

INNOVATIVE BUSINESS MODELS FOR ENHANCING EXPAT YOUTH EMPLOYMENT IN GERMANY

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Abstract

The subject of this study was innovative business models to improve expat youth employment in Germany. The objective of the research was to define the key challenges to youth employment of expats, discuss innovative business models to enhance youth workforce participation, and reflect on institutional approaches to professional integration and career continuity of expat youth in Germany. The research approach used was qualitative with descriptive research design. Qualitative data were gathered using qualitative interviews, a variety of semi-structured interviews, with expat youth, employers, vocational training institutions, representatives from social enterprises, HR professionals and policy makers engaged in workforce integration programs in Germany. Twenty participants were chosen using the purposive sampling technique, who had knowledge and experience in the employment and integration of expats. Thematic analysis was used for the analysis of the collected data. The findings revealed that the language barrier, cultural differences, limited professional networks, bureaucratic procedures, and lack of local work experience were the major issues that expat youth encountered when seeking sustainable employment opportunities. The study also revealed that vocational education and training, entrepreneurship programmes, digital employment platforms and public-private partnerships played a major role in enhancing the employability and integration of the young expats into the labour market. The development of institutions in cooperation between government authorities, education institutions, industry and social enterprises was presented as a successful approach to sustainable employment and social inclusion. The study found that innovative and inclusive business models are key to improve the participation of young expats in the labor market, their economic independence and their future career prospects in Germany. The research suggested enhancing the vocational training systems, entrepreneur support programs, inclusive recruitment policies and institutional collaboration to boost the integration of expat youth in the labor market and their employment opportunities.

Keywords: Innovative business models, expat youth, youth employment, Germany, workforce integration, vocational education, entrepreneurship, digital employment, public-private partnerships, social inclusion.

1. INTRODUCTION

Germany's robust economy and advanced industrial sector, coupled with increasing opportunities for skilled workers and professionals in the labor market, have made it one of the most attractive destinations for international professionals, skilled workers, and expatriate communities. Over the last few years, the country has seen a growing rise in the number of expat youths who want to come here to improve their educational, career and economic prospects. Young expats are an important factor in the workforce diversity, innovation capacity and economic productivity of Germany (OECD 2024). Despite the availability of jobs, however, there are still a number of issues regarding labour market integration, cultural adjustment, language barriers and professional recognition that are still affecting the young expats.

The innovative business models have become more relevant to solve employment issues in the context of different groups. The innovative business models are strategic and sustainable approaches that organisations, governments and institutions use to develop economic opportunities, enhance workforce participation and promote social inclusion (UNDP, 2024). Expat youth employability models include: vocational education, entrepreneurship and initiatives, digital employment platforms, public-private partnerships, and institutional support systems to improve employability and career development.

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Germany's labour market has shifted to focus more on attracting qualified migrants and facilitating the incorporation of foreign workers into the country to fill workforce gaps in areas like information technology (IT), healthcare, engineering, and manufacturing (European Commission, 2024). In keeping with this development, the youth of the expats are now a key element in the economic development strategy of Germany. However, research shows that expat youth may face challenges when it comes to finding equal employment opportunities, such as the lack of professional networks, cumbersome bureaucracy, cultural differences, and insufficient local work experience (Brücker et al., 2024).

The significance of vocational education and entrepreneurship in enhancing employment for foreign nationals/expatriates has been emphasized. Germany's dual vocational education and training (VET) system is known worldwide for its effectiveness in cultivating practical skills and in supporting workers to enter the workforce (CEDEFOP, 2024). Likewise, entrepreneurship and digital innovation have become other means of expat youth to be economically independent and professionally develop.

In addition, inclusive and adaptive business models have become a necessity to support the inclusion of all people and their sustainable involvement in the labour market. The use of public-private partnerships, social enterprises, and technology-based employment systems has been growing and is now providing support for expat youth through mentoring, networking, and skill development programs. (OECD 2024) These models have a positive effect on employment opportunities as well as on social integration, cultural exchange, and economic sustainability.

In spite of these developments, only a few studies have dedicated specific attention to the innovative business model to improve the employment of expat youth in Germany. Current research tends to be quite general when discussing migration, the labour market integration of migrants, or vocational education, and does not tackle integrated business approaches for expat youth employability. This research, therefore, focuses on finding innovative business models that would enhance the employment prospects, professional integration, and sustainable career prospects for expat youth in Germany.

