



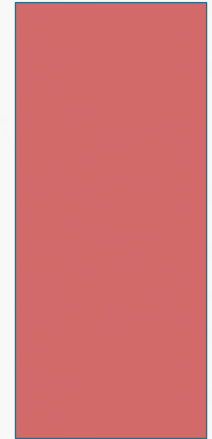
American Institute  
for Contemporary  
German Studies

JOHNS HOPKINS UNIVERSITY



# MANAGING MIGRATION AND INTEGRATION ACTIVITIES AT A REGIONAL LEVEL

WASHINGTON D.C. 28/09/2018



Eva-Maria Tomczak



# CONTENT

- Some figures: Germany 2015 - 2018
- The legal situation: rights and obstacles
- (Workforce) integration: challenges and obstacles
- Who helps?
- Workforce integration: How to measure?
- Social media and other instruments

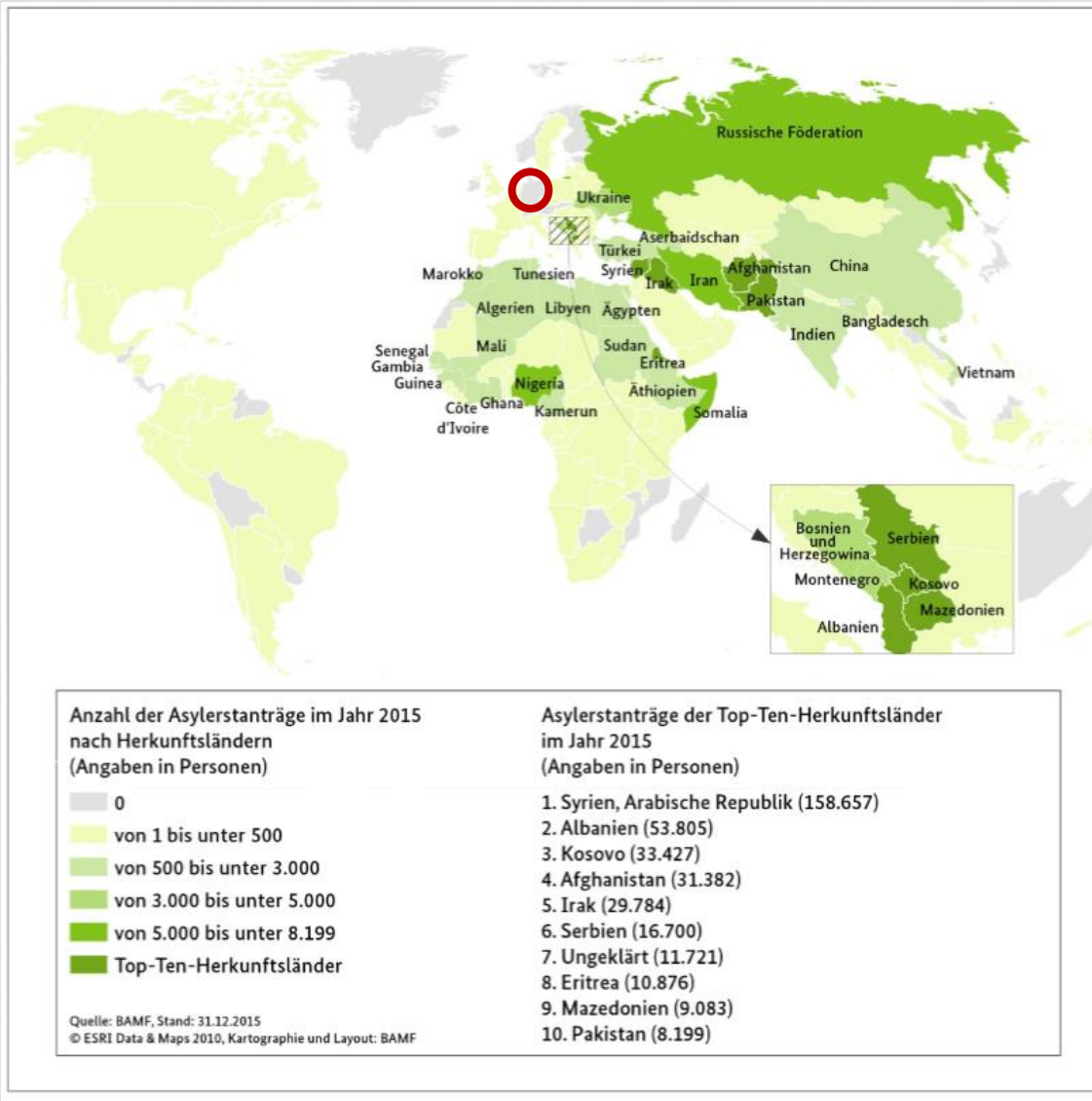


# GERMANY 2015 - 2018

SOME FIGURES



# GERMANY 2015



890.000 registered refugees:  
Five times as many as in 2014  
Countries of origin.

- Syria
- Albania
- Kosovo
- Afghanistan
- Iraq
- Serbia
- Eritrea
- Macedonia
- Pakistan ...



# SOME FIGURES

**2017**

222.683 applications for asylum (198.317 new ones)  
Syria, Afghanistan, Iraq  
BAMF decisions on 603.428 applications  
Protection rate: 43,4%

**2018**

01- 08/18 127.525 applications for asylum, 15% less than 2017  
August 13.141 applications  
BAMF decisions on 154.257 applications  
Protection rate: 32,2%

**08/2018**

Bremen: 3.182  
Saarland: 3.871  
Meck-Pom: 5.946  
Thuringia: 6.922  
Hamburg: 8.420  
Sachsen-Anhalt: 9.351  
Schleswig-Holstein: 9.966  
Brandenburg: 10.158  
Sachsen: 12.587  
Rheinland-Pfalz: 16.054  
Berlin: 16.875  
Hesse: 24.591  
Niedersachsen: 31.006  
Baden-Württemberg: 42.857  
Bayern: 47.857  
North-Rhine-Westphalia: 70.706

[www.fluechtlingskrise.net/fluechtlinge/baden-wuerttemberg/index.php](http://www.fluechtlingskrise.net/fluechtlinge/baden-wuerttemberg/index.php)

<https://mediendienst-integration.de/migration/flucht-asy/zahl-der-fluechtlinge.html>  
Quelle: Asylgeschäftsbericht Bund 08/18

