

SKILLED WORKER & SPECIALIST (SWS) BRIDGING PROGRAM STRUCTURE

The Skilled Worker and Specialist (SWS) training program is a German bridging program has been set to target the university graduates (BSc and above) in different categories of professions listed in **Appendix A** at the end of this document.

The SWS program is a one-Year bridging/preparation training program targeting university graduates in various professions such as Medicine, Nursing, Allied Health, Engineering, Hotel Management, Business Administration (Marketing/Accounting) and Culinary (chefs), (*please see to Appendix A*) in order to qualify the candidate for a permanent job placement in the relevant field of specialization/discipline in Germany according to the German Authorities' requirements and standards.

The **SWS** program follows almost the same structure and milestones for all the professions listed in **Appendix A** with differences for some professions such as Medicine, Nursing and Allied Health, where the second part of the training (adaptation program) is NOT required. The **SWS** program is formed of two major areas of trainings:

1. GERMAN LANGUAGE TRAINING PROGRAM

The first part of the **SWS** program is actually an intensive German Language training, where the program's candidate will be appointed a class schedule to start the training for a maximum of 8 months, at the end of which will be tested in Goethe Institute in Dubai or the relevant country and required to obtain a test result of:

a. Level B1

Level B1 is required for Engineers, Business Administration (marketing/accounting), Hotel Management and Hospitality and Culinary (chefs) professions.

b. Level B2

Level B2 is required for Nursing and Allied Health professions.

c. Level C1 is required for Medicine (Doctors) profession.

Remark: This part of the program, German Language training, is not required for those who already are certified by Goethe Institut and having the required level B1, B2 or C1. These candidates can enroll directly into the Adaptation Training Program, during which the Employment Visa process will be implemented.

2. ADAPTATION TRAINING PROGRAM

- 1.1. The adaptation program is not applicable to the Medicine, Nursing and Allied Health professions.
- 1.2. Candidates of the Medicine, Nursing and Allied Health professions will be required to achieve the German Language Level (*please see **Appendix A***).
- 1.3. Candidates of the medicine, nursing and allied health professions will receive the profession related training (technical training) after arrival in Germany, while they are considered as full time employee.
- 1.4. The Adaptation program duration for four months as it is initiated by both, our German recruitment agency partner (BSI) and the IHK-Academy.
- 1.5. The Adaptation program will be instructed and led by an IHK certified German master teacher online from Germany.

REMARK: The candidate will not be able to join this program unless the candidate passes the German Language test and obtains the level required for the relevant profession.

- 1.6. Atticus Academy/Agent monitors the candidates' attendance and follows up with them through an online webcast platform.
- 1.7. The German master teacher carries on an assessment for the candidates at the end of the Adaptation program.
- 1.8. BSI notifies AA of the assessment result
- 1.9. IHK-Academy issues and submits the certificates to BSI.
- 1.10. BSI delivers the certificates to AA
- 1.11. At this point, the candidate/agent must ensure that the financial clearance is finalized with AA.
- 1.12. AA will pass over the certificates to the relevant candidates
- 1.13. AA will issue NOC to BSI to start the employment visa process.

The Adaptation program is actually formed of a set of soft skills courses in order to equip the candidate with the information and skills required in the work place as well as provide an overview of the German social system and job contracting in Germany. The soft skills courses allocated by the German relevant authority are:

1. Communication in professional settings
2. Rhetoric and behavior in professional setting
3. Occupational health care management
4. How to deal with apprentices
5. Electric standards
6. Overview of forms of alternative energy production
7. Time management
8. Dealing with conflicts – Conflict management
9. The social system of Germany
10. German work contracts
11. Teamwork Body language

REMARK: The courses of this program (Adaptation Program) may vary from a profession to another and from a time to another as per the demand and need. AA will receive the update from our German partners upon taking place and AA will circulate it accordingly to our partners and agents everywhere.

The adaptation program structure is designed to be delivered as per the following:

Program Duration	: 4 Months
Weeks/Month	: 4 weeks
Days/Week	: 5 days
Hours/Day	: 3 hours
Total Hours	: 240 Hours

APPENDIX A

PROFESSIONS CATEGORIES FOR EMPLOYMENT IN GERMANY					
No	Category	Lang Level	No	Profession	Remarks
1	Medicine	C1	1	Doctors	
2	Nursing	B2	1	Nurses	
3	Allied Health	B2	1	Physio-Therapy	
		B2	2	X-Ray Technicians	
		B2	3	Lab Technologists	
		B2	4	Dental Technicians	
4	Engineering (BSc)	B1	1	Electrical	
		B1	2	Electronics	
		B1	3	Mechatronics	
		B1	4	Mechanical	Metal/Hydraulic/ HVAC
		B1	5	Industrial	
		B1	6	Green/Sustainable Energy	
		B1	7	Information Technology (IT)	
		B1	8	Software Engineering	
		B1	9	Computer Science	
		B1	10	Management Information Systems	
		B1	11	Civil Engineering	
		B1	12	Artificial Intelligence (AI)	
		B1	13	Robotics	
		B1	14	Aerospace Engineering	
5	Hotel Management	B1	1	Hotel Management & Hospitality	
6	Culinary	B1	1	Chefs	
7	Business Admin	B1	1	Marketing/Accounting	Diploma Graduates