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Barcamp: Integration of people with flight and migration
background into our working world: Opportunities -
Achievements - New paths?



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Preface

The waves of refugees' images in recent years touch and have long since arrived in European reality rather than just being part of the media transmission. In almost every German school are children with a refugee background and the families' as well as the many individuals' integration can be understood as a task for society as a whole. According to the Federal Ministry of the Interior, "successful integration (...) means feeling part of a community. It means developing a common understanding of how to live together in society. Immigration can therefore only succeed as a mutual process." Understanding oneself as part of a society means not only language acquisition, understanding of cultural differences, but also the possibility to build up one's own existence and to have arrived in the labour market.

On 12th March 2020, stakeholders from the public and private sectors as well as volunteers and people with a refugee or migration background met at Ostpol in Offenbach. As a collaborative initiative of KIZ SINNOVA gGmbH, RIAC, The Human Safety Net of Generali Deutschland AG and M-UP, a barcamp had been organized on the subject of "Integration of people with a flight and migration background into our working environment: Opportunities - Achievements - Challenges - New Paths?" All those who have been working in or who have been affected by the important field of integration were cordially invited to share their experiences and knowledge as well as to network for tackling future challenges.

After a round of introduction during which everyone had named their three most important concerns in form of a hashtag presentation, the group of around 50 people worked together to draw up the agenda for the day. The participants became event shapers for the entire day and brought together concrete questions and practical challenges for further discussion. As a result, parallel sessions were attended in which the respective idea provider gave a short presentation in order to exchange ideas with the interested group afterwards. An assistant accompanied and documented this lively exchange for the Gallery Walk and the results' presentation to a large group in the afternoon. In addition to the essential element of the participants' social and professional networking, it was thus possible to discuss a variety of concrete measures in a short time, to have a look at issues directly with important parties involved and to exchange knowledge and experience.

The barcamp at Ostpol was considered a great success by all participants. Not only were all perspectives listened to, but there was also a purposeful, question-answering exchange at eye level. The focus was on people; major strategic problems were discussed in a solution and practice-oriented manner. The feedback that such an event should take place much more frequently at regular intervals speaks for itself and the findings are taken into practice and resonate individually and structurally. Integration as a moving, living construct that is constantly evolving can only be made possible through the contribution of people. The barcamp created space for this and insights that existing potential should be used, completed by valuable subjective additions and that common experiences, the understanding of diversity and openness will enable integration also in the labour market.

Your KIZ TEAM



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Abstract

How to successfully integrate people with a refugee or migration background into the German labour market? - this extensive question was discussed by organizations, associations, entrepreneurs, affected individuals and volunteers within our barcamp.

Further development of the existing approach to the topic of integration in Germany is necessary. In view of the fact that, on one hand, we are dependent on migration due to demographic change - also with regard to the shortage of skilled workers and future pension payments - and, on the other hand, further waves of people seeking refuge are imminent, we must pause, gather experience, reflect, learn and optimise.

Inclusion measures such as mentoring and assistance programmes, difficulties such as language barriers and misunderstood expectations regarding job descriptions, as well as learning effects for society as a whole in order to meet upcoming challenges were part of the content of the ten sessions that took place. The sessions' consensus was the common will to simplify integration by understanding the problems of the parties involved, by networking and learning from one another.

Learning the German language is the most obvious challenge and at the same time a prerequisite for the sustainable development of a professional existence. This becomes clear already during the application process for a training position and with regard to the Chamber of Industry and Commerce's examination questions. Furthermore, in many professions, dealing with colleagues and customers is easier if German language skills are available. How, however, can one provide support at this point? Mentoring, sponsorships or assistance programmes are conceivable approaches that can build cultural, integrative and linguistic bridges. In the role of employers, colleagues and in the private environment, these friendly and structured relationships can mutually promote understanding for diversity, social competence and encounters at eye level. Particularly with regard to the integration of women with a migration background, whose cultural traditions are often far away from domestic ideas, tact and understanding are essential for both sides and especially sustainable when looking at the next generation of immigrants.