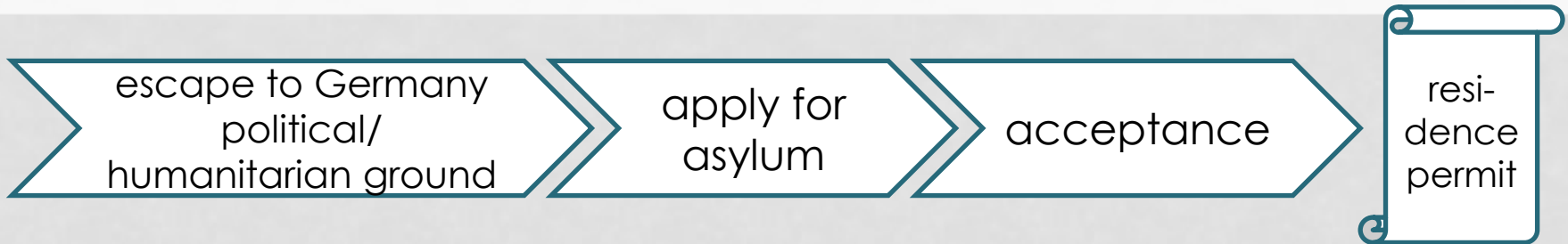


# THE LEGAL SITUATION

RIGHTS AND OBSTACLES



# THE RIGHT OF RESIDENCE



Four main forms of protection concerning refugees:



# ENTITLEMENT TO ASYLUM



- **Politically persecuted** at risk in home country for their „race“, religion, nationality, political belief, or association with a particular social group
- Direct travel to Germany
- Residence permit valid for 3 years, can be extended for another 3 years, then possible to apply for permanent residence permit
- Refugee travel document
- Rights:
  - Family reunification
  - Work, when jobless unemployment benefits/social assistance, assistance from job center
  - Child and parental allowance
  - Integration course
  - Study or vocational programs





# RECOGNITION AS REFUGEE ACCORDING THE GENEVA REFUGEE CONVENTION



- Persecuted in their home country for their „race“, religion, nationality, political beliefs, or association with a particular social group and **unprotected by the state**
- May enter Germany via a safe third country
- Residence permit valid for 3 years, can be extended for another 3 years, then possible to apply for permanent residence permit
- Refugee travel document
- Rights:
  - Family reunification
  - Work, when jobless unemployment benefits/social assistance, assistance from job center
  - Child and parental allowance
  - Integration course
  - Study or vocational programs



# SUBSIDIARY PROTECTION



- People not facing persecution but in great danger due to war or severe human rights abuses including death penalty, torture, inhumane treatment
- May enter Germany via a safe third country
- Residence permit valid for 1 year, can be extended for 2 more years, after 5 years, under certain conditions, possible to apply for permanent residence permit
- No travel document
- Rights:
  - Family reunification (limited number, 1.000/a)
  - Work, when jobless unemployment benefits/social assistance, assistance from job center
  - Child and parental allowance
  - Integration course
  - Study or vocational programmes



# NATIONAL BAN ON DEPORTATION



- People not being recognised as entitled to asylum, refugee or subsidiary protection, but in risk of human rights abuses or serious danger to life, limb or freedom, such as serious illness
  - Residence permit valid for 1 year, can be extended, after 5 years, under certain conditions, possibility to apply for permanent residence permit
  - No travel document
  - Rights:
    - Family reunification difficult
    - Can apply for work permit at the Aliens Department, when jobless entitled to state support
    - Child and parental allowance
    - Apply for free spots in an integration course, no legal claim
    - Study or vocational programmes subject to permit of Aliens Department



# RESIDENCE PERMIT DECIDES ON WORK PERMIT

Acceptance as entitled to asylum, refugee or subsidiary protection = same rights as a German citizen

Temporary residence authorization or a formal statutory temporary suspension of deportation (Duldung = toleration):

- Subject to permit by Aliens Department
- Relevant for a specific job, forms to be filled in by employer
- No entitlement if
  - < 3 months in Germany
  - Still resident in an initial reception center
  - Coming from a “safe country of origin”, application for asylum after 31/08/2015
  - Personally responsible for preventing your deportation



# WORK



- „The perspective to remain“
- 2017 new integration law
  - Priority test suspended in many regions
  - No longer required for vocational training or an internship or a highly specialised job
  - „3+2 rule“ - residence permit for duration of vocational training plus 2 years to gain experience (theory vs. practise)
- „Lane change“
  - Claimed by employers in need of skilled labor, having invested in vocational training of work force
  - Enabling those in vocational training without residence permit to receive one exceptionally



# (WORKFORCE) INTEGRATION

CHALLENGES AND OBSTACLES



# CHALLENGES/OBSTACLES

- Language
- Paper work/authorities
- Education level vs. requirements, school, the German dual educational system, certificates: recognition of professional qualifications, ...
- Fear, traumata, home sickness
- Cultures and prejudices, values and norms – expectations here and there
- Everyday life: housing, distances in rural areas such as BW



Managing Migration and  
Integration



# INTEGRATION

WHO HELPS?







# WHO HELPS?



- Federal, federal state, regional, local level
- State authorities, administration: federal office, regional boards, district offices ... towns and communities
- Churches, Caritas, Diakonie, league
- Private initiatives
- Employment agency, job centers, chambers of industry and commerce and crafts
- Companies
- Numerous NGOs, refugee councils



# THE STATE

Federal level: Office for Migration and Refugees (BAMF)

The screenshot shows the homepage of the Federal Office for Migration and Refugees (BAMF). At the top left is the logo of the Federal Office for Migration and Refugees, featuring the German eagle and the text 'Federal Office for Migration and Refugees'. To the right is a language dropdown menu set to 'English'. Below the logo is the tagline 'Putting people first: providing security, creating opportunities, embracing change'. A navigation bar contains several menu items: 'Migration to Germany', 'Welcome to Germany', 'Asylum and refugee protection', 'Return', 'Information collection', and 'Federal Office'. To the right of the navigation bar is an 'Expert search' section with a search input field and a 'Search' button. Below the navigation bar are two main content areas. The left area is titled 'Migration to Germany' and features a photograph of three people (two women and one man). Below the photo is a list of links: 'Entry rules', 'Subsequent entry of families & spouses', 'Working in Germany', 'Studying and education', 'Ethnic German resettlers', and 'Jewish immigrants'. The right area is titled 'Welcome to Germany' and features a photograph of a family (a man, a woman, and a child). Below the photo is a list of links: 'Residence in Germany', 'Learning German', 'Local integration projects', 'Information and advice', 'Education', 'Work and career', 'Living in Germany', 'Children and the family', and 'Health and preventive healthcare'.



# THE STATE

## Regional level: Pakt für Integration



Regierungspräsidien Baden-Württemberg

Stuttgart

Karlsruhe

Freiburg

Tübingen

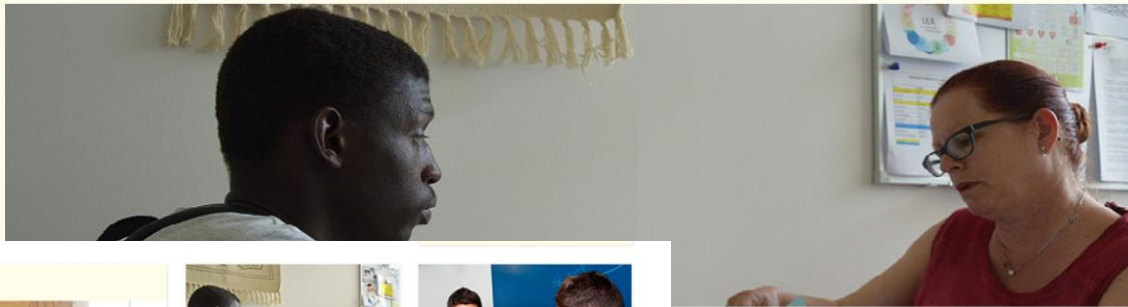
Unsere Themen



Ministerium für Soziales und Integration  
Baden-Württemberg

Sie sind hier: [RP Internet](#) » [Themenportal](#) » [Internationales](#) » [Flüchtlinge](#) » Pakt für Integration

