



Integration of Refugees into Language, Training and Work



With the acceleration of the asylum procedure, the focus is turning to integration into language, training and work

At least 1.1 million in 2016

Asylum decisions

~ 700,000 positive decisions⁴ expected in 2016
(**~ 500,000** able to work^{5,6})

New admissions in 2016¹:

~ 500,000²

Pending asylum procedures³:

~ 370,000

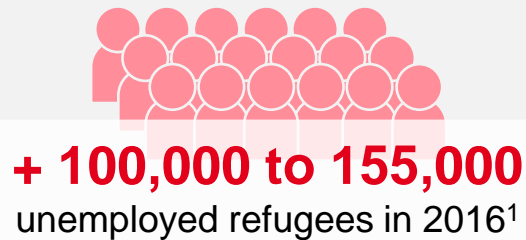
EASY Gap³:

~ 380,000

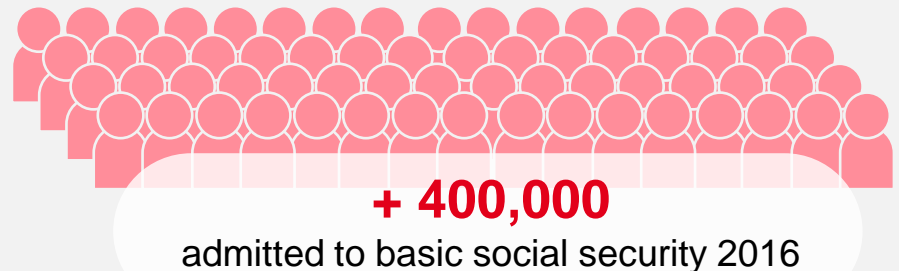
The challenge for 2016 is
**integration into
language, training and
work**

Current refugee migration to Germany presents huge challenges, especially for the BA and BAMF

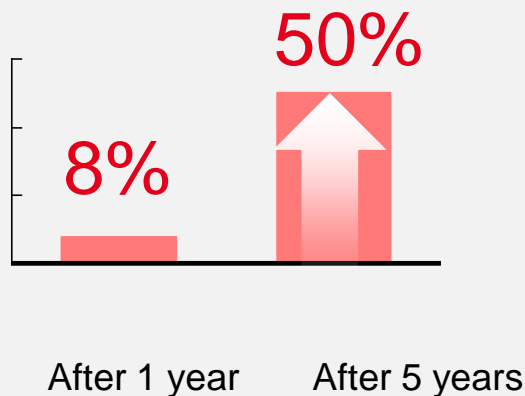
Projected rise in unemployment due to refugee migration



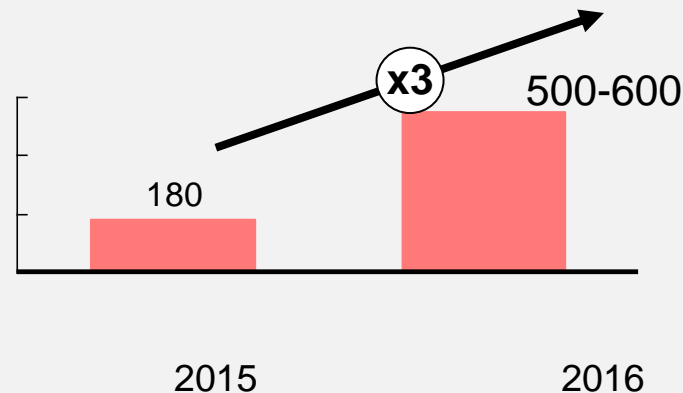
Projected admissions to joint institutions of claimants who are able to work



