

Hanse-Parlament



Project

Integration of Newly Arrived Migrants by
Means of Competency Assessment and
High-Quality Further Vocational Training

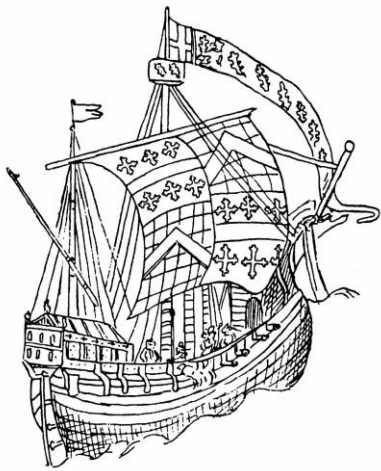
Introduction and policy recommendations on the integration of refugees into working life

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Hanse-Parlament

This project is co-funded by the
Erasmus+ Programme of the
European Union



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- non-profit network of more than 50 chambers of commerce, industry and crafts representing more than 570.000 SMEs and 21 universities with the overall goal to promote small and medium-sized enterprises

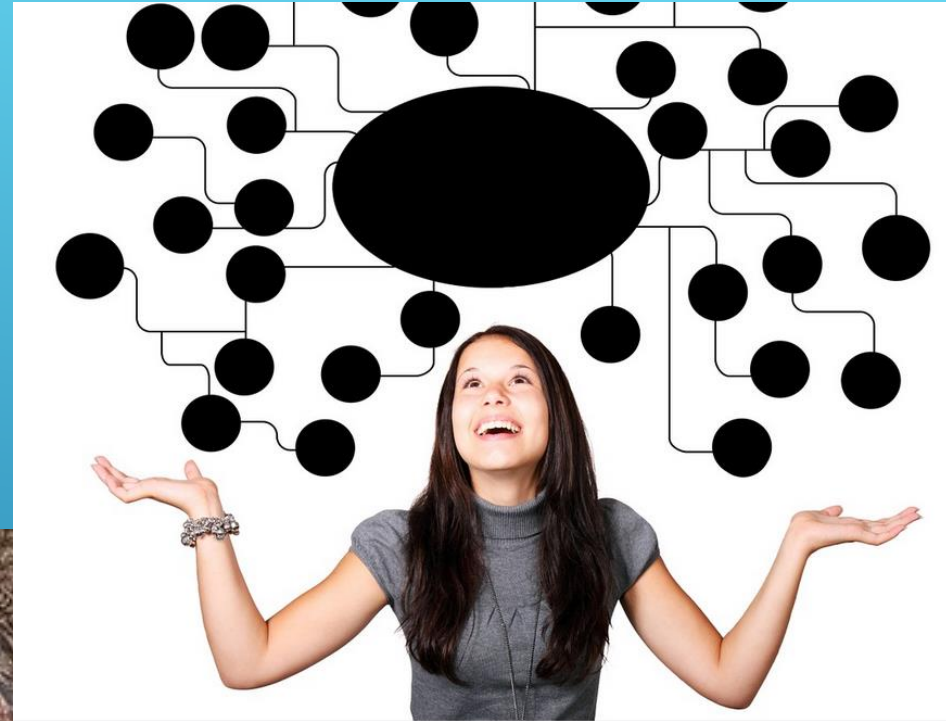






KNOWLEDGE

UNTIL AI REALLY KICKS IN, BEST PLACE TO STORE & APPLY KNOWLEDGE IS IN PEOPLE MINDS. EVERY MIND, EVERY HUMAN COUNTS



**NO MATTER THE PERSONAL, RELIGIOUS,
ETHNIC, GENDER ETC. BACKGROUND,
EVERY HUMAN HAS STRENGTHS, SKILLS
AND TALENTS THAT NEED TO BE
UNLEASHED AND PROMOTED**



