



# **European Forum on Integration of Migrants and Refugees**

Hamburg 24–25 October 2019

## **Workshop proposals**

# **1. Working in here – campaing**

Jasmin Al Kurdi, City of Turku, Finland

## **Workshop leaders**

Jasmin Al Kurdi

## **Theme and content**

Good practices of supporting the companies to hire a skilled immigrant and refugees employees and increase accessibility to education.

## **Enhancing the interaction**

Workshop will be very involving and inter active

## **2. Health equity and social inclusion - integration of migrants**

Katarina Carlzén, County Administrative Board (CAB) Skåne, Sweden

Annika Annerby Jansson, Region Skåne, Sweden

Maria Lindbom, Region Skåne, Sweden

### **Workshop leaders**

Katarina Carlzén and Ziad Jomaa

### **Theme and content**

Challenges in relation to health and social cohesion and participation are keys that must be adressed in any integration policy. We will present our experinces from working with this model for 10 years. A panel will reflect on key learnings, needs, and possibilites for further development in transnational contexts.

### **Enhancing the interaction**

We will pose questions that will be discussed and adressed on the spot, ensuring everyone is participating.

### **Other information**

Partnership Skåne (PS) is a multilevel governance platform, incl. political level, dealing with integration of migrants on local, regional, and national level. PS is presently coordinating a national capacity development program financed by the ESF and on assignment of the National Ministry of Health and Social Affairs in colloboration with 150 municipalites, five universities, all cab in Sweden and around 50 NGO:s. PS is promoted by the WHO Europe as Key Learning Example for action plan migration and health (signed by 53 countries in the WHO Europe Region). The partners wish to contribute to a future EU flag ship on migration and integration.

### **3. Supporting SME in recruiting and training of migrants and refugees**

André Grabinski, Federal Institute for Vocational Education and Training, Germany

Tamim Wafa, Arbeitsgemeinschaft selbstständiger Migranten e.V. (ASM), Deutschland

Susanne Dorn, Arbeitsgemeinschaft selbstständiger Migranten e.V. (ASM), Deutschland

#### **Workshop leaders**

André Grabinski, Federal Institute for Vocational Education and Training

Susanne Dorn, KAUSA-Servicestelle Hamburg

Tamim Wafa, KAUSA-Servicestelle Hamburg

Dina de Haas, KAUSA-Servicestelle Region Hannover

#### **Theme and content**

The KAUSA training and migration coordination centres aim at the support of (migrant owned) SME as well as young migrants and refugees. Both groups are advised on questions concerning vocational training and education. One of the main goals of the KAUSA centres is to open SME for training of migrants and refugees. The KAUSA centres developed a wide range of methods and tools which will be presented in the workshop.

#### **Enhancing the interaction**

In short role play sections, participants will have the possibility to sample the consultancy of SME based on the experience gained by the KAUSA centres.

#### **Other information**

The proposed workshop will be carried out in cooperation with KAUSA centres in Hamburg and Hannover.

## **4. Attracting, integrating and retaining qualified third country nationals in the Baltic Sea region - reflections from a transnational research project**

Svenja Heinrich, CJD Nord, Germany

### **Workshop leaders**

Group discussion on findings, best practices and common strategies for the Baltic Sea Region

### **Theme and content**

"The workshop will elaborate on the findings of the AMIF financed project: "Standardised Procedures for Recruiting

### **Enhancing the interaction**

Promoting and Integrating Qualified Migrants from Third-Countries in the Baltic Sea Region" (July 2015 to June 2018). In the course of the project interviews were conducted in Sweden, Denmark, Finland, Poland and Estonia to speak with both third country nationals as well as with various stakeholders supporting this target group in their professional and social integration.

A particular focus of the project was the assessment of the needs and of the conditions for the well-being of third country nationals. Based on the interview findings counselling tools were developed and tested and policy recommendations for municipalities were drafted. Workshop participants are invited to participate in the introduction of findings and to discuss holistic approaches to integration and retention in the Baltic Sea region."

