

Germany Good Practices: Train-the trainer-Competence in the professional life

Main Goals

- To integrate migrants professionally
- To give guidelines on the job market and job expectations
- To offer practical guidance to social helpers working with migrants on professional integration

Objectives

- Identify challenges in professional integration by migrants
- Identify professional opportunities for migrants
- Social workers and migrants to use knowledge and skills to advance into a professional world

Resources needed

- Space
- Beamer, flipchart etc.
- Funding
- An inspired trainer with experience and expertise.
- External expert(s) for technical topics
- A contact person to stay in touch with participants

Challenges

- Participants with different experiences and personalities
- Making participants through the bureaucratic jungle of asylum and work related laws
- Making refugees and supporters understand, that professional integration is not an easy pathway, as a high level of educational background and professional skills are needed
- Finding funding and suitable facilities

We realised that migrants face difficulties in integrating into professional life. We noticed also that volunteer and social helpers working with migrants lack necessary knowledge and skills to help and advice migrant towards professional integration. From this discovery, "Gemeinsam Leben und Lernen in Europa" decided to develop training for migrants, volunteer and social workers to give them an overview of the professional environment in Germany, guide on the basic (educational, professional and legal) structure and on important employment and accreditation institutions and professional expectations.

The training targets two groups: volunteers and social workers working with migrants and migrants. For volunteer and social workers, the training is a door towards professionalising their activities; for migrants, the training is a means to finding their way towards professional life (a job or a career).

The training is designed to be flexible and adaptable. It has seven modules. It starts with the legal framework on who is allowed to work in Germany. This is followed by modules in career orientation and career planning, job search and application, expectations in the world of work, job search assistance, legal foundations in the workplace and typical situations and communication in the workplace.

The training is practical oriented and with a lot of hands-on activities. This is very important in demonstrating skills and participants understanding. It is also important to participants as they get to practise their skills from the training and envision how they can put their knowledge into practice.

Ways of evaluation

We found that evaluation worked best if done in a quick and easy way immediately after the training is completed. Oral feedback was encouraged as questionnaires did not prove to be an efficient evaluation method

Dissemination

To advertise the training, we used local newspapers, Facebook and our email-newsletter



Participants of the training: Competence in the professional life 2018

Facts and points:

- ✓ Training for both volunteers, social workers and immigrants
- ✓ Interactive training methods (group work, role plays etc.)
- ✓ The course is free of charge for participants
- ✓ 11 training units for over 30 participants
- ✓ Funding: Bavarian ministry of work and social affairs, Bavarian volunteer agency ("lagfa")
- ✓ Manuals with training contents in different languages



The training has been a real eye-opener to me. I gained not only practical knowledge and skills as a volunteer worker but also I received a road map to career development and professional integration.

-Patricia from Tanzania