

BERLIN

# PILOT ACTION



## WORK FOR REFUGEES

*Towards a new beginning in the job market.*



TRAININGS,  
QUALIFICATIONS &  
APPRENTICESHIPS



LABOR MARKET  
INTEGRATION

### AIM OF THE PILOT

The advisory services for refugee women between March and September 2021 were intended to facilitate greater integration into the German labor market. In addition, barriers to the labor market for refugee women should be understood and the needs of the target group transparently communicated to stakeholders and institutions in the labor market in order to be able to offer refugee women suitable entry opportunities and working conditions.

### APPROACH OF THE PILOT

To achieve the goals, work is done on three levels simultaneously:

- Ongoing personal counseling sessions
- Workshop series “Pathways to the Labor Market for Refugee Women
- Parallel counseling during the job search and application process

### ACHIEVEMENTS / OUTCOMES

Coaching and job placements:

- 59 new clients during pilot period (26% more women than in 2020)
- 26 workshop participants
- 34 women successfully referred to labour market, with 14 which had registered during pilot period only

Identification of central barriers for labour market access. Among others:

- German language level
- Lack of knowledge on the German labour market and opportunities
- Lack of knowledge on the application process
- Lack of appropriate /accredited education and qualifications that match the requirements of the German market
- Lack of appropriate/accredited professional experience
- Discrimination (Head scarf, age)
- Responsibility for Children and family/ pregnancy
- Lack of places in the nurseries/ kindergartens
- Lack of appropriate accommodation



SiforREF

European Union  
European Regional  
Development Fund



### THE PROJECT

**Social Innovation for Refugees** (SiforREF)

examines and tests solutions with the aim to support societal and labour market integration of refugees after their arrival in five Central European cities. The team consists of researchers, representatives of local government and actors from civil society.

### THE PILOT ACTION

The Pilots are concrete actions for the inclusion of refugees into society and labour market. Seven pilots were conducted from April 2021 until September 2021. Each of them addresses a specific challenge, target group, goal and working approach in respect to refugee inclusion.

### PARTICIPATING REGIONS

Berlin, Germany (2)  
Bologna, Italy (1)  
Ljubljana, Slovenia (1)  
Parma, Italy (1)  
Vienna, Austria (2)

### AIM

The findings from each Pilot contribute to develop social innovative and inclusive practices and policies that are mainstream and institutionalised.

### PILOT RESPONSIBILITY:



PILOT VIDEO: [Link](#)

## KEY LEARNINGS FROM THE PILOT

- Starting over and putting all the memories aside is very difficult. Most women learn to live with the past but cannot forget.
- Most of the women suffer from psychological pressure to varying degrees, as fleeing was accompanied by severe experiences of loss (family status, social capital, social status, financial independence).
- Despite this, the women are optimistic, strong and in principle willing to make a new start in Germany.
- Refugee women feel more comfortable with female counselors.



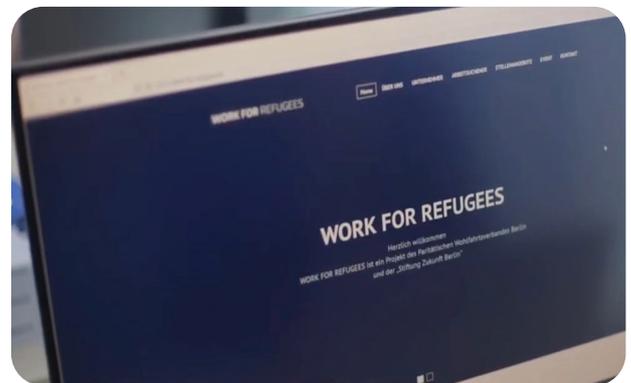
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## FACTORS FOR SUCCESS

- Processual approach in the counseling sessions (at eye level): Active listening, giving hope, identifying strengths, motivating and then supporting the women to work on their new path.
- Qualified consultants: with academic, linguistic, cultural, pedagogical and social competences.
- IAM © Method

## STUMBLING BLOCKS

- The rapid transformation of the workshop in an online format.
- More challenging labor market conditions due to Corona



## FUTURE POTENTIAL & ADVICES

- Supporting each JobCenter employee by a team assistant. In addition to language skills, the team assistant should also have pedagogical, cultural and counseling skills.
- More free pre-vocational courses for women (BOF of about 12 wks.), with a direct hiring or training opportunity, where they can prove their practical skills while strengthening their language skills.
- Designing courses where participants with similar language levels come together to avoid demotivation and dropouts (A2 group, B1 group, B2 group)
- The establishment of for-profit women's craft workshops with childcare
- Encouraging companies and businesses to integrate more refugee women through special programs and internships.
- Regulating voluntary internships
- Job-oriented integration programs that prepare and employ the human resources of academic refugees in specialized activities of their professions.
- Building a platform where companies can advertise their internships for refugees that can only be offered through consultants.