



**SOCIAL
INNOVATION
FOR
REFUGEE
INCLUSION**

**16-17 NOVEMBER 2017
CONFERENCE WORKSHOP
Improving the visibility of refugees' skills
SPEAKER POWERPOINTS**



„Labour Market Integration of Refugees in Germany: The Network IQ”

By Alisha Molter

Entwicklungsgesellschaft für berufliche Bildung mbH (Agency for the Development of Professional Education, Germany)



Identity Card of the Network IQ

<u>Date of birth:</u>	2005
<u>Initiator:</u>	<i>Federal Ministry of Labour and Social Affairs</i>
<u>Current Steering Partners:</u>	<i>Federal Ministry of Labour and Social Affairs</i> as main donor, with co-financing by the <i>European Social Fund (ESF)</i> <i>Federal Ministry of Education and Research</i> and <i>Federal Employment Agency</i> as central strategic partners <i>Federal Office for Migration and Refugees</i> as granting authority
<u>Occupation:</u>	Improving the labour market integration of adult (over 25 years) migrants

Structure of the Network IQ in the phase 2015-2018

16 regional networks with regional coordination offices

Regional Networks consist of several subprojects that pursue the goals of the Network IQ at the local level

There are about 400 subprojects

5 Competence Centers and 1 coordination project (federal level)



Legal framework for recognition of professional qualifications*

FEDERAL RECOGNITION ACT

- effective since 2012
- applies to about 600 occupations under federal law

Improvements:

Legal entitlement to the procedure

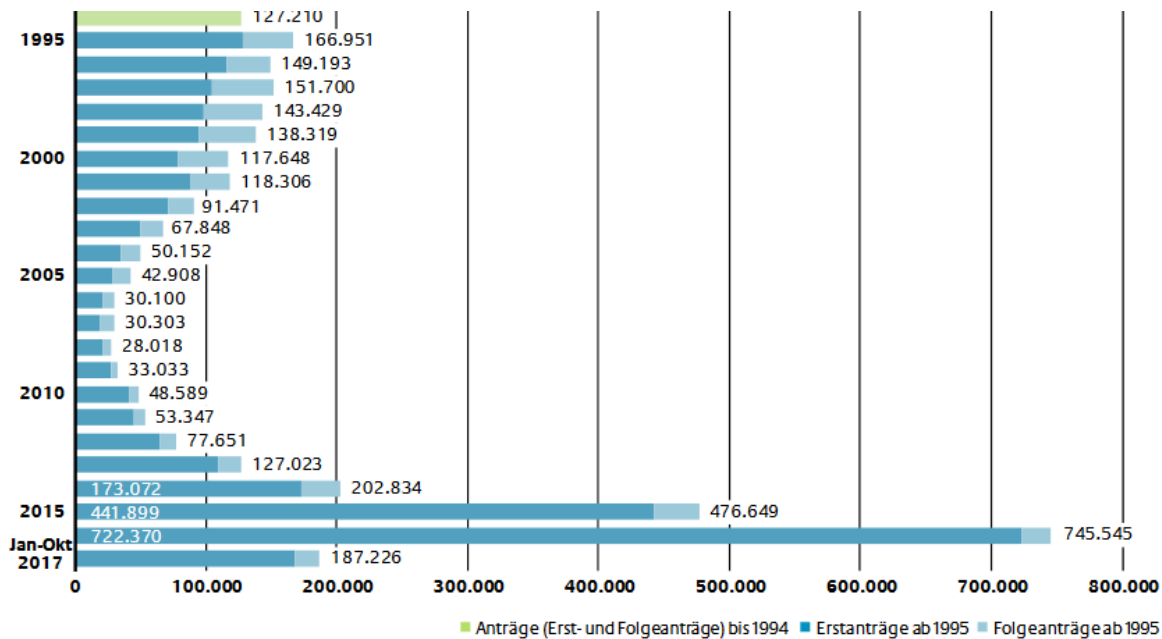
Uniform criteria and procedures

In the event of missing/insufficient documentation: “Qualification analysis”

FEDERAL STATE RECOGNITION LAWS

- Apply to occupations under federal state law (varying area of application)
- Aligned with the federal government's Recognition Act

Refugees and asylum seekers in Germany*



Second most important immigration country after the U.S.

1/3: from EU; 1/3 European from outside EU; 1/3 from outside Europe

Since 2015: approx. 1.3m persons applied for asylum

*Sources: Federal Office for Statistics (Destatis), Persons with a Migration Background/Mikrozensus 2016; Organisation for Economic Co-operation and Development (OECD): International Migration Outlook 2014; Federal Office for Migration and Refugees (BAMF), Aktuelle Zahlen zu Asyl (06/2017)

Challenge : Heterogenic group of Asylum Seekers:*

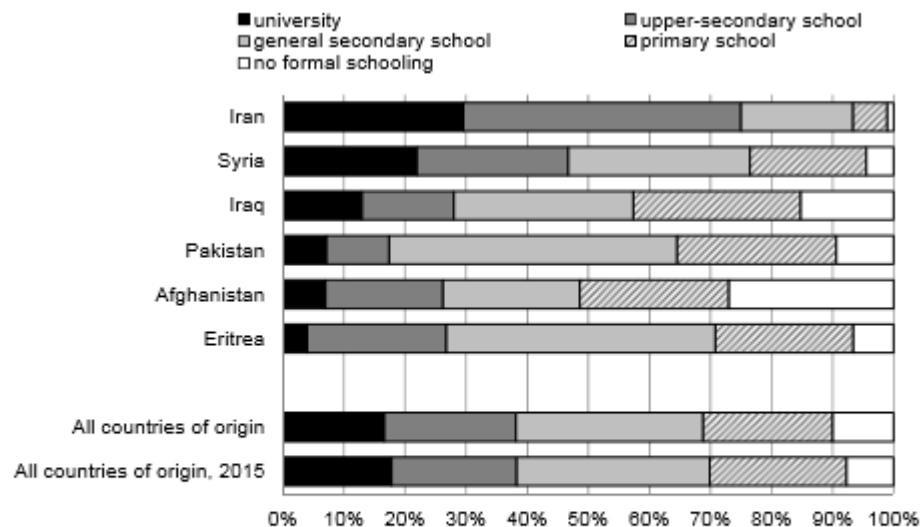
Age: >70 % of the new asylum applicants <30 yrs.

About 485.000 asylum seekers are of working age

25% of the adults: higher education or finished VET

27% of the adults was self-employed; 73% has work experience

9% of asylum seekers who entered Germany since 2014: currently working /doing internships



Note: Non-responses (about 20%) were excluded.

Source: Data from Rich (2016) and Neske and Rich (2016) based on BAMF data.