Employment rate of refugees over time



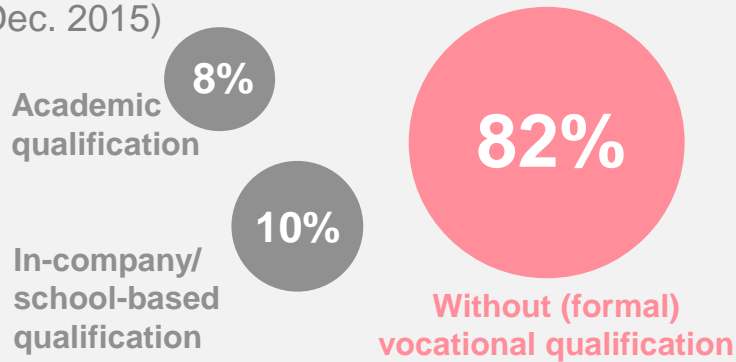
Demand for language courses for refugees in thousands



Characteristics of refugees and company surveys highlight challenges and opportunities

Challenges

Qualification structure of unemployed persons from asylum seekers' countries of origin (Dec. 2015)

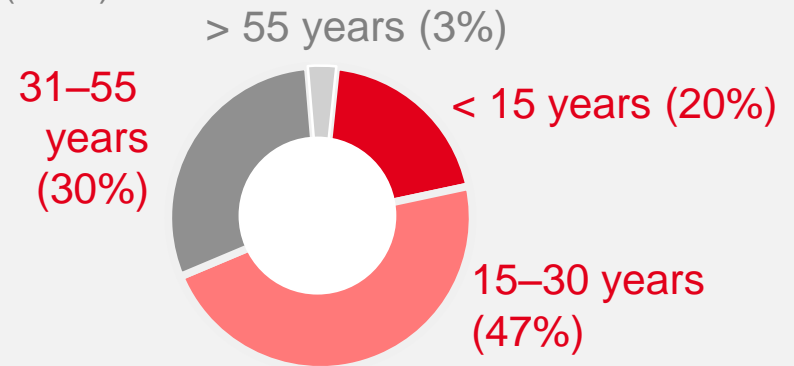


Employment rate by sex (BAMF Brief Analysis 1/2016)

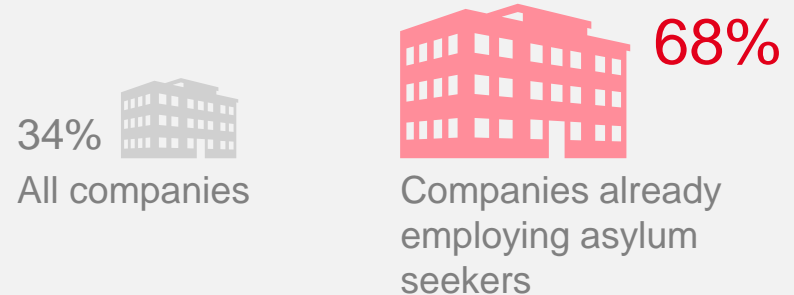


Opportunities

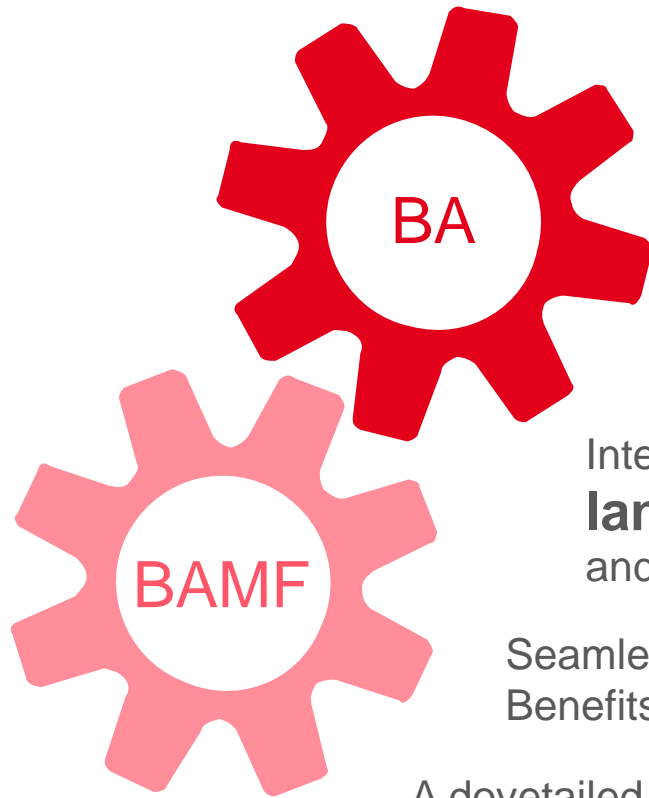
Positive asylum decisions by age group (2015)



