



Germany: Case study

Policy dialogue on the planning for a well-skilled nursing and social care workforce in the European Union

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Overview

- Nursing workforce in Germany
- Key data on long-term care system
- Employment in long-term care
- Education and Qualification in Nursing
- Workforce planning
- Issues identified

Nursing workforce in Germany

Three types of nurses:

General/Pediatric nurses

Nurses for elderly care

Profession	2006	Female	2007	Female
General nurses	725.000	85%	731.000	85%
Nurses for elderly care	325.000	87%	348.000	87%
Total	1.050.000		1.079.000	

Key data on long term care system

2.25 Million people are in need of care and eligible for benefits from the LTC insurance		
1.54 Million (68%) are cared for in their own homes		709.000 (32%) cared for in nursing homes
1,03 Million people are cared for by family/informal carers only in the following levels of care: 61,8% on level I 29,9% on level II 8,3% on level III	504.000 people are utilizing a professional home care service: 52,5% on level I 35,4% on level II 12,1% on level III	35,7% on level I 42,3% on level II 20,5% on level III
	11.500 Home care services with 236.000 employees	11.000 nursing homes with 574.000 employees

Employment in long-term care

Professional Qualification	Home Care	Institutional Care
Nurse	33%	10,7%
Nurse for elderly care	19%	23,4%
Nursing/for elderly care aid	10%	7,7%
Nurse with academic degree	1%	0,6%
Other care related qualification	7%	5,8%
Social worker	0,5%	1,2%
Therapeutic education ¹	1,9%	2,4%
Educational background in domestic care	4,5%	6,4%
Other educational backgrounds	16,5%	23,6%
No educational background/employees in education	6,4%	18%

Education and Qualification in Nursing

- National legislation
- Formal recognition of schools of nursing
- Broad responsibility of the Federal States

Profession	Nr of educational institutions	Nr of students	female students	male students
General nursing	591	55.014	44.090	10.924
Pediatric nursing	140	6.467	6.174	293
Nursing assistants	72	2.198	1.624	574
Nursing in elderly care	237	42.407	33.035	9.372
Elderly care assistants	116	6.251	4.789	1.462
Total	1.156	112.337	89.712	22.625

Workforce planning

- Introduction of care market
- Image and information campaigns
- Nursing summit in Ministry of Health
- Initiatives in Federal states
- Conflicting ideas about how to get a sufficient amount of young people into nursing
 - Lowering entry requirements and getting people in
 - Raising the profile and scope of nursing for making it an attractive career option

Issues identified

- Reliance on market-based principles
- Solid data base not used
- Workforce in long-term care includes formal and informal carers
- No agreement about general direction and objective of nursing education
- Variety created competition of activities

Conclusions

- No coherent workforce policy
- No singular responsibility
- No consideration of changing needs



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