* Sources: IQ Competence Center for Immigration: Profile der Neuzuwanderung 2016; IAB: Kurzbericht 24/2016; OECD „Finding Their Way: Labour Market Integration of Refugees in Germany“, March 2017.

Qualification analysis: Prototyping Transfer

- for foreigners who **have** a professional or vocational qualification but cannot submit all the required documentation
- Supported by German Federal Ministry of Education and research and the Federal Institute for Vocational Education and Training BIBB.
- a practical way to demonstrate professional knowledge, skills and competences for example via a work sample, an interview and/or a work test in a company.
- Practitioners commissioned by the responsible authority or chamber conduct the qualifications analysis.
- Challenge: time consuming and expensive method

Skills assessment procedures in IQ: Example Brandenburg

- multi-day competence assessment process
 - capture the informal, non-formal (and formal) competences systematically:
 - practical trials of skills and capabilities in workshops/ companies, and plans to involve Chambers and enterprises in the implementation process.
- competency-based counselling, Skills assessment, interview, IT test, tests in workshops if necessary

From Early Intervention to ValiKom : assessment of non-formal or informal skills

Early Intervention (Federal Employment Agency):

- Profiling of refugees to integrate them into language courses and work
- Intervention in refugee houses with translators

ValiKom:

- people who acquired vocational skills and knowledge during their working life, but are not able to prove these acquired skills with a formal document
- the German Confederation of Skilled Crafts (DHKT) and the German Chambers of Commerce and Industry (DIHK) have initiated the ValiKom Project, together with the Federal Ministry for Education and Research (BMBF). Until now there have been no generally accepted procedural standards or quality criteria to assess the results of “on-the-job training”.

-

My skills: non formally and informally acquired skills

- A 4 hour online test in a German reference profession (vocational training)
- Contains of questions, video and photos
- In Arabic, Farsi, Turkish, English, Russian and German
- In the Federal Employment Agencies
- From December 2017 on in 8 professions, another 22 professions will follow

Challenges of skill assessment and recognition for refugees and asylum seekers in Germany

- Although inscribed in the recognition Law, many skills evaluations are still in a piloting phase (MySkills, Valicom)
- Relatively rigid demand of documented qualifications by employers, especially in VET-professions
- No standard assessment procedure has been yet established
- Questionable whether this standard will be accepted by employers in saturated (urban) labour markets
- Time-consuming processes of skill assessment – mismatch between quantity of refugees and quality-oriented skill assessment procedures

Thank you for your attention!

More information available at:

www.netzwerk-iq.de

Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales und den Europäischen Sozialfonds gefördert.



In Kooperation mit:





L&D Support International Products

Event of EESC – 2017 Social Innovation for Refugee Inclusion

It's about people, their capabilities and possibilities.

Vision:

*It's about people,
their capabilities and possibilities.*



L&D Support is an international psychological consulting firm that develops innovative solutions.

For over 25 years we have been helping people and organizations with our proprietary behavioral measurement.

We advise companies, institutions and governments on different levels regarding operations, management and strategic human capital.



The measurement is taken by filling in an online questionnaire on a PC, laptop or tablet.

It takes about 40 minutes to fill in the questionnaire and no assistance is needed.

Available languages are for example: Arabic, Bulgarian, Dutch, English, French, German, Italian, Rumanian, Russian, Spanish, Tigran and Turkish.

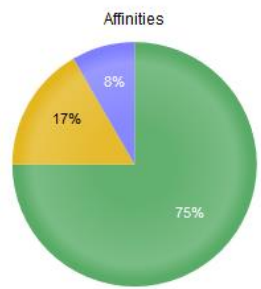
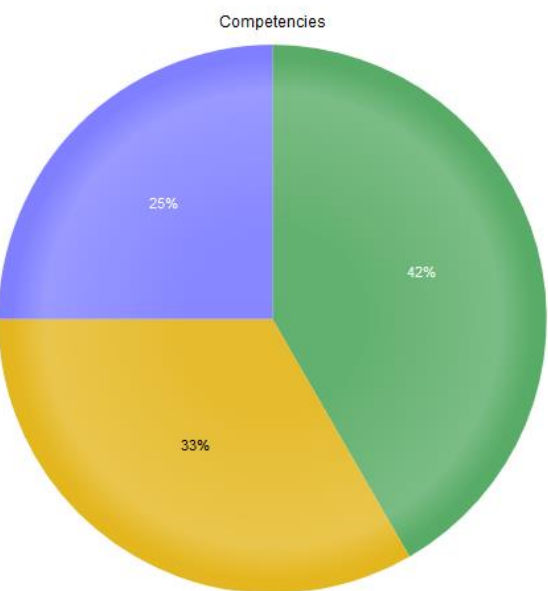
Results are objective, insightful, and valid (foundation independently reviewed using the EFPA review model).

Through our proprietary questionnaire we measure aspects of human behavior. We measure among other things emotional stability, attitudes, cooperative styles, work approach, learning styles, locus of control, and stressors.

Based on behaviors we project competencies and can match likely study, job and occupation fits.



Job matching possible over 500 different occupations, connections with job portals (indeed, monster, etc.) established



Planning and Organizing

Indicator	Description	%
Brings structure focused on results	-	70
Creates structure	Focus attention on: regulating more beforehand and setting out a course	60
Notices disruptions to progress	Light point of development: anticipating chaos and intervening before it is too late	43