## **5. Erzählcafé (storytelling café): What do we need for a successful integration (working title)**

Umut Ibis, HafenCity University Hamburg, Germany

### **Workshop leaders**

Place-making and appropriation practices of refugees" (2018-2020), we did several interviews with refugees regarding the experiences they've made since their arrival in Hamburg. In the proposed workshop, we would like to give up to four of these experts on their own integration (with a focus on housing, labour market, education and health care services) the opportunity to speak for themselves. They will tell us about their experiences and their ideas on what is needed to provide concepts of integration that meet the needs of the individual. Therefore, we will use the interactive method "Erzählcafé" ("storytelling café"). That method provides the possibility to tell one's own experiences and points of view."

### **Theme and content**

"During our two empirical studies "Refugee City. Explorations of urban living conditions

### **Enhancing the interaction**

place-making and appropriation practices of refugees" (2016-2018) and "Transformations of the Refugee City. Further Explorations of urban living conditions

### **Other information**

If it's possible, we would like to hold our workshop on 25th of October.

## **6. Diversity management at working place**

Sari Kanervo, Turku City,

### **Workshop leaders**

Sari Kanervo

### **Theme and content**

Advantages and challenges of multiculturalism at working palce and how to cope with it?

### **Enhancing the interaction**

With playful method - and short introduction of theme and glossary

## **7. Integration through education: the role of lifelong learning**

Andrea Lapegna, Lifelong Learning Platform, Belgium

### **Workshop leaders**

LLL + partners if necessary and suitable

### **Theme and content**

I am not aware what "space" is offered to organisations that would like to suggest workshop. But if given the chance, I would like to bring forward a discussion on the role of education and lifelong learning in the integration of newcomers. please let me know if you think this is of interest for the Forum, and how to proceed

### **Enhancing the interaction**

The discussion could be open, through an interactive format (depending on the timeframe). A fishbowl discussion could be ideal. A few experts would initially set the scene.

## **8. GoodVET: Indicators of Good VET practice for refugee**

Junmin Li, Universität zu Köln, Lehrstuhl f. Wipäd, Deutschland

### **Workshop leaders**

Junmin Li, Katrin Posch

### **Theme and content**

Quality indicators for the integration of refugees through vocational education and training

### **Enhancing the interaction**

Discussions, exchange of experience, digital tools e.g. mentimeter

## **9. “Landgewinn” - empowerment of migrants in rural areas through social and democratic participation**

Niklas Muhlack, AWO Landesverband Schleswig-Holstein e.V., Germany

### **Workshop leaders**

Niklas Muhlack/t.b.a.

### **Theme and content**

Using the project "Landgewinn" as an example, the workshop will focus on the empowerment of migrants and refugees in rural areas through social and democratic participation. The importance of social and political participation for the process of integration will be discussed and practical strategies as well as potential challenges investigated.

### **Enhancing the interaction**

Input and interactive Q+A

## **10. Fast Tracks Through Education and Into the Working Life**

Matti Mäkelä, City of Turku / Education Division, Finland

### **Workshop leaders**

Matti Mäkelä, City of Turku

### **Theme and content**

The workshop's idea is to share the best practices in shortening the route through education and into the working life for newly arrived immigrants and refugees. Moreover, workshop collects the challenges and possible solutions for the future.

### **Enhancing the interaction**

The whole idea of the workshop is to share, learn and create together.

# 11. MICADO - Migrant Integration Cockpits and Dashboards

Prof. Jörg Rainer Noennig, CityScienceLab, HafenCity Universität, Germany

## Workshop leaders

Prof. Jörg Rainer Noennig (tba)

## Theme and content

Today, migration is part of the urban reality and confronts cities and municipalities with the challenge of organising the arrival process in a way that highlights and supports the positive effects of migration. During the workshop we will present and discuss the scope and objectives of MICADO - Migrant Integration Cockpits and Dashboards, an EU Research Project dedicated to addressing this challenge.

