

A thick, multi-colored braided rope made of paper or fabric, with strands in shades of yellow, blue, green, red, and grey, extending from the right side of the slide towards the center. The rope is braided in a complex, interlocking pattern.

Integration of refugees and migrants into language, training and work in Germany



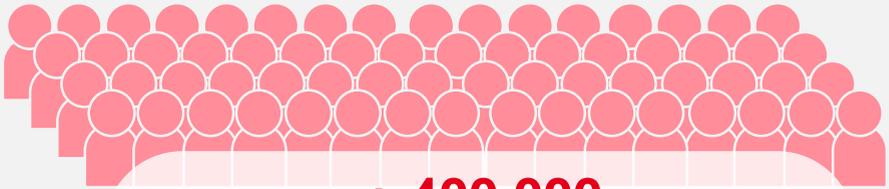
Current refugee migration to Germany presents huge challenges, especially for the BA and BAMF

Projected rise in unemployment due to refugee migration



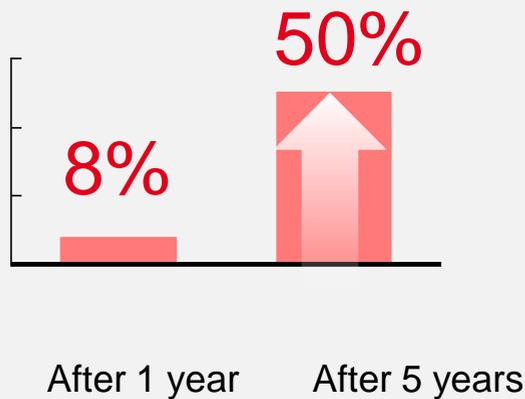
+ 100,000 to 155,000
unemployed refugees in 2016¹

Projected admissions to joint institutions of claimants who are able to work

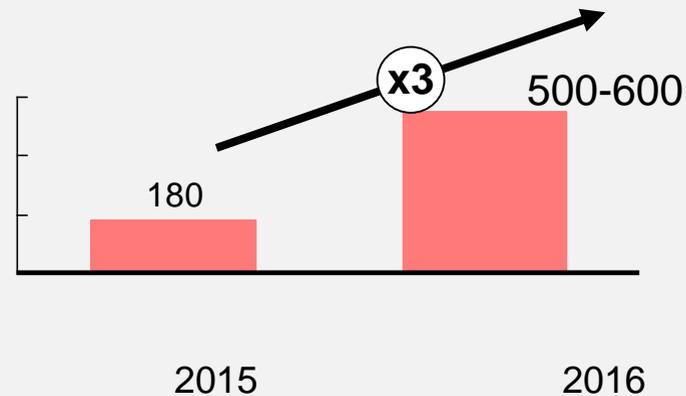


+ 400,000
admitted to basic social security 2016

Employment rate of refugees over time



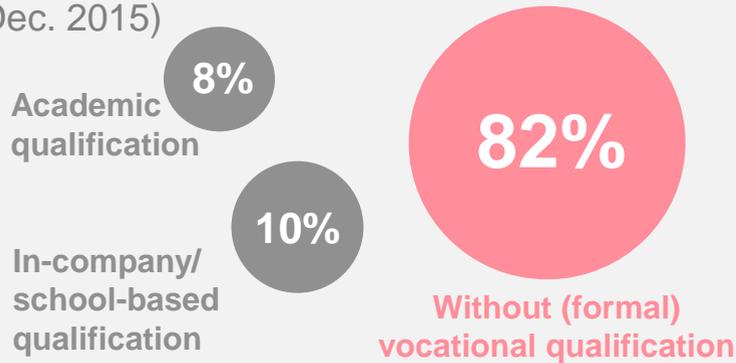
Demand for language courses for refugees in thousands



Characteristics of refugees and company surveys highlight challenges and opportunities

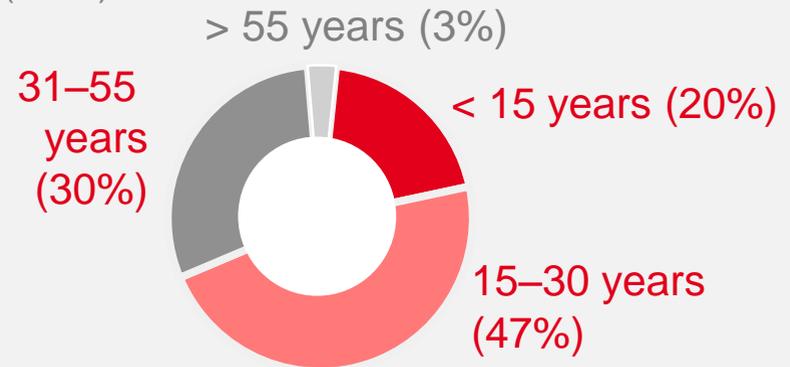
Challenges

Qualification structure of unemployed persons from asylum seekers' countries of origin (Dec. 2015)