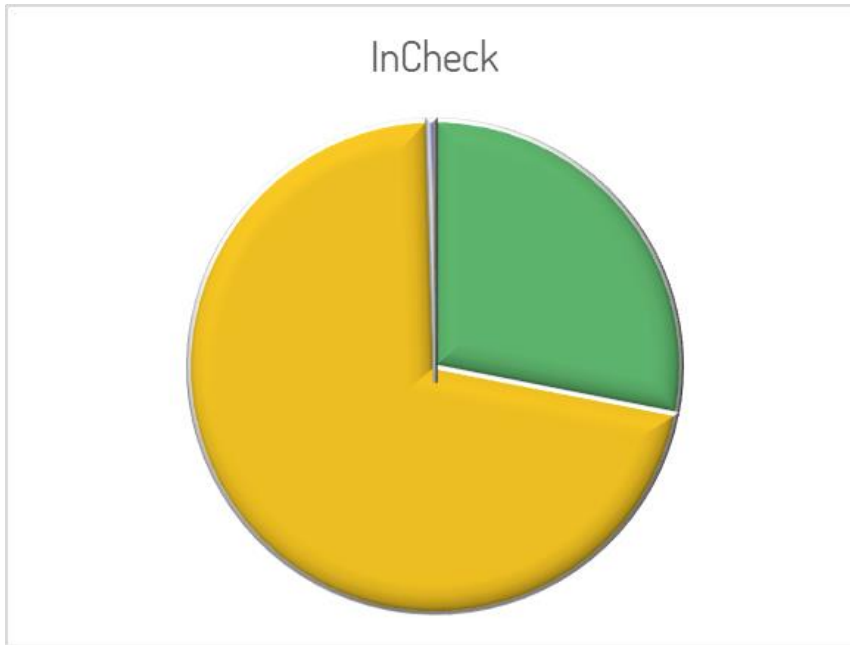
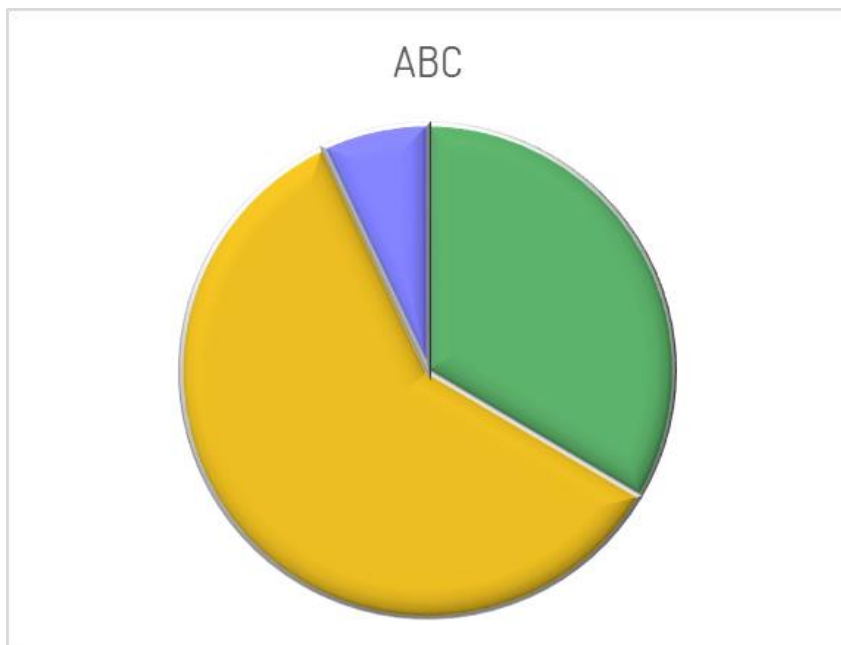
Practical Action

Indicator	Description	%
Is practical and purposeful	-	70
Acts energetically, is able to cope with crisis situations	Focus attention on: showing just that bit more vigor in a crisis	61
Demonstrates resilience	Focus attention on: maintaining resilience	58

Adaptability

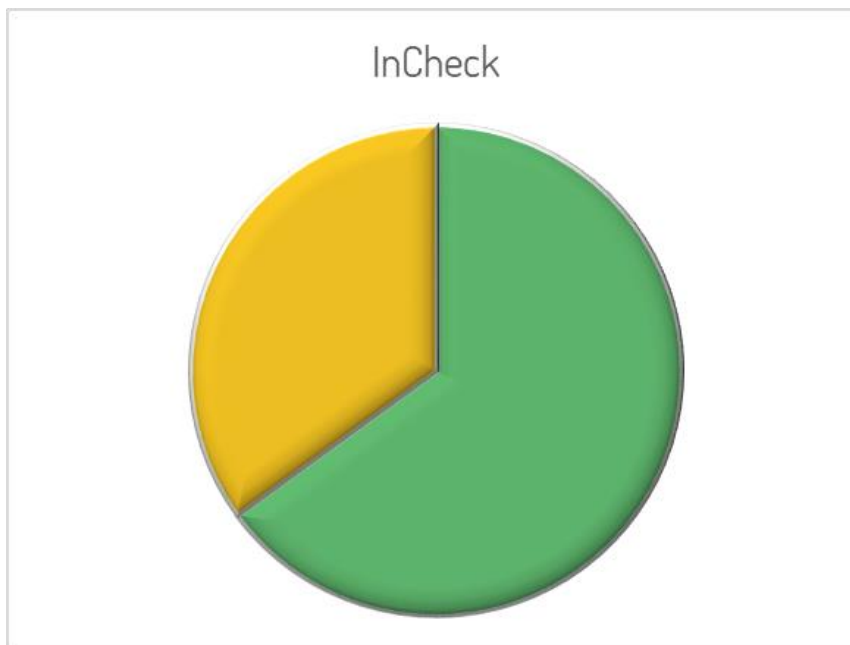
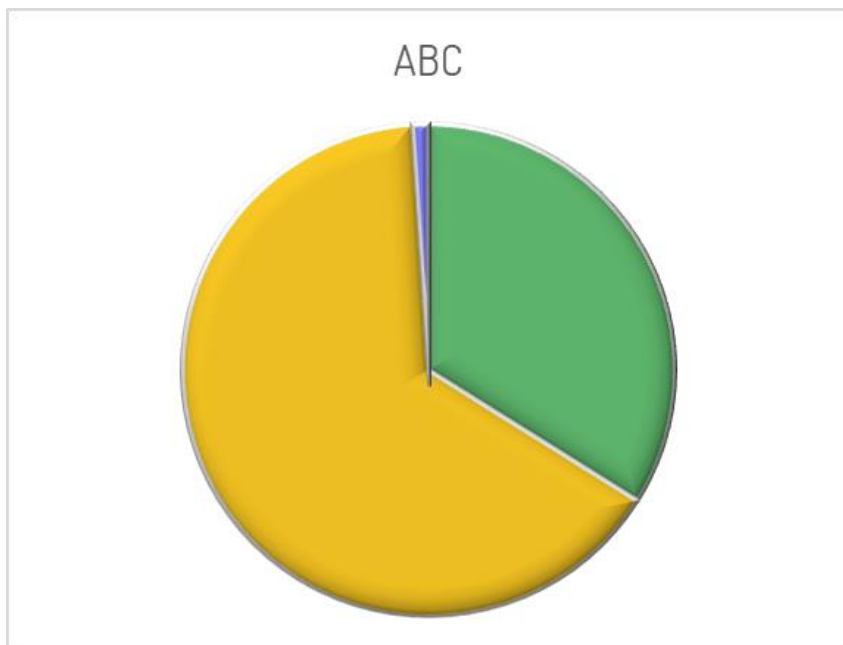
Indicator	Description	%
Continues to function with changed tasks, rules or responsibilities	Focus attention on: adapt to changing tasks, rules or responsibilities	55
Copes well with interpersonal changes at work	Light point of development: Adapt to interpersonal changes	47
Is open for changes in the work environment and adapts to them	Light point of development: Adapt to the changes of the (working) environment	40

