



Executive Report of Good Practices

Project Partner: Centrum für Innovation und Technologie GmbH



Name of the Good Practice:

Short Term Staff Training of HOPE

Supply of high-quality learning opportunities for migrant people and enhance social inclusion

Date: 29.11.2019

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Content of the report

26.11.2019: Second Chance School - project „ROSCHNAIE“

1. Target group

- Functional illiterates
- Migrants with mother tongue Dari

2. Methodical approach

- Literacy program in German
- Literacy program in Dari

3. Practical procedures of the implementation

- Approx. 20 participants
- 1 German teacher, 1 translator Dari – German
- Implementation on five days in the week, in the morning
- Project days and internship

4. Positive experiences with the approach and the methodical implementation

- Successful placement of participants in advanced language courses
- Possibility for the participants to talk also about other topics
- Support by mentors (teacher)

5. Regional success indicators

- Implementation by the service area “Education and Integration” which is part of the Cottbus municipality → that means greater support and recognition of this project in administration and politics

6. Recommendations

- Establish a close working level between administration, policy and implementing body of measures
- Integration should take place in local communities

7. Further Comments



26.11.2019: Language project „AMAL“

1. Target group

- Functional illiterates
- Women's course with childcare
- Migrants with mother tongue Arabic

2. Methodical approach

- Literacy program in German
- Literacy program in Arabic

3. Practical procedures of the implementation

- Approx. 12 participants
- Implementation on five days in the week, in the morning
- Project days and internship

4. Positive experiences with the approach and the methodical implementation

- Possibility for the participants to talk also about other topics
- Support by mentors (teacher)

5. Regional success indicators

- Implementation by the service area “Education and Integration” which is part of the Cottbus Municipality → that means greater support and recognition of this project in administration and politics

6. Recommendations

- Establish a close working level between administration, policy and implementing body of measures
- Integration should take place in local communities

7. Further Comments



26.11.2019: Speaking-Café with Migrants and Refugees

1. Target group

- Migrants who want to improve German skills
- Citizen of Cottbus which want to help migrants to improve their German

2. Methodical approach

- Language development through speaking

3. Practical procedures of the implementation

- Every Wednesday for two hours (5 pm – 7 pm)
- Open tables, seats may be changed, no further rules
- Freely selectable themes, games
- Initiated by BTU (Brandenburg University of Technology)
- Voluntary organiser

4. Positive experiences with the approach and the methodical implementation

- Development of an understanding for each other

5. Regional success indicators

- Well known due to voluntary organiser of the BTU
- Free for everyone who want to participate
- Slack atmosphere

6. Recommendations

- Integration should take place in local communities
- The (native) citizen must be made aware that they should participate in the integration process and that this is important for successful integration
- Important to have voluntary supplemental offerings (not just compulsory courses like a school class)

7. Further Comments

27.11.2019: Presentation of projects of BQS (Employment, Qualification and Structural development company)

1. Target group

- Migrants of all ages
- Disadvantaged people (in the labour market)

2. Methodical approach

Three working areas:

1. Social services

- Care of refugees
 - Help for integration (school, kindergarten, get to know the city, rules, rights and obligations etc.)
 - Tasks of social workers: make sure that rules are followed (in the housing); homework supervision (adults and children); contact for problems; active listener (traumatic experiences like war, missing family members etc.)
 - Social integration in Forst (organisation of “Stadtteiltreff” (meeting place for refugees and all citizen: public courses; events; use of PC and internet; place to interchange between generations and cultures; contact point for problems and worries; advertising space for Forster companies (getting to know the Forster products or getting to know the possible employers))
 - networking (doctors, schools, kindergartens, hospitals, offices (social welfare, job center, health insurance scheme etc.)
- Management of housing for migrants + Equipment of the refugee apartments

2. Employment promotion

- Reintegration in the labour market
- Projects to integrate disadvantaged people and migrants in the labour market
- Measures to check the ability to work
- FAUST - Develop and strengthening (social) skills: courses between 6 – 12 months; 6 hours per day (e.g. in a wood workshop)