Proportion of companies that are planning to hire refugees in 2016 or from 2017



Successful integration of refugees will require the BAMF and BA to adopt an integrated and interlinked perspective



Coupling the **BA's labour market integration activities to the asylum process** from an early stage

Integral **management of integration and language courses** by the Federal Office for Migration and Refugees (BAMF) and Federal Employment Agency (BA)

Seamless transition from **benefits** under the Asylum Seekers Benefits Act to benefits under basic social security (SGB II)

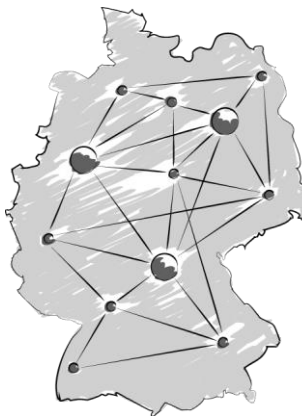
A dovetailed approach to **addressing young people and providing them with vocational guidance** in integration courses operated by the BAMF and the BA's careers counselling department

The aim is to integrate those entitled to asylum and able to work into the language and into training and work

A Who Target group



Persons entitled to asylum and able to work



Language ✓
Training ✓
Work ✓

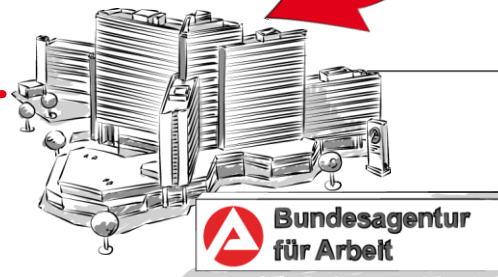
C How Success criteria

Distribution according to likelihood of integration and interconnected regional cooperation between Federal Government, state governments, local authorities, employers and relevant stakeholders

