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Experiences in working with refugees and prospects of their integration as an entrepreneur

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REQUIREMENTS

- people with refugee background
- valid residence permit
- no Austrian citizenship
- language level at least B1
- age of majority

1.



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The Assessment

Acquisition and selection of the participants (PS)

- Contacts with organizations in the field of support for people with a refugee background (Diakonie, Ment project,...)
- Contacts through participants of the EU project "New Entrepreneur"

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The Assessment

- 25 participants were invited
 - ➔ 25 participants came
- many single appointments, with max. 3 participants
- present at the assessment:
 - participants
 - Experts
 - Coach

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The Assessment

The implementation:

- Self-assessment questionnaire
 - staggered with max. 3 participants and the coach for assistance
- Individual conversations with participants, experts and coaches
 - Experts received in advance the results of the self-assessment and the respective curriculum vitae

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The Assessment

The results:

- Support in filling out the questionnaires important
 - language problems
 - Filling out the form together creates trust
 - talks that had been started could be discussed at the expert discussions
- The personal conversation with two different points of view and inputs is profitable
- All participants are highly motivated to finding work

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The Participants

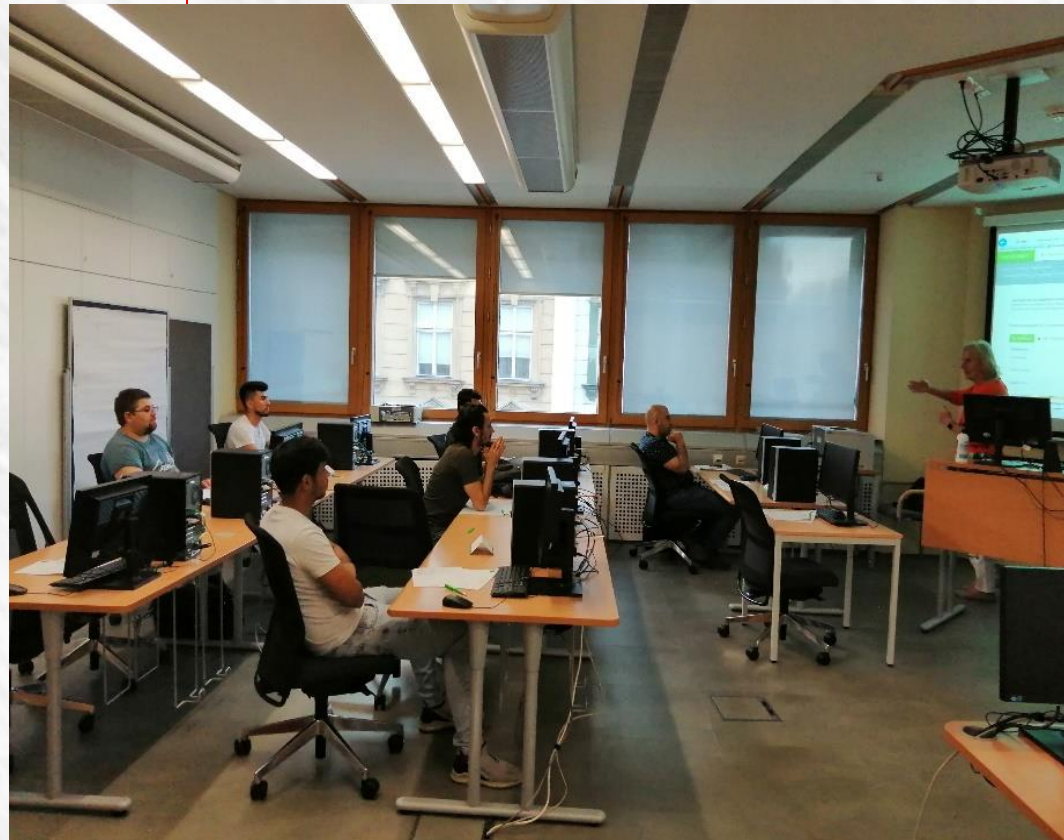
Gender	3 female, 22 male	
Country of origin	Syria: 13 Iraq: 6 Afghanistan: 2 Egypt: 2 Iran: 1 Aserbaidshan: 1	
Age	Minimum: 23 Maximum: 48	Average age: 35 years (rounded)
Highest completed education	EQF Level 5+: 10 EQF Level 4: 9 EQF Level 3: 4 EQF Level 2: 1	no education: 1

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The Participants



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The Participants



2.



