

## Good practices in vocational guidance:

# COME IN: Competences in Enterprises on Integration



### WHAT?






COME IN stands for **COM**petences in **ENT**erprises on **INTE**gration. European employers are sometimes reluctant to employ refugees due to their unclear professional and personal situations. To integrate refugees at the workplace (be it in full time jobs, part time jobs, supported employment, or internships), European employers need practical and direct support that responds to the uncertainties related to the legal, social, and working status of refugees, as well as to intercultural and psycho-social issues.

The COME IN project seeks to create and apply comprehensive training to support enterprises and organisations and their responsible staff members in integrating refugees at their workplaces.

### IMPACT OF THE PRACTICE?

Respondents to an impact survey conducted by the project (N=185 respondents from nine countries) were mainly employers from different sectors. All in all, 52% of them (N=97) had some experience with migrants' employment. Qualitative interviews (N=33 from six countries) were also conducted with employers, VET providers, experts in the field of migrant integration and the integration of other disadvantaged groups in the labour market. The interviewees included public authorities and representatives of NGOs and recruitment agencies. The survey respondents and interviewees generally testified to a clear need for the competences on which the project focuses.

### ELEMENTS OF GOOD PRACTICE:

- Impact local level 
- Impact national level 
- Impact EU level 
- Transferability 
- Quality assurance 
- Innovative practice 

### WHO?

COME IN is a two-year European funded by the ERASMUS+ Programme. The Landkreis Kassel in Germany is the coordinator; the other partners are:

1. BUPNET, Germany
2. CATRO, Bulgaria
3. CESIE, Italy
4. die Berater®, Austria
5. Four Elements, Greece
6. Trendhuis, Belgium

### TARGET GROUP?

COME IN addresses especially:

- Key staff in enterprises such as HR managers, supervisors and in-house trainers;
- Integration experts from NGOs, enterprises, research and public institutions;
- VET and adult education trainers;
- Public bodies such as chambers of commerce, business development agencies, job centres and public institutions.
- Refugee communities.

### WHERE?

Implemented in Germany, Bulgaria, Italy, Austria, Greece and Belgium.

## ORGANISATIONS IMPLEMENTING THE PRACTICE

Enterprises, supervisors and in-house trainers, NGOs, research and public institutions, VET and adult education centers, public bodies, business development agencies, job centres, public institutions, and refugee communities.

## METHODS OF IMPLEMENTATION

The main activities in COME IN are:

- Stocktaking and needs analysis
- Development of the curriculum
- Development of the COME IN training
- Setting up the open learning space
- Establishing the validation system

## LESSONS LEARNED

Analysing good examples of work integration actions helped the COME IN partners understand better the needs, benefits, and obstacles that employers face and draw a lesson from their experience:

- It was observed that businesses and organisations willing to integrate refugees and other migrants actively look for and apply systems and tools to assess their qualification and improve their skills.
- Employing refugees, asylum seekers, and other migrants brings various benefits and advantages (refugees' strong motivation to work, enhanced cultural awareness at the workplace, new perspectives and broadening of horizons, mutual learning among staff, positive impact on the company's image).
- Employing refugees and other migrants sometimes includes challenges, and may be affected by actual or subjectively perceived barriers (e.g., employers' lack of knowledge and information, linguistic barriers, legal uncertainty, increased workload).

## RELEVANCE FOR VET VOICES

- Support networking to share experience, raise awareness, and disseminate success stories.
- Online tools help reach a large number of stakeholders with minimal organisational effort.
- Engage a facilitator of intercultural relations to support workplace integration.
- Follow a horizontal and holistic approach by promoting lifelong learning for all

## FOR MORE INFORMATION:

- [https://mahara.vita-eu.org/survey/comein\\_quick\\_assessment](https://mahara.vita-eu.org/survey/comein_quick_assessment)
- <https://learning.vita-eu.org/>
- <https://welcomingenterprises.eu/>