Emotional stability / resilience

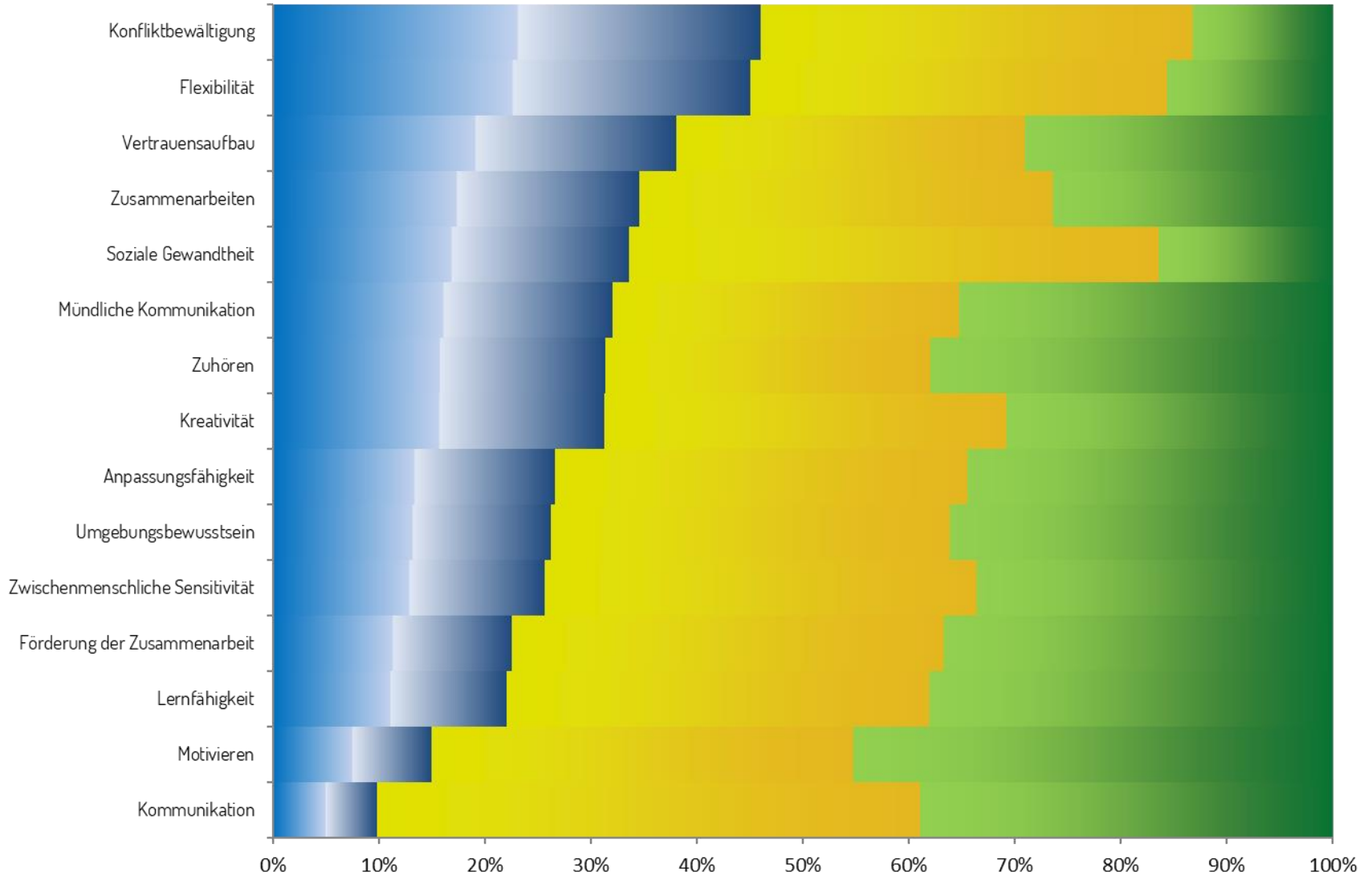


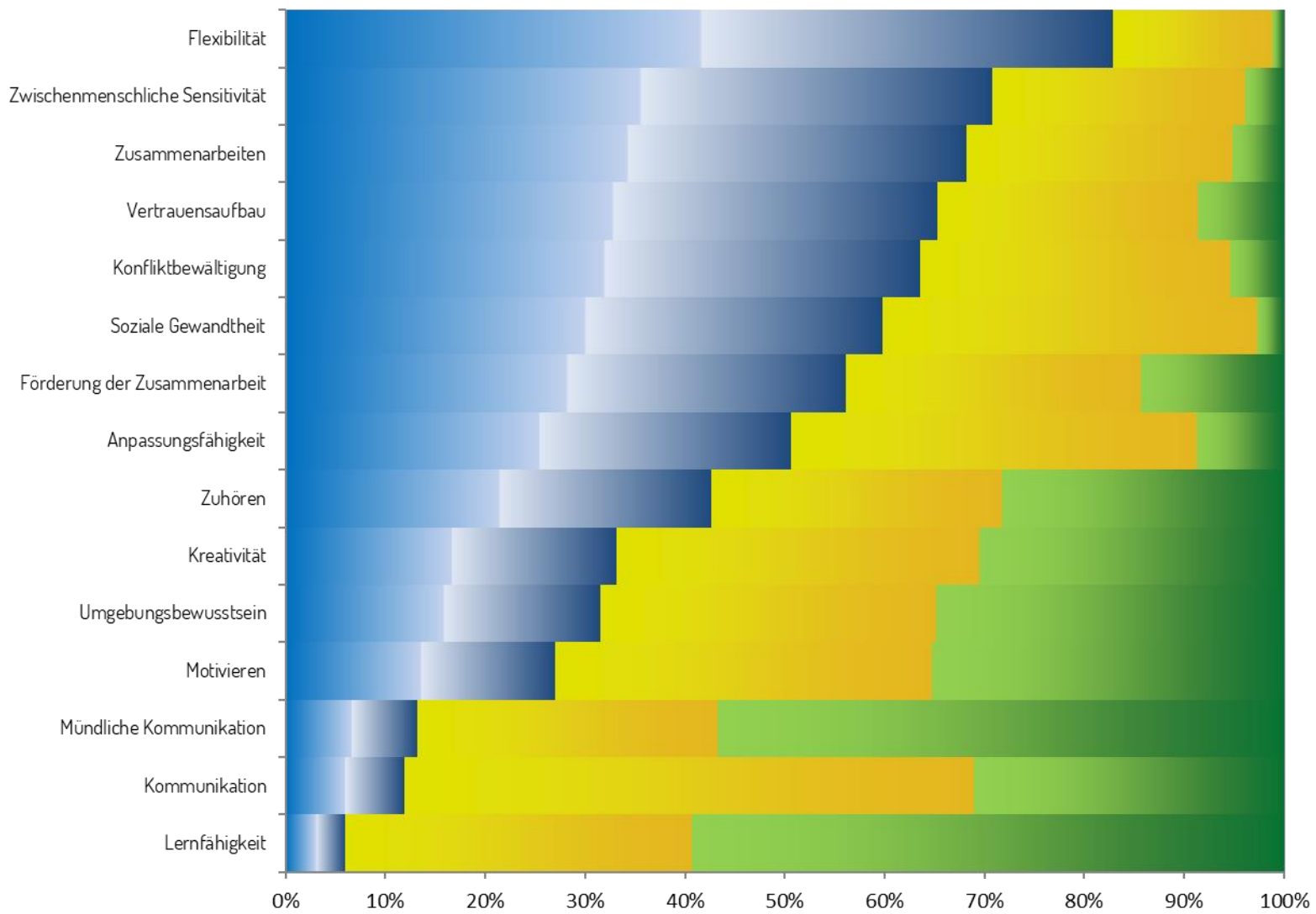
Group	Strong	Average	Weak
Long term unemployed	33,5%	59,5%	7,0%
Refugees	28,1%	71,5%	0,4%

