



In your own premises – in different languages

Event format Labour Market Talks with migrant organisations promotes information transfer in an active way



GOOD PRACTICE in a nutshell

Addressees for Transfer:

Migrant organisations working to integrate migrants and refugees into the labour market

Format Labour Market Talks with migrant organisations:

The Labour Market Talks with migrant organisations (MO) build bridges between labour market institutions and refugees and workers with a migration background. The MO invites labour market institutions to do so and therefore helps them to directly communicate their offers to their target groups, according to their needs. The MO as organisers are perceived as equal partners in labour market integration. Since the talks take place in the MO's own rooms and in the mother tongue, the access threshold for those seeking advice is low. The participants function as multipliers in their communities.

Project:

Welcome to Berlin – Empowerment of migrant organisations in the context of the structures of the communal welcoming culture

Implementing organisation:

Association for Intercultural Work (VIA), regional federation Berlin/Brandenburg e. V.

Project contact:

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Offer:

Please find information on the Labour Market Talks event format and the flyer at <http://www.berlin.netzwerk-iq.de/interkultur-diversity/kommunale-einrichtungen/>. All previously published IQ Good Practice examples can be found at www.netzwerk-iq.de.

Starting point/challenge

Information about the offers of employment services and other labour market stakeholders does not always reach immigrants and refugees. Reasons can be linguistic or structural obstacles, both for the institutions and for the immigrants. In order to facilitate access to information for people with a migration history and to increase their chances on the labour market, it is important to create alternative, need-based offers. Migrant organisations (MO) play an important bridging function in this respect. In order to bring together labour market stakeholders and immigrant workers, the Association for Intercultural Work (VIA), regional federation Berlin/Brandenburg e. V. has developed the Labour Market Talks event format with migrant organisations in the framework of the communal welcoming culture project "Welcome to Berlin – Empowerment of migrant organisations in the context of the structures of the communal welcoming culture" in the IQ Network Berlin.

Implementation of the event format

The first step is the consultation with the people responsible for migrant organisations by a team member of the IQ sub-project "Welcome to Berlin". There, the needs of the members of the MO with regard to labour market integration are determined and the topics of the Labour Market Talks are decided together. These include, for example, the recognition of foreign professional qualifications, training opportunities, grants and subsidies for self-employed persons, professional re-entry and labour market laws. In order to lower the accessibility threshold for those immigrants taking part in Labour Market Talks and to achieve a long-term effect, the concept includes various measures. Firstly, the presentations and subsequent questions and exchanges will be held in the native language so that language barriers can be eliminated. Secondly, the event



will take place on the premises of the MO. This creates a familiar environment that removes barriers when it comes to accessibility and promotes personal networking and mutual support. Thirdly, an important aspect is that the MO acts as an organiser and invites independent speakers from educational institutions, trade unions and the labour administration to talk. In this way, the Labour Market Talks format promotes the empowerment of MO as well as immigrants and refugees. One challenge during implementation is that small migrant organisations have fewer human and financial resources. However, the MO will receive financial compensation for making their premises and event technology available. The events within the framework of the Labour Market Talks last three hours each.

Conclusion

The event format Labour Market Talks starts with the resources and potential of the MO, which through this concept can directly convey important information on labour market integration according to the needs of the target groups. In 2017, a total of 234 participants in eight languages were reached at 17 Migrant Organisations.

Professionalisation and empowerment

Event format strengthens the perception of migrant organisations as partners of labour market stakeholders

The event format Labour Market Talks has been developed not only for but also by migrant organisations (MO). The Association for Intercultural Work (VIA), regional federation Berlin/Brandenburg e. V., which is responsible for the “Welcome to Berlin” project, is an association made up of 41 organisations, of which over two thirds are migrant organisations. The concept of the Labour Market Talks is convincing for MO: “This sub-project of Network IQ has helped us to discover new perspectives on the labour market integration from migrants and refugees. The format of the Labour Market Talks enabled us to organise the arrangement of activities with new cooperation partners on labour market-relevant topics ourselves,” says Teresita Cannella

of Trixiwiz e.V.. The event there was held for refugees in Arabic on the topic of “Career entry in Germany”. Together, the participants considered how each of them could improve their chances in the labour market. As the participants pass on their experiences and discoveries to



their communities, the effects are multiplied. Claudia Tribin of Xochicuicatl e. V. Latin American Women’s Association adds: “Together with the IQ subproject, we have further developed discussions about the labour market and thus also strengthened contact with other female migrant projects”. However, it is also very important that the MO are perceived by labour market stakeholders as equal partners through the Labour Market Talks format. Dr. Ibrahim Alsayed, Chairman of Salam Culture and Sports Club e. V.: “By working together with the sub-project of the IQ Network we were able to make our work in the field of labour market integration even more professional and win new cooperation partners for our association.”

Three questions to Maria Oikonomidou, contact person for the event format Labour Market Talks in Network IQ Berlin

“Enrichment for both sides”



Which aspect of the Labour Market Talks format can be described as innovative?

The special thing about it is that the talks between MO and speakers from projects and institutions concerning labour market integration take place in the MO own premises. The information thus reaches the members first hand, who can clarify any questions they may have on the spot.

With this format, the labour market institutions have the opportunity to make their offers and services known to MO and at the same time to determine the needs of migrants. The Labour Market Talks take place in the mother tongue and no knowledge of German is necessary.

Is it possible to use the format elsewhere?

The talks can be held in all migrant organisations nationwide and can react to different local circumstances and contexts. Within three

short hours, participants receive information related to the labour market in order to successfully enter the labour market and to act as multipliers in their communities and beyond. The prerequisite for this is that local labour market institutions are interested in exchanging information relevant to the labour market with Migrant Organisations on site, because the format is an enrichment for both sides.

Which lasting effects can the Labour Market Talks bring about?

Cooperation between labour market stakeholders and the MO is a key to improving the labour market opportunities of people with a migration background. The Labour Market Talks not only provide an opportunity for discussion, they also have the potential to provide an impetus for long-term cooperation. The format of the Labour Market Talks also increases the perception of MO as experts with regard to institutions of labour market integration. Finally, MO act as multipliers in their communities and by communicating their knowledge in their native language, information loss is prevented.

Imprint

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Network IQ

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