Opportunities

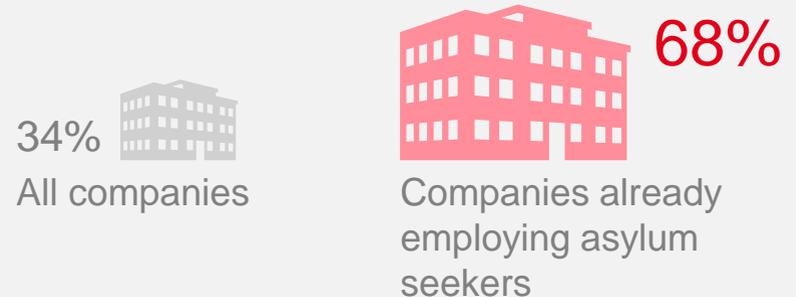
Positive asylum decisions by age group (2015)



Employment rate by sex (BAMF Brief Analysis 1/2016)



Proportion of companies that are planning to hire refugees in 2016 or from 2017



The BA uses six areas of action to address the integration of refugees and migrants

Asylum process



Integration into training and work

1 Compatible transition from asylum process to integration process
Making contact early, already in reception centres, with persons entitled to asylum and who are able to work

2 Compulsory and systematic language development
Early provision of compulsory language courses in combination with practical visits/internships at companies

3 Scaling of careers counselling
Widespread careers counselling, including through digital services, especially for the 15–30 age group

4 Skills identification and profile building
Stepping up the identification of technical and interdisciplinary skills through early screening and agile profile sharpening

5 Modular partial qualifications and further training
Provision of modular training (partial qualifications, combining theory and practice)

6 Interconnected employer initiatives
Employer initiative consisting of a dual programme of language learning and employment opportunities at the company

Initiatives also drive systemic change for other target groups

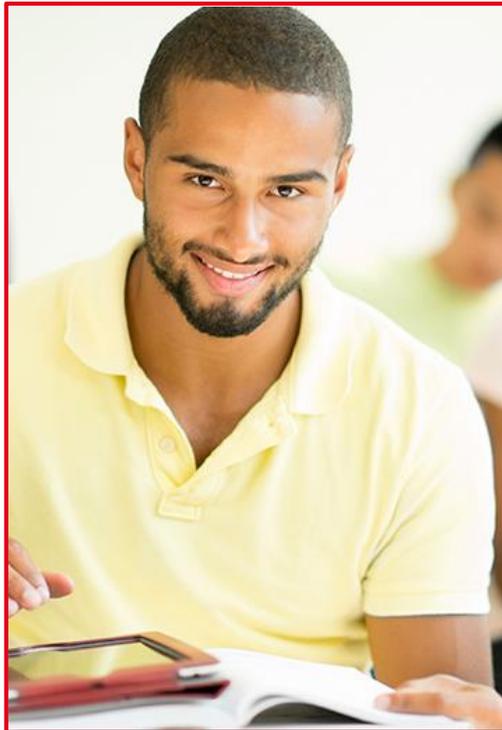
2 | Compulsory and systematic language development

To Aim 100% of people entitled to asylum attend a compulsory language and integration course

From Initial situation

2016: Clear gap between demand for 500,000–600,000 places on language courses and planned provision

Language development currently starts too late and is often not completed by participants



Possible measures

- Creation of transparency regarding demand for and capacity of language courses, **integral management** of course admissions by BAMF and BA, and significant **expansion of capacities**
- Stepping up **of compulsory nature of language courses** (incl. possible sanctions) for persons who are entitled to asylum and able to work
- Introduction of **combined measures** incorporating an integration course and labour market promotion instruments

3 | Scaling up of careers counselling, especially on the topic of training

To Aim 100% of young people receive counselling on training, studies and entering the world of work

From Initial situation

At least 30% of jobseekers from asylum seekers' countries of origin lack a lower secondary leaving certificate

~ 70% of trainees from Syria, Afghanistan or Iraq drop out of their training

Currently 3,900 BA careers counsellors in Germany – but few with focus on refugees



Possible measures

- Creation of new counselling officer positions for targeted face-to-face counselling on the topic of training (200 new positions already created in 2015)
- Pooling and announcement of existing online services as a source of information (e.g. BEN, Berufe-Universum, StudiFinder)
- Expansion of measures to prepare for and support training (e.g. assisted training pursuant to section 130 of SGB III)
- Expansion of youth integration courses by the BAMF (incl. careers guidance as key building block in content)

