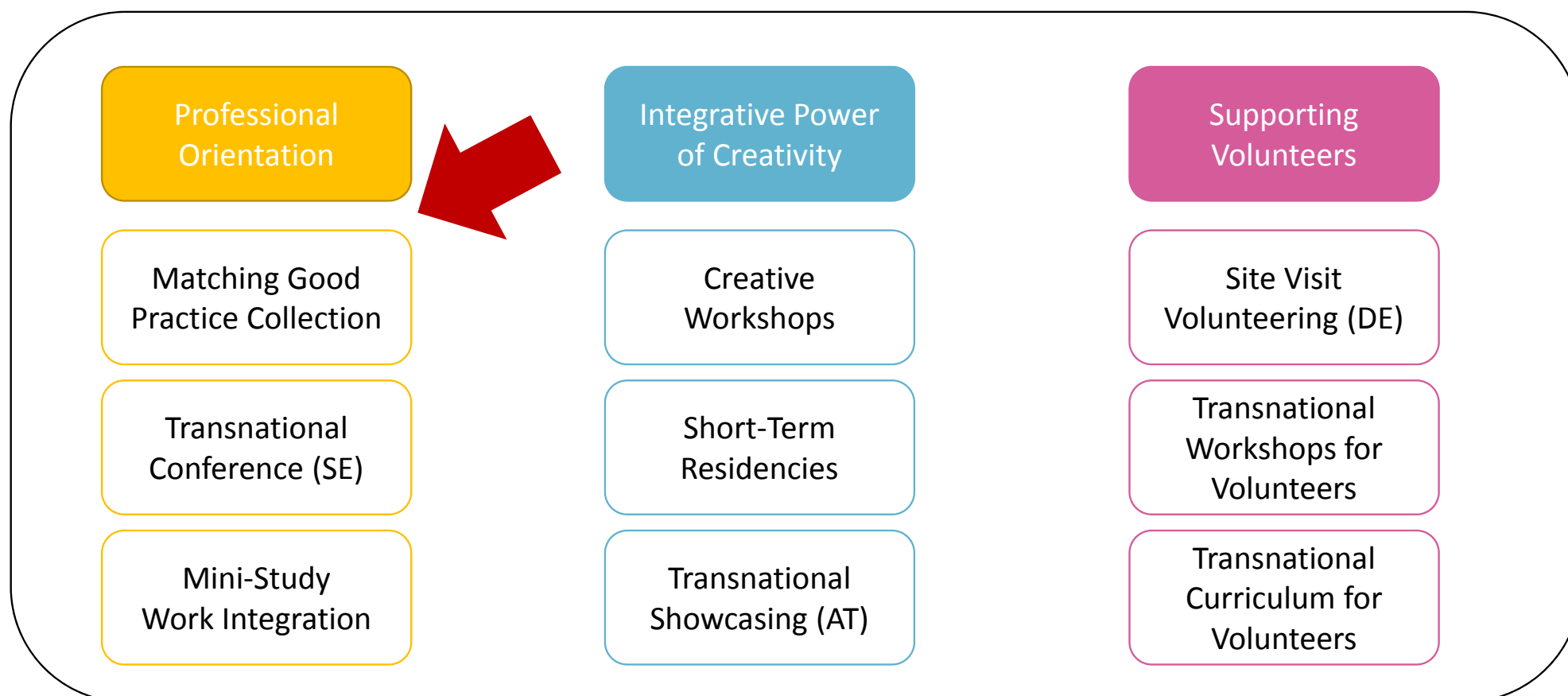




PROFESSIONAL INTEGRATION

Short Study on Good Practices
Matching Potential Employers
with Young (Refugee, Migrant) People

TRANSNATIONAL ACTIVITIES (2017-18)