- ▶ Ausländer
- ▶ Europe Direct
- ▶ Grenzüberschreitende Zusammenarbeit
- ▶ Amts und Rechtshilfe Ausland
- ▶ Staatliche Prüfung für Übersetzer und Dolmetscher
- ▶ Flüchtlinge



ÜBERBLICK



### Pakt für Integration mit den Kommunen

Mit dem Pakt für Integration unterstützt das Land die Kommunen bei der Aufgabe, die vielen zu uns geflüchteten Menschen vor Ort zu integrieren. Insgesamt stehen 140 Millionen Euro für Programme und Maßnahmen in vier Förderbereichen zur Verfügung ▶ Mehr



Förderbereich  
„Integrationsmanagement“



Förderbereich  
„Schule und  
Übergang zum Beruf“



Förderbereich  
„Sprache“



Förderbereich  
„Bürgerengagement“

PAKT FÜR INTEGRATION

„Aus geflüchteten Menschen werden  
Mitbürgerinnen und Mitbürger“

**2017/18: 320 million €  
programs/measures/  
integration managers**



# THE STATE

Regional/local level: district office

**Bürgerengagement**

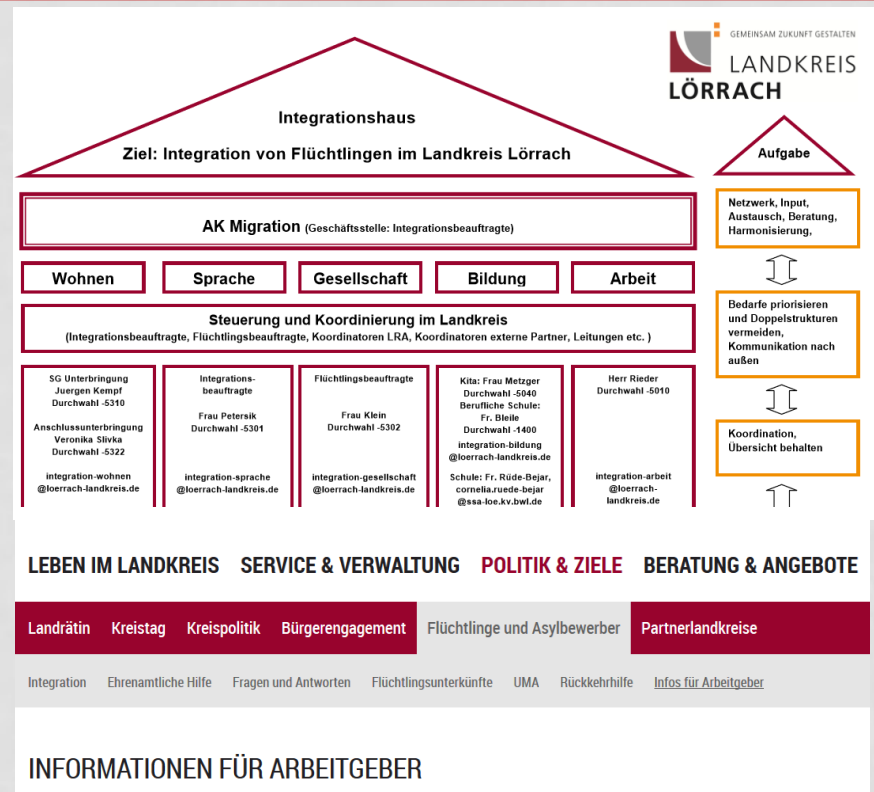
GEMEINSAM ZUKUNFT GESTALTEN  
**LANDKREIS LÖRRACH**

**Tag des Bürgerengagements 2015**

**angekommen - aufgenommen  
Flüchtlinge im Landkreis**

Freitag, 04. Dezember, 14 - 17 Uhr  
Landratsamt Lörrach, Großer Sitzungssaal

Coaching: Robert Müller 2015



Federal level

# THE CHURCH

Refugee aid of the Catholic church



Aktuelles

Mehr →



Sonderbeauftragter

Mehr →



Ansprechpartner in den  
(Erz-)Bistümern



Lage der Christen im  
Nahen Osten

„Globalization of charity as opposed to globalization of indifference“

1. Pastoral care
2. Welfare services
3. Programs in Germany and abroad facing the migration development

**total**

2017: 147 million €  
2016: 127,7 million €  
2015: 112 million €  
2014: 73,1 million €



# CATHOLIC CHURCH WELFARE SERVICES



German Caritas-  
Association DCV

National level



Diocesan level DCV



Deanery level



Regional level



District level

Municipal level

- > 900 individual organisation units
- Ca. 6.180 legally independent institutions
- > 617.000 employees
- Plus > 500.000 volunteer workers
- Equivalent protestant body
- Member of the league of non-statutory welfare associations working together in free health and welfare services

