

Integration of Refugees in the Job Market

(a local approach)

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Municipalities' Options towards Integration of Refugees and Social Cohesion

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Samtgemeinde Leinebergland



Hildesheimer Ausbildungsinitiative

Starting Point

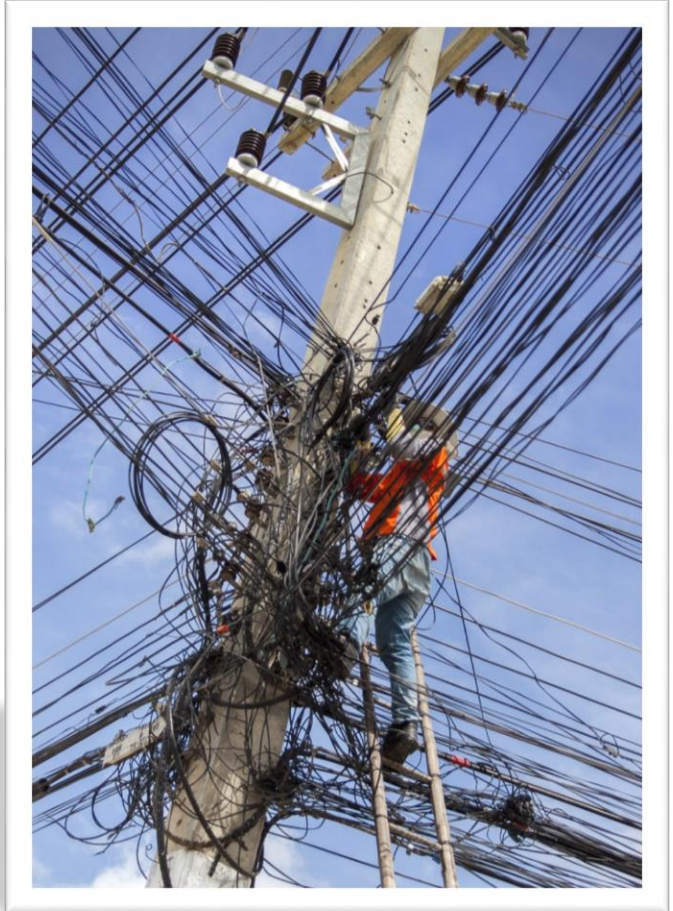
Main challenges:

...general point of view:

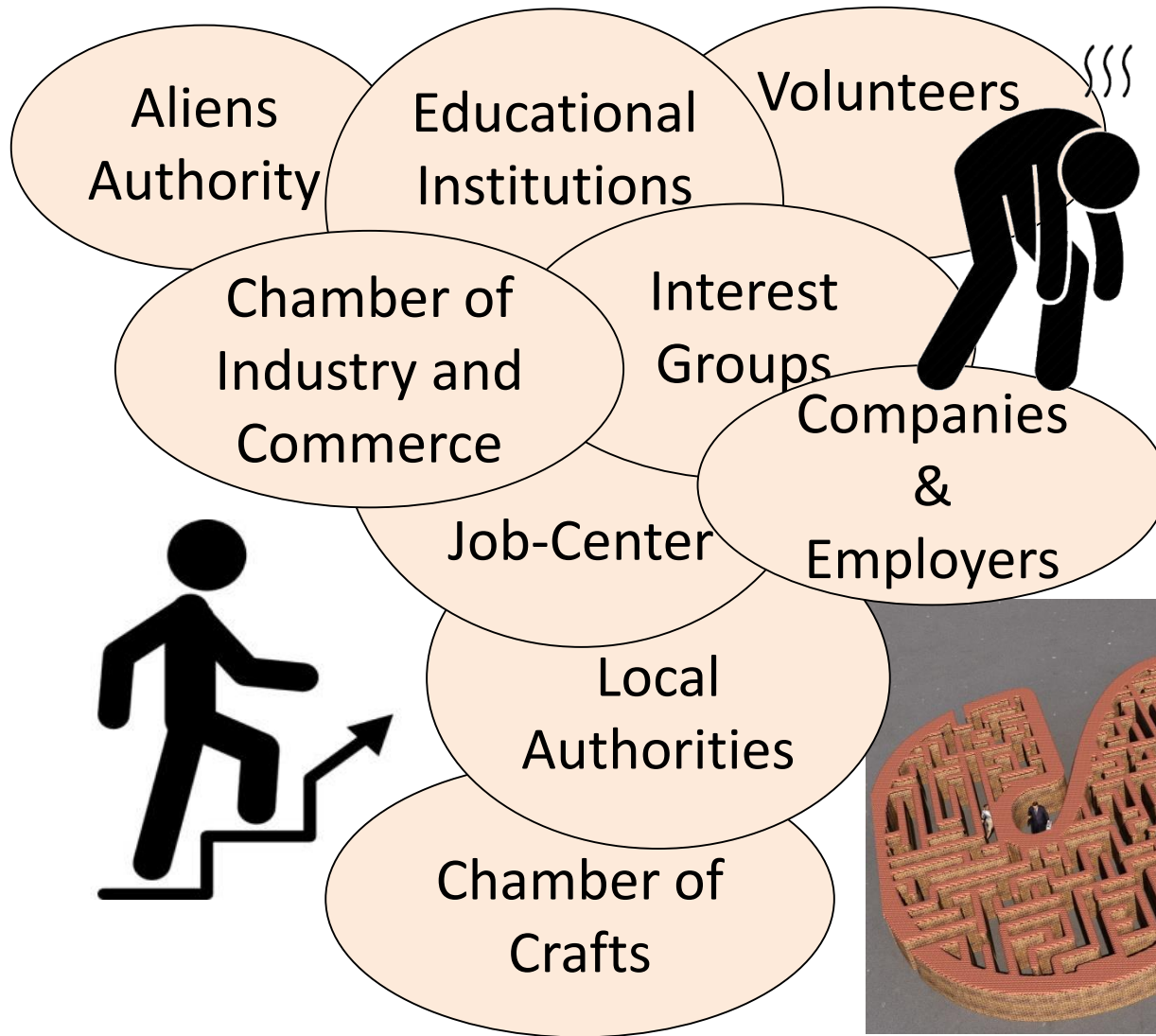
- Lack of interfaces / communication to handle immigration flow
- Many different players
- Unclear recognition of qualifications (vocational training / apprenticeship)

