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## Press release

### TalentOrange receives the "Fair Recruitment Care Germany" seal of quality

How can a clinic recognize a reliable recruitment agency? How can a qualified nurse from abroad know whether he or she will be treated fairly on her way to Germany? The answers to this are now easier to be found for both sides: In spring 2022 the "Fair Recruitment Care Germany" seal of quality was released. The "Kuratorium Deutsche Altershilfe" (KDA) awards it on behalf of the German Ministry of Health to personnel service providers and clinics that recruit medical staff from abroad. Applicants have to pass a comprehensive examination by KDA. The TalentOrange GmbH in Frankfurt has now received the seal of quality. It is one of only 50 bearers of this award in Germany.

TalentOrange recruits about 400 nurses every year. They receive a full-time scholarship to learn German (up to the B2 exam). TalentOrange takes care of the recognition of their Bachelor's degree, visa, language course, work permit, entry into Germany, finding accommodation and a permanent work contract in a German hospital. The intensive language courses take place in the company's own language school. The nurses come from Latin America, Vietnam, Thailand and Namibia. In addition, TalentOrange has also founded their own nursing school where young people from abroad complete a three-year-training to become registered nursing professionals.

The criteria for a fair recruitment agency are, for example, that the nurses do not bear any costs - neither for the language course nor for translations of certificates or the flight to Germany. The "employer pays"-principle applies, which prevents people from going into debt in order to work in Germany. The seal of quality is only given to service providers that recruit in those countries that train nursing professionals above their own demand. This prevents that medical staff is being poached from developing countries in which they are urgently needed. The World Health Organization (WHO) regularly updates its list of countries from which recruitment is not allowed. TalentOrange has adhered to the WHO code since its foundation in 2012.

Another criterion for the quality label is transparency throughout the whole process for both candidates and clinics. Both parties should be supported until the recognition of the nurses'

degrees is completed. The ethical standards also include support for the nursing professionals while integrating into their new environment.

The "Fair Recruitment Care Germany" seal of quality is effective for two years. Compliance with the criteria will be checked regularly. There is a shortage of about 35,000 qualified nurses in Germany. This is the result of calculations made by the Competence Centre for Skilled Workforce Assurance (KOFA) at the Institute of the German Economy (IW) on behalf of the German Ministry of Economics. Health care institutions will be increasingly dependent on hiring nursing staff from abroad. Therefore, the seal of quality "Fair Recruitment Nursing Germany" is important to ensure fairness, transparency and reliability.

If there are any questions, please contact:

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