Diakonie

„Advocate for a society of  
justice and solidarity“





Caritas  
Deutschland

## CARITAS DIOCESAN ASSOCIATIONS

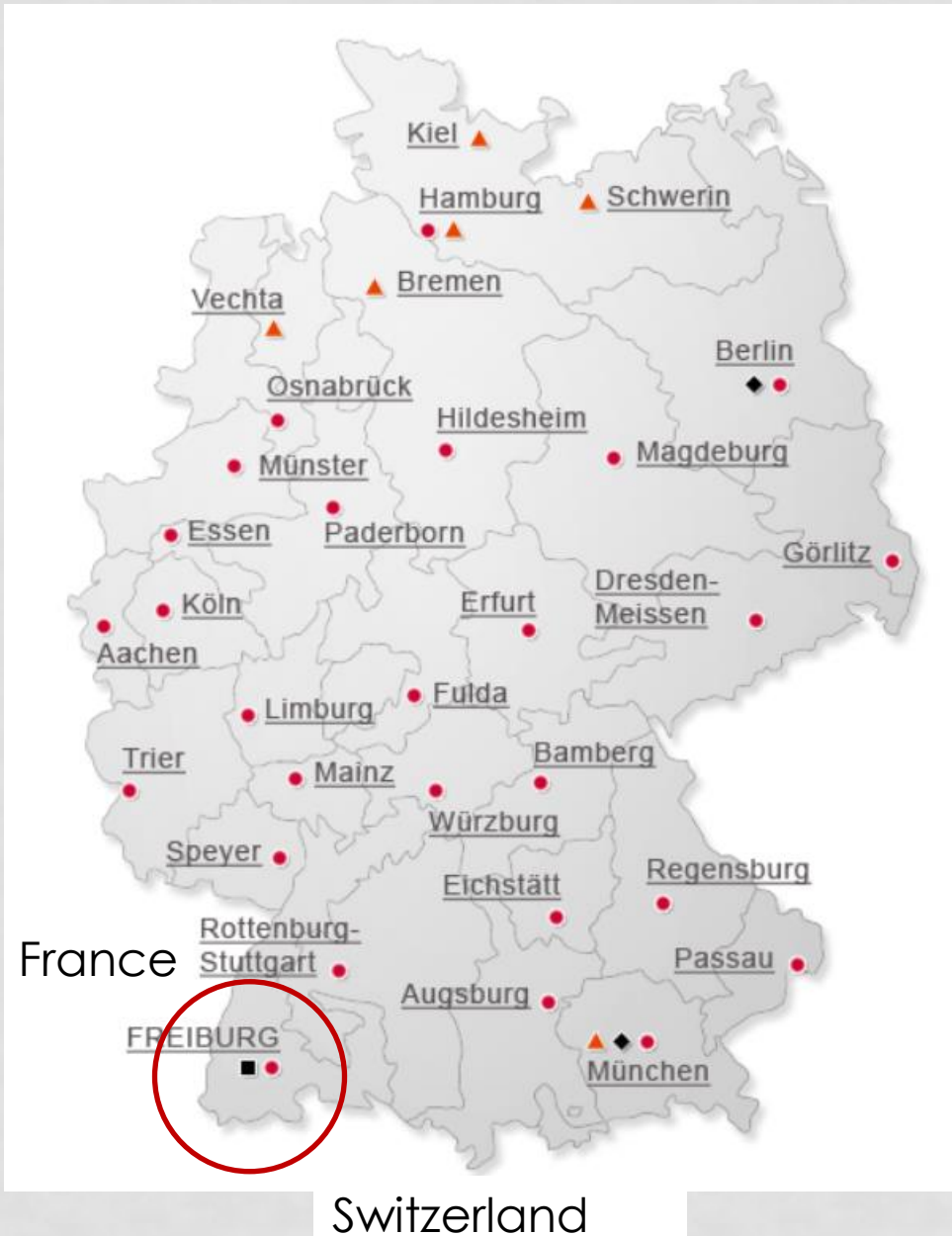
Catholic Germany comprises 27 dioceses.

Services as provided by Caritas are organised and coordinated by the diocesan Caritas associations.

- diocesan associations
- ▲ associations at Länder-level
- ◆ major representation
- headquarters



<https://www.caritas.de/>



# DIOCESAN CARITAS ASSOCIATION FREIBURG



27 Caritas associations at a local level

9 diocesan specialised associations, i. a. women, men, Malteser, care, addiction ...

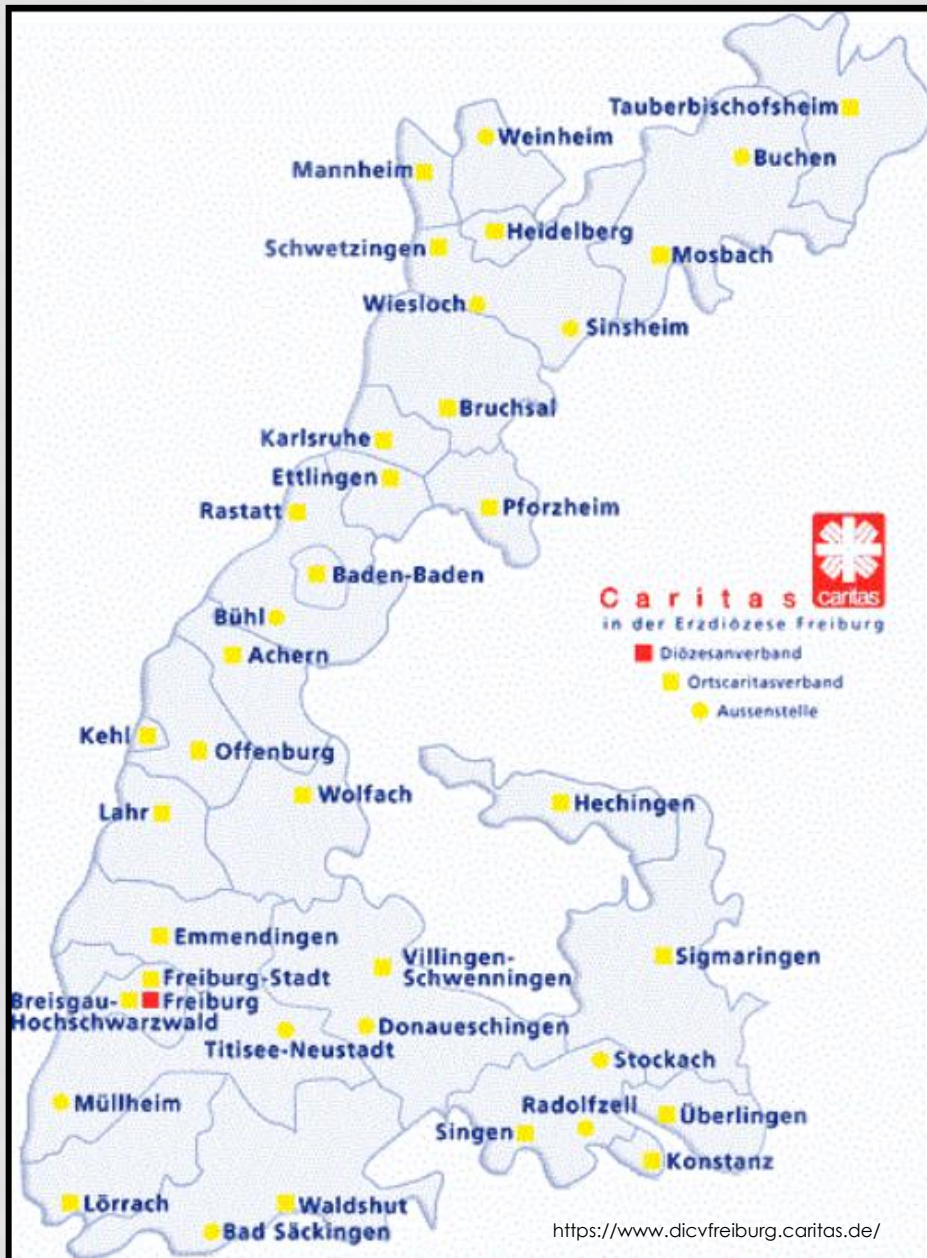
> 2.000 member institutions organised in 7 working groups with 105.000 places: care for the elderly, hospitals, education, day-care centers for children, labour, disabled people, young people ...

> 31.000 professional and > 31.000 volunteers working for people in need

„social leaven“ (Mt 13,33), acting by order of Jesus with a political mission as welfare association of the Catholic church







## „See misery and take action“

≙ territory of the archdiocese Freiburg

- umbrella organisation of free public welfare services in BW
- partnering with the other associations of free public welfare services in the

## League of Non-Statutory Welfare Services

- Diocesan association
- Local association
- ◆ Branch office





## Non-Statutory Welfare Services

National level:  
federal association

BAGFW – Bundesarbeitsgemeinschaft der  
Freien Wohlfahrtspflege

Regional level:  
league

Liga der Freien Wohlfahrtspflege in  
Baden-Württemberg e. V.