In the context of society as a whole, a large number of such programmes and participants result in a far-reaching and ongoing rethinking. Especially in terms of dealing with diversity on the labour market, added value can be drawn from supposed difficulties through reciprocal understanding. Both the recognition of personnel development potential by the employer and the increase in motivation of the integrated employee can be examples for this. Moreover, the wish lingers on, that Germany should learn from its experience and develop further. The barcamp participants expressed their for cooperation between existing players and international events that give those affected a voice and take a look at all perspectives in order to be prepared for upcoming challenges. We already have various positive and negative insights and can jointly optimize integration in Germany, avoid parallel structures and recognize and utilize the beauty and added value of diversity.

The sessions in detail

Linguistic simplification of the Chamber of Industry and Commerce's examination questions

The introduction was a very exciting session on the topic of "Linguistic simplification of the Chamber of Industry and Commerce's examination questions" in which Eva Hoerner (volunteer) gave a practical presentation on the difficulties of Chamber of Industry and Commerce's (CCI) test wordings and distributed an example of a simplification suggestion to the participants. As CCI representative, Jana Kühnl explained the challenges of such a simplification proposal by referring to the indispensable proper legal formulation.

Indispensable proper legal formulation

In addition to clarity - in order to avoid legally enforceable interpretations - the correct technical terms must be granted and a committee of lawyers, practitioners, linguists and representatives of the CCI would already be consulted for simplification. In the following discussion, the necessity of the German language in technical professions was discussed and it was emphasized that good to very good German language skills are a prerequisite, especially in the safety sector, when working on machines and in customer contact.

Especially in the safety area, when working on machines and in contact with customers, good to very good German language skills must be a prerequisite

The examination questions' revision was primarily requested by those who assist in the preparation process. At this point it was argued that even native speakers are aware of comprehension problems with regard to the examination questions as well as the teaching material. An idea was that one should basically think about simplification such as avoiding double negations and active formulations. Since teaching material is written by independent publishers and the 79 Chambers of Industry

and Commerce have no umbrella organisation and therefore must each send separate proposals for change, it will be difficult to find an easy solution. Nevertheless, Jana Kühnl promised to take the impulses from practice to the next CCI meeting and passed on a contact person for more concrete questions to interested parties.

Simplification such as avoiding double negation and active wording in audit questions are worth considering

Accelerated integration at work

In her session, Sabine Zühlke-Storbeck (KIZ Sinnova) reported on the programme "Accelerated Integration at Work", which offers subject-related language courses, integration courses, support and specialist training for people with a migration background over a period of twelve weeks. Challenges that were addressed were the decreasing motivation, which in their experience results from the fact that participants want to earn money more quickly or want to pursue good professions without training. In the lively discussion, the relationship between reality and the expectations of refugees was discussed. Successful integration into a company often requires a lot of personal commitment from the employer. Refugees are excited at the beginning, he said, but the enthusiasm quickly fades in the reality of everyday life. Some

Necessity of honest communication towards employers and refugees and adequate guidance

companies therefore decline when thinking about the recruitment of refugees. Hence it would be important to communicate honestly with employers and refugees as well as to accompany them. Many people with a refugee background do not consider training in a profession to be of high quality or it takes too long for them; also, because there is pressure from home to earn money. It is important to be able to take up and keep a job, to be allowed to develop further and to be shown practically and realistically in advance, what awaits the individual. In the long term, role models could increase motivation.

Mentoring systems - Development of soft skills

The topics "Mentoring systems - development of soft skills" and "Shared experiences - assistance as

A person who accompanies professionally or privately as a mentor or godfather and builds up a bond provides support on all levels (linguistic, integrative, cultural) and at the same time develops personally.

professional support on the way into the labour market" were developed in one room. Jörg Schoolmann reported on the requirements and success factors of mentoring programmes. These include the need for a programme coordinator (mentoring manager) who is responsible for the selection, training, support and monitoring of the mentor-mentee relationship in order to promote the opportunities arising from mentoring (reverse mentoring - learning in both directions, language acquisition / new culture / self-employment or a path into the working world). He also outlined the limits of mentoring (addiction issues, trauma support), the importance of soft skills and the non-directive approach to communication.

According to Jörg Schoolmann, the core of mentoring is the shared experience and the building of trust between mentor and mentee. At this point Ibrahim Özcan, who, due to his own refugee background, reported on the difficulties of labour market integration with insufficient knowledge of the German language, suggested an assistance system for professional integration into the labour market.