Willingness to change

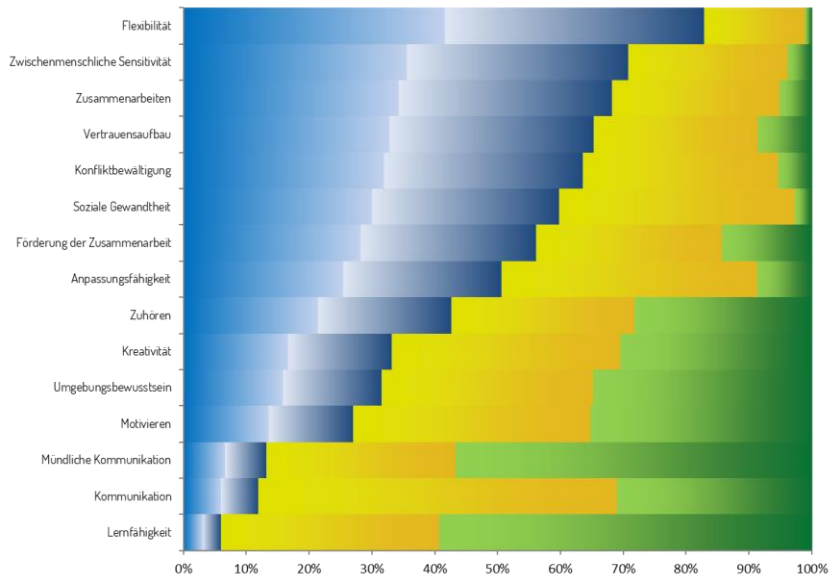


Group	Strong	Average	Weak
Long term unemployed	33,9%	65,1%	1,0%
Refugees	65,0%	35,0%	0,0%



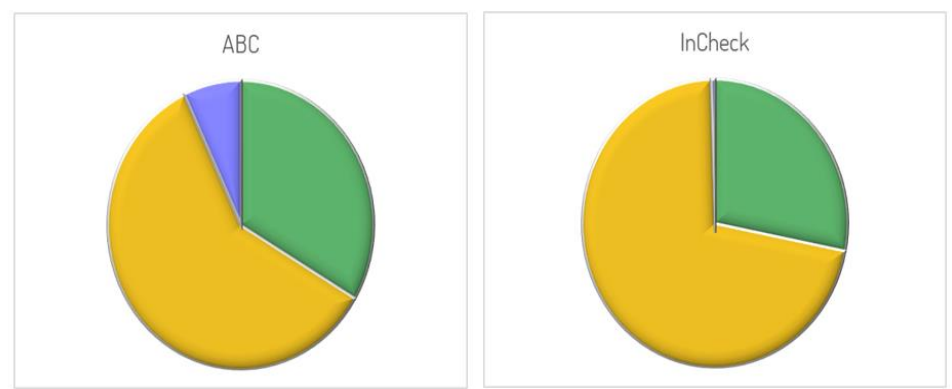


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Emotional stability / resilience





Thank you for your attention

Event of EESC – 2017 Social Innovation for Refugee Inclusion

It's about people, their capabilities and possibilities.