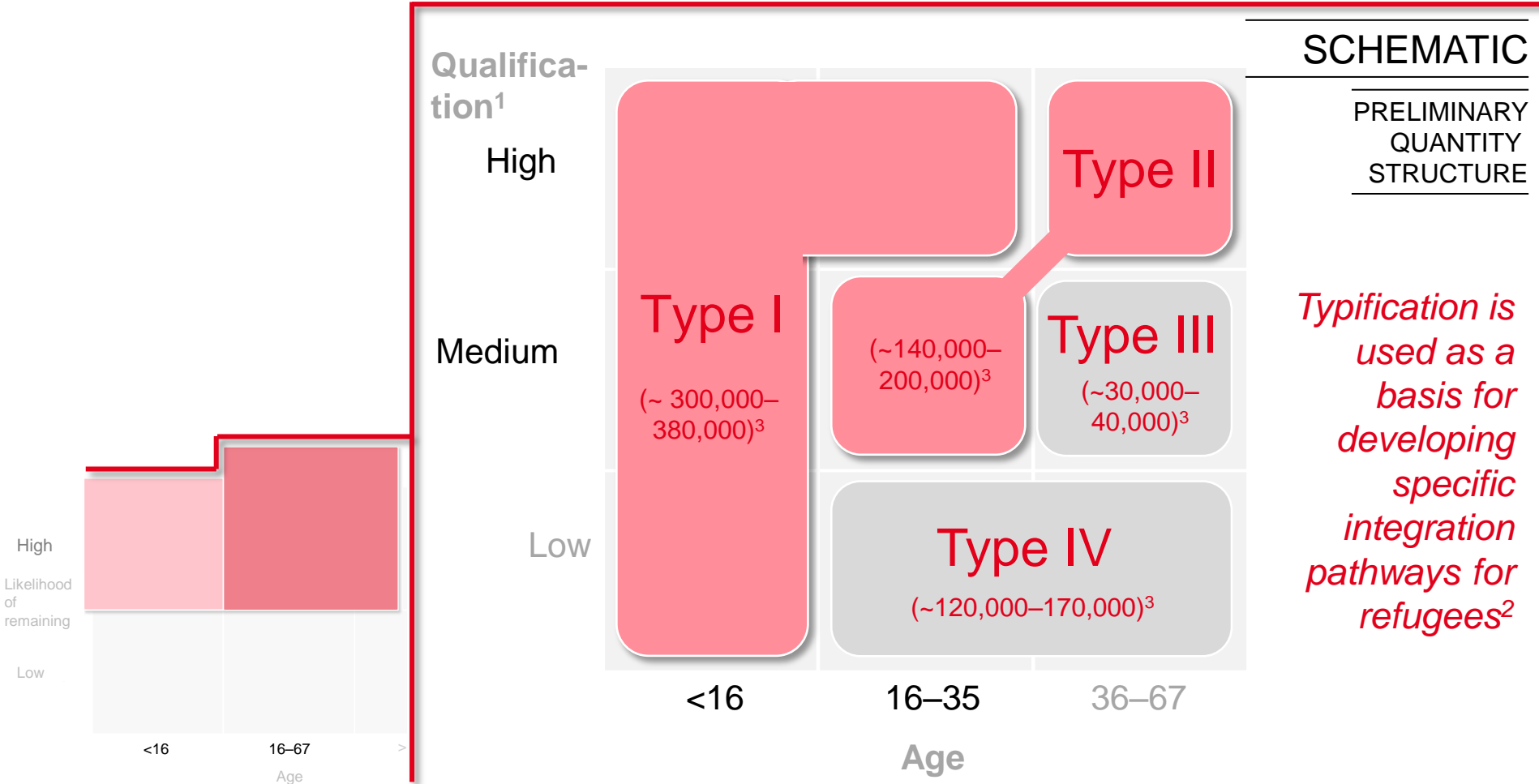


B What Areas of action

- 1 Compatible transition from asylum process to integration process
- 2 Compulsory & systematic language development
- 3 Scaling careers counselling
- 4 Skills identification and profile building
- 5 Modular qualifications and further training
- 6 Interconnected employer initiatives



A Typification by age and education allows target group-specific integration pathways



1 Low: Did not attend school or only attended primary school. Medium: Attended intermediate, high or specialised technical school. High: Attended upper secondary school, university of applied sciences or university.

2 Additional typification, e.g. by sex, is sensible.

3 Estimates of quantity structure based on information regarding school-leaving certificates from IAB (2015) and BA statistics (December 2015)

Source: IAB, BA statistics

B The BA uses six areas of action to address the integration of refugees into language, training and work

Asylum process

1

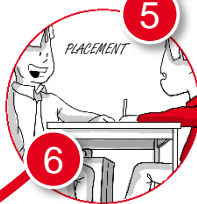


3



4

5



6

Integration into training and work

1 Compatible transition from asylum process to integration process
Making contact early, already in reception centres, with persons entitled to asylum and who are able to work

2 Compulsory and systematic language development
Early provision of compulsory language courses in combination with practical visits/internships at companies

3 Scaling of careers counselling
Widespread careers counselling, including through digital services, especially for the 15–30 age group

4 Skills identification and profile building
Stepping up the identification of technical and interdisciplinary skills through early screening and agile profile sharpening

5 Modular partial qualifications and further training
Provision of modular training (partial qualifications, combining theory and practice)

6 Interconnected employer initiatives
Employer initiative consisting of a dual programme of language learning and employment opportunities at the company

