



Short work paths for optimal networking

For labour market integration of refugees, all important municipal partners of the statutory institutions work together and network in a regional workshop



IQ GOOD PRACTICE to the point

Addressees for transfer:

Employees from employment agencies and job centres as well as all other statutory institutions

Regional workshop format:

The regional workshop is a networking concept for local partners of the statutory institutions on labour market integration of refugees and recent immigrants. Firm commitments are made, which contribute quickly and easily to improvements in cooperation, exchange of information and the organisation of labour market integration. The relevant processes are accelerated due to the close networking.

Project:

Intercultural opening through professional exchange between stakeholders

Implementing organisation:

Intelligence System Transfer Dresden (IST)

Project Contact:

Anja Stephan / Wiener Straße 73 /
01219 Dresden /
Tel.: +49 (0)351/41 61 345 /
stephan@prozesskette-sachsen.de

Offer:

Additional information can be found in the so-called 'interface document', which demonstrates the system. Moreover, lessons learned were published in a brochure with recommendations for action. Both publications are available from the coordination of the Network IQ Saxony: EXIS Europa e.V., Römerplatz 4, 08056 Zwickau, Tel.: +49 (0)375/390 93 65, E-Mail: post@exis.de, www.netzwerk-iq-sachsen.de

Starting position/challenge

Close cooperation and ideally a network of all involved municipal institutions is necessary for the labour market integration of refugees and recent immigrants. Important participants are the employment agencies and job centres as well as their joint employer services, the German Federal Office for Migration and Refugees, immigration counselling, central immigration authorities, social welfare offices, and adult education centres. The cooperation is based on mutual knowledge and expertise of the tasks and responsibilities of the individual partners. Personal contact is also optimal, because it minimises inhibition thresholds for inquiries on both sides. In order to create new structures, the "Regional Workshop" concept was initiated as part of the project "Intercultural Opening Through Exchange of Expertise between Stakeholders" in the Network IQ Saxony.

Implementation of the format

All municipal stakeholders in a region must be identified and associated with their tasks in order for integration processes to be efficient. In some cases, there are already existing partnerships, which facilitates the establishment of contacts. The "Regional Workshop" concept forms the basis for all involved participants to work together on the requirements and processes and find solutions.

The appropriate partners for cooperation can be defined individually for each municipality or region within the framework of the format. Ideally, the core of the network is made up of all stakeholders of the statutory bodies, which are legally responsible for the essential steps towards integration. Among them, one or more partners should act as organisers and plan the next steps within a regional workshop. It is recommended to limit the size of the group to a maximum of 20 to 25



people for a successful cooperation. The participation of decision-makers of the institutions involved is also very important.

To establish a functioning network in a city or region, important partners and institutions should meet regularly. This allows them to exchange information about their concerns and determine together the goals of a regional workshop. Complex information is systematically combined in the form of matrices, graphs and tables to create an interface document that provides an overview of responsibilities, contact details and contact persons.

Summary

The first regional workshop, initiated in Leipzig, has become a regular exchange circuit. The local stakeholders recognized the advantages, organised themselves and defined their own issues. Gradually, the IQ employees who initiated the regional workshop could withdraw from it. In the group, a "sense of togetherness" has developed, which includes short work paths and close cooperation.

Graphs and interface documents

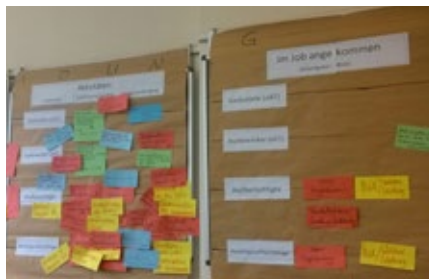
Regional workshops provide various overviews for the best possible transparency

In municipalities and regions, where regional workshops have so far been held, this panel has established itself as an important collective force on the labour market integration of migrants. Stakeholders say that especially the confidential transmission of the contact details of specific contact persons has improved processes considerably.

It was also important to work out specific knowledge within a workshop in order to institute a uniform knowledge base among all participants, e.g. the distinction between the different types of residence sta-

tus and the rights and obligations in the labour market that are connected to these.

The resulting matrix for common responsibilities ensures comprehensive transparen-



cy and shows who is responsible for which activity area. By using highlights of different colours as well as symbols in the matrix, it is also possible to specify which stakeholders are responsible for which target group. On this basis, an interface document with additional diagrams and tables for responsibilities and contact details was created. In regional workshops, ideas were also developed for possible measures to improve work and cooperation. These recommendations for action were presented by the individual partners or institutions and decided by vote. These firm agreements have strengthened cooperation.

Three questions to Sandra Scheibe, deputy coordinator in the Network IQ Saxony

“Benefit and sustainability are worth the effort”



What is the innovative aspect of the regional workshop?

The innovative part of this format is that decision-makers are much more frequently involved than usual and meet for regular exchange and discussions. The current state of the labour market integration of refugees and recent immigrants is thus communicated much more intensely within the institutions. Also, the respective responsibilities of each individual partner are clearly defined and firm commitments are made to improve cooperation. This also leads to accidental discovery of unconventional, creative solutions. Moreover, the format is so flexible that other partners, such as representatives of chambers or companies, can also be invited.

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Is it possible to introduce this format in other regions?

The regional workshops are actively being requested by various re-

gions in Saxony. There is great demand for a network of this kind, which can lead to regular exchange and which is documented and thus visualised. This is mainly due to the high number of newly arrived refugees. The stakeholders are increasingly recognising that the work on the ground can be improved significantly with such a format. Since the specific design can be tailored to the region, each region benefits individually. Different panels with different results have taken place in Leipzig, Dresden, districts Meißen and Crimmitschau. A transfer of the “regional workshop” format to other federal states should be unproblematic.

What can a regional workshop achieve in the long term?

The preparation for the implementation of regional workshops is sometimes complex, but the benefits and sustainability for the municipalities and regions are so immense that the effort is certainly worthwhile. Cooperation in the group is also long-lasting. Due to the fact that contacts from the institutions are actively communicating, successors can immediately enter into the existing information exchange in the case of personnel change.

Imprint

The project is funded as part of the Network IQ. It is a subproject of the Network IQ Saxony.

Authors: Christian Zingel, Sandra Friedel, Claudia Poldrack
Editor: Christian Zingel, Canan Ulug, ebb GmbH
Photos/Illustration: Sandra Friedel, Sandra Scheibe, Julia Schlax (RockAByte GmbH)
Layout: Gereon Nolte, ZWH
Version: 2016

www.netzwerk-iq.de

Network IQ

The Network “Integration through Qualification (IQ)” aims at sustainable improvements in the labour market integration of adults with a migration background. The programme is funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF). Strategic partners in implementing the programme are the Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA).

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