ACTION EMPLOI RÉFUGIÉS

CONNECTING REFUGEES &
EMPLOYERS



A VERY NORMAL CV





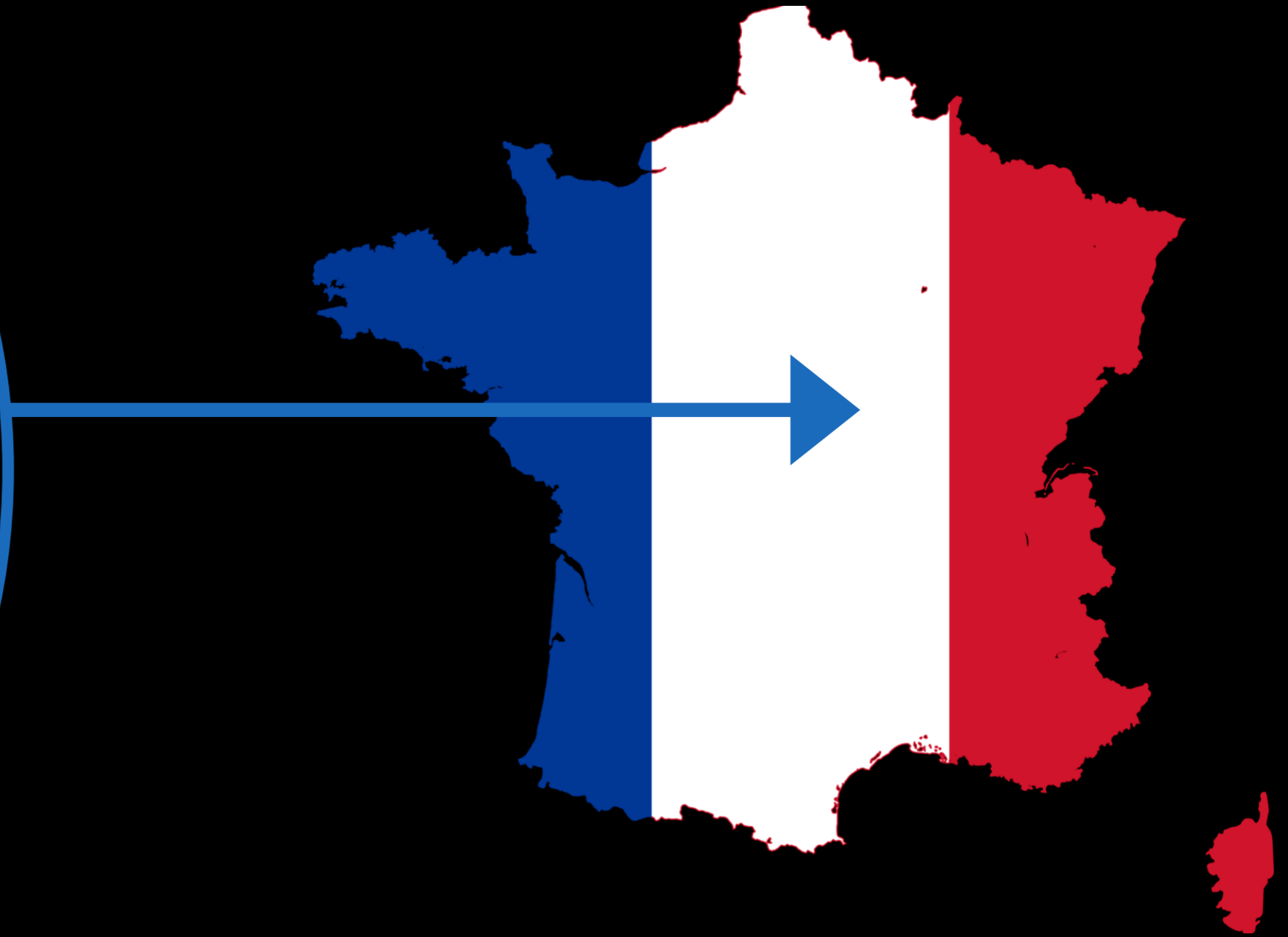
AN EQUATION THAT WORKS

TALENT

MOTIVATION

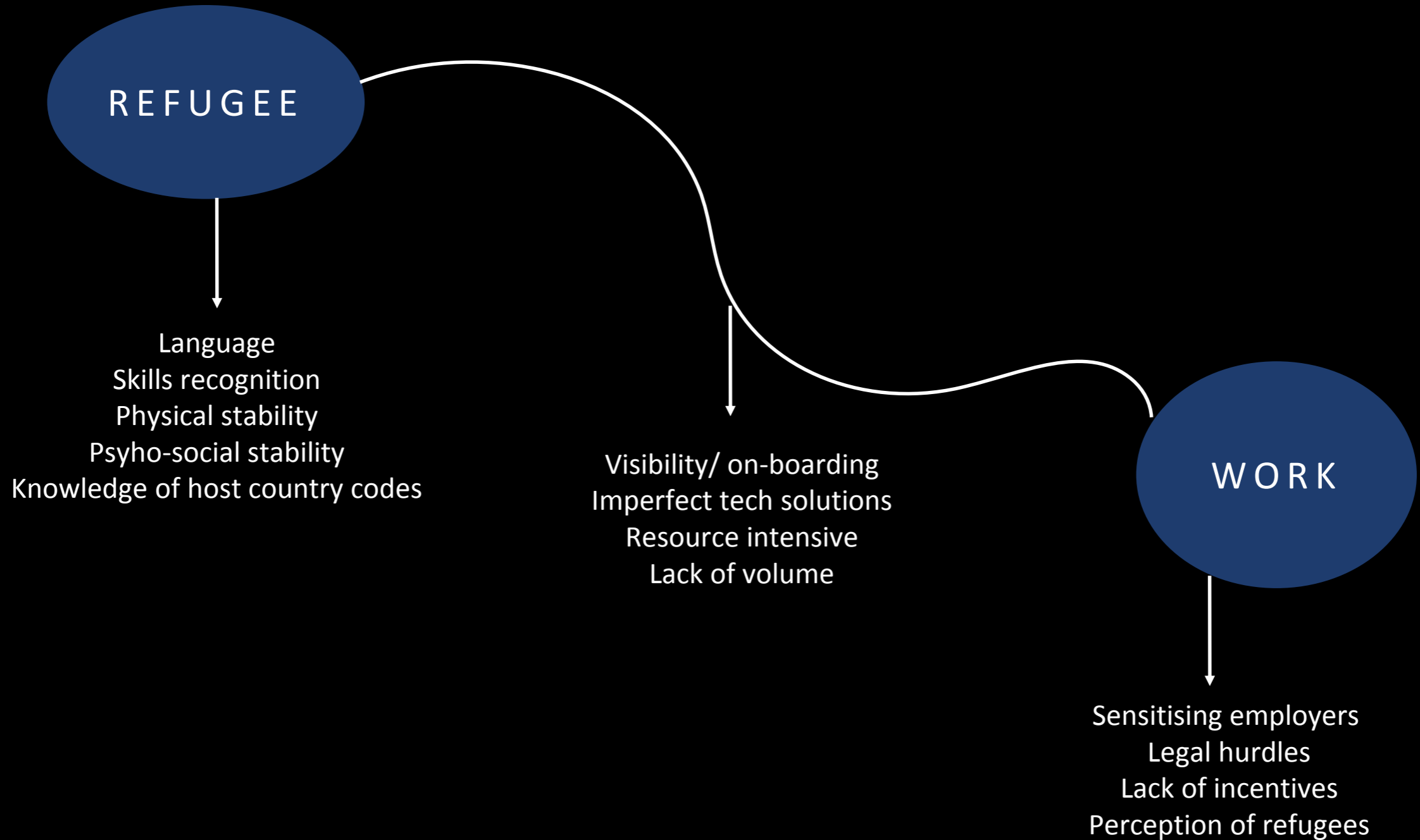
SAVOIR FAIRE

ADAPTIBILITY





THE CHALLENGES: MATCHING

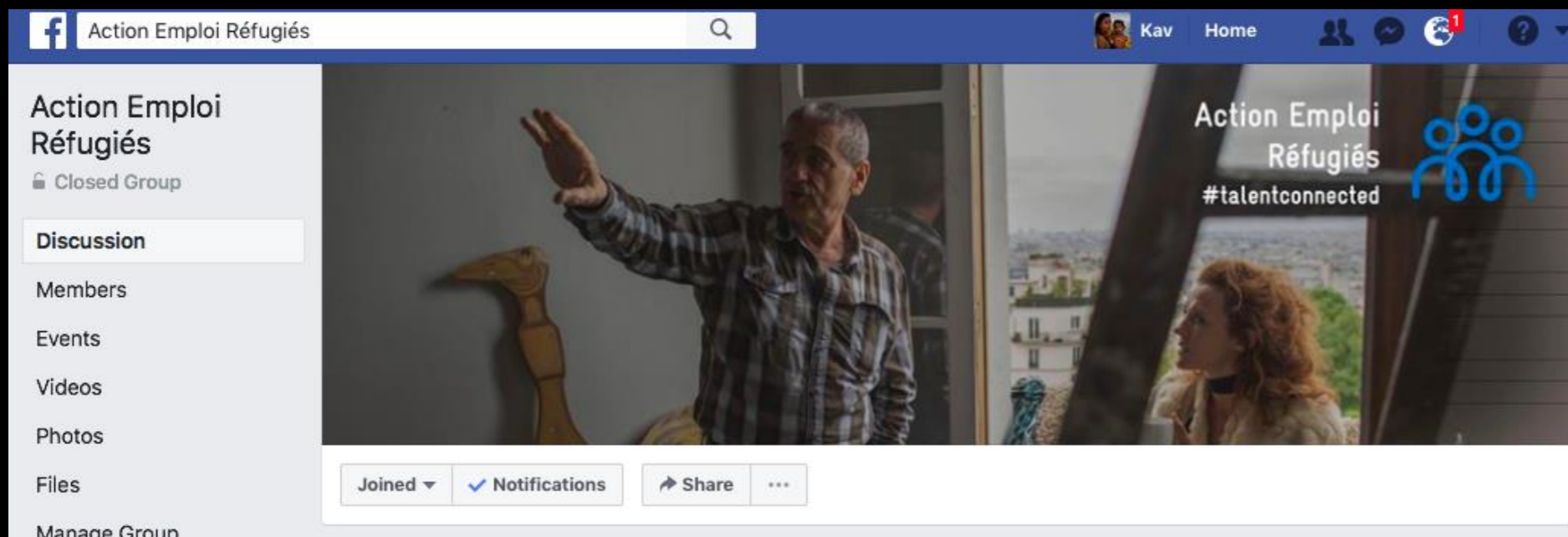




THREE SOLUTIONS: BEEKEEPER

JOBS BOARD

INDIVIDUALS LOOKING FOR ONE-OFF
SHORT TERM MISSIONS OR SERVICES





THREE SOLUTIONS: SECRETARY

MATCHING SITE

LONGER TERM CONTRACTS OFFERED BY SMEs & CORPORATES

The screenshot shows the homepage of the Action Emploi Réfugiés website. The header includes the logo, navigation links for 'RECHERCHER DES OFFRES', 'EN SAVOIR PLUS', and 'OUTIL