- **IDENTIFY THE SKILLS, COMPETENCIES AND TALENTS,**
- **ALIGN THEM WITH POSSIBILITIES & PERSONAL WISHES AND PROMOTE THEM**



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- ▶ Large number of refugees in European countries that need to be integrated into the work force
- ▶ Long and bureaucratic procedures to get qualifications recognized
 - ➔ leads to decreasing levels of motivation
- ▶ Often both, official qualifications and competences that have been acquired in a non-traditional way are not recognized
 - ➔ high dropout rates in required trainings due to long duration, underwhelmed participants & unstimulating environment

- ▶ Troublesome shortage of qualified workers in many SMEs
- ▶ Shortage of workers will continue to increase due to demographic change
- ▶ More jobs are lost annually due to failed business transfers than new ones are created by business start-ups
- ▶ An alarmingly high unemployment rate among foreigners

WHAT DO WE WANT TO ACHIEVE?

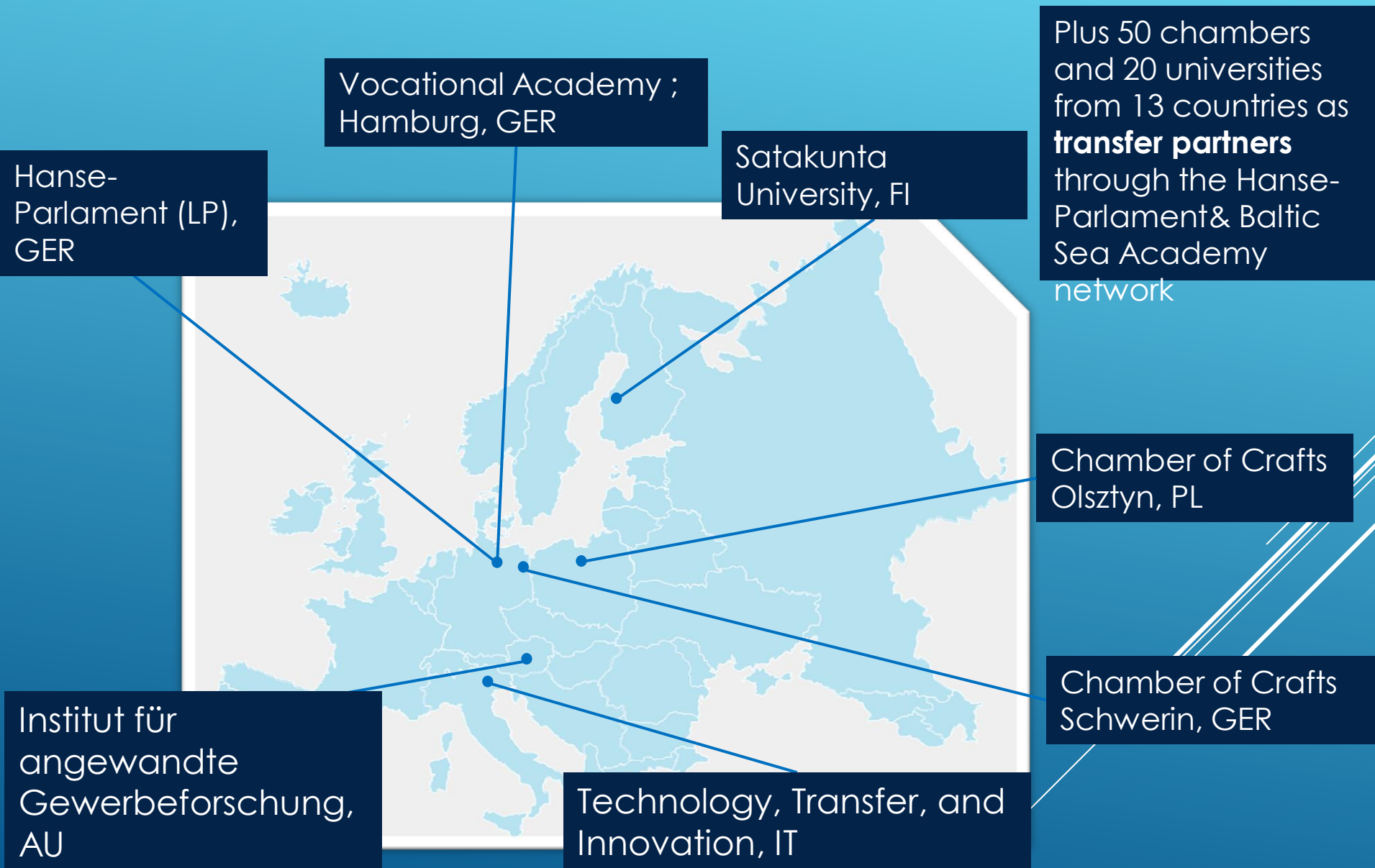
- ✓ Reliable identification of competences, abilities and talents
- ✓ Opportunities for employment