1.1 Research Objectives

1. To identify the most important issues in the field of youth employment of foreigners in Germany.
2. To investigate how innovative business models can improve employment prospects of expat youth in Germany.
3. To discuss possible strategies and institutional cooperation that could foster a better integration of and support for expat youth in the labour market in Germany and ensure their career sustainability.

1.2 Research Questions

1. What are the key difficulties that expat young people have in finding employment in Germany?
2. Which innovative business models can help to improve employment opportunities for expat youth in Germany?
3. How to enhance the integration of and career sustainability of expat youth in Germany by developing strategies and institutional partnerships?

1.3 Problem Statement

Germany is an attractive country for foreign workers and expatriates, thanks to its robust economy and job market. Many expat youth still have issues finding regular employment due to language barriers, cultural differences, not having a professional network, the time taken to navigate the bureaucratic system, and recognition of qualifications. This is frequently faced by them and prevents them from being successfully integrated into the German labor market.

While several employment and training measures have been implemented in Germany, little work has been conducted on novel business models that can help expat youth employment and integration into the professional world. Existing approaches have tended to focus on general labour market policies, and not on combined policies of vocational education, entrepreneurship, digital employment systems, and institutional cooperation. Thus, new business models are required to improve the employability, the participation in the job market, and long-term career prospects for young expats and migrants to Germany.

2. LITERATURE REVIEW

Germany's high standard of living, industrialisation, and opportunities for skilled young workers are making it an attractive destination for international professionals, expatriates, and young skilled workers. Due to the intensification of globalization in the labor market and the need for qualified personnel in Germany, many young expatriates are now looking into studying and working in Germany. Germany's record-high employment growth in recent years has been driven in part by immigration: in fact, it has played a major role in helping to boost the country's workforce and ensure economic sustainability, according to the Organisation for Economic Co-operation and Development (OECD).

2.1 Youth and Labor Market Integration for Expatriates in Germany

Germany is a nation where many young people relocate to seek employment opportunities and gain experience. Germany is a country that has a significant number of young people who come to work and have experience, especially in the IT, health, engineering and digital services industries. Yet, even though there is a greater need for skilled youth workforce in the country, there are still some challenges for the expat youth to find sustainable employment opportunities. Research has revealed that language barriers, minimal local experience, bureaucratic processes, cultural adaptation problems and absence of professional networks have detrimental impacts on the integration of the workforce among expatriates (OECD 2024).

The OECD Economic Survey of Germany (2025) noted that while Germany has a record number of employees, it is also experiencing acute labor shortages, which demand better integration policies for the labour market in order to attract and retain more international workers and younger people. The report highlighted that migrants and international workers have steadily been playing a greater role in the economic prosperity and sustainability of the German labor market.

Studies also show that young expats had challenges in the transition from school to work. Youth who were born in a country other than Canada are at higher risk of facing employment difficulties and being unemployed than Canadian-born youth, particularly if they have limited vocational and practical workplace experiences, according to OECD's Education at a Glance 2024. The results indicate that the employment performance and career adaptation of international youth is significantly better in the presence of practical training and work-study systems.

2.2 Understanding the concept of innovative business models

Innovative business models are strategic organizational models which aim at generating sustainable economic value that tackle social and workforce issues. These models involve an entrepreneurial approach, digital innovation, vocational education, institutional collaboration, and technology-based systems of employment to enhance employment and participation.

In the field of expat youth employment, innovative business models include public-private partnerships, digital freelancing systems, entrepreneurship support programmes, social enterprises and skill development programmes to improve the integration of the workforce. Ineffective and innovative business models in the UN definition of inclusive and innovative are those that foster participation in the economy by bringing marginalised or internationally mobile groups into the labour market in a sustainable way.

The researchers note that innovative business models are becoming more needed since old employment-based business models do not always meet the needs of international workers in terms of their culture, language, and professionalism. With the digital employment platforms, remote-work systems, and entrepreneurial ecosystems, there are new opportunities for expat youth to find flexible and sustainable employment opportunities.

2.3 Dual Vocational Education and Training System

The dual vocational education and training (VET) system in Germany is considered one of the most successful systems for preparing workers in the world. The system integrates classroom instruction and work-based training to provide the opportunity to acquire theory knowledge and work experience simultaneously.

