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 2016

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:
- 8% after 1 year
- 50% after 5 years

Demand for language courses for refugees in thousands:
- 180 in 2015
- 500-600 in 2016
Characteristics of refugees and company surveys highlight challenges and opportunities

**Challenges**

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

- Academic qualification: 8%
- In-company/school-based qualification: 10%
- Without (formal) vocational qualification: 82%

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

- Men: ~50%
- Women: ~12%

**Opportunities**

Positive asylum decisions by age group (2015)

- <15 years: 20%
- 15–30 years: 47%
- 31–55 years: 30%
- >55 years: 3%

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

- All companies: ~12%
- Companies already employing asylum seekers: 68%
The BA uses six areas of action to address the integration of refugees and migrants.

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.
Compulsory and systematic language development

**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.

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

**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.

Source: BAMF, BA
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

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)

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

Source: BA Statistics, Forschung & Lehre [Research & Education] 1/16
Skills identification and profile building

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.

Source: BA statistics

To Aim

Scalable recording system for technical, language and interdisciplinary skills allows refugees’ and migrants’ skills to be identified and put to better use.

Skills identification system

Surname: Sample, First name: Alan
Customer no.: 573219
Date of birth: 3/8/1995

Language skills (test)
Level of language: B2 level

Technical skills (test)
e.g. ASCOT test for refugees: 70% hotelier

Interdisciplinary skills (self-assessment)

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Module 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

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

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.
Interconnected employer initiatives

To Aim Scaling up employers’ commitment to creating employment opportunities for refugees on a significant scale

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

**OBJECTIVE AND AREAS OF ACTION**

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
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