

MIGRATION PATHWAYS

Accessing Overseas Employment Opportunities for Moroccan Youth Project

Overview

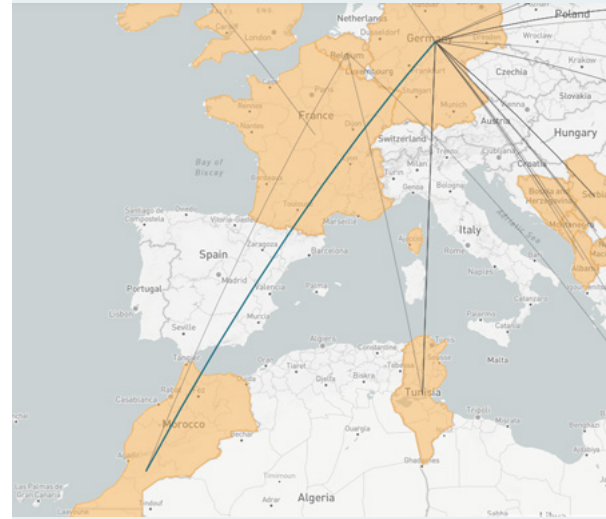
This program offers Moroccan school-leavers three-year apprenticeships in Germany in both hospitality and construction. After completing the apprenticeship, trainees can either be hired by a German company or use their training in Germany as a springboard for a career in hospitality in Morocco.

Why was it started?

The program was designed for a number of reasons. There were few ways in which young Moroccans could access the German (and European labor markets), despite labor shortages in the tourism and construction industries. German employers did not trust the Moroccan training system and the quality of graduates. Irregular migration from Morocco to Germany was an issue, and partners were interested in exploring ways to move migrants into more legal and productive routes. And finally, the Moroccan labor market also needed skilled workers in tourism and construction, hence the development of a migration partnership that could benefit both countries.

How does it work?

This pilot program—financed by the World Bank and designed by the Germany government (through the German Development Agency [GIZ]) in cooperation with the Morocco employment agency [ANAPEC]—placed 110 Moroccans with companies in Germany. Before leaving Morocco, they spent six months studying German and learning about life in Germany. They then received three years of training, through apprenticeships, in Germany. After completing the apprenticeship, trainees can either be taken on by their company or use their training in Germany as a springboard for a career in hospitality in Morocco.



Country of Destination
GERMANY

Country of Origin
MOROCCO

Skill
**HOSPITALITY, CONSTRUCTION
AND ENGINEERING**  

Skill Level
MID-LEVEL

Timeline
AUGUST 2016 – MARCH 2025

Beneficiaries
110 (PHASE 1), 104 (PHASE 2)

Countries all around the world utilize migration pathways to train and bring over workers with needed skills. The CGD Migration Pathways database documents these pathways to promote innovation in this space. To explore the database, visit GSP.cgdev.org.

What impact has it had?

Phase 1 of the program is now finished. More than 85 percent of people completed the training, a large number given that the dropout rate for hospitality trainees is high in Germany. A January 2020 evaluation of the program by the World Bank rated implementation progress and progress toward achievement of the objectives as satisfactory. Now, Phase 2 of the project is ongoing, training 103 Moroccans in construction and hospitality skills, with 82 being matched with companies to date.

Further readings

For information on the program, see the [GIZ](#) and [World Bank](#) websites.

Düvell, F. 2019. "Germany: Selected migration policies." Annex E in *Dutch labor market shortages and potential labor supply from Africa and the Middle East*. SEO Report 2019-24, Centre on Migration, Policy and Society (COMPAS), University of Oxford, and German Centre for Integration and Migration Research (DeZIM). https://25cjk227xfsu3mkyfg1m9xb7-wpengine.netdna-ssl.com/wp-content/uploads/2019/01/Annex_E_Germany.pdf



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