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.
How does it work?

Groups of 25 nurses were to arrive in Germany every six months. Their apprenticeship was to have consisted of a six-month “welcome” stage, three years of training, and an employment stage lasting at least five years. The German Ministry of Foreign Affairs funded the initial stage (six-months of training in German and soft skills). The employer (Asklepios) funded the three years of apprenticeship training. Student loans were provided to help the apprentice nurses cover expenses.

What impact has it had?

The program failed, leaving all parties dissatisfied. It ended before expected after the employer withdrew. Participants believed they were overqualified for the work and underpaid. The financing structure of the program was complex. Participants needed loans to cover their expenses. The evaluator of the program claimed that the Tunisian authorities insisted on selecting and placing already trained nurses instead of school leavers, which created a gap between expectations about the job and its actual content and status.

Further readings