Both had the common idea that shared experiences - in a mentor-mentee relationship, in learning languages as well as through professional assistance of migrant employees' that shall be integrated into the labour market – lead to great added value. "Learning on stock" only works to a limited extent; a person who accompanies professionally or privately e.g. as a mentor creates a bond which provides support at all levels (linguistically, in an integrative manner, culturally) and at the same time develops personally.

Exchange of experience: Development and implementation of a mentoring project for fled/emigrated founders

On the topic of "Exchange of experience: Development and implementation of a mentoring project for fled/emigrated founders", Jimmie Schlemmer shared his insights from the establishment of the program for fled founders in Berlin and Brandenburg "Start-Up Your Future". According to Jimmie Schlemmer, mentoring promotes social integration and skills, brings people together individually and at eye level. Challenges such as constantly keeping up motivation on the mentees' side, addressing target groups, creating full-time structures for setting up and maintaining a mentoring program, financing and follow-up financing of well-running projects such as "Start-Up Your Future" and measuring the success of these programs are faced by program managers in this area. The acquisition of mentors takes a lot of time; the perfect mentor is sincere, open, compassionate and can get involved on a very personal level; in the last two years there have been significantly more women interested in starting a business in this program and the arrival process as well as the infrastructure has changed - Jimmie Schlemmer summarized all these insights in an interesting conversation and encouraged the development of a similar project in which he would be available for consultation.

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Learning to deal with people better (focus on women)

Salvatore La Carrubba proposed the topic "Learning to deal with people better (focus on women)", as he had identified some challenges when dealing with women in the working world. Key findings were, for example, that outward appearances before qualifications influence the hiring process and that otherness - such as wearing a headscarf - continues to be associated with prejudice. In schools, in court and also in working fields like as a doctor, it is generally not allowed to wear them; any regulations like these, in his opinion, clearly influence the public views. Salvatore La Carrubba said, that the focus was not on the individual, but rather on his or her religious beliefs. In the following discussion, possible solutions were suggested, such as submitting the application documents without a photograph and without stating gender, age, marital status or name; whereas consideration was given to what would remain in this form except for the qualification. Other suggestions such as a new subject on diversity for integration in schools or early discussion in day-care centres were discussed, and how to deal with diversity in the media was also addressed. Finally, the group agreed that German society must and needs to recognize diversity and integration in order to be able to promote a process of change, correspondingly with regard to the working world of women with a migration background.

German society must develop the will to recognise diversity and integration in order to be able to promote a process of change in the working world of women with a migration background.

Integration problems from a female, migrant perspective

Taking up the role of foreign women in our working world, Najma Farooque explained her own experiences with the short lecture on the topic of "Integration problems from a female, migrant perspective" in a very practical way. She understands integration like a race over hurdles for all parties involved (migrants, authorities, etc.) and noted that there is a lack of cultural sensitivity. In addition to the German requirements for integration - such as learning the German language, adapting to cultural differences (like time constraints) and taking into consideration that women in Germany enjoy the same status as men - many women with a migration background encounter additional obstacle in their

If the background is taken into account, with understanding and tact, the integration works better. If you facilitate the integration of the motivated women, you also facilitate the next generation integration.

own community and family. Family structures often prevent women from integrating into the working world, because they do not want to understand or support them, for example, for traditional or religious reasons. In addition to keeping up their household, supporting their family and attempting to integrate culturally and professionally, these women encounter further difficulties, such as having to convince their own community of the importance of learning and practicing a profession to become able to fully integrate in Germany. Here, the dialog raised

the questions about enhanced access to counselling and support services, overcoming fears of entering a new market, the logic of sanctions for women from other cultures facing additional challenges and the approach of how to promote greater understanding on all sides (within families / social / cultural groups and in the authorities).

The final suggestions for a solution were, that official pressure should give way to the demonstration of motivating perspectives, that administrative procedures should be simplified - especially with regard to language -, that the family and cultural hurdles (culture clash) should be taken into account and that the individual view of women's prerequisites should be considered. A successful integration can apply, if all circumstances are taken into account and understanding and tact are present. If the integration of motivated women is made easier, the next generations' integration is also eased.