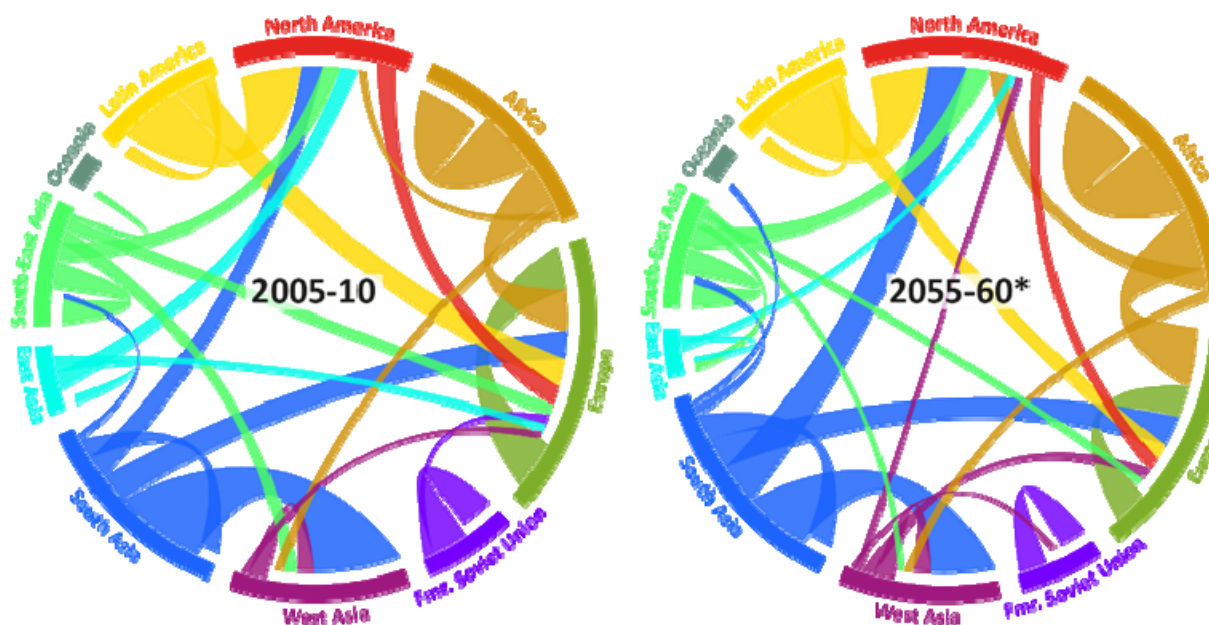




UNDERSTANDING THE CONTEXT

- Leader-Regions from Sweden, Austria and Germany
- Rural areas are the main focus of this short study
- Migration inflow is not new to these areas (and will continue)
- Between 0.5 and 1.4% of the local population is refugee
- Around 2/3 of the refugees are young male
- Professional integration is central for social cohesion

MIGRATION FLOWS TO EUROPE



**iterative proportional fitting was used to estimate flows from projected numbers of in-migrants and out-migrants*

*Source: Myths and facts on migration in Europe and the global context
<http://slidedeck.io/NikolaSander/eiss2015>*