CV', and buttons for 'RECRUTEUR' and 'CANDIDAT'. Below the header is a banner with the text 'UNE PLATE-FORME DE RAPPROCHEMENT ENTRE RÉFUGIÉS ET EMPLOYEURS EN FRANCE' overlaid on a collage of photos showing diverse people. At the bottom, there is a search bar with the placeholder text 'Quel emploi recherchez-vous?', a location field with 'Où?', and a 'RECHERCHER' button.

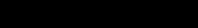
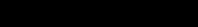


THE CHALLENGES: GENERAL

Geographic mis-match between where refugees live and areas where there is a high demand for labour



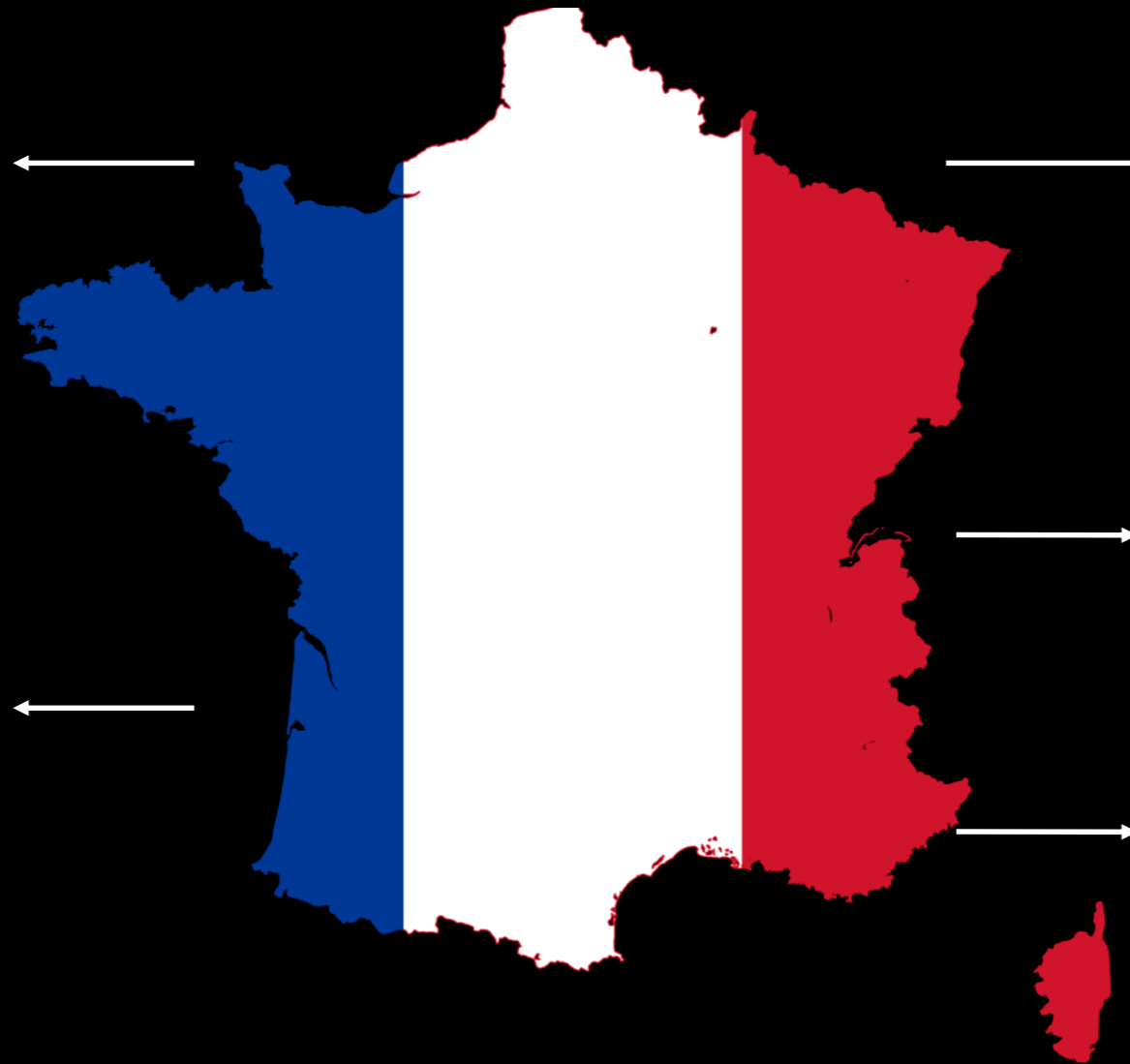
Dispersal focus on available housing not skills and job opportunities