Initiatives also drive systemic change for other target groups

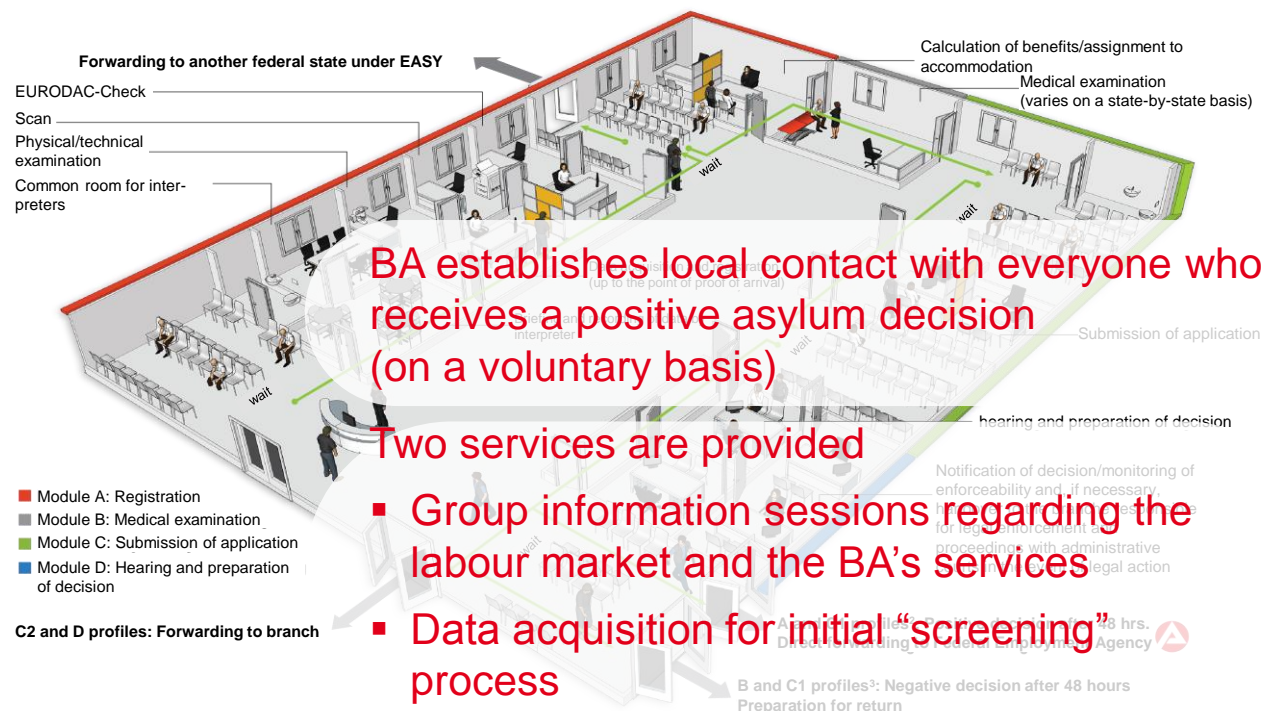
To Aim The BA facilitates a seamless transition from the asylum process to integration by addressing people who are entitled to asylum in the reception centre

From Initial situation

Compatibility between asylum and integration processes often not ensured

The establishment of 24 reception centres in Q1 as a first point of contact for refugees offers a new opportunity for linking up BAMF and BA processes

Source: BAMF, BA



2 | Compulsory and systematic language development

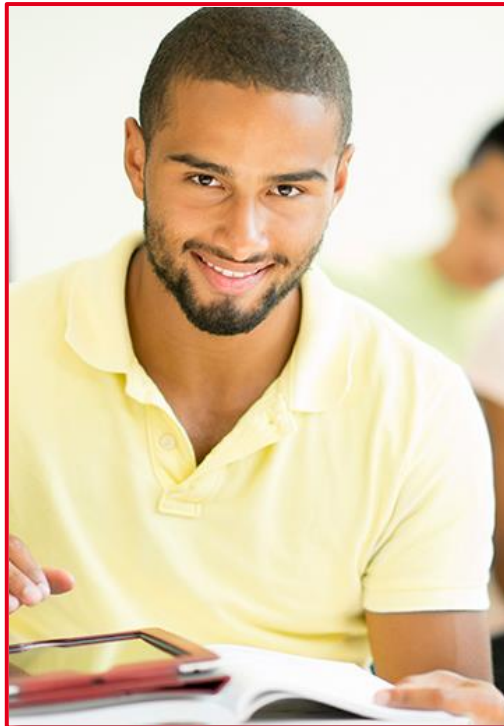
To Aim 100% of people entitled to asylum attend a compulsory language and integration course