Source: BA Statistics, Forschung & Lehre [Research & Education] 1/16

4 Skills identification and profile building

To Aim Scalable recording system for technical, language and interdisciplinary skills allows refugees' and migrants' skills to be identified and put to better use

From Initial situation

Formal educational and vocational certificates are essential on Germany's labour market but ~80% of refugees have no formal vocational qualification

Some isolated examples of initial positive approaches for recording non-formal technical skills (e.g. ASCOT project)

No scalable approaches yet; also no overall recording of technical, language and interdisciplinary skills

Skills identification system

Surname: Sample

Customer no.: 573219

Date of birth: 3/8/1995

First name: Alan

Language skills (test)

Level of language B2 level

Technical skills (test)

e.g. ASCOT test for refugees 70% hotelier

Interdisciplinary skills (self-assessment)

	None	Evaluation			Very good
	1	2	3	4	5
Motivation	1	2	3	4	5
Punctuality	1	2	3	4	5
Ability to work in a team	1	2	3	4	5
...					

Source: BA statistics

5 | Modular partial qualifications and further training

To Aim Certified partial qualifications that allow entry into an occupation and further training schemes for all relevant occupational fields

From Initial situation

In recognised occupations, it is not yet possible to accredit non-formal qualifications in order to shorten the training period

So far, training provision is managed purely by way of course admissions



Possible measures

- Expansion of project “Partial qualifications that allow entry into an occupation” to other recognised occupations
- Strengthening of further training schemes for skilled workers and assistant jobs
- Development of a standardised and recognised certification system for partial qualifications in cooperation with chambers of trade and industry
- Stepping up of results-oriented management of training schemes by providers

6 | Interconnected employer initiatives

To Aim **Scaling up employers' commitment to creating employment opportunities for refugees on a significant scale** Set out in detail below

From Initial situation

First employer initiatives launched

Often a pronounced commitment and willingness on the part of companies (e.g. "Wir gemeinsam" [Us together] initiative)

Until now, little focus on employment opportunities for the integration of refugees on a significant scale



Possible measures

- Targeted support for employers in employing refugees, incl. financial assistance
- Networking of existing stakeholders by the BA, BDA and BDI
- Pooling of existing initiatives and scaling up of further initiatives under the same roof, e.g. internship/assistant programme coupled with skills identification and language learning

6 | Employers can boost integration of refugees in various ways – and the BA assists them in doing so

Employers

Creation of additional training places and jobs

Provision of internship schemes for skills identification in a practical setting

Targeted support for refugees provided by “refugee representatives”

Raising employees’ awareness with regard to working alongside refugees

Federal Employment Agency

Creation of transparency and provision of information on local employment opportunities

Individual counselling from the Employer Service, which acts as a guide within the complex legal system & labour market entry procedure

Individual support from local Employer Service in selecting new members of staff and interns

Financial assistance, e.g. within the framework of introductory training, or other subsidies

6 | From the BA's perspective, for example, there are four options for collaboration

PACKAGE 1: Preparation and support for training

- **Company:** Provision of internships for 6–12 months with a view to taking interns on as trainees
- **BA:** Subsidy for internship remuneration, as well as provision of training support assistance

PACKAGE 2: Further training of employees in assistant jobs

- **Company:** Provision of assistant jobs
- **BA:** Wage-payment subsidy for further training period, as well as meeting the costs of further training

PACKAGE 3: Combination of language learning and employment

- **Company:** Provision of “midi-jobs” (up to 5 hours a day)
- **BA/BAMF:** Provision and financing of integration courses or job-specific language courses (up to 5 hours a day)

PACKAGE 4: Familiarisation in the workplace

- **Company:** Provision of “trial placements” for 6–12 weeks (to determine refugees' occupational suitability)
- **BA:** Financial support for trial placements through continued payment of living costs and by meeting travel costs

Collaboration with all stakeholders is critical for successfully implementing the areas of action

Collaboration with ...



... the **Federal Government (esp. the BAMF)**: e.g. stepping up language learning



... **state governments and local authorities**: e.g. acting as a guide, social integration benefits, compulsory schooling



... **chambers of trade and industry**: e.g. skills identification, accreditation of qualifications, issues relating to dual training programmes



... **employers and employer associations**: e.g. strengthening and scaling up joint employment initiatives



... **employee associations**: e.g. raising employee awareness of challenges and opportunities



... **training providers**: e.g. expanding training schemes

Success is ensured through clear definition of responsibilities and overarching coordination within the framework of the Federal-State Working Group for Integration



The integration of **refugees** poses a **challenge for the BA and society** as a whole. To overcome it, we must all stand shoulder to shoulder