Germany's vocational education system is an important feature of supporting the integration of the workforce and facilitating the move from education to employment, as highlighted by the OECD report Unlocking the Potential of Migrants in Germany. The report explained that vocational education fits the needs of the labour market and aids international youth to gain practical skills demanded by employers.

Likewise, the OECD assessment of apprenticeship support systems for youth in Germany revealed that the apprenticeship systems offer high employability and workforce readiness for youth. The apprenticeship program offers professional exposure, adaptation in the workplace and the acquisition of technical skills which are critical for successful integration in the labor market.

Vocational training in Germany was also mentioned in some of the Reddit comments, with people noting the value of the programs in the community. Discussions with participants about German vocational systems revealed that the vocational systems are direct routes to employment and skill development. In these discussions, it was revealed that the vocational system in Germany, which is closely interwoven with industries and employers, is attractive to many international students and expats.

2.4 Entrepreneurship and Digital Employment Opportunities

Expat youth have found entrepreneurship to be an important means of employment in Germany. Self-employment and digital entrepreneurship are one of the reasons for their preferred choice for many expatriates, as they offer flexibility, independence and the growing opportunities in the digital economy. Research shows that entrepreneurial activities address discrimination, narrow networks and traditional hiring systems which are barriers for expat youth.

The growth of digital employment platforms, freelancing systems and companies using technology have also increased employment opportunities for internationally mobile youth. The ongoing digitalization of the labor market has provided young expats with the opportunity to work remotely, access online services and access international business activities.

A similar trend is evident in the European job market, with an increasing need for digital and technical competencies. The OECD Employment Outlook 2024 indicates that labour markets across Europe are still healthy, and are facing growing demand for skilled workers, particularly in the technology-rich sectors. This has provided a chance for young expats who have a technical, digital and entrepreneurial skillset.

According to numerous studies on the intentions of young people to become entrepreneurs, elements such as social support, confidence and institutional encouragement are important factors. Despite the study's focus on young people in the UAE, the results are applicable as the motivation of young entrepreneurs and innovation are important among expatriate communities who want to be integrated into the workforce and become economically independent.

The role of institutional cooperation between the government, the industry, educational institutions and social groups is significant in enhancing the employment prospects of expat youth. Workforce integration systems are developed through collaboration to offer mentorship, apprenticeship programs, career counseling or networking for expatriates to help them adjust to the local labor market.

OECD Economic Survey (2025): Enhancing the capacity of the vocational education, adult learning and workforce development systems is crucial to tackle labour shortages and boost labour market participation in Germany. In the same way, social enterprises and public-private partnerships have gained relevance in promoting workforce integration in the international context by providing training and support services.

Research also shows that companies that promote diversity and inclusion have more adaptable and innovative staffs. The institutional support system thus helps to foster the employment opportunities of expat youth, but also to social integration and long-term professional sustainability.

2.5 Social Integration through employment

The issue of employment is related to social integration, psychological health and cultural adjustment of expatriates. Having a job enables expat youth to develop a professional identity, social belonging and economic independence. Interpersonal interaction in the workplace also contributes to communication, interculturalism and community engagement.

There is strong evidence that international youth people's workforce participation has a strong impact on self-confidence and social acceptance. The OECD reports on migration highlighted the positive role of employment integration for the social and economic cohesion and productivity of the host countries.

International student and migrant communities also tend to discuss a perception of Germany as opportunities for employment, which can lead to longer terms of stability and professional development. But the dialogues also indicate that being fluent in German, having the ability to work through practical training and networking makes it easier to adjust to the German labor market.

2.6 Research Gap

While a variety of studies exist on migration, vocational education, labour shortage and working with the expat youth in the German context, there is not much research focusing on innovative business models for supporting expat youth employment. Previous studies have mainly examined the concepts of migration policies or vocational education separately from each other, without examining the concepts of entrepreneurship, the digital employment system, public-private partnerships or institutional collaboration as a business strategy.

Moreover, there is a lack of focus on the role of technology-driven business models, digital freelancing systems and entrepreneurial ecosystems for the employability and sustainability of expat youth in Germany. So this study aims at filling this gap and investigates new approaches in business models to enhance the integration of expat youth, their professional development and employment opportunities in the long term in Germany.