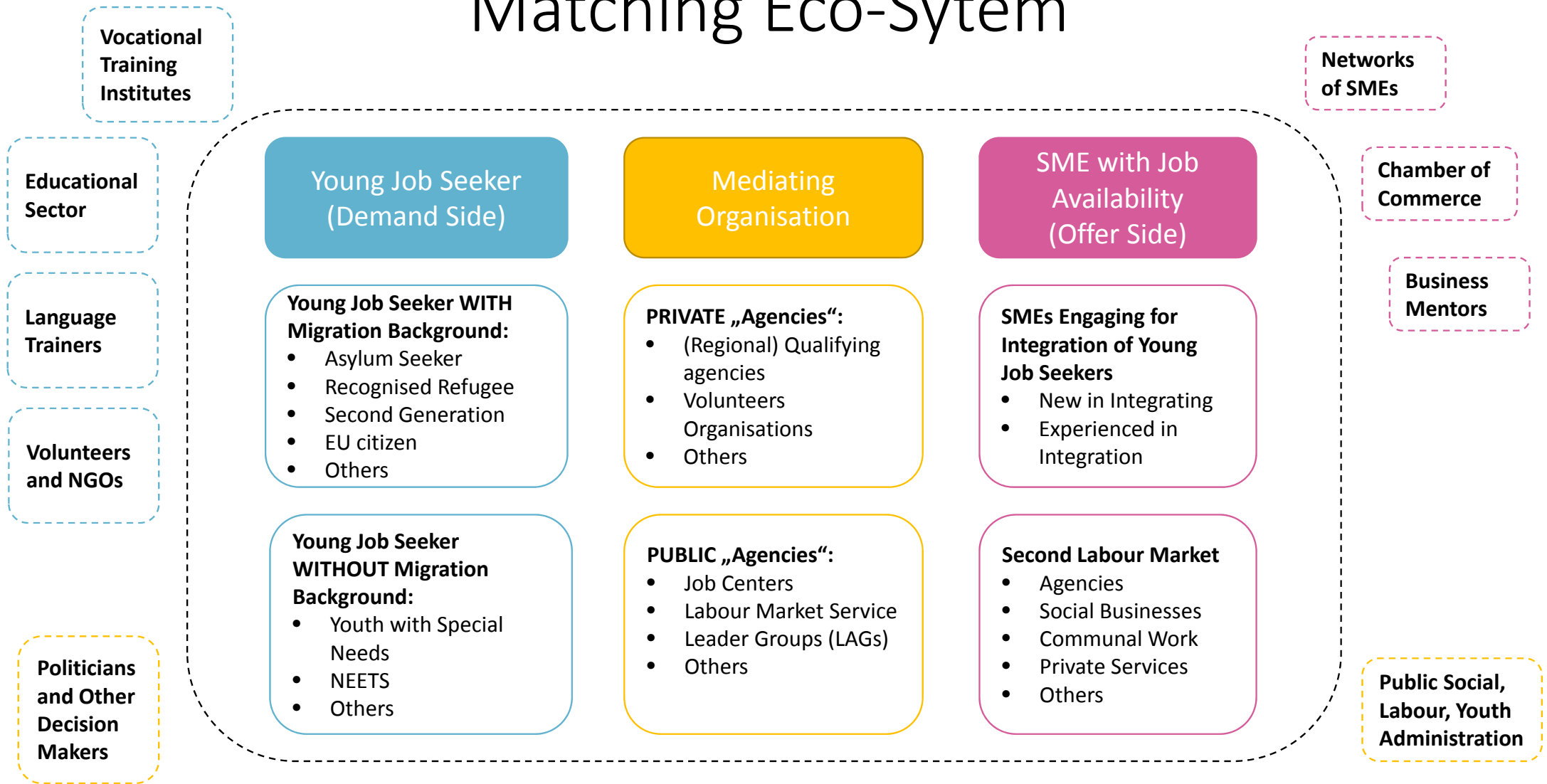
OBJECTIVES OF SHORT STUDY

- **Better understanding of methods used for the matching of employers and young (refugee, migrant) job seekers**
- Analyse local matching practices from three countries in order to **enhance know-how and identify approaches with transfer potential**
- **Identify settings for furthering of entrepreneurship of migrants**
- **Develop a set of recommendations for all involved parties (offer and demand side)**
- **Spread information to further interested parties (locally, transnationally)** in order to speed up professional integration

DATA SETS AND TIMEFRAME

- **14 good practices** based on filled-in questionnaires and telephone / personal interviews
- **Covering rural (and few urban) areas** in Austria, Sweden and Germany
- A wide range of **backgrounds: formal** (e. g. labour market service) and **informal** (like mentoring schemes)
- **Integrative approaches** (using and adapting existing youth employment support programmes) as well as **schemes developed on purpose** for the new target group
- **Data collection** in summer 2017 and winter 2017-18
- **Integration of results of Time for Interaction conference** on professional integration in October 2017 in Sweden

Matching Eco-System



MEDIATION ORGANISATIONS

- Network stakeholders from the whole eco-system
- Raise public awareness and work with role models
- Pay special attention to decision makers
- Take sufficient time and ensure appropriate budget
- Employ staff with migration background
- Develop module systems for training, coaching and mentoring
- Organise networking events and study trips to companies
- Develop deeper understanding for the SME side

YOUNG JOB SEEKERS

- Engage for intensive language training
- Enlarge your network and use opportunities for volunteer or communal work
- Reflect on your special (professional) interests
- Invest time and effort in job specific training
- Try to get in coaching and / or mentoring programmes
- Participate in internships

SMEs AND THEIR ORGANISATIONS

- Understand also opportunities from young (refugee) job seekers (e. g. on export markets)
- Carefully select candidates and look for the most engaged (e.g. those having done volunteer work)
- Develop a supporting framework in your company (e. g. for the employees)
- Look for sustainable support from mediating organisation
- Professional networks of SMEs should engage for a flexible legal and administrative framework

EXCURSUS – YOUNG ENTREPRENEURS

- Familiarise yourself with the legal, financial and administrative frameworks
- Carefully analyse your target market(s)
- Develop a sustainable business plan
- Join a coaching programme
- Invest in all kinds of networking activities (also beyond the migrant community)
- Look for help and support to convince the investors
- Support structures should pay special attention to migrant entrepreneurship

PROMISING MATCHING TOOLS

- **For awareness raising:** story telling, testimonials, poster campaigns, informations sessions, exhibitions, study visits to local companies
- **For the selection of candidates:** analysis of competences (language, mathematics, professional background) combined with an interview or discussion on professional perspectives
- **For the finding of potential entrepreneurs:** networking events, short trainings, events with mentors and coaches, labs and makers spaces
- **For convincing local SMEs:** internships, sustainable support by mediating organisations covering a wide range of questions, training for employees, financial support, intra SMEs exchange opportunities



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The full study report is available upon request.