Experience of integration into the labour market

Alexandra Dita Müller told a very personal story about "Experiences for integration into the labour market". She had moved from Romania to Germany for private reasons and quickly realized that she would not be able to find a qualified job speaking only English. With no knowledge of German at all, she attended an adult education course and worked in a shoe shop, whereupon she became job-seeking. Through a temporary employment agency, she got a chance with Samsung; today - 8 years later - she leads a small team with meanwhile very good German language skills. Looking back, she describes that the first contact points such as the residents' registration office, the citizens' office and local authorities could have provided more extensive advice with information on suitable places to go, in order to take away uncertainties that are mainly caused by language barriers and the unknown structural and cultural conditions. The discussions in the group

Mentors or volunteers as personal patrons who are familiar with cultural and structural conditions, promote potential and live integration

revealed that a system for early and comprehensive information about all offers at the first contact points would be helpful. In this context, it was noted how important an extensive transfer of information (professional, private and school) is for fast, sustainable integration – at best, one works with mentors or volunteers as personal patrons who know the cultural and structural conditions, encourage potential and live integration.

Cooperation for the placement of refugees

Andreas Wolter (Tend Partnership for Refugees) spoke in his working group on the topic of "Cooperation for the Placement of Refugees" and explained that many refugees show sufficient knowledge for the employer and would fall through the given online test due to their lack of German language skills, consequently not achieving placement and would therefore not be integrated at this point. According to him, it would be beneficial to have a system in which the employers' side - as in practice - could get an impression of the applicant by means of various practice-oriented tests and thus be able to allocate suitable jobs. Before the training, a practical orientation would motivate the candidates. Beforehand, company visits can be helpful as they show insights of the professional perspective, reference persons supporting during the training phase up to the final examination and contacts to integrated employees with similar backgrounds are advantageous. If the refugee has already professional education acquired in his home country, the question of transferability and recognition arises. The topic of preparing for a job interview in the company was also discussed within the group. The final conclusion of this round was that the willingness to integrate, both during recruitment and in everyday working life, depends strongly on the attitude of the entrepreneur in the workplace as well as on the intrinsic motivation of the respective applicant. Personnel development potential should be recognized and promoted by the employer.

Personnel development potential should be recognised and promoted by the employer.

What happens to the trained and highly qualified without certified German recognition?

Refugees, some were rejected and their appeals are still pending. Many court decisions are still pending. But these people are already in training and in qualified professions. Good programmes have already been developed on the labour market for refugee youths, but hardly any concepts for integration and the recognition of workers have been developed. A government decision is needed here. During the discussion led by Jasmin-Michaela Pape and Radwan Abram, the desire for more high-quality German courses and according certification opportunities arose, as well as a greater interest in this topic on the part of civil society - this is another way to facilitate integration and language acquisition. The German language is not easy but indispensable for the sustainable development of a professional existence. Furthermore, it was found that additional university degrees are often too expensive for this target group and that there are hardly any funding opportunities here. Possible solutions for the qualified persons' integration into the labour market would be, for example, the possibility of providing tutoring in the field of natural sciences, entering the

The German language is not easy, but indispensable for the sustainable development of a professional existence.

teaching guarantee plus with advanced German language skills (addressing the lack of teachers in Germany) or to contact companies directly in order to obtain a training place. Here, the establishment of an entrepreneurial network for the placement of qualified migrants could provide support.

Germany is learning

Nadine Foerster (ISM Mainz gGmbH) and Marc Ziebula (Social Impact gGmbH) invited to an exchange on the topic "Germany is learning". Considering that we have already experienced one "wave of refugees" and the next one might be imminent, the experience gathered should help us to better

**Increased cooperation
between existing
organisations, more
international events as a
chance to learn from
networks and an open ear
for those affected -
knowledge gathered to
prepare for future**

master future challenges and to use our existing potential. There are outstanding examples that are being highlighted as motivating role models and the knowledge gathered in various associations, institutes, by politicians, employers and volunteers should be bundled and used. Nadine Foerster wants to think further, uncover parallel structures, use synergies and identify possible additions. Intercultural events, increased communication and the idea of involving already integrated migrants in the social tasks for the integration of newcomers are some of her suggestions. Marc Ziebula hopes, that the communication of events will result in tangible cooperation and measurable projects. The discussion emphasized that common goals must be identified

in order to be able to work on conflict solutions. It is important to include immigrants, regardless of their status as refugees or migrants in finding solutions by for example listening to them at events. It was also pointed out, that in some cities and communities, involvement could possibly lead to structural challenges. The groups' conclusion was, that there should be more cooperation between existing organisations, further international events as a chance to learn from networks and listening to those affected, so that the knowledge gained could be used to tackle future difficulties.