2.7 Scope of the Study

This study concentrated on innovative business models, which aim to improve the employment situation of young people from other countries in Germany. The study explored the issues that young expats experienced with employment such as language, cultural adjustment, no job experience and workplace integration. The study also discussed aspects of vocational education, entrepreneurship, digital employment platforms, public-private partnerships (PPS) and institutional collaboration in the field of sustainable employment opportunities. The research in particular took into account the viewpoints of expat youth, employers, vocational trainers and employment and integration policy makers in Germany.

2.8 Justification of the Study

The number of young expats in Germany is steadily rising, which presents a growing need for sustainable approaches on how to make them economically active and integrate them professionally. This study is important, as it looks into novel approaches to business models for enhancing the employability and integration into the workforce of expat youth.

The study adds to the academic body of knowledge by offering current knowledge of youth employment, integration of young people in the labour market internationally, and innovative approaches to business strategies in the German context. Findings can contribute to the creation of effective employment programmes and inclusive labour market policies by policy makers, industries, educational institutions and social organisations. Moreover, the study can contribute to further research on international mobility of the workforce, youth development and sustainable development of labour relations in Europe.

3. RESEARCH METHODOLOGY

The research method used in this study was a qualitative approach which aimed at gaining insight into innovative solutions to improve the employment of expat young people in Germany. In order to better understand the employment issues, the system of integration in the workforce and institutional support for expat youth a descriptive research design was employed. The qualitative approach allowed the researcher to gather in depth opinions, experiences and perceptions of participants on employment opportunities and innovative business practices in Germany.

3.1 Population of the Study

Expats in Germany, employers, vocational trainers, social enterprises, HR professionals, and youth employment and integration policy makers formed the population of the study.

3.2 Sampling Frame

The sampling frame encompassed expat youth in vocational training, expats working and not working and representatives of employment organisations as well as institutions that support the integration of the international workforce in major cities in Germany like Berlin, Munich and Hamburg.

3.3 Sampling Technique

To achieve this, a purposive sampling approach was used to identify individuals with relevant knowledge and experience of expat youth employment and innovative business models in Germany were selected as participants. The technique allowed the researcher to obtain detailed responses from the respondents directly related with the research problem and rich in information.

3.4 Sample Size

Twenty participants were chosen for the study. The sample included:

- 10 expat youth,
- 4 employers,
- 3 vocational trainers,
- 2 representatives of social enterprises, and
- 1 policymaker involved in employment and integration programs.

3.5 Data Collection Tool

The main data collection technique used was semi-structured interviews. An interview protocol with open-ended questions was designed, which was based on the objectives of the study. The interview questions concerned the employment barriers, vocational training, the opportunities to start a business, Internet-based employment systems, and the relevance of institutional cooperation for youth employment by expats in Germany.

4. DATA COLLECTION PROCEDURE

Permission was obtained from relevant organisations and participants before data collection. Participants were briefed about the study, and consent given before they were interviewed. Interviews were carried out in person and online as per availability of the interviewees. The interviews were conducted for about 30-45 minutes. The researcher took notes and transcribed the participants' responses for analysis, which was done in a way that maintained confidentiality and anonymity.

4.1 Data Analysis Techniques

Thematic analysis was used to analyse the collected data. Once transcribed, the researcher scrutinized the transcriptions and sorted the data into themes and sub-themes from the ideas and patterns that emerged. A variety of themes came up in the analysis process, including employment barriers, vocational training

opportunities, support for entrepreneurship, institutional collaboration and workforce integration. Thematic analysis proved to be a means of interpreting the experiences of the participants and deriving meaningful conclusions with respect to innovative business models for youth employment of expats in Germany.

4.2 Data Analysis and Discussion

Thematic analysis was used to analyse the collected data. After transcription and coding of the interviews, the responses were organized into major themes according to recurring ideas and patterns. Five themes emerged from the analysis: employment barriers, vocational training and skill development, institutional collaboration, entrepreneurship possibilities and innovative business models for workforce integration.

4.2.1 Theme 1: Employment Barriers Faced by Expat Youth

The main difficulties that were mentioned by most participants were language barriers, cultural differences, bureaucratic procedures and limited professional networks for expat youth in Germany. Participants described that although they had the qualifications and skill-set, it was still difficult to fit into the German labor market.