By using new technologies of data analysis and data integration on the one hand and easily accessible audiovisual interfaces on the other, MICADO will provide a technical solution to make arrival and participation processes more efficient. These systems should facilitate communication with and between local authorities and facilitate access to relevant information.

The user-oriented data services, which integrate both local and regional as well as national migration-related information, focus on the four areas of work, education, housing and health and the three target groups of migrants, local authorities and initiatives in the field of migration. The services will be developed and tested in co-creative processes in cooperation with the target groups. MICADO is part of the EU research programme Horizon 2020 and is coordinated by the CityScienceLab of the HCU Hamburg. The consortium consists of 15 partners from five EU countries, including research institutes, public institutions and companies.

## Enhancing the interaction

After a presentation of the project there will be room for a Q&A session.

## Other information

Es steht noch nicht fest, wer aus dem Projektteam MICADO vorstellen wird.

## **12. Actions to get immigrants faster to the labour market – Principals point of view**

Kalle Ojanen, City of Turku, Vocational Institute, Finland

### **Workshop leaders**

Mr. Kalle Ojanen

### **Theme and content**

Running a school in vocational institute is not just counting on projects. Aging in society needs big amounts of immigrants to certain professions. If not any actions taken before 2030 the situation is completely slipping through our fingers. Certain actions can be supported by projects but the big picture needs much care-taking as a whole. The labour-market has started to complain that there is not enough skillful labour-force coming to free vacancies. Immigrants are not properly seen as a solution. How can vocational institutes help them? How to create good strategies to answer needs in society on next 10-years perspective? Do we have similar ideas or needs without looking at which country we are talking about? What can we do together with common needs and win-win situations?

### **Enhancing the interaction**

The Finnish examples are under the scope and thoughts how to develop them further will be wakened. Hoping to get attending principals together. Several internet-based interactive methods are used during the workshop. Discussion how to shorten the time spent in VET on European level.

## **13. Road map for integration of victims of human trafficking among migrants in Finland, Germany and Sweden.**

Vineta Polatside, CBSS, Sweden

The workshop will be organized by the Council of the Baltic Sea States Task Force against Trafficking in Human beings.

### **Workshop leaders**

Presenters and facilitators:

Vineta Polatside, head of the TF-THB unit and Endrit Mujaj, Project Officer, CBSS

Anniina Jokinen, Senior Programme Officer at the European Institute for Crime Prevention and Control, affiliated with the United Nations (HEUNI) in Helsinki (tbc)

Ms Farah Abdi, Somali refugee, blogger, human rights activist and author ( tbc)

Philip Schwertmann, Arbeit and Leben e.V. in Germany (tbc)

### **Theme and content**

The workshop will focus on longer-term protection initiatives beyond the provision of an official status for victims of human trafficking and into integration measures, especially concerning social and labour inclusion. Early labour market entry is a key determinant of long-term outcomes. Integration measures of trafficked persons will be presented and examples of existing good practices and main challenges in protection and integration measures for trafficked persons at the local level will be mapped out.

The current migration reality in Europe has led to a significant rise in the number of asylum seekers and displaced people - vulnerable people, whose desperation and endeavour to escape the conflicts in their countries is often exploited by traffickers. Protection of trafficked persons is one of the main pillars of anti-trafficking work. States must ensure that comprehensive assistance is provided beyond the provision of an official status of a victim of human trafficking and emergency assistance. Long-term protection and empowerment measures, without any doubt are crucial for successful integration into society alongside prevention of revictimization. However, there has been little attention paid to the long-term prospects of trafficked persons who stay in their destination country. Trafficked persons face life after exploitation and trafficking by and large on their own. They struggle to gain an economic footing while also coping with memories of past abuse and present-day debts.