Quick and sustainable integration of newly arrived refugees into work life and

Counteract the increasing shortage of qualified entrepreneurs

Personal training corresponds to the results of competence assessment

- ✓ Individual coaching and placement into long-term SME jobs



WHICH TARGET GROUPS DO WE ADDRESS?

Duration: 36 months
15.01.2018 – 14.01.2021



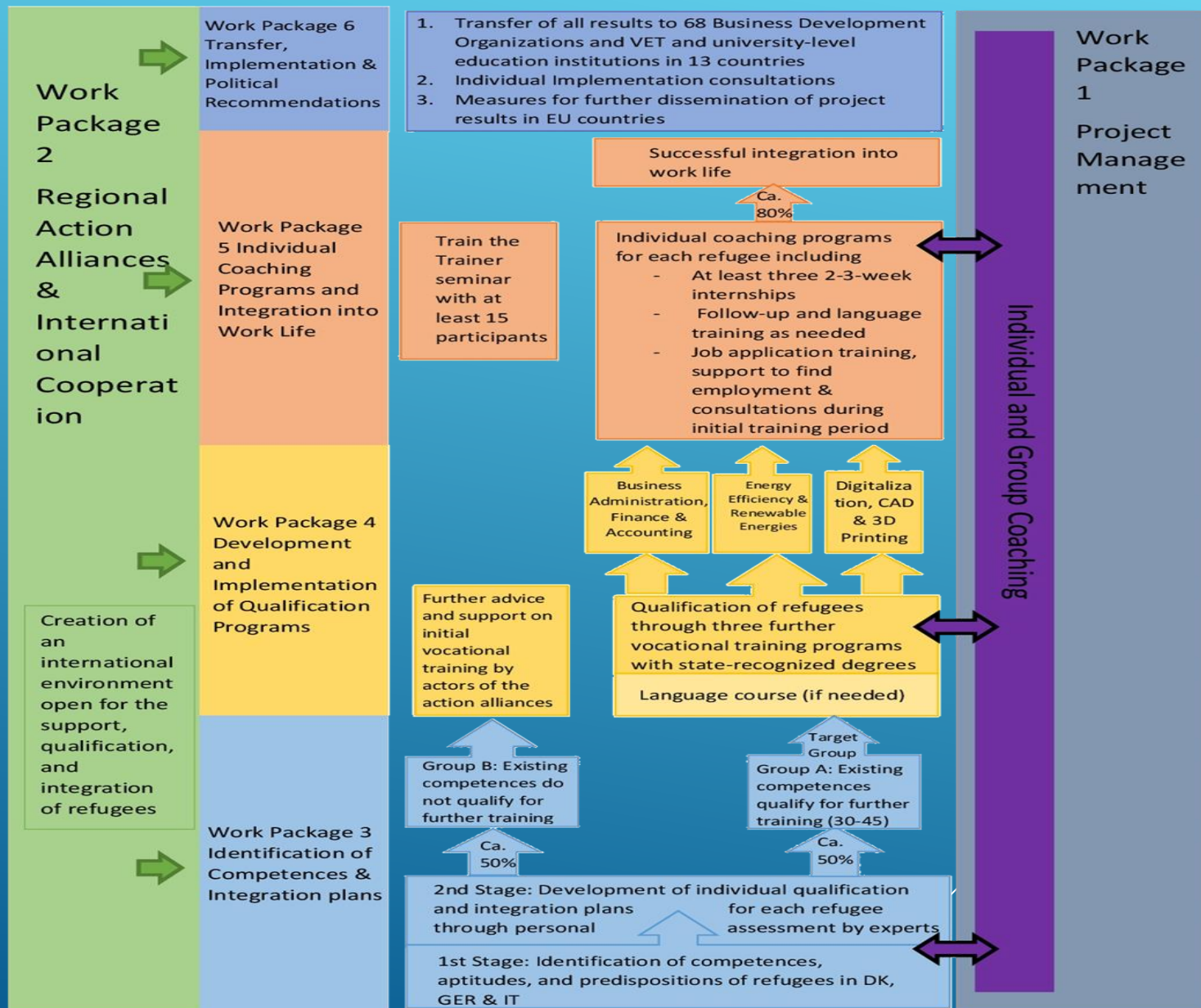
- ❖ Newly arrived migrants
- ❖ SMEs
- ❖ Public administrations and other organizations involved in the assessment and recognition of competences, as well as qualification and integration of migrants
- ❖ Politics on the local, national, and EU level