One expat youth participant stated:

“Employers preferred candidates with experience in the workplace in Germany and good language skills, but I did have qualifications and work experience.” (Expat Youth Respondent 4)

Similarly, another expat youth respondent shared:

“It was really difficult for me to learn the rules and procedures of Germany's legal papers and job applications in my first year here.” (Expat Youth Respondent 7)

An employer also highlighted:

“Many expat applicants are skilled, but sometimes communication and cultural adaptation issues hinder recruitment.” (Employer Respondent 12)

The results showed that employment obstacles had a strong influence on the participation of expat youth in the labor market and on the professional integration of these young people.

4.2.2 Theme 2: Importance of Vocational Training and Skill Development

The importance of vocational education and professional training programmes in enhancing the employability and workplace adaption of expat youth was highlighted. Vocational training was seen as vital to developing the practical skills and understanding of workplace culture.

One vocational trainer stated:

Expat youth benefit from the dual vocational training system as it enables them to acquire technical knowledge and practical experience at the same time. (Vocational Trainer Respondent 15)

Another expat youth participant commented:

“I felt more confident when I joined a vocational training program in the workplace communication and professional work.” (Expat Youth Respondent 5)

A human resource professional further explained:

“Candidates who had done vocational/Internship programs were more able to fit in to the organisation.” (HR Professional Respondent 13)

The results indicated that skill development programmes had a positive effect on employability, confidence, and future skills of expat youth.

4.2.3 Theme 3: Institutional Collaboration and Support Systems

The participants emphasized the need for cooperation between the government, education institutions, industry, and social institutions for supporting expat youth employment. Collaborations with institutions were seen as good avenues for training, mentoring and career guidance.

One representative of a social enterprise stated:

Expats' youth had more opportunities to undertake internships and mentoring due to social enterprise partnerships with businesses. (Social Enterprise Respondent 18)

Similarly, a policymaker explained:

“Increased employment rate of international youth communities due to government-supported integration programs.” (Policymaker Respondent 20)

An employer also mentioned:

Employer Respondent 11 *“emphasised that international labour was recruited due to collaboration with training institutions which allowed companies to recruit skilled and adaptable international workers.”*

The results showed that a greater sense of collaboration in the institutions helped improve the integration of youth in the labor market and alleviate employment-related difficulties for youth in the host countries.

4.2.4 Theme 4: Entrepreneurship and Digital Employment Opportunities

Entrepreneurship and digital employment systems were mentioned by a few participants as viable solutions to strengthen expat youth employment in Germany. According to respondents, technology-based enterprises and online platforms provided flexible working opportunities.

One expat youth respondent shared:

“Freelancing and digital work platforms enabled me to make money and strengthen my professional network.” (Expat Youth Respondent 8)

A representative of a social enterprise stated:

“Students who were expats were encouraged to be entrepreneurial and become economically independent by their participation in entrepreneurship programs”. (Social Enterprise Respondent 17)

Another employer added:

“The arrival of digital innovation has created opportunities for foreign manpower, particularly in the technology and creative industry sectors.” (Employer Respondent 10)

The results showed how entrepreneurship and digital business models contributed to the economic participation and professional independence of young expats.

4.2.5 Theme 5: Workforce Integration and Social Inclusion

The majority of the participants concurred that a stable job had a positive impact on social integration, self-confidence and psychological well-being. Work experience gave the young people the opportunity to meet the local community, find out about working life and build social networks.

One expat youth participant explained:

“A stable job gave me a sense of belonging and acceptance in German society.” (Expat Youth Respondent 2)

Another participant reported:

“Being able to interact at work helped me to communicate better and gain good friends in the local community.” (Expat Youth Respondent 9)

A vocational trainer further stated:

Employment is not just a source of income, but it also boosts confidence, social inclusion and culture. (Vocational Trainer Respondent 14)

The results showed that work was one of the key factors that contributed to social integration and long-term integration of expat youth in Germany.

5. DISCUSSION AND FINDINGS

The results of the study showed that innovative business models played an important role in improving the employment and integration of expats in the German labor market. The findings endorsed that work restrictions like language barriers and a lack of local experience, as well as bureaucratic processes, had a negative impact on the professional prospects of expats. The results were similar to those found in earlier research that highlighted the significance of social integration and adaptation to the job for international communities.

The findings also showed how well vocational education, entrepreneurship programmes and digital employment sites can help increase employment rates and economic participation. The dual vocational education system in Germany proved to be a successful example of how to prepare the workforce and develop skills. In

addition, it was recognized that the interaction of institutions between government bodies, industries and educational institutions was a critical element to the development of sustainable employment opportunities.