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The Participants

Original education of the participants:

- Air conditioning engineer
- Accountant
- Sports Teacher
- Geologist
- Economy
- Teacher
- own company
- Furniture stacker
- Interpreter
- Lawyer
- Event Management
- Business Administration
- Seller

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The Participants

Work and training in Austria:

- at the post office
- at the airport
- lifeguard
- as accountant
- Security
- as child carer
- by drugstore
- Training for nursing assistance
- Training as retail salesman

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The Coaching

The coaching will very differently accepted:

- some come very regularly, about every fortnight
- others only if required
- many telephone coachings
- some only use the courses and workshops

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The Coaching

Support with:

- Letter of application
- Support in finding a job
- Dealing with official channels
- Research
- Search for training opportunities
- Application for recognition of various training courses
- Finding internships
- housing problems, family problems, corona

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The Coaching

Challenges:

- Solving housing and everyday problems
- find suitable internships
- find adequate jobs
- Corona lock-down

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Networking

With external partners:

- Caritas Commit
- WKÖ Trade and Crafts Division
- WIFI Vienna
- WKÖ Educational Policy
- „Wördern hilft“- regional initiative

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Softskill-Workshop

Video presentation and self-confidence for the application

Aim of the training:

- gain more self-confidence for job interviews
- Increase self-expression and self-confidence
- recognise your own strengths, weaknesses and resources
- position your own picture in front of the camera
- Learning self-presentation with mobile phone videos
- have a finished application video

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Softskill-Workshop

Video presentation and self-confidence for the application

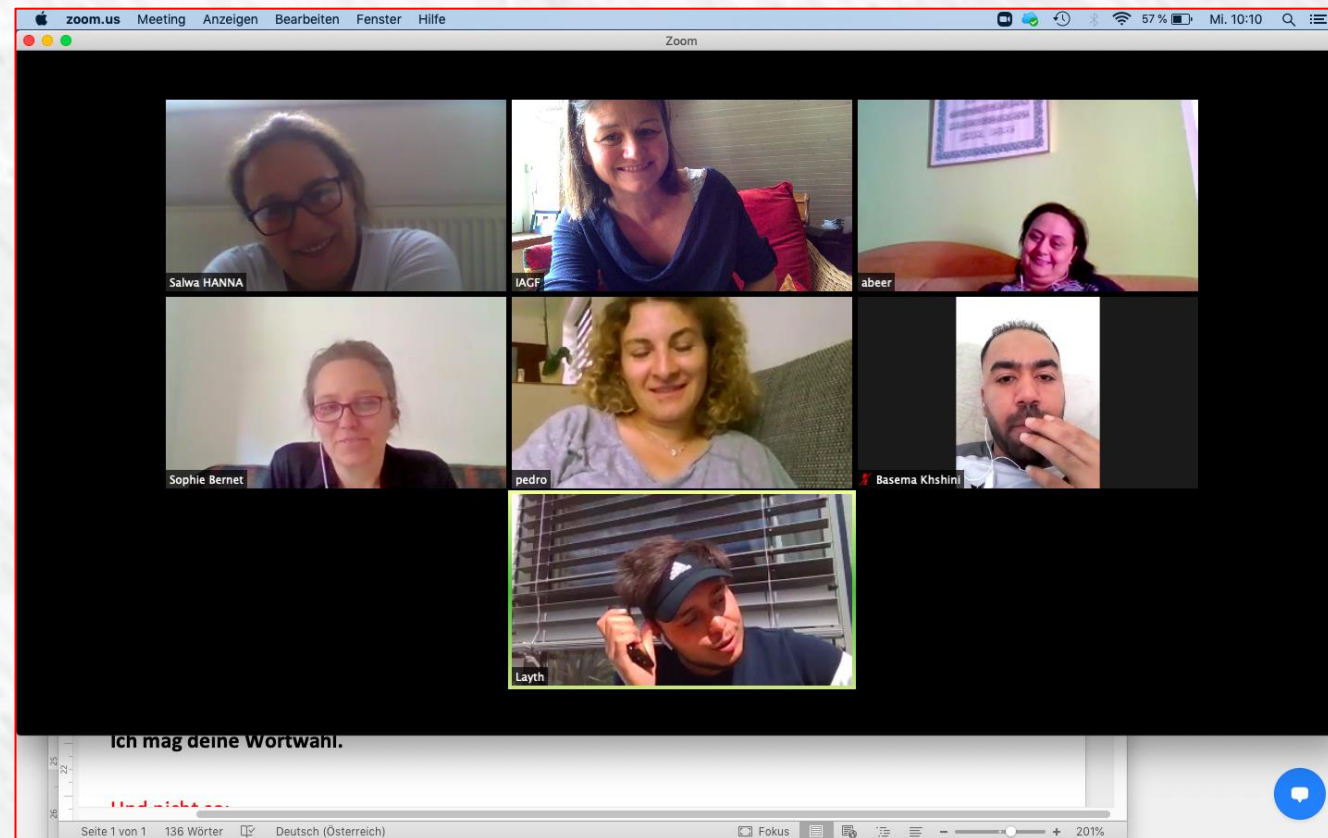
- 5 weeks long, 1 morning per week
- online per zoom
- 8 participants
- theoretical input
- many practical exercises
- Single and pair exercises
- many feedback rounds in the plenum