### **Enhancing the interaction**

The workshop will be organized in an interactive manner, involving the audience and taking them through the road of integration. Participants will be asked to answer various questions, to cross checkpoints and overcome challenges on a way to the desired state: the person is an active member of the society – economically, politically and socially empowered.

## **14. Integration of newly arrived women – exchanging methods**

Annika Rosbring, City of Stockholm, Sweden

Julia Melzer, Senatsverwaltung für Integration, Arbeit und Soziales, Germany

### **Workshop leaders**

Annika Rosbring, City of Stockholm and Representative from MetropolisNet

### **Theme and content**

As part of the European Fast Track Action Boost-project, Stockholm and Berlin exchange methods focusing on integration of newly arrived women. The methods include language training for professionals, collaboration with employers and out reach work.

The workshop will focus on the possibilities to learn from each other, ways of sharing methods - and ideas to integrate newly arrived women. We see that even though European countries are different - we share common challenges!

### **Enhancing the interaction**

In order to create interaction, we would like to discuss with participants:

- Major challenges regarding newly arrived women
- Ideas to share best practices
- Examples of successful exchange and interaction between cities

## **15. Service Co-Creation and Empowerment - Making it happen!**

Doris Scheer, Diakonisches Werk Schleswig-Holstein / SEMPRES Accelerators, Germany

### **Workshop leaders**

Doris Scheer (Germany), Anette Nielsen (Denmark), Hartwig Wagemester (Germany)

### **Theme and content**

SEMPRE Accelerators for Service Co-Creation is an Interreg extension project. Its work approach is based on empowerment and strongly advocates user-involvement. SEMPRES Accelerators focusses on eight micro-projects (initiated in the SEMPRES project, [www.sempre-project.eu](http://www.sempre-project.eu)) and their transition to social start-ups. In order to support the SEMPRES micro-projects on their journey, the project partners have tested a number of participatory support tools. A small choice of tools will be presented in the workshop and experienced by the workshop participants. Two SEMPRES Accelerator project partners work together with migrants and refugees in micro-projects and want to share their insights with the Forum and the workshop participants in particular.

### **Enhancing the interaction**

After a short project introduction, the participants are invited to cooperate in a world café format on key questions (prepared by the workshop organising team) in relation to opportunities and obstacles of co-creation processes in micro-projects which are owned by migrants and / or refugees (practices examples from the SEMPRES project). The world café results can be shared with a wider audience.

## **16. Sfx - how to capture the skills and competences new immigrants bring!**

Katarina Stiessel Fonseca, Sfx in Stockholm Region, Sweden  
Sam Yildirim, County Administrative Board of Stockholm, Sweden

### **Workshop leaders**

Katarina Stiessel Fonseca, Sfx-coordinator for the Stockholm Region, and Sam Yildirim, Development Manager, Growth Department, County Administrative Board of Stockholm, one of the founders of the Sfx-concept.

### **Theme and content**

Sfx is a regional cooperation between 26 Stockholm municipalities, the County administrative Board of Stockholm and Stockholm County Association of Local Authorities. It started as a project for academic medical professions in the year 2001 and it now has 10 implemented programs in both academic and vocational fields, please see [www.sfx.se](http://www.sfx.se). Sfx combines intense swedish language training (using national curriculum) with courses, fieldwork, special lectures etc to offer new immigrants an effective way to be able to work in the profession they have been previously trained for. It is just as much a tool for the recipient society (region etc.) to be able to make use of, employ and benefit from the competences and professional experiences new immigrants bring. We would like to share the concept of Sfx, and our experiences of it, in dialogue with the workshop participants as an Interactive Q&A session.

### **Enhancing the interaction**

To be elaborated on, but interaction and dialogue with participants and their questions and reflections will be a key komponent. Most likely we will pose questions to the participants continually if they do not have too many questions. Response to participants questions will be given priority.

### **Other information**

Sfx is Swedish for Professionals, Intense Swedish classes combined with courses etc to enable individuals new in Sweden to resume their career in their new country. It is also an instrument for the recipient society to assess and illuminate the competences that newcomers bring.