### Members

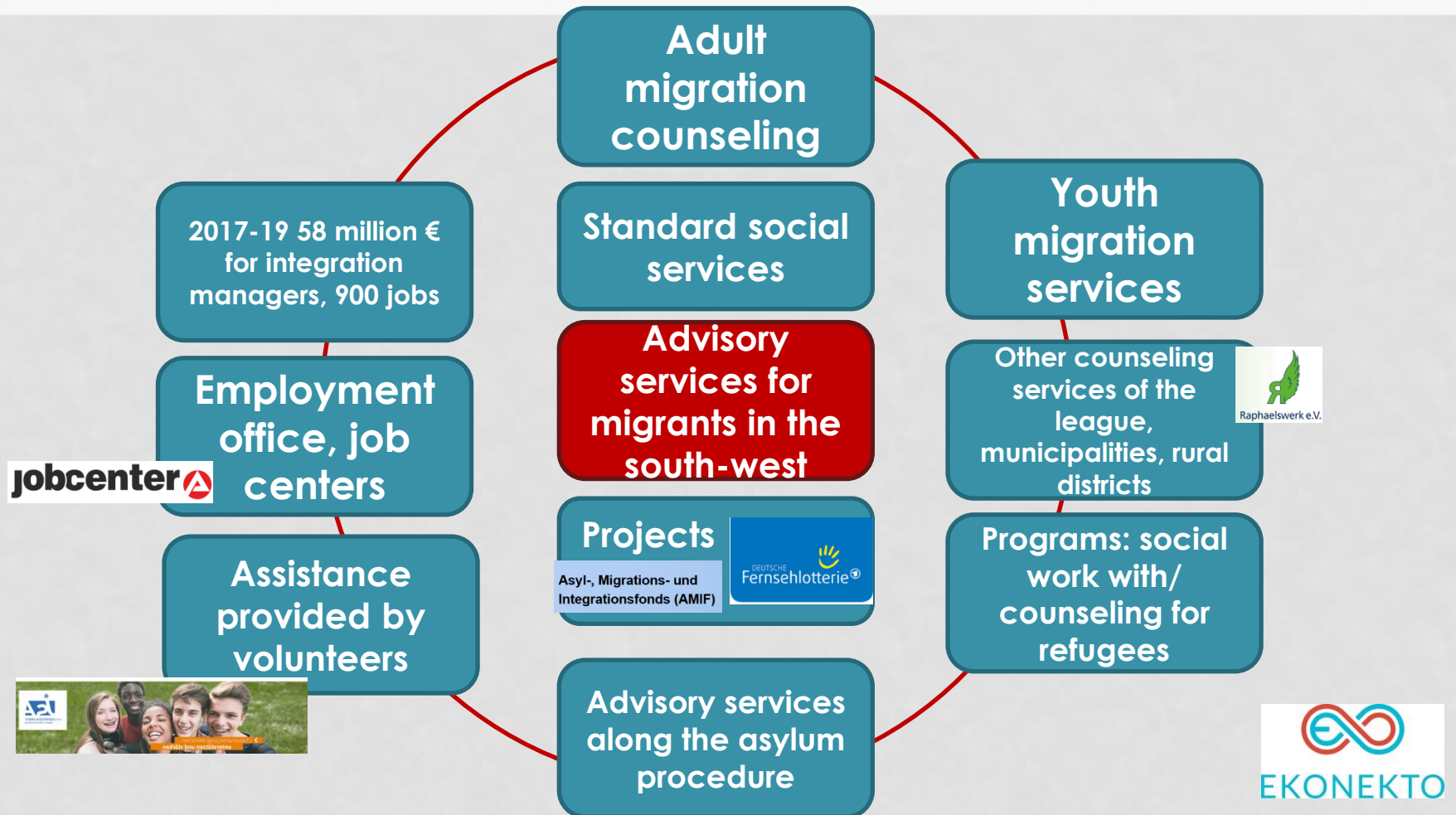
- Workers' Welfare Association
- Welfare Services of the Catholic Church
- Non-denominational Welfare Association
- German Red Cross
- Protestant Welfare Association
- Central Welfare Office of Jews in Germany

### Shared tasks

- Political lobbying
- Representing shared concerns
- Collaborate, here: on issues regarding refugee work



# NON-STATUTORY WELFARE SERVICES AND THEIR ROLE IN MIGRATION AND REFUGEE WORK



Federal level

# COUNSELING SERVICES FOR MIGRANTS - PROGRAMS



## Program: Counseling services for adult migrants

- € Department of the Interior
- 260 locations, 400 counselors
- Duties:
  - Individual counseling
  - Social work and education
  - Assistance to find child care during integration courses
  - Networking on a municipal level, for intercultural opening and active public relations
- 2017: 80.000 individuals, amongst them 50% refugees, 20% EU-citizens

## Program: Counseling services for adolescent migrants

- € Fed. Ministry for families, elderly, women and youth
- 120 locations, 230 counselors
- Duties:
  - Individual counseling, group work
  - Linking-up services for the young in their social environment
  - Assistance with activities for intercultural opening of institutions and services
- 2017: 37.000 individuals, amongst them 50% refugees, 20% EU-citizens



Federal level

# COUNSELING SERVICES FOR REFUGEES



## Specialised services of Caritas

**Advisory services along the asylum procedure**

**Refugee outreach services**  
Information, orientation, individual assistance, integration measures

**Psychosocial care centers**  
therapeutic and social work

**Deportation watch**  
Berlin and Frankfurt airports

## Support for volunteers

**Support by a professional**

**„Coordination, training and promotion of volunteers working with refugees“**

**„Menschen stärken Menschen“**

} programs



# PROGRAMS SUPPORTING VOLUNTEERS



Federal level

## Coordination, training and support of volunteers working with refugees

- Start 2015
- Funds: 900.000 €
- Origin: Commissioner for migration, refugees and integration
- Aim: strengthen volunteer initiatives by implementing professionals locally
- 07/2018: 36 locations
- Volunteers reached: 14.561
- Volunteers among refugees: 1.618
- Refugees: 17.171

Number rising!

## „People encouraging people“

- Start 2016
- Funds: 340.000 €
- Origin: Ministry for families, elderly, women and youth
- Aim: „win god-parents for tandems with refugees“
- 12/2017:
  - at 21 Caritas locations
  - 2.684 tandems



program: people  
encouraging  
people

**„Wir suchen  
eine Patin oder  
einen Paten,**

damit jemand  
mit uns Deutsch  
spricht.“

- Ahmad, Hewa & Bella -



Cooperiert von:



UNIVERSITÄT DER SAARLÄNDISCHEN HOCHSCHULE  
VERBUNDEN AN DER UNIVERSITÄT  
MAGNUS-STRASSE 11 • D-66123 SÄAR  
www.univsaar.de • 01 92 34 24 10  
info@univsaar.de

**WERDE PATE!**  
paten-caritas.de



caritas

Regional level

# THE CHURCH



## 1. Pastoral care

the place to go, contact point, drop-in-center for refugees, e. g. Arab Christians looking for contact to parish communities, support in matters of daily life such as housing, assist with overcoming barriers



## 2. Welfare services

Caritas Diocesan Association  
DICV, representing Catholic  
Caritas work in the diocese

NAH AN MENSCHEN VON WEIT WEG.