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Softskill-Workshop

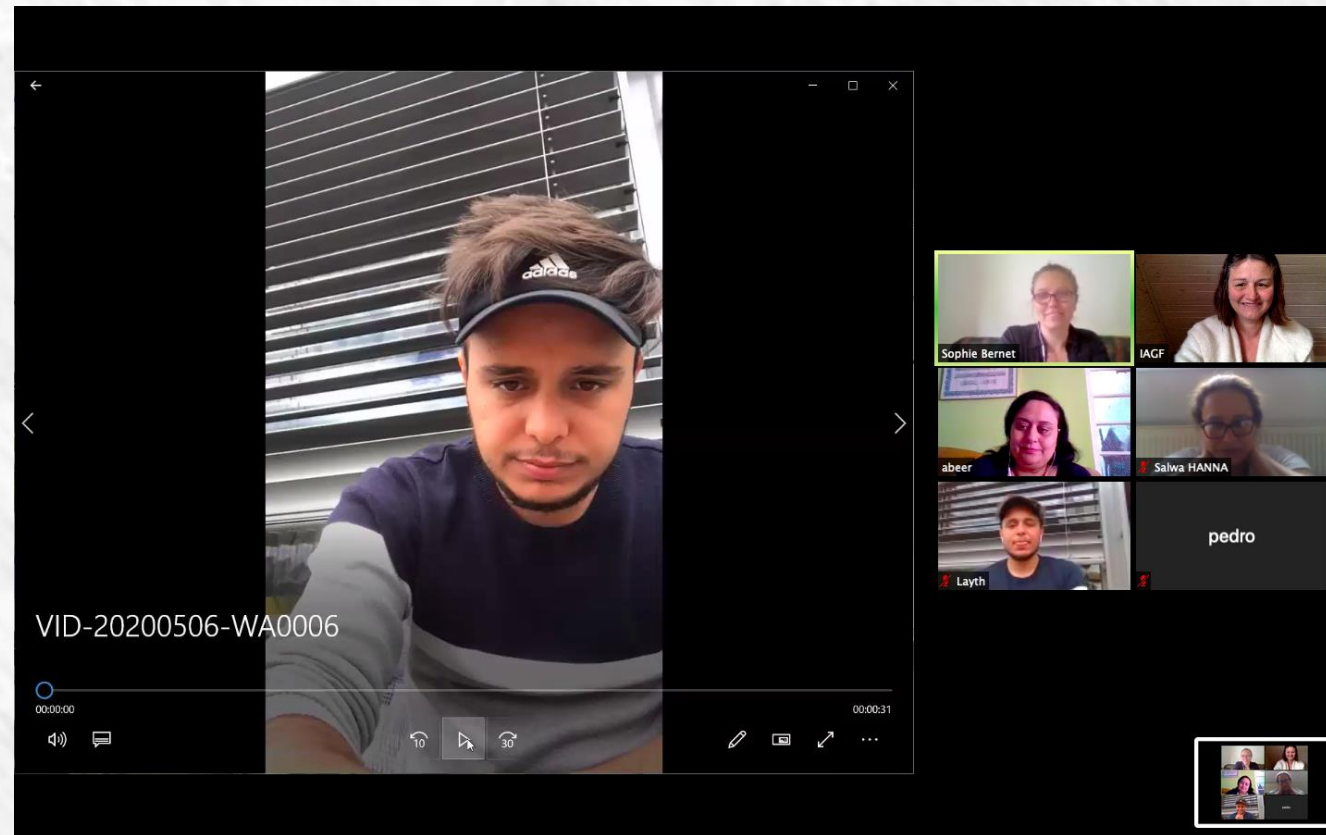


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Softskill-Workshop



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Additional individual training

- Programming courses
- SAP courses for accounting
- Training for home help
- Advanced training in logistics management
- Further education at the Bau-Akademie

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Experiences

- Engagement of many TL
- Importance and great significance of flexible and continuous coaching
- lack of knowledge of the formal application
- a small deductible to be paid for each course
- positive attitudes to life
- great gratitude of the TL