Senior Care Academy

Concept

Preparing young people in Namibia for care assistant training in Germany

Revised draft, 20 October 2026. Awaiting approval by Birgit M. Schwinn. Items marked [Placeholder] are still open.

Illness, ageing and dying affect us all. What matters is how we deal with them.

Senior Care Academy CC is an educational organisation in Namibia with a social mission, founded in March 2025. We prepare young people in Namibia for Germany's new nationwide care assistant training (Pflegefachassistenz) in close cooperation with the Zollernalb Klinikum in Balingen and Albstadt. Language skills, the foundations of care and an aptitude check are taught and done in Namibia; the vocational training itself takes place at the clinic in Germany.

In this way we connect professional skill, intercultural understanding and human values, and we aim to ease the pressure on care staff in Germany while opening new perspectives for young people in Namibia.

The academy

Classes are held in Windhoek so far; a second location on Farm Sandwerf near Dordabis is planned. The registered office is 3 Kerby Street, Windhoek.

Our vision

We want to meet the needs of young trainees, of care staff and of the people who need care in Germany: with a training path that understands care as a calling, built on mutual respect, warmth and quality.

Our mission

People who need care should live with dignity and security, and young people in Namibia should find a meaningful career. We see care as a whole task: professional skill, emotional support, tolerance and the ability to stay with people with empathy until the end of their lives.

Our approach

Healthy nutrition and movement in old age run through the whole preparation, because they support health, independence and well-being in later life.

- **Dual model.** Preparation in Namibia, vocational training in Germany under the German training and examination rules.
- **Quality and empathy.** Practical care skills together with social and communication skills.
- **Long-term partnerships.** Continuity with trainees and partner institutions, built on trust.

Why now

At the end of 2023, 5.7 million people in Germany were in need of long-term care [1]. In its trend variant, the Federal Statistical Office projects a gap of about 280,000 care workers in 2049 [2].

In Namibia, youth unemployment (ages 15 to 34) was about 44 percent in 2023 under the official definition. Counting people who are available for work but have stopped looking, 54.8 percent of working-age Namibians were unemployed or outside the labour force [3].

The training

From 1 January 2027, the German Pflegefachassistenzgesetz sets one nationwide, generalist care assistant training. It takes 18 months full time, combines classes at a nursing school with practical training at the employer, and is paid from the first month [4]. It replaces the previous state-level assistant and helper trainings. In the public sector, the TVAöD-Pflege sets the allowance for assistant trainees at 1,365.24 euros a month in the first year since 1 May 2026 [5]. Our trainees start on 1 August 2027 at the Zollernalb Klinikum. Graduates who want to continue can move on to the three-year training as Pflegefachfrau or Pflegefachmann, with credit for time already trained.

Step 1: Preparation and orientation

Seven to eight months in Namibia before the start in Germany. Participants join from level B1 and reach B2 with the Goethe certificate in speaking, writing, listening and reading, together with care basics, an aptitude check for care work and intercultural skills for living and working in Germany.

Step 2: Training and integration

Participants complete the care assistant training at the Zollernalb Klinikum. We support them and the team on site throughout.

Step 3: Qualification, retention and next steps

After qualifying, graduates work as care assistants, at the clinic, in Namibia or wherever they choose, and can continue with the three-year nursing training. We support the move into work and long-term retention.

Who can apply

- Grade 12 (matric) or the German Abitur
- At least 18 years old
- German at level B1 or higher
- Love of care work, respect for people, and good health for the physical work

What we teach in Namibia

1. Language and culture

- German for care work up to level B2
- Communication, teamwork and routines in German institutions
- Intercultural skills and values in care
- Personal development, ethics and professional attitude

2. Care practice and medicine

- Care basics and aptitude in practice
- Hygiene, infection prevention and patient safety
- Medical aspects of ageing
- Nutrition and movement in old age
- Palliative care

3. Psychology and behaviour

- Psychology of ageing
- Supporting people with challenging behaviour, for example with dementia
- Care settings: outpatient and inpatient
- Teamwork, resilience and self-care

Financing model (pilot phase)

Partner institutions pay for demonstrable training progress. Each service is defined together with its result. Terms are agreed individually and discussed in person.

Before arrival

- Passport and visa, journey and housing organised
- Language, cultural and professional preparation in Namibia, including the Goethe B2 certificate and an aptitude check
- Help with authorities and the first weeks of care work

Result: a good start in the training and the team.

During the training

- Named contact persons throughout the training
- Mentoring on the ward, language and integration support on site
- Regular reviews of progress, social support and conflict prevention

Result: solid practical experience and steady progress.

After qualifying

- Exam preparation, certificate management and feedback
- Support with the move into work
- Help with further qualifications and retention

Result: a successful qualification and a smooth move into employment.

Fair recruitment

Trainees do not pay for their preparation. We cover preparation courses, visa fees and the journey to the accommodation in Germany, and usually the German exam, funded through the partner institution's fees. From the first month of training, the clinic pays the training allowance under the collective agreement. A written agreement covers the preparation period. [Placeholder: what applies if a participant leaves early, after legal review] [Placeholder: position on the seal Faire Anwerbung Pflege Deutschland, decision pending]

What partner institutions gain

- **Transparency.** Every payment is linked to a specific service.
- **Prepared trainees.** German to B2, care basics, aptitude and cultural preparation before arrival.
- **Support that stays.** Named contacts, mentoring and integration help through the whole training.
- **Social responsibility.** A visible commitment to training and to fair international cooperation.

For trainees and their families, the training offers income, independence and a recognised qualification, in Germany or, later, back in Namibia.

We want to strengthen both skill and joy in care work.

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Sources

1. Destatis: 5.7 million people in need of care, press release 18 December 2024. destatis.de
2. Destatis: care workforce projection, trend variant, January 2024. destatis.de
3. Namibia Statistics Agency: 2023 Labour Force Report, published 29 January 2025, as reported by New Era.
4. German Federal Ministry of Health: Pflegefachassistenzeinführungsgesetz, in force from 1 January 2027. bundesgesundheitsministerium.de, checked 20 October 2026
5. TVAöD-Pflege, training pay for § 1(1)(c) trainees from 1 May 2026. oeffentlichen-dienst.de, checked 20 October 2026