Quelle: Nicole Stroth / Erzbistum Freiburg





# PROJECT: NEAR TO HUMAN BEINGS COMING FROM AFAR

Regional level



Funding: Archdiocese and DICV  
Aim: strengthen volunteers helping refugees

2015:

- 930.000 € over 3 years, additional jobs (50%) in all 26 deaneries, local chapters
- Immediate measure to the rigorous increase in numbers as voluntary support structures were forming themselves quickly

2018:

- Aim to extend funding for another 5 years as Europe (Frontex), walls and closed escape routes do not prevent people from hitting the road

Nah an Menschen  
von weit weg.  
Flüchtlinge begleiten  
und unterstützen



[www.dicvfreiburg.caritas.de](http://www.dicvfreiburg.caritas.de)



Informationen und  
Hilfsmöglichkeiten  
für Ehrenamtliche,  
Helferkreise und  
Pfarrgemeinden



# PROJECT: NEAR TO HUMAN BEINGS COMING FROM AFAR

Regional level



## Aims

- Provide assistance, support, backstopping for volunteers, community voluntary workers, salaried workers in parishes and municipalities
- Guide them with a view to protecting them

## Their role

- Build bridges into society by conveying to the people they are welcome - *Willkommenskultur*
- Act as propagators of strength and opinion leaders into the mainstream society
- Contribute to social acceptance of people with a migrant background
- Strengthen social cohesion

## What are these jobs about?

- Intercultural training, e. g. What does Islam mean?
- Health
- Assistance in dealing with public authorities
- Schools ...



# PROJECT: NEAR TO HUMAN BEINGS COMING FROM AFAR

Regional level



## Political message/interference:

- Communication, political representation and strategic body vis-à-vis the state, material, handouts, guidelines
- Archbishop: Help in the first place, then structure!
- Claim: The church understands her charity mission mandate as the Christian mission to serve people no matter where they come from = **the Samaritan principle**
- Fight against depersonalization of refugees when talking about „the wave“, „the flood“, „burden“
- Tension among the C-Parties - the Church asks: Are you still working for the people or are you led by existential fears (poll-ratings, elections)?



# THE CHURCH

Regional level

Initiative of  
Catholic and  
Protestant  
churches

## Flüchtlinge begleiten

Informationen  
für Ehrenamtliche und Hauptamtliche  
in Baden-Württemberg

Eine Handreichung und Arbeitshilfe

**Herausgeber:**

Diakonisches Werk der Evangelischen Landeskirche in Baden e.V.

Diakonisches Werk der evangelischen Kirche in Württemberg e.V.

Caritasverband für die Erzdiözese Freiburg e.V.

Caritasverband der Diözese Rottenburg-Stuttgart e.V.



# THE CHURCH

Regional level






## 3. Education institute (Bildungswerk)

- Organise information events, presentations
- Models, curricula for tuition at a local level, i. e. the difference between islam, islamism, islamist terror
- Overlap Islam – Christianity – Judaism
- Provide differentiated information offering a counter-model to the motive of dull anxiety
- Take fear of the people seriously:
  - Recognising that it was wrong to outlaw PEGIDA
  - Should have looked for common ground to talk
  - Fronts have hardened
  - Task: to convert fear into sorrow, as sorrow leaves room for arguments
  - Paul M. Zulehner: Religious people are less fearful, turn fear into sorrow and thus act



## Hilfe für Geflüchtete

-  Broschüre Pro/Contra Flüchtlinge [1.7 MB]
-  Broschüre Refugees Welcome [2.1 MB]
-  Materialien zur Flüchtlingshilfe [32.5 kB]

Deutschkurse finden Sie unter [www.deutschkurse-freiburg.de](http://www.deutschkurse-freiburg.de)

<https://www.bwerk.de/>



Regional level

# THE CHURCH



## 4. Cooperation (concept and funding) with the district government

- School system: offer tuition for unaccompanied minor refugees (mostly male)
- Programs for 20+
- Teach German plus secondary modern school
- 2018: first group finalised (24 started, 18 school leaving certificates achieved)



Regional level

# THE CHURCH



## 5. Housing – a big problem anyway



+ Enable unaccompanied young people to make an apprenticeship in their workshops: catering, carpentry, metal works, ...  
Lawsuit on illegal education – won!

[www.cjw.eu/](http://www.cjw.eu/)



# WORK AND EDUCATION FOR REFUGEES - PROJECT UNION BADEN

ARBEIT UND AUSBILDUNG  
**FÜR**  
FLÜCHTLINGE  
PROJEKTVERBUND BADEN

ARBEIT UND AUSBILDUNG  
FÜR FLÜCHTLINGE  
PROJEKTVERBUND BADEN



**TRÄGER:** Freiburg   
IM BREISGAU



[www.projektverbund-baden.de/](http://www.projektverbund-baden.de/)

IvAF – Integration von Asylbewerberinnen, Asylbewerbern und Flüchtlingen

- Within the scope of the integration directive of the European Social Fund
- Union focusing on the integration of asylum seekers and refugees
- Sponsored by the Department of Labor and Social Affairs and ESF





# LIDA'S CONTRIBUTION

local level

- Facilitate integration of children and young people with offers in education, leisure, culture
- 3 times a week 2 hours home work help, yoga for children, sports and artisan work
  - Second hand clothing, individual language tuition, evening activities
  - Projects such as gardening, cooking evenings > inciting residents to individual activities





# LIDA'S CONTRIBUTION

local level



Pictures: courtesy of Lida Nada

28 September 2018

Managing Migration and  
Integration

# PROGRAM PROVIDING PERSPECTIVES IN HEIDELBERG

local level

- 200 adults including 70 children and minors
- From Syria, Afghanistan, Iraq, Iran, Macedonia, Kosovo, Serbia, Eritrea, Gambia
- Caritas refugee counseling service present
  - Assistance to refugees in Arabic, Persian, Farsi, Turkish, Urdu
  - Information events for volunteers, volunteers to be, giving impulses to reflect on project initiatives and ideas
  - Presentations and workshops of external partners (school visits, church, associations of any kind), 100 volunteers
- 1,5 FTE (3 people): social counseling, social assistance, coordination of volunteer work plus 2 more 50% jobs funded by donations

# JOB SPEED DATING

local level

**Employers in need of workforce and refugees in need for a job**



**100 job seekers  
12 employers  
60% successful**



**300 job seekers  
28 employers  
35% successful**

Regional/local level

# DIAKONIE/EKIBA



## Escape and migration

- What you can do - examples
- Supporting refugees: what you need to know
- Psycho-social care
- Material, videos, topical brochures etc. for volunteers and refugees: christening, church asylum, refugee children in school, facts against prejudice, background information on countries of origin ...
- Material for religious services, tuition, intercultural trainings
- Political statements and action days, e. g. family reunification, intercultural week
- Local addresses/contact points: where to go
- Legal information ...



