



**I.Ref.SoS**



*This project is co-funded by the European Union*

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<i>Project title:</i>	Innovative Response for Facilitating Young Refugees Social Support
<i>Project acronym:</i>	I.Ref.SoS
<i>Project no:</i>	2017-2-EL02-KA205-003219
<i>Relevant IO Title:</i>	Multiplier Event, E7 – The I.Ref.SoS project results and the integration into German system  02 September 2019 in Berlin (DE)
<i>Sub-Title:</i>	World Café - Labour Market and Workplace Integration of Refugees and Migrants
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## Multiplier Event Report

### The I.Ref.SoS project results and the integration into German system

World Café Labour Market and Workplace Integration of Refugees and Migrants

02. September 2019, Colonia Nova, Thiemannstraße 1, 12059 Berlin

## Agenda

<b>AB 14:30</b>	Registrierung der Teilnehmerinnen und Teilnehmer und Zeit zur Vernetzung
<b>15:00</b>	Begrüßung der Gäste  (Katja Kalusch, DEKRA SE)
	Innovative Maßnahmen zur Förderung der sozialen Unterstützung junger Geflüchteter (I.ReF.SoS)  (Katja Kalusch, DEKRA SE)
	Integration am Arbeitsplatz (MaWIC)  (Dr. des. Lisa Marie Lorenz, DEKRA SE)
	Netzwerk Unternehmen integrieren Flüchtlinge – Beispiele aus der Praxis  (Ellen Boettcher, NUiF)
	<b>World Café</b>
	Zeit zur Vernetzung
<b>18:00</b>	Ende der Veranstaltung

The integration of refugees and migrants into the labour market and later on at the workplace was the subject of the second Multiplier Event (E7) conducted by DEKRA SE, Service Division Training on 2 September 2019 in Berlin at Colonia Nova, Thiemannstraße 1, 12059 Berlin.

27 local participants from public bodies, Universities, NGOs, refugees and migrant information centers as well as companies took part in the workshop. They shared experiences, discussed questions and requirements, identified problems and developed ideas for further activities in the field of refugees and migrants labour market integration.



The multiplier event was divided into two main parts. As input served three presentations around important issues of labour market integration from the early beginning (I.Ref.SoS. project objectives) up to best practice experiences from companies that are highly committed in refugees' integration. Afterwards the workshop provided room for an intensive expert exchange.



The event started with the presentation of the I.Ref.SoS project, its partners, activities and outputs. (IO 1 to IO 7). At this, great feedback received IO 7 - *Methodology procedure for integration into labour market - Guideline and Recommendations – Germany* which was provided as PDF document to the participants. The benefit of the guideline is their usability in daily life for the refugees, migrants and other stakeholder. A second presentation served as input into the issue

of workplace integration. Against the background that signing a job contract is not the end of the integration process, Dr. des. Lisa Lorenz introduced a training seminar for work place integration coaches and tools for employer's support.

Ms Ellen Boettcher from the *Netzwerk Unternehmen integrieren Flüchtlinge – NuiF* referred about best practice methods of labour market and workplace integration in different companies. She reported about numerous measures provided by companies to support refugees and migrants in the integration process. This can begin by looking for an accommodation up to support for preparation for examination. The presentations were the kick off and inspirations for lively discussions during the workshop.

## World Café Labour Market and Workplace Integration of Refugees and Migrants

We choose the World Café method as format for the workshop since it provides best possible room for discussions on different issues and the opportunity for networking activities amongst the participants.

The participants discussed at six tables in six rounds of 15 minutes the following questions:

1. **Integration with concepts:** Where do you see the need for support of foreign professionals in their integration into the workplace?
2. **Integration through communication:** We understand each other without words. Or not? What linguistic challenges have you faced in working with foreign skilled workers?
3. **Integration from the beginning:** What is the successful integration of young refugees? What special support do young refugees need in integrating into the education and training system?
4. **Integration with women's power:** "Problem case" - woman? Are there differences in integration between women and men who have fled and those who have migrated? What experience do you have with the integration of women into working life?
5. **Integration – but fair!** How is fair integration into “Good Work” possible? What framework conditions are necessary for the integration of refugees and migrants in work and education to fair conditions?
6. **Integration with options?** Is a track change between an asylum application and an application for work migration possible? - What obstacles did you encounter in the labour market with regard to residence law?



After each round the participants changed the table so that everyone had the chance to participate in all discussions. Thus different expert points of view found the way into it. The discussions comprised a wide range of topics that stakeholder deal with in their daily work. Hence, the opportunity for exchange of good practice, identifying further fields of activity as well as possible cooperation amongst the stakeholder provided an added value for the participants.



To provide access also to interested persons in the field of labour market integration of refugees and migrants, the results of the workshop will be published in a brochure.

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## Summary

The I.Ref.SoS multiplier event (E7) *World Café Labour Market and Workplace Integration of Refugees and Migrants* in Berlin with 27 participants was a great success. DEKRA SE disseminated all project activities and results and received good feedback. Moreover, the workshop gave the stakeholder in the field of labour market integration the opportunity for an expert exchange. The numerous requests for the Integration Guideline (IO7) and the good feedback in the evaluation reflect the success of the workshop.

## List of organisations participated in the Multiplier Event:

1. DEKRA SE, Service Division Training (Lead Organisation), Stuttgart
2. NuIF, Netzwerk integrieren Flüchtlinge (co-Organiser), Berlin
3. Arrivo Kontaktbüro, Berlin
4. Arrivo Servicebüro, Berlin
5. Kobra, Beratung für Frauen in Berlin, Berlin
6. DGB Bildungswerk, Support Faire Integration, Berlin
7. bridge - Netzwerk für Bleiberecht, Berlin
8. Stadt Bernau bei Berlin, "Arbeitsmarktintegration von Geflüchteten", Bernau
9. Uckermärkischer Bildungsverbund gGmbH, "Arbeitsmarktintegration für Geflüchtete - Vielfalt als Chance"
10. Bürgerzentrum Stadt Eberswalde, Integrationsmanager für Geflüchtete, Eberswalde
11. Stadt Fürstenwalde "Arbeitsmarktintegration von Geflüchteten", Fürstenwalde
12. Diakonisches Werk Berlin-Brandenburgschlesische Oberlausitz e.V.
13. Türöffner e.V. Jobnetzwerk für Geflüchtete, Berlin
14. Caritas-Beratungszentrum, Strausberg
15. Zukunft bauen e.V., Berlin
16. Jobberater für Geflüchtete bei der Gesellschaft für Bildung und Teilhabe mbH, Berlin
17. International HuMan Power (Company), Berlin
18. DaMigra e.V., Berlin
19. bsr Personal, Nachwuchsentwicklung (Company), Berlin
20. Start:haus GmbH (Company), Berlin
21. Geschäftsführer Sapiram UG (Company), Berlin
22. Integrationsbüro Steglitz mit dem Schwerpunkt Bildung, Organisation: Stadtteilzentrum Steglitz e.V.
23. Universität Potsdam „Brückenmaßnahme für Akademikerinnen und Akademiker: Betriebswirtschaft“, Potsdam
24. bbw Akademie für Betriebswirtschaftliche Weiterbildung GmbH





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## Photo documentation





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