3. ESF projects

- BIWAQ project – “Social city” (develop skills – strengthen the local economy)
- Integration support
- Centrum for basic education
- Avoiding prison++3

3. Practical procedures of the implementation

- Use of different premises / workshops
- Instructor(s) which speak mother tongue
- Work pieces are sold (e.g. which are made in the wood workshop)



- Housing: additional offices for social workers and for the security service
- Close cooperation with other organisations, facilities, public bodies
- Combination of different offers and measures → full care
- Financing among others from the administrative district, municipality and project funds
- BIWAQ: Implementation of different courses which are adapted to the needs and requirements; placement to/ financing of a job coach

4. Positive experiences with the approach and the methodical implementation

- High recognition of citizen of Forst
- Very comprehensive full care for refugees and therefore smooth integration in Forst
- Reduction of barriers

5. Regional success indicators

- Implementation by BQS which stakeholder are to 96% regional administrations → that means greater support and recognition of this projects in administration and politics
- Germans and refugees work and speak together and get to know each other → higher comprehension for each other
- Integration of migrants and disadvantaged people help to balance the lack of workforce in the region
- Targets for BIWAQ going to be reached:
204 participants (at least 50% women) → 80 long term unemployed; 40
Immigrants → integrate at least 40 participants in work

6. Recommendations

- Integration should take place in local communities
- The combination of different offers for all target groups is important
- Important to support also refugees with ambiguous prospect of staying

7. Further Comments

- Further projects like a “repair-café” or a theatre project are in planning
- Current challenges: the acquisition of new participants outside the job centre; missing degrees / vocational training of the participants; missing papers (certificates, qualifications etc.) from immigrants/refugees; lack of interest in public courses; employers are skeptical of long term unemployed



28.11.2019: Presentation of projects of IQ (Integration through Qualification) Network Brandenburg

1. Target group

- Adults with a migration background living in Germany
- Newly arrived migrants regardless of residency status

2. Methodical approach

- Improve the sustainable and qualified labour market integration of people with a migration background in relation to securing a skilled workforce.
- Network IQ's day-to-day work is the development and implementation of advice and training provision for migrants with qualifications acquired abroad
- Offer of intercultural training and advice provision for job centres, employment offices, municipal administrations and SMEs

Focus areas in Brandenburg:

- Counselling on the recognition of foreign qualifications and on job training
- Bridge training in the context of the Recognition Act
- Development of intercultural competence for labour market stakeholders
- Labour market training for those employed in migration-related social work
- Fair Integration Brandenburg (advice and counselling for refugees and third-country nationals on employment law)
- Information Centre for Skilled Worker Immigration (including consulting for employers relating to the employment of international specialists)
- Training for migrant companies

3. Practical procedures of the implementation

- Network with around 380 sub-projects, five competence centres and sixteen regional networks (one in every federal state)
- Funding: Federal Ministry of Labour and Social Affairs; European Social Fund
- Strategic partners: Federal Ministry of Education and Research, Federal Employment Agency

4. Positive experiences with the approach and the methodical implementation

- Establishing a culture of openness and recognition within government administration and business
- Following the successful completion of the first funding round from 2015 to 2018 the programme's second funding round began on 1 January 2019 within the ESF's funding phase up to 2022
- E.g. project "Language promotion for educational professions" in order to condition migrants to work in Germany as a teacher → bridge the lack of teachers in Germany



5. Regional success indicators

- Close cooperation with other organisations, facilities, public bodies, initiatives
- Head office and coordination of the IQ Network Brandenburg by the Ministry of Labour, Social Affairs, Health, Women and Family of the Land Brandenburg (Department for Women and the Labour Market, Promotion of Employment and Business Start-ups)
- High recognition of the network in the society, administration and politics

6. Recommendations

- Important to support also refugees with ambiguous prospect of staying
- Simplify administrative procedures step-by-step, minimize obstacles

7. Further Comments