[www.diakonie.de/](http://www.diakonie.de/)  
[www.ekiba.de](http://www.ekiba.de)



Regional/local level

# DIAKONIE/EKIBA



## The EKIBA package of measures

- Specialised information centers in the church districts
- 24 specialised commissioners (50%) in the church districts
- Trainings for volunteers
- 3,3 million € for local measures/projects
- 1,5 additional FTE to guide commissioners
- Special study programs at Freiburg Protestant Academy for refugees in social work and child education, formats tbd
- School projects
- Religious courses
- Learning opportunities and leisure activities
- Specialised offers for target groups: youth, women, men ...



Regional/local level

# SOCIAL WORK FOR REFUGEES



English



- AKTUELL
- STUDIUM
- FORSCHUNG
- WEITERBILDUNG**
- HOCHSCHULE
- INTERNATIONALES



Sie sind hier: Weiterbildung > Integrationsmanagement / Flüchtlingssozialarbeit

INTEGRATIONSMANAGEMENT /  
FLÜCHTLINGSSOZIALARBEIT  
INSTITUT FÜR WEITERBILDUNG  
KOMPETENZZENTRUM  
PÄDAGOGIK DER KINDHEIT

## FORTBILDUNGEN INTEGRATIONSMANAGEMENT UND FLÜCHTLINGSSOZIALARBEIT

Die Evangelische Hochschule Freiburg und die Katholische Hochschule Freiburg bieten gemeinsam ab April 2018 ein umfassendes berufsbegleitendes Fortbildungscurriculum für Fachkräfte in der Flüchtlingssozialarbeit und im Integrationsmanagement an.

Specialised training courses for social workers



[www.eh-freiburg.de/](http://www.eh-freiburg.de/)

# PRIVATE INITIATIVES MUNICIPAL ACTIVITIES

local level



Zuflucht Müllheim e.V.



**Der Helferkreis**  
Hier finden Sie Information zu den jeweiligen Arbeitsfeldern des Helferkreises.

Sprachgruppe	Öffentlichkeitsarbeit
mehr>>>	mehr>>>
Freizeitgestaltung	Willkommensgruppe
mehr>>>	mehr>>>
Café International	



Bildung  
für alle e.V.

Weil Verständigung den Anfang macht!

Volunteers needed as  
language teachers, in child  
care, assistant teachers...

Home

Über Uns

Presseartikel

Termine

For Refugees

Links

Because understanding makes the start!

<http://zuflucht-müllheim.de/> <https://bfa-freiburg.de/>





# AT COMPANY LEVEL

Gerhard Stähler | Fritz Audebert  
(Hrsg.)

## Vom Flüchtling zum Arbeitnehmer

Chancen und Grenzen  
von Integrationsprojekten

MIT  
FAKTEN  
UND  
FALL-  
BEISPIELEN



SCHÄFFER  
POESCHEL

### 7.3.1.3 Kulturelle Vielfalt im Schwarzwald (HMT Häsel Metall Technik GmbH) .....

<http://s349456202.online.de>  
<https://hmt-stanztechnik.de>

28 September 2018

### 7.3.1.6 Selber die Initiative ergriffen (STOBAG Alufinish GmbH) ..... 82



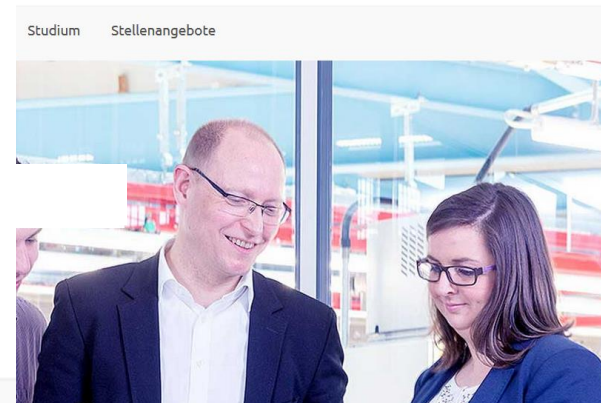
### 7 Optimiertes Schnittstellenmanagement – ermutigende Integrationsbeispiele aus Südbaden ..... 65

*Eva-Maria Tomczak*

#### 7.1 Integration geflüchteter Menschen über Arbeit –



**STANZ- &  
UMFORMTECHNIK**



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# LTD COMPANY OPERATING AS A PUBLIC UTILITY

ANGEBOTE FÜR UNTERNEHMEN	ANGEBOTE FÜR ARBEITSUCHENDE	SCHULE UND BERUFSFINDUNG	ANREISE
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Deutschförderung  
(DeuföV)  
B2-Zertifikatskurs

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## HILDA

Hilfen zur  
Integration:  
Lernen  
Deutschsprechen  
Arbeiten

## MiKA

Migranten integrieren  
in Kultur und Arbeit

### Flüchtlinge bei STOBAG

15.03.2017 Erfolgreiche Integration. Gespräch mit Wilfried Rapp, Geschäftsführer ATOBAG Alufinish GmbH



# WORKFORCE INTEGRATION

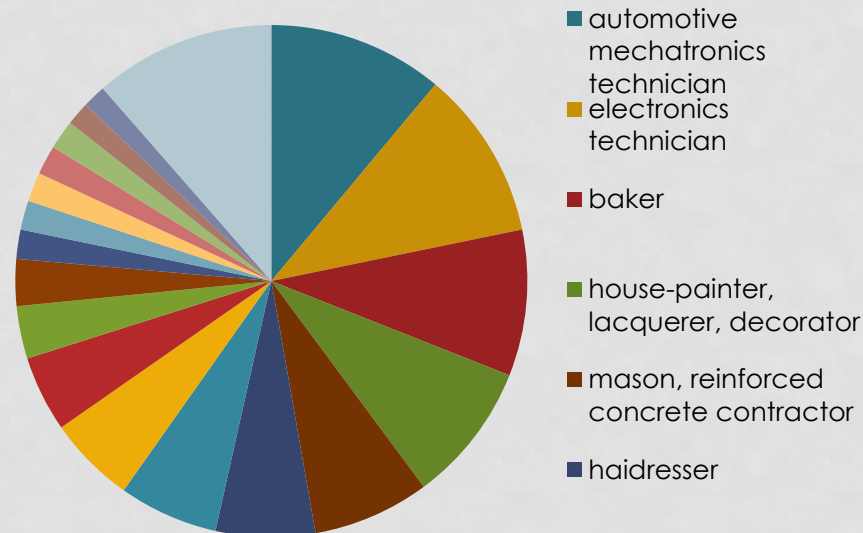
HOW TO MEASURE?



