

## Identify competencies, promote empowerment

Project “Female migrants in Bavaria” increases labour market opportunities for female immigrants.



### **IQ** | **GOOD PRACTICE** in a nutshell

**Addressees for Transfer:**  
Advice centres, educational institutions and adult education institutions

**Training measure “Female migrants in Bavaria”:**

The project “Female migrants in Bavaria – competent in the labour market” aims to enable women with a migration background to integrate into the labour market through advice, training and networking services. At the heart of the concept lies the individual support of women and the assessment of their abilities by means of a specially developed skills assessment. The qualification measure “Female migrants in Bavaria” consists of a total of five seminar modules, from the identification of competences, through to the optimisation of application processes, the strengthening of labour market competences through communication training and the search for internships, further training and employment.

**Project:**

Female migrants in Bavaria – competent in the labour market

**Implementing organisation:**

Migrant Network Bavaria e.V.

**Project contact:**

Claudia Sanchez-Wolf / Harmoniestraße  
16 90489 Nürnberg / Tel.: 0911/586 869  
41 / claudia-sanchez-wolf@migrantinnen-bayern.de

**Offer:**

Please find the flyer for the training measure “Female migrants in Bavaria” available for download at [http://www.migrantinnen-bayern.de/fileadmin/redaktion/News/2017/Mig-NetzBay\\_ProjektMigraNet\\_Flyer2017.pdf](http://www.migrantinnen-bayern.de/fileadmin/redaktion/News/2017/Mig-NetzBay_ProjektMigraNet_Flyer2017.pdf). All previously published IQ Good Practice examples can be found at [www.netzwerk-iq.de](http://www.netzwerk-iq.de).

**Starting point/challenge**

Although many female immigrants have obtained professional qualifications or an academic degree in their home countries, their integration into the labour market in non-regulated professions is often unsuccessful. After having completed several training courses, some give up on their goal of finding a job so their potential remains unused. These failures are partly due to the fact that many migrant women in Germany are confronted with professional practices and structural conditions which are unknown to them. However, they often do not interpret these in a social context but perceive them as personal inadequacies. The task of the project “Female migrants in Bavaria - competent in the labour market” in the Network IQ Bavaria - MigraNet is to break these trends, remove obstacles and support the empowerment of women.

**Implementation of the bridge training**

Through networking with the equal opportunities officers at the regional branches of the Federal Employment Agency at the respective project locations and through contacts with migrant organisations and advice centres for migrant women, voluntary participants are recruited for the project. The project concept focuses on individual support and socio-pedagogical care for women with a migration history. At the beginning of the training measure, the participants will be individually assessed for their competences. The project staff, who have a migration history themselves, identify individual needs. They encourage the participants to reflect on their own resources and potentials, consider together what a future career might look like, explore career opportunities and motivate them to participate in training or further education programs. Further focal points of the five-module training measure are information and ad-



vice on the recognition of professional qualifications, the analysis of experiences in the application process and the expansion of labour market skills through communication and application training and the revision of application files. Support is provided across all modules in the search for internships and jobs and, if further advice is required, it is passed on to other advice centres. Each series of modules, in which the project staff members are selectively supported by specialist advisers, includes between five and eight appointments. This depends on both the number of participants and their interests.

**Conclusion**

Since 2015, 82 participants have been reached in five Bavarian cities. Several graduates were placed into internships, occasionally they found a job as a result. In addition, a network was set up together with the participants, in which women with a migration background can support each other by sharing their experiences.

# “What are my strengths and my opportunities?”

Tailor-made “competency assessment” helps with integration into the labour market.

In 2013, more than 100 women with a migration background founded the Bavarian network of female migrants as the first association at Bavarian state level. The project team of “Female migrants in Bavaria - competent in the labour market” is therefore familiar with the challenges of integrating women with a migration history into the labour market from their own experience and can address the target group easier. The staff can also provide interpreting services if required. The training measure “Competent on the labour market” is divided into five modules. The most important seminar module consists of a workshop of twelve to 18 hours or four to six sessions. Project manager Marissa Pablo-Dürr relies on tailor-made advice and support: “The basic principle of



our efforts is to adapt to women individually. This is done through a specially developed competency assessment procedure.” The participants of the series of seminars get to know each other, ask questions and express their expectations and goals. “What are my strengths”, “What professional wishes do I have” and “What opportunities do I have”

are questions that help to identify resources, potentials and strengths. In group work, participants share their own professional experiences, often noticing for the first time how structural conditions have hindered their paths. They then direct their attention more specifically to possible professional occupations in Germany. They develop plans for the implementation of objectives and analyse their feasibility. Subsequently, a separate portfolio is created for each participant. In the last phase of the workshop, the results are discussed and training requests will be taken up. Marissa Pablo-Dürr underlines: “Self-empowerment does not happen by itself and requires a change of perspective if professional integration is to take place while living abroad.”

Three questions to Marissa Pablo-Dürr, project manager of the training measure “Female migrants in Bavaria”, within the Network IQ Bavaria – MigraNet.

## “Enabling self-reflection and self-empowerment”



**Which aspect of the training measure “Female migrants in Bavaria” can be described as innovative?**

An innovative aspect is our very personalised advice and support, i.e. our participants can get to know each other better with regard to their own needs and skills on the road to successful integration into the labour market. At the same time, we work in group discussions, in which they often consciously

recognise for the first time the structural conditions that had hindered their professional advancement in Germany up to that point. This results in their self-reflection, discovery and empowerment, which increases their chances in the labour market. The second innovative aspect relates to our close cooperation with migrant organisations and networks. This refers to the recruitment of participants as well as the support in our seminars by moderators of migrant organisations. In the follow-up phase, the migrant organisations act as

contact points for the people who took part in the seminars.

**Can the training measure also be carried out elsewhere?**

The seminar methods require sensitive direction of the module series, but no special expertise is required from a moderator. In each city, where our measure was carried out, we contacted the job centres and employment agencies, specifically their equal opportunities and gender equality officers. Local migrant organisations were identified and approached or asked for cooperation. This can also be implemented elsewhere.

**Which lasting effects can the training measure “Female migrants in Bavaria” bring about?**

Numerous experiences in working with migrant women show that socio-pedagogical support often plays a key role in successful integration into the labour market following the competency assessment. The ideas and plans developed by the participants during the seminar can be further developed. Recurring implementation difficulties must be overcome in order to have a lasting effect.

### Imprint

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**Authors:** Bea Brunner, Maria Oikonomidou  
**Editors:** Bea Brunner, Christian Zingel, Canan Ulug (ebb GmbH)  
**Photos/Illustration:** Association for Intercultural Work (VIA), regional federation Berlin/Brandenburg e. V., Julia Schlax (RockABYTE GmbH)  
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### Network IQ

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