## **17. Training entrepreneurial competencies**

Hanna Tarvainen, Entrepreneurs in Finland (Suomen Yrittäjät), Finland

### **Workshop leaders**

Hanna Tarvainen, Satu Riikonen, Jenny Honka

### **Theme and content**

Within our current project TEMPO we meet immigrants with different status and backgrounds, and help them to create their paths to become an entrepreneur or an employee. Their competences and background knowledge how to start a business in Finland vary a lot. The main focus in our actions is to encourage immigrants to recognize their competences, to help them to understand the facts of making business in Finland and supporting them to formulate their business ideas into concrete calculations and business plans. The aim is to create service models which acknowledge the different needs of settling immigrants to support entrepreneurship and employment. In our workshop we will present best practices tested in our project by using interactive methods and get feedback for future development.

### **Enhancing the interaction**

We want to encourage discussion between participants based on their experiences in good and in bad. The aim is also to create new ideas by using interactive methods.

### **Other information**

Suomen Yrittäjät is an interest and service organization for small and medium-sized enterprises and their owners. Our task is to improve the position of entrepreneurs and the conditions for entrepreneurship, and to make Finland an entrepreneurial society. One of our strategic goals is to develop the network and the skills of immigrant entrepreneurs.

## **18. FutureMakers - a strengthbased approach for integration**

Karel Van Bouchaute, Thomas More University College, Belgium  
Ann Engelen, co-worker in the project PLAI2.0

### **Workshop leaders**

Karel Van Bouchaute & Ann Engelen

### **Theme and content**

FutureMakers is the result of the ESF-project PLAI2.0 - Let's move to the next level, an effort to promote the integration of vulnerable groups in the labour market.

FutureMaker works with Appreciative Inquiry in combination with activating game methods and applications from the field of the positive psychology. We build on the 'Fireworks' coaching method and the expertise from the community of people who work with the principles of the Appreciative Inquiry. In our development, we are sensitive to language barriers and adopt a culture-sensitive approach with a super-diverse view of people.

The project resulted in a package of 3 interrelated methods under the name 'FutureMaker'. All three focus on creating and strengthening the future:

- FutureM@ker is a user-friendly e-tool that supports the Fireworks coach and the coachee in taking and documenting the various steps in the search for inner strength as building blocks for the personal future.
- FutureMates uses the power of the group and positivity to discover personal energy boosters and use them for the future.
- FutureFactory is intended to encourage employees of an organisation to develop new insights and initiatives with regard to the diversity and inclusiveness of their own organisation.

In the workshop we will explain the FutureMakers' approach and highlight some possibilities for working with newcomers.

### **Enhancing the interaction**

We work with dialogue and small group interaction methods.

## **19. Firefighters: role models promoting social inclusion**

Kim Lintrup, Frederiksborg Fire & Rescue Service, Denmark

### **Workshop leaders**

Kim Lintrup

### **Theme and content**

EU-project Firefighter plus

To develop the first open and multilingual online training for firefighters on how to use their position as role models to promote social inclusion

EU - project - Inclusive Emergency

e-learning platform for firefighters on emergency planning and response when involving individuals with disabilities

MODULE 1: AUTISM SPECTRUM DISORDER

MODULE 2: VISUAL AND HEARING IMPAIRMENT

MODULE 3: PHYSICAL IMPAIRMENT

MODULE 4: MENTAL IMPAIRMENT

### **Enhancing the interaction**

By presentation and a short film.

## **20. Nonformale Kompetenzfeststellungen als Möglichkeit der Arbeitsmarktintegration für Flüchtlinge und Migranten**

Dr. Susanne Winterberg, Grone-Bildungszentrum für Qualifizierung und Integration, Germany

### **Workshop leaders**

Dr. Susanne Winterberg  
Jan Herzmann

### **Theme and content**

Presenting our project "Kompetenzfeststellung in Gastronomie und Hotellerie für Flüchtlinge", now 3 years old, seeing its efforts, its success, the meaning for the participants.

