7 care workers

- 1) caregiver (usually untrained)
 recruited and hired by local company
 (e.g. in Poland) and then dispatechd to
 Germany (usually 3-5x a year, for about
 6-8 weeks) => huge majority (80-90%)
- 2) Caregiver finds household with care needs online (e.g. facebook) and works illegally (no social insurance, not following labour standards and max. working hours)



Pflege und Betreuung zu Hause 24/7 Haushaltshilfe Gesellschafter

2.350 € VB

55543 Rheinland-Pfalz - Bad Kreuznach

□ 01.08.2023 ⊚ 10

Why are there so many foreign 24/7 careworkers?

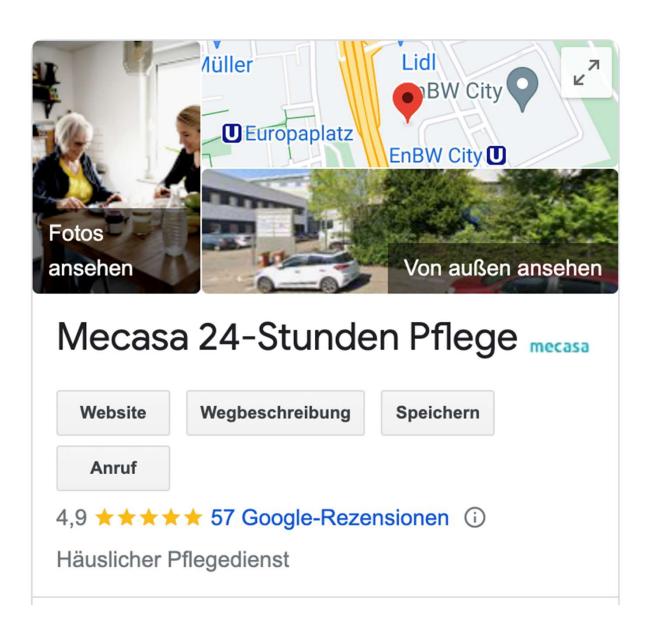
- It would **not be affordable to hire German workers** (2-3 workers would be needed to care for one person if all labour standards were to be met); insufficient supply
- Good source of income and often welcome lifestyle for foreign (Polish workers (most of the caregivers are women over 50 who were made redundant in their previous job => good income, long breaks in their home country)



What did Germany do to increase caregivers?

- Make the apprenticeship (training) more appealing (3 year course in 'General Care' instead of specialisations; no training fees, increase in trainee salary)
- PR campaigns
- Invite foreign caregivers (e.g. from Vietnam, the Philippines, Kosovo etc.) in official programmes
- Raise the minimum wage (by end of 2023) for caregivers:
 - Helpers: 14.15 Euro,
 - Qualified helpers: 15.25 Euro
 - Qualified caregivers: 18.25 Euro

My interview partner:
Mecasa



Foreign care apprentices

- Rising number of young foreigners who do an apprenticeship in care in Germany
 - People from south-eastern Europe (e.g. Western Balkans & South Asia
 - People from refugees countries
 - People from eastern EU countries
- 2 of my interview partners: Nandia (Mongolian) and Saghi (Iranian), who are doing their apprenticeship in care

MaxQ: care school in Stuttgart, Germany

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mehr erfahren



Ausländische Fachkräfte aus Medizin und Pflege

mehr erfahren

MaxQ Stuttgart, Class of 2025

- ALL 28 of the care students in the class are from abroad!
- High number of foriegn apprentices in care, rising year by year
- => Share of foreign care workers already high, but especially rising among young people









Case study: nursing home in Winterbach

- South Germany, 7.000 inhabitants
- Over **80% of careworkers from abroad** (over 90% excl. management)