...refugee point of view:

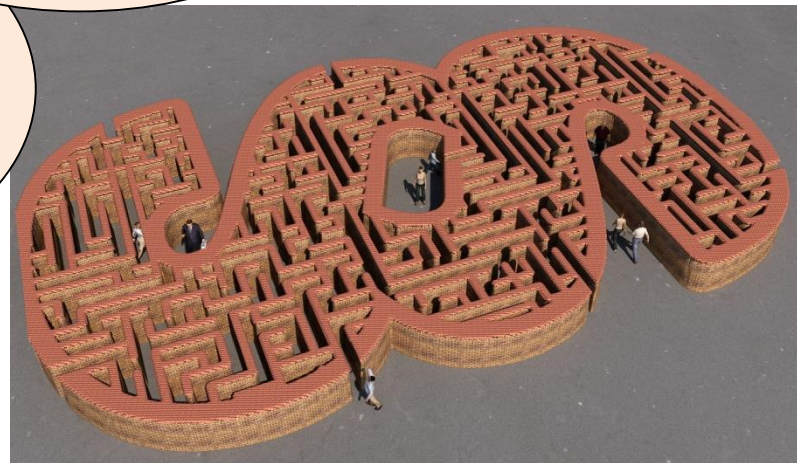
- Language- and cultural barrier
- Decreasing motivation with time
- Goals? (e.g.: unskilled labor vs. apprenticeship)
→ Complex educational system in Germany



Institutional Setting



- 20+ players
- different jurisdictions
- little time
- lots of new offers for qualification programs
- changing residence status / long asylum procedure



Approach

Regional – Personal – Professional:

Regional:



- only a local approach is needed anyway (residence obligations!)
- regional decision makers of all stakeholders are present

Personal:



- Refugees: individual training curriculum / career counseling (w/ small measurable steps!)
- Authorities: existing personal contacts

Professional:

- Need for a full-time “networker”
- Volunteers rarely have a thorough knowledge of the job market, nor the time and/or authority to ‘network’ and ‘make deals’.



Outputs

- Budget for Integration-moderator position
- Definition of and agreement on processes and interfaces
- Follow-up meetings as and when required
- Individual career counseling:
Define a personal goal and offer one or two ways
(out of hundreds!) to reach it.
→ saves time, reduces confusion, increases motivation, makes
each step trackable and measurable
- Sub-project “my profile” (standardized folder for every aspect of
work-related issues)
- Organization of a job fair and “taster days” for several professions
(due to wide range of occupations in Germany)



Lessons Learned

- Integration (in a job market) does not come for free
- Long-Term emphasis on skilled work
(Caution: not necessarily what refugees have in mind!)
- Full-time professionals and volunteers complement each other – both sides are needed.
- (Local) communication is key!
- *“We always did it this way”* and *“We never did it this way”* are categories that won’t help. Dare!



Transfer...?



The big **???** – Or: This is exactly what we are here for!

Suggested first steps / questions:

- Understanding the different job markets and needs
- Getting a grip on different educational systems and jurisdictions
- Understanding local support structures
→ “As is” vs. “To be”
- How ‘local’ can we get – if at all? (decision-making authority?)
- If this is not transferable at all, how can we still benefit from the general idea? Which parts of the project can we adopt and develop?