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Annex

Invitation

Barcamp: Integration of people with flight and migration background in our working world: Opportunities - achievements - challenges - new paths?

Who: Barcamp of KIZ Sinnova gGmbH, RIAC, The Human Safety Net of Generali Deutschland AG and M-UP

When: Thursday, 12 March 2020, 10:00 - 17:00

Where: Ostpol, Herrmann-Steinhäuser Str. 43-47, Offenbach

You can report on current practices and initiatives for the "integration of refugees and migrants into the labour market"? Have you yourself been a participant in such initiatives or are you a founder with a migration background? Do you employ or train refugees? You want to share your ideas and experiences with representatives from the public and private field of supporters and research institutions? Then you have come to the right place!

Based on the results of the European project RIAC (www.project-riac.eu), which aims to accelerate the integration of refugees into the world of work, the experiences of the founding activities of "The Human Safety Net" (<https://www.thehumansafetynet.org/de/>) and the European project M-UP (<https://emen-up.eu/>), which networks organisations supporting migrants and refugees throughout Europe, this barcamp is intended to provide a space for discussing best practices and experiences, but also for clarifying open questions, tackling challenges and developing joint solutions.

The barcamp format is a form of conference in which the participants initially set their own agenda with the help of a moderator, from which various sessions with different topics are then developed. The focus is on sharing knowledge and profiting from the knowledge of others, networking and learning new points of view. Participants can actively shape the agenda and suggest topics for the individual sessions. At the end, the sessions' results will be presented in a plenary session and a conclusion will be drawn and perspectives will be given.

We invite you to take part in the transfer of knowledge and the development of ideas and to jointly address the challenges that continue to arise in the area of integration of refugees and migrants.

Idea suggestions & registration:

Idea suggestions: If you already have ideas and suggestions or proposals for sessions, please contact Sylvie Feindt by e-mail (sylviefeindt@kiz.de).

Registration: Please register until **28.02.2020** with Dunja Buchhaupt by e-mail (dunjabuchhaupt@kiz.de).

We are looking forward to seeing you!



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Programme

"Integration of people with a refugee and migration background in our working world: Opportunities - Achievements - Challenges - New paths?"

Barcamp of KIZ Sinnova gGmbH, RIAC, The Human Safety Net of Generali Deutschland AG and M-UP 12.

March 2020, 10:00 - 17:00

Ostpol, Herrmann-Steinhäuser Str. 43-47, Offenbach

10:00 am Welcome and introduction to the day

Markus Weidner, KIZ Sinnova und Christoph Zeckra, The Human Safety Net, Generali Deutschland AG, Moderator des Barcamps

Session assistants: Dunja Buchhaupt, Lydia Zühlke, Sivia Coromina Borsso, Aniki Radde, Josephine Pape

10:15am Introduction round

10:45am Joint agenda elaboration

11:30am Session I

12:15pm Break

12:25pm Session II

13:10pm Lunchtime snack

14:00pm Session III

15:00pm Gallery Walk, session results' presentation

16:00pm Discussion in plenum conclusion, feedback and outlook

17:00 Farewell

Moderation: Christoph Zeckra, The Human Safety Net, Generali Deutschland AG

What is a barcamp?

A **barcamp** is a communication-intensive form of conference, whose content and procedure are developed by the participants themselves and designed during the workshop. Barcamps serve the exchange of content and discussion, but in some cases, they can already show concrete results at the end of the event.

A barcamp is a form of large group moderation. It consists of lectures and discussion groups (so-called *sessions*), which are jointly developed at the beginning of the barcamp on whiteboards, metaplans or pin boards. Participants become "participants".

- *The principle of the Barcamp is give and take. Each participating person is asked to bring a 'gift' in the form of a contribution (presentation, lecture, example) to the event.*
- *Every person is invited to contribute concerns, experiences, competencies and burning questions within the framework of the event's umbrella theme.*

The participants promote their own topics in the plenary session and design a working group for each. In this group, possible projects are worked out or knowledge and experience are simply exchanged. The results are collected at the end. In a short period of time, a large variety of concrete measures can be developed and knowledge can be disseminated.

The barcamp is guided by a moderator who moderates the plenary session as the start of the barcamp. In the final plenary session, the moderator and the participants summarize the respective sessions' results or determine the next steps. An essential element is the participants' social and professional networking also beyond the barcamp.