## **21. Support for young refugees under 25**

Renata O'Connell, AWO AQtivus Servicegesellschaft gGmbH, Germany

### **Workshop leaders**

Gerrit Karpowski  
Renata O'Connell

### **Theme and content**

The Project "Support for young refugees":

Support and assistance Clarification of goals and time management Career and life planning.  
Answering questions and finding solutions in German, Arabic, Dari/Farsi and English and Tigrinya.

### **Enhancing the interaction**

Short presentation and discussion

## **22. Digital services for newcomers**

Leena Graeger, Behörde für Arbeit, Soziales, Familie und Integration, Germany

### **Workshop leaders**

Leena Graeger

Maike Westphal

### **Theme and content**

Presentation of the Hamburg welcome portal and discussion about ICT solutions for the support of arrival processes.

### **Enhancing the interaction**

We will make sure to organize the workshop in such a way, that participants can have an active part, since we are very interested about different approaches and topics in other cities.

## **23. New Entrepreneurs: Supporting and Integrating Migrants as Business Founders and Successors in SMEs**

Mira Alexander, Hanse-Parlament e.V., Germany

### **Workshop leaders**

Mira Alexander

### **Theme and content**

The workshop is based on the project "New Entrepreneurs" in which refugees and migrants in Austria, Italy and Hungary are supported in their journey of starting or taking over a business. After an initial competency assessment and motivation & creativity workshop, the participants receive intensive one-on-one coaching and take part in an entrepreneurship training to be prepared to start an entrepreneurial activity. The main focus of the workshop will lie on the issues of competence assessment (assessing formal, informal and non-formal competences, assessing entrepreneurial competences) as well as how we can best use the human resources migration brings to Europe to tackle the shortage of skilled workers and business successors.

### **Enhancing the interaction**

The workshop will be structured as a "future workshop" with three phases. After a brief initial presentation of the topic and project, each participant is invited to express what bothers him/her the most within the given topic (Phase 1: Critique/Complaint Phase). During the next phase (Phantasy/Utopia), the participants should develop ideas completely free from reality - the aim is to formulate visions and not solutions to problems. In the last phase (Realisation or practice phase), the visions are linked with the complaints and reality; hence a conversion of the desirable visions to practical solutions takes place. To wrap up, the results are summarized: what did we have before, what do we have now and how can we approach change.

## **24. Possibilities for consultation and support for migrant workers.**

Labour-market integration and legal problems at the workplace

Rüdiger Winter, Arbeit und Leben Hamburg e.V., Germany

### **Workshop leaders**

Fanny Jouvenelle

Rüdiger Winter

### **Theme and content**

Arbeit und Leben provides several services for migrant workers to promote mobility and integration into labour market (career planning, internships) and gives support in case of legal problems with employers (exploitation, unfair working conditions).

### **Enhancing the interaction**

PPT-Presentations, questions and answers, discussion.

## **25. Measuring non formal competences: practical assessment as successful tool of labour market integration of refugees**

Dr. Friederike Föcking, Behörde für Arbeit, Soziales, Familie und Integration, Hamburg  
Monique Kutz, Behörde für Arbeit, Soziales, Familie und Integration

### **Workshop leaders**

Monique Kutz  
Dr. Friederike Föcking

### **Theme and content**

In Hamburg, the city, the labour administration and guilds have jointly developed the process “Hin zum Handwerk” (“Your way to craftsmanship”): After four weeks competence assessment in various professional fields the participants gain first qualification in a special trade (20 weeks) to enhance their chances to find a job or start vocational training.

### **Enhancing the interaction**

We want to present the instrument (15 minutes max.). Afterwards we invite the participants to describe similar examples or problems with measuring non-formal competences, depending on their experience. Finally, we want to discuss the transformation potential of these examples.