Program: Erasmus+ Key Action 3

Support for Policy Reform – Social
Inclusion through Education, Training and
Youth – LOS 1



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WHAT WILL BE PRODUCED?

Blueprints for the setup and development of action alliances and international cooperation

Best Practices for competence identification and assessment methods

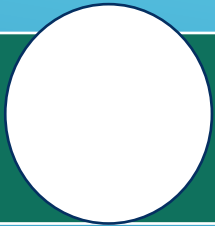
Best Practices for individual consultations and planning for integration and qualification measures

Curricula, teaching material, and state-recognized examination regulations for three further vocational training programs (Business Administration, Finance & Accounting; Energy Efficiency & Renewable Energies; Digitalization, CAD & 3D Printing)

Best practices and curriculum for Train-the-Trainer program

Blueprints for coaching and integration programs

Political recommendations and strategic program



Political recommendations and strategic program

It is increasingly unlikely that a sharp shortage in skilled workers in one country will be compensated by immigration from neighbouring countries.

By 2030, the number of younger workers in most countries will decrease by up to 30%.

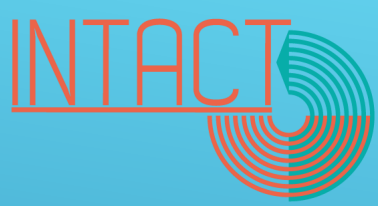
Therefore, in many EU countries, migrants could and should be very welcome on purely economic grounds.

BUREAUCRATIC RECOGNITION PROCEDURES

- ❖ Exaggerated faith in certificates, legal regulations and bureaucratic processes, greatly hinder rapid integration of migrants into working life.
- ❖ In fact, actual skills, competences and personal behaviour in daily work practice is decisive to turn integration and a professional career of migrants into a success, rather than exam results, grades, etc.
- ❖ Poor recognition of qualifications often poses a major barrier to success. In Germany, the recognition procedure of vocational qualifications acquired in the home country as an equivalent domestic training is particularly difficult and time-consuming.

FRUSTRATED MIGRANTS, ECONOMY & POPULATION

- ❖ During the process of recognition and retraining, migrants are not available to the host country's labour market. This procedure can easily stretch over several years.
- ❖ Highly delayed integration frustrates migrants, as they are not allowed to work even though they would want to, while businesses lose time, as they cannot tap on urgently needed specialists and entrepreneurs.
- ❖ The fact that migrants are kept out of work for a long time increases their rejection by the local population.