Immigration and employment are both politically charged issues

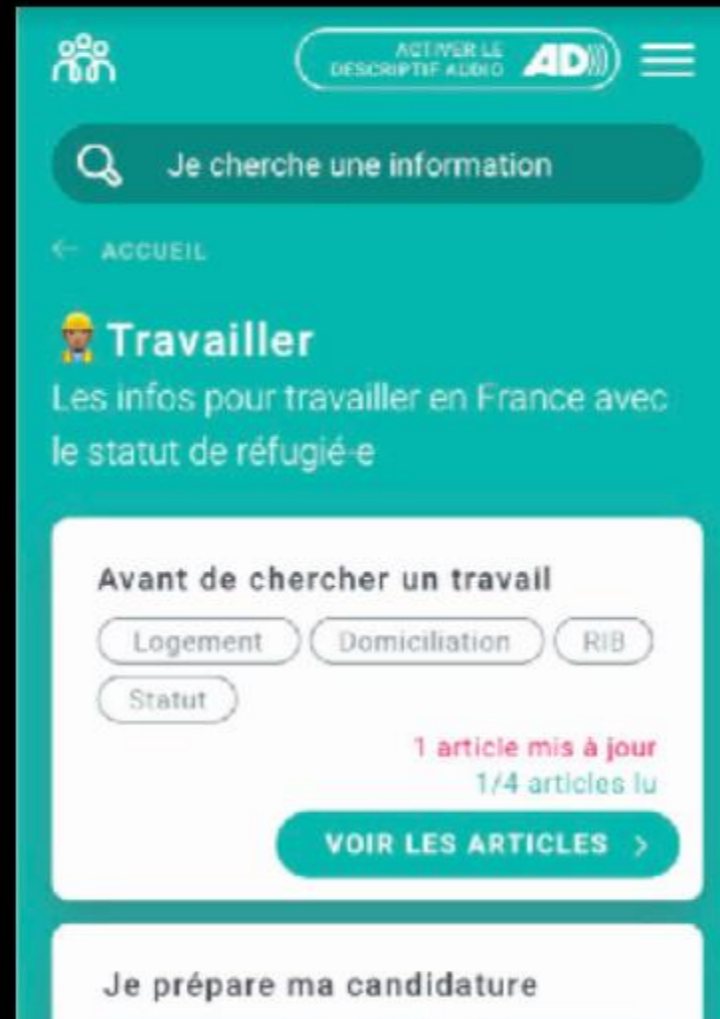
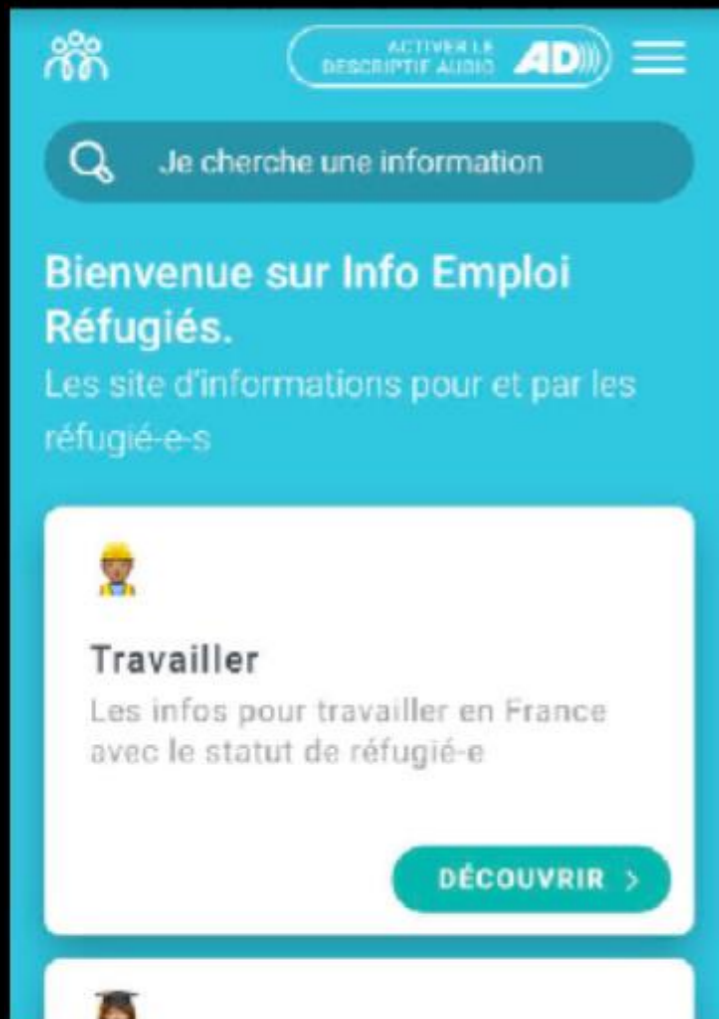
70% jobs in France are in the hidden market and refugees rarely have access to these

Lack of information on refugees in general: right to work and skills





INFO EMPLOI RÉFUGIÉS





CHANGING THE DIALOGUE

ACTION EMPLOI RÉFUGIÉS,
*en partenariat avec la Mairie de Paris et
le Haut Commissariat des Nations Unies pour les Réfugiés
présente :*

TALENTS EN EXIL *Réfugiés à Paris*

Photographies de
Benjamin Loyseau

Parvis
de l'Hôtel de Ville
du 20 au
30 juin 2016

Place
de la République
du 1er au
30 juillet 2016

et ailleurs,
autour de Paris
du 1er au
31 août 2016

MR. QUAN *Restaurateur*

Vietnamien, réfugié en France depuis 1976



© Benjamin Loyseau

“

Au Vietnam, j'étais professeur de philosophie avant que les communistes n'arrivent et me mettent en prison. Quand je suis arrivé ici, j'ai travaillé jour et nuit et épargné assez d'argent pour ouvrir mon premier restaurant. La première semaine ici, il n'y avait que des vieux mais un jour, trois étudiants sont venus boire trois verres de Sauvignon. Ils ont payé un franc cinquante chacun. Le lendemain, cinquante étudiants sont venus. Le lieu n'a jamais été rempli depuis.

Aujourd'hui, après trente ans que je suis au même endroit, je suis devenu une institution dans le quartier. Je ne sors presque jamais de ce coin. Pour moi, Paris, la France, c'est mon quartier, mes clients. J'ai été naturalisé français et je donne des cours de philosophie en servant les cafés.

”

Action Emploi
Réfugiés
#talentconnecté





TEAM AND CONTACT



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