# FREIBURG CHAMBER OF HANDICRAFTS

2017

- Number of refugees starting an apprenticeship: 271
- 11% of beginners with migration background
- Especially craft industries with decreasing applicants profit
- Number of refugees with sufficient skills (language, schooling) to rise in the coming years



# FREIBURG CHAMBER OF HANDICRAFTS

## What do companies require?

- Professional orientation finalised, internships, knowledge of the level of requirements needed in the profession to be
- Education: at least 9 years school in the home country or recognised education level
- Maturity for vocational high school
- Approved language level B2 (speak, write, read)
- Access to support measures when needed (measures available by employment office or volunteers)

## Challenges met so far

- Stress caused by starting apprenticeship too early
- Too little knowledge about the professional profile, language deficits
- No access to supporting measures as offered by the employment office
- Incriminatory housing situation in shared accommodation centers
- Mobility problems: workshop, school, training facilities
- Fear of deportation: application and approval of deportation ban „3+2“ difficult despite legal right

**Auszubildende nach Staatsangehörigkeit  
 (Tabelle 2 - BerStat)**

Stand: 28.08.2018

IHK	Afghanistan	Iran	Irak	Syrien	Eritrea	Nigeria	Pakistan	Somalia	Gambia
Bodensee-Oberschwaben, Weingarten	18	1	7	34	5	5	5	1	17
Heilbronn-Franken, Heilbronn	65	12	21	102	11	5	9	7	24
Hochrhein-Bodensee, Konstanz	39	5	5	52	8	7	6	0	26
Karlsruhe	51	17	16	54	5	7	7	5	9
Nordschwarzwald, Pforzheim	26	5	25	31	6	4	4	3	26
Ostwürttemberg, Heidenheim	7	5	0	17	2	4	1	0	8
Region Stuttgart, Stuttgart	132	38	56	256	23	6	32	14	43
Reutlingen	28	3	11	37	9	1	1	0	18
Rhein-Neckar, Mannheim	96	18	17	67	13	7	16	7	41
Schwarzwald-Baar-Heuberg, Villingen-Schwenningen	41	6	3	34					
Südlicher Oberrhein, Freiburg	80	15	27	83	13	19	10	4	73
Ulm	28	10	8	67	2	5	7	2	12
<b>Baden-Württemberg</b>	<b>621</b>	<b>135</b>	<b>196</b>	<b>834</b>	<b>97</b>	<b>73</b>	<b>104</b>	<b>43</b>	<b>297</b>

Apprentices according to nationality

- Afghanistan
- Iran
- Iraq
- Syria
- Eritrea
- Nigeria
- Pakistan
- Somalia
- Gambia



# CHAMBER OF INDUSTRY AND COMMERCE

IHK Region Stuttgart

08/2018

## Neu eingetragene Ausbildungsverträge nach Staatsangehörigkeit (Ausländische NAV - BerStat)

Stand: 28.08.2018

IHK	Afghanistan	Iran	Irak	Syrien	Eritrea	Nigeria	Pakistan	Somalia	Gambia
Bodensee-Oberschwaben, Weingarten	13	1	9	38	2	1	0	2	7
Heilbronn-Franken, Heilbronn	31	6	12	53	6	1	3	5	10
Hochrhein-Bodensee, Konstanz	18	2	2	31	4	1	3	0	7
Karlsruhe	24	8	9	27	2	4	3	2	3
Nordschwarzwald, Pforzheim	13	3	4	16	1	1	0	2	10
Ostwürttemberg, Heidenheim	4	2	0	7	0	1	0	0	3
Region Stuttgart, Stuttgart	61	18	30	145	9	3	12	8	12
Reutlingen	19	2	6	20	8	1	2	0	10
Rhein-Neckar, Mannheim	38	12	9	45	7	2	6	0	14
Schwarzwald-Baar-Neuberg, Villingen-Schwenningen	24	4	1	21	0	0	0	0	0
Südlicher Oberrhein, Freiburg	41	10	17	44	5	5	5	3	35
Ulm	19	3	6	45	1	3	1	1	3
<b>Baden-Württemberg</b>	<b>305</b>	<b>71</b>	<b>105</b>	<b>492</b>	<b>45</b>	<b>23</b>	<b>39</b>	<b>23</b>	<b>114</b>

New  
apprentice-  
ship  
contracts  
signed  
according  
to  
nationalities

165

Total: 1.217



# (WORKFORCE) INTEGRATION

SOCIAL MEDIA/INTERNET





# HOW CAN I FIND A JOB?



**jobcenter**

*worker*

73 Initiativen verfügbar



Für Menschen aus dem  
Ausland

THEMENGEBIETE

Deutsch lernen • Jobs und Praktika  
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Registration

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the syrian expat | experts



jobs 4 refugees

**SocialBee** 

SYRVIVE in the news

Application



**JOBBÖRSE.de**  
Eine Jobbörse. Alle Jobs

Jobbörse Ausbildung Weiterbildung Praktikum Refugees

  
**EKONEKTO**

# HELP



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One destination  
for all your  
questions



Get answers from  
volunteers and  
experts

Ask!

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# HELP



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# HELP

# Wir sind's!

Die Einwanderungsgesellschaft gestalten



## fluechtlingshelfer.info

Informationen für Flüchtlingshelferinnen und -helfer



Start

Für Engagierte

Für hauptamtliche Koordinator\*innen

Projekte

Links & Adressen

Dokumentationen & Studien

### Hilfe für Helfer

**Welche Arbeit passt zu mir? Informationen zum Thema Berufswahl**

Zuletzt aktualisiert am: 11.09.2018 | Arbeit und Bildung

**Ehrenamtliche Unterstützung von Flüchtlingen**

**Koordinierung, Qualifizierung und Förderung**

<https://www.youtube.com/watch?v=VWNwRpk7CkU>



**Wir sind Hoffnung.**  
**Wir sind Zuflucht.**  
**Wir sind Vielfalt.**

**ganz normal?**

Interaktives Theater zum Umgang mit Rassismus und Rechtsextremismus

27.09.2018, 18:00-21:00 Uhr (Einlass ab 17:30)  
 Grundschule Brander Feld, Schagenstraße 40, 52078 Aachen

**-EINTRITT FREI-**

In Kooperation mit:



**Vielfalt verbindet.**

**INTERKULTURELLE WOCHEN 2018**



**Lünen**  
**Interkulturelle Woche in Lünen**  
**24.09. – 03.10.2018**

**VIelfalt VERBIndet.**



**INTERKULTURELLE WOCHEN 2018**

Für weitere Informationen wenden Sie sich bitte an:

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 Geschäftsführerin des Lünener Integrationsrates  
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 Tel.: (02306) 104-1524  
 Fax: (02306) 9280493  
 E-Mail: aysun.aydemir.02@luenen.de

**Mein Lünen!**

**INTERKULTURELLE WOCHEN 2018**  
**VIelfalt VERBIndet**



**27.9. – 30.9.2018**

STADT KÖLN WESTHEIM

28 September  
 REFUGEE DAY



VERANSTALTUNGEN / MATERIALHEFTE / GEMEINSAMES WORT / GOTTESDIENSTBAUSTEINE / GOOD PRACTICE / BESTELLEN / GALERIEN / SERVICE



pictures: emt





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# HOW CAN I HELP YOU?



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