From Initial situation

2016: Clear gap between demand for 500,000–600,000 places on language courses and planned provision

Language development currently starts too late and is often not completed by participants

Source: BAMF, BA



Possible measures

- Creation of transparency regarding demand for and capacity of language courses, **integral management** of course admissions by BAMF and BA, and significant **expansion of capacities**
- Stepping up **of compulsory nature of language courses** (incl. possible sanctions) for persons who are entitled to asylum and able to work
- Introduction of **combined measures** incorporating an integration course and labour market promotion instruments

3 | Scaling up of careers counselling, especially on the topic of training

To Aim 100% of young people receive counselling on training, studies and entering the world of work →

From Initial situation

At least 30% of jobseekers from asylum seekers' countries of origin lack a lower secondary leaving certificate

~ 70% of trainees from Syria, Afghanistan or Iraq drop out of their training

Currently 3,900 BA careers counsellors in Germany – but few with focus on refugees



Possible measures

- Creation of new counselling officer **positions** for targeted face-to-face counselling on the topic of **training** (200 new positions already created in 2015)
- Pooling and announcement of **existing online services as a source of information** (e.g. BEN, Berufe-Universum, StudiFinder)
- Expansion of measures to **prepare for and support training** (e.g. assisted training pursuant to section 130 of SGB III)
- Expansion of **youth integration courses** by the BAMF (incl. careers guidance as key building block in content)

Source: BA Statistics, Forschung & Lehre [Research & Education] 1/16

4 Skills identification and profile building

From Initial situation

Formal educational and vocational certificates are essential on Germany's labour market but ~80% of refugees have no formal vocational qualification

Some isolated examples of initial positive approaches for recording non-formal technical skills (e.g. ASCOT project)

No scalable approaches yet; also no overall recording of technical, language and interdisciplinary skills

To Aim Scalable recording system for technical, language and interdisciplinary skills allows refugees' skills to be identified and put to better use

Skills identification system



Surname: *Sample* First name: *Alan*
 Customer no.: *573219*
 Date of birth: *3/8/1995*

Language skills (test)

Level of language *B2 level*

Technical skills (test)

e.g. ASCOT test for refugees *70% hotelier*

Interdisciplinary skills (self-assessment)

	Evaluation				
	None				Very good
Motivation	1	2	3	4	5
Punctuality	1	2	3	4	5
Ability to work in a team	1	2	3	4	5
...					

5 | Modular partial qualifications and further training

To Aim Certified partial qualifications that allow entry into an occupation and further training schemes for all relevant occupational fields

From Initial situation

In recognised occupations, it is not yet possible to accredit non-formal qualifications in order to shorten the training period

So far, training provision is managed purely by way of course admissions



Possible measures

- Expansion of project “Partial qualifications that allow entry into an occupation” to other recognised occupations
- Strengthening of further training schemes for skilled workers and assistant jobs
- Development of a standardised and recognised certification system for partial qualifications in cooperation with chambers of trade and industry
- Stepping up of results-oriented management of training schemes by providers

6 | Interconnected employer initiatives

To Aim **Scaling up employers' commitment to creating employment opportunities for refugees on a significant scale** Set out in detail below

From Initial situation

First employer initiatives launched

Often a pronounced commitment and willingness on the part of companies (e.g. "Wir gemeinsam" [Us together] initiative)

Until now, little focus on employment opportunities for the integration of refugees on a significant scale