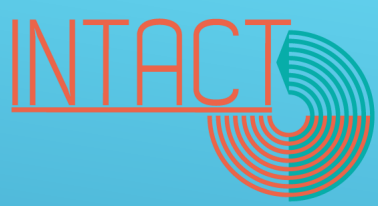
STRATEGY: RELIABLE IDENTIFICATION OF COMPETENCES

- ❖ Instead of recognition procedures, existing competencies, knowledge and skills should be determined based on assessment in order to provide for a targeted individual plan of required qualifications and processes, until the actual start of professional activity.
- ❖ The two-stage assessment developed in the INTACT project is carried out in half a day and has proven successful in testing with more than 100 migrants.
- ❖ In the future, it is recommended to use the procedure in all countries interested in a more efficient integration of refugees into working life.



STRATEGY: LANGUAGE TRAINING

- ❖ Language training should be carried out at level B2 min. – better C1
- ❖ It is advisable to draft training curricula that is specifically tailored to migrants
- ❖ Language learning through daily use, e.g.
 - combination with internships in companies
 - combine further language training with professional advanced training



STRATEGY: UPGRADING OF SKILLS

Professional further training should meet,

- a) migrants' needs, as identified in the assessment and in the tailored qualification plan, based on the assessment.
- b) needs of the companies in which the refugee can find a job.**
- c) skills a person needs to be able to return his / her home country and to start a business there.

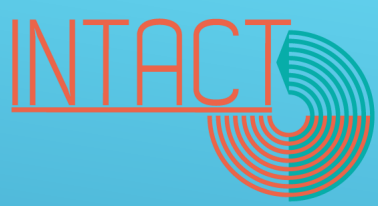


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STRATEGY: UPGRADING OF SKILLS

It is therefore strongly advised,

- a) to conduct short internships in companies willing to employ a refugee so that they can get to know the candidate and determine proper qualification needs
- b) to entertain exhaustive communication with involved businesses, and a survey of companies for determining their qualification requirements
- c) for a targeted qualification and placement of migrants, to compare the companies' needs with the assessment results



STRATEGY: UPGRADING OF SKILLS

Wherever possible, qualifications of refugees should be completed with an official examination and a state-recognised qualification, also by bundling individual training courses, so that refugees may obtain qualification that may be not recognised, but at least will serve as an official qualification that may facilitate further professional career in their home country



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INTACT STRATEGY: ACCOMPANYING COACHING

During all stages of the qualification and integration process, from determining existing competencies to a successful job placement, a refugee will receive accompanying advising and coaching by a consultant/coach.

Such person shall preferably not be changed during the entire process, so that each refugee has a trusted contact person with whom they may have established a trusty relationship.

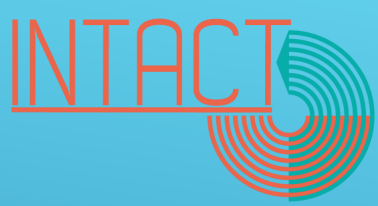
PRO-ACTIVE IMMIGRATION POLICY

It is imperative to embark on a bold policy with large-scale opening to migrants who desire to stay and work as skilled workers or as self-employed.

Also needed is a targeted recruitment, including proper offers, in order to plug the EU countries' skilled worker gap and to significantly and sustainably increase the number of entrepreneurial migrants.

Refugees should also receive comprehensive support via measures of such an action plan so that as many people as possible could start working.

In addition, measures to design an aggressive migration policy should be regularly checked and, if necessary, adapted to changing framework conditions and new knowledge from research and practice.

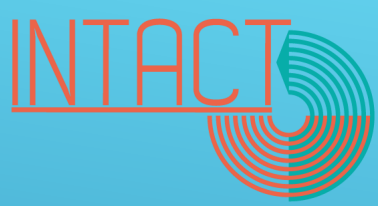


PRO-ACTIVE IMMIGRATION POLICY

Immigration policy shall be flexible, to reflect country-specific needs. Cooperation within the EU does not mean to get all countries and regions into line, but rather to promote different cultures, regional specifics and liveliness by their diversity. Accordingly, each member state should define its own immigration policy, while the EU would “only” advise and check for compliance with overarching common objectives.