The study also proved that employment did not only ensure economic stability but also social inclusion, cultural adaptation and psychological wellbeing of expat youth. Innovative and inclusive business models are therefore required for the sustainable integration of employees in Germany and their economic roles.

The study revealed that German expat youth had to deal with a variety of employment obstacles such as language problems, cultural adjustment challenges, red tape, lack of local work experience, and a lack of networks. Expat Youth Respondent 4 and Respondent 7 confirmed these, noting that communication issues and lack of understanding around employment processes impacted their employment opportunities. The results confirm the results of Brücker et al. (2024), who found that international communities in Germany are less likely to be in the labour market due to language and institutional barriers.

The research also showed that vocational education and professional training programmes had an important positive effect on the employability and adaptation of expat youth in the workplace. Vocational Trainer Respondent 15 highlighted the dual vocational pathways in Germany which offered hands-on skills and work experience, and Expat Youth Respondent 5 stated that they felt more confident and competent following vocational training. The results are consistent with the ones provided by CEDEFOP (2024), who identified vocational education as a good tool for integration and employment of the youth.

A further key finding was that collaboration within institutions (government agencies, educational institutions, industries, and social enterprises) improved the employment opportunities for expat youth. Social Enterprise Respondent 18 and Policymaker Respondent 20 shared details about collaboration-based initiatives that provided mentorship, internships, and career support services. The OECD (2024) reached the same conclusion, highlighting that public-private partnerships should play a part in international workforce integration.

The study also identified the existence of alternative channels of economic participation and self-employment via entrepreneurship and digital employment platforms. Freelancing and entrepreneurship programs enabled the expat youth to become financially independent and grow their profession, according to Expat Youth Respondent 8 and Social Enterprise Respondent 17. The results align with the European Commission (2024) who mentioned that digital innovation and entrepreneurship are new employment opportunities for international youth.

Finally, the study demonstrated that stable employment had positive impacts on social inclusion, confidence and psychological well-being. Expat Youth Respondent 2 and Vocational Trainer Respondent 14 provided explanations of how employment facilitated cultural adaption, social belonging and community participation. The results align with the statements made by UNDP (2024): inclusive employment systems contribute to social cohesion and sustainable integration.

6. CONCLUSION

The study found that innovative business models are one of the significant pillars to improve the employment and integration of expat youth in Germany. The results showed that the professional future of expats' young people remains impacted by the language barriers, cultural differences and lack of local experience that act as barriers to work. Vocational education, entrepreneurship programs, digital employment systems and institutional cooperation, however, were identified as effective strategies to enhance the employability and economic participation of individuals.

The study also found that vocational training system and joint employment schemes in Germany offer good prerequisites for international integration in the workforce. The research strengthened the conclusions reached by OECD (2024) and CEDEFOP (2024) that inclusive and adaptive business models play an important role in economic development, social integration and cultural inclusion.

Furthermore, the study has shown that the employment of young expats is not only a way to earn money, but also a good tool for strengthening their own self-concept, social acceptance and long-term stability. Innovative and sustainable employment models are therefore needed to guarantee equal opportunities and workforce inclusion in the changing labor market in Germany.

6.1 Recommendations

- Vocational training and language programmes specifically developed for young expats in order to enhance their ability to enter and join the labour market as well as their communication skills, should be increased in number by the German government, as proposed by Vocational Trainer Respondent 15 and endorsed by CEDEFOP (2024).
- Employer Respondent 12 highlighted that cultural and communication barriers experienced by expat youth could be mitigated by having inclusive recruitment and employment policies in place by employers and industries.

- Layer 3: Educational institutions and industries should further deepen and strengthen cooperation to offer internships, apprenticeships, and skill development experiences for expat youth, as outlined in OECD (2024).
- Social Enterprise Respondent 17 and European Commission (2024) highlight the need to encourage self-employment and innovation among expat youth, through government entrepreneurship and digital employment programs.
- Supportive career related measures such as career counseling, mentorship, and networking should be brought into place for the integration of expat youth in the German job market and career development.
- Policymakers should design long-term policies for workforce integration that integrate policies in the fields of education, employment, digital innovation, and social support for sustainable economic participation and social inclusion.
- Future studies need to be done on innovative business models for international youth employment in other European countries to be compared, in order to identify integration strategies and best practices.

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