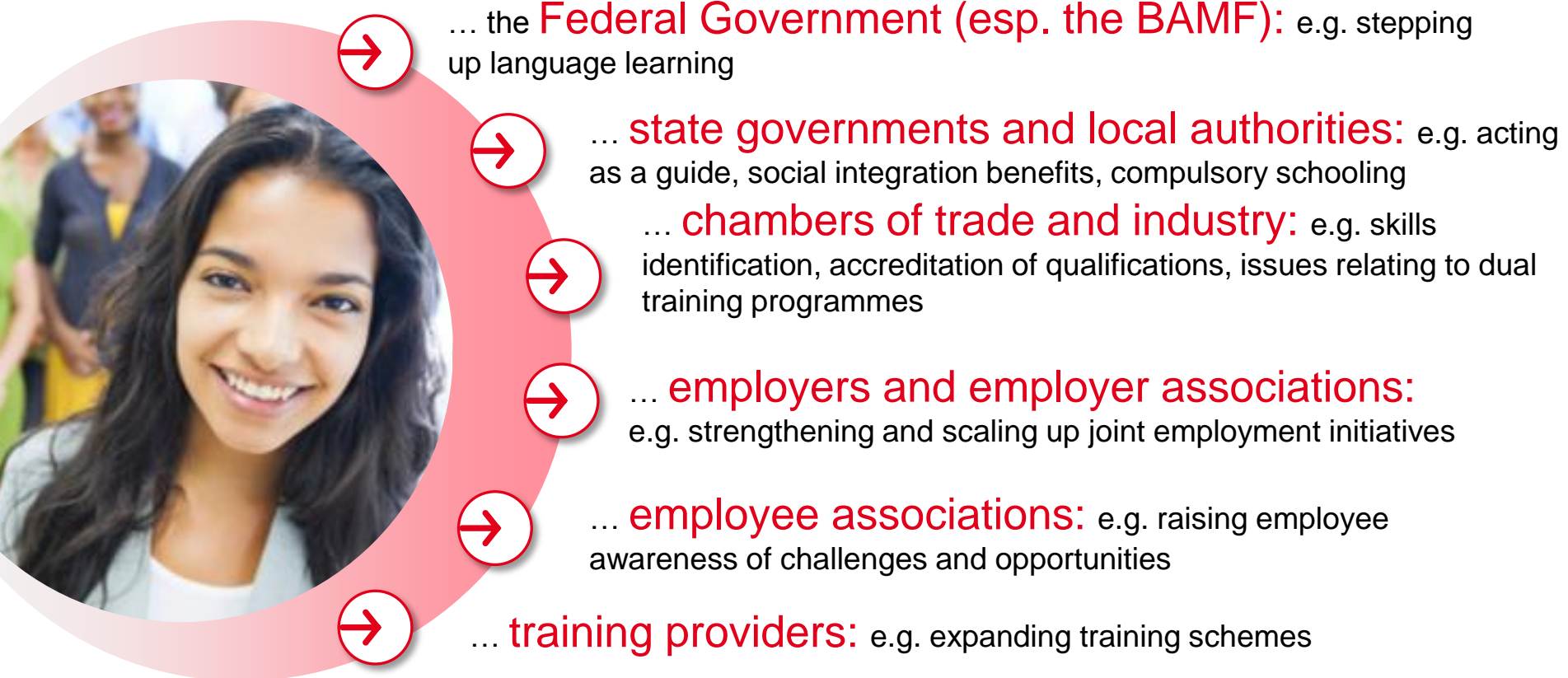


Possible measures


- Targeted support for employers in employing refugees, incl. financial assistance
- Networking of existing stakeholders by the BA, BDA and BDI
- Pooling of existing initiatives and scaling up of further initiatives under the same roof, e.g. internship/assistant programme coupled with skills identification and language learning

C Collaboration with all stakeholders is critical for successfully implementing the areas of action

Collaboration with ...



Success is ensured through clear definition of responsibilities and overarching coordination within the framework of the Federal-State Working Group for Integration

A photograph of a diverse group of people, mostly young adults, smiling and looking towards the camera. In the foreground, a young woman with long dark hair is smiling broadly. Behind her, several other people of various ethnicities and ages are visible, also smiling. The background is slightly blurred, suggesting an indoor setting like an office or a community center.

The integration of **refugees** poses a **challenge for the BA and society** as a whole. To overcome it, we must all stand shoulder to shoulder