Admission of refugees shall also be regulated at the level of member countries. A balance must be struck between country-specific political, economic and universal humanitarian interests. A blanket definition of admission quotas obviously does not yet compensate for this.





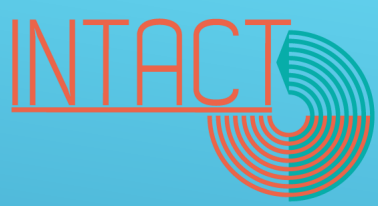
PRO-ACTIVE IMMIGRATION POLICY

If some countries have high expenses for the integration of migrants, the burden must be borne jointly. Countries with a refugee admission quota of zero or close to zero, by measure of their population, will need to do compensatory payments to refugee-admitting countries for their incurred costs of admission and integration.

The people stand at the closed gates of the lands of the West. It is time to open the borders to more people.



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PRO-ACTIVE IMMIGRATION POLICY

Open borders would be an effective help for poor countries to catch up and overcome poverty. Because borders discriminate. It is known from experience: In a world where absurd inequality prevails, migration is the best tool to fight poverty.

The Western world spends around 135 billion dollars annually on development aid. Over the past 50 years, an incredible 5 trillion dollars has been invested in foreign aid. The disparities between rich and poor have not diminished but have in fact increased to a frightening extent worldwide. The next 5 trillion dollars should be used more wisely and, just like the high bureaucratic costs, invested in opening borders, smart and fast integration and effective reduction of inequalities.



Every failed integrations is a tragedy for that person, the society and its economics.
 Successfull integration of migrants is not easy, but every integrated person inside a society is of social and economic benefit for that society, and win for the self-esteem.





INTEGRATION OF NEWLY ARRIVED MIGRANTS BY MEANS OF COMPETENCY ASSESSMENT AND HIGH-QUALITY FURTHER VOCATIONAL TRAINING „INTACT“

The screenshot shows the homepage of the INTACT website. At the top is a teal navigation bar with links: Home, Summary, Products, INTACT Competence Assessment, Project Partner, and Contact. Below the navigation bar is the INTACT logo on the left and the European Union flag with the text "Co-funded by the Erasmus+ Programme of the European Union" on the right. The main content area has a white background. It features the title "Integration of Newly Arrived Migrants by Means of Competency Assessment and High-Quality Further Vocational Training" and a subheading "What does this project do?". Below this is a bulleted list of project goals. To the right of the text is a hand-drawn diagram with the words "LEARNING", "KNOWLEDGE", "EXPERIENCE", "COMPETENCE", "SKILLS", "ABILITY", "TRAINING", and "GROWTH" arranged in a circular pattern, with a hand drawing the word "TRAINING".

Home Summary Products INTACT Competence Assessment Project Partner Contact

INTACT

Co-funded by the
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of the European Union

Integration of Newly Arrived Migrants by Means of Competency Assessment and High-Quality Further Vocational Training

What does this project do?

- Quick and sustainable integration of newly arrived refugees into work life and counteracting the increasing shortage of qualified entrepreneurs:
- Reliable identification of competences, aptitudes, and predispositions with regards to job opportunities through a two-stage assessment procedure
- Completion of a high-quality and comprehensive further vocational training program, with an officially recognized diploma, that corresponds to the results of the competence assessment
- Individual coaching and placement into long-term SME jobs

A hand-drawn diagram with the words "LEARNING", "KNOWLEDGE", "EXPERIENCE", "COMPETENCE", "SKILLS", "ABILITY", "TRAINING", and "GROWTH" arranged in a circular pattern, with a hand drawing the word "TRAINING".

Thank you for your attention
www.int-act.org



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