



Introduction to the Training Module

" Labor Market Integration of Refugees "

(Clemens Kammerhuber)

In part, contents developed for the Austrian module are identical with the German module, developed by Heike Arold.

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Co-funded by the
Erasmus+ Programme
of the European Union

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1 Explanations and Objectives of the Training Module



Target group of the qualification and the requirements for the participants:

The training module targets in part volunteer people who work in an advisory or concomitantly way with migrants, refugees and asylum seekers. This includes private activists as well as volunteers from counseling centers, clubs and other institutions dealing with this target group. Secondly, the qualification applies to full-time employees, who in the course of their activity advice and support the target group, such as social workers, guidance counselors, job center employees, psychologists, social services staff, etc.

(See Heike Arold - Introduction Module: Recognition of foreign certificates and qualifications)

The requirements for the participants of the training are leveled relatively low. Untrained people can participate in the training as well as experts without any experience in dealing with the target group with already existing knowledge on the issue of the qualification module.

(See Heike Arold - Introduction Module: Recognition of foreign certificates and qualifications)

However, their practical knowledge and skills should be limited to a few basics about information of the labor market and the integration of refugees and qualifications, because the module many basics, background knowledge imparted to recessed knowledge and thus with experienced people may be too many reps to their knowledge in the course carried out of the module.

Content of training module:

The module includes nine topics that build on each other and affect the processes of recognition of foreign credentials and qualifications. To the individual topics both knowledge and in-depth specialist knowledge is mediated. The contents of the training module takes into account both the aspect of the advisory, as well as the accompanying activities of immigrants. In detail, it comprises the following topics:

(See Heike Arold - Introduction Module: Recognition of foreign certificates and qualifications)

- Diversity Management, Intercultural Communication & Conflict Management - Cultural characteristics and social skills
- Legal framework condition on asylum: International Law, European Law, National legislation
- Recognition of degrees, diplomas, vocational training; Procedures for the recognition of qualifications
- Interfaces & Networks on recognition of qualifications
- Interfaces & Networks on escape and asylum
- Labor market functioning, access, regulatory framework, integration into the labor market
- Interfaces & Networks on the Labor Market
- Access to and handling of potentially traumatized people
- Feedback, Evaluation, Completion

The contents of the qualification module have been compiled according to the needs and requirements of the beneficiaries, as well as against the background of the legislation on the recognition of foreign qualifications.

(See Heike Arold - Introduction Module: Recognition of foreign certificates and qualifications)

The aim of the qualification module:

The goal of the qualification is to train the above mentioned target group as to learn that on the one hand they know the background and basics about the framing conditions, terms and information about the labor market and the integration into the labor market and understand and, second, the target group of immigrants in the support integration into the labor market and professional advice

and can accompany professionally in integrating into the labor market if necessary. Next to a large basic and detailed knowledge on the above topics, the participants of the training should learn to understand the interrelationships between the various aspects. They should be able in the course of their work to pass all the necessary steps to integrate into the labor market in the way and to make recommendations for action.

In detail, the participants should get to know the background to the issue, basic knowledge about to acquire concepts, models and functioning of labor markets, knowledge of numbers, dates, facts, structure and development of national and European labor market, as well as strategies and methods for integration into the labor market.

Participants should also comprehend important interfaces and stakeholders, as well as important skills for dealing with displaced people such as diversity management, intercultural communication and conflict management - to know cultural characteristics and social skills.

(See Heike Arold - Introduction Module: Recognition of foreign certificates and qualifications)

Working processes and tasks, which affect the training module:

In essence, the teaching / learning contents of the training module affect both advisory and accompanying activities for immigrants. The integration into the labor market of refugees requires a wide range of legal knowledge, competent authorities, specific rules in dealing with different target groups (refugees, third-country nationals, EU citizens, etc.)

Here special approaches and processes have to be considered, which are also taught as part of the training module in the light of the knowledge gained.

2 Conditions of qualification

Temporal scope of qualification:

The temporal scope of training includes a total of 6 days with a teacher effort of 38 hours incl. breaks. This is a purely theoretical training, with the mediation of the technical know-how through numerous case studies and tasks, in which the participants should develop practically aspects.

Location (and its selection) and technical features:

Since this is a purely theoretical training of expertise, a corresponding training room is required, equipped with the necessary equipment. The training location should be as central as possible, with good infrastructure accessibility, in order to facilitate access to training for volunteers and to save their costs (for possible overnight stays).

The technical equipment should include all the necessary equipment needed to carry out the training.

- Projector, projection screen and presentation PC (incl. Laser pointer) to show presentations
- Whiteboard and flipchart and presentation cards, pens, etc. for documentation of results of results of group work

Number of participants per training:

Since the qualification involves team and group work, the minimum number of participants should be six and the maximum number of participants should not exceed 12 participants. (See Heike Arold - Introduction Module: Recognition of foreign certificates and qualifications)

3 Recommended teaching / learning materials

The teaching and learning materials are composed of presentations and, depending on the individual subject matter, supplemented by specialist literature. In addition, the participants receive case studies as well as statistics, legal texts and graphics to better illustrate individual teaching / learning aspects.

Annotation:

In some cases, teaching / learning materials are already attached to the module. However, these can only be regarded as examples, as they relate to the testing of the qualification module in Austria and the resulting national framework conditions.

4 Didactic Preparation***Structure of the Module:***

The structural analysis was carried out against the background that the qualification module should be transferable to different EU countries and implemented there.

In addition, it is designed in such a way that implementing training institutions and teachers / trainers can understand the contents and their teaching self-taught. This is how the module is divided into three parts:

1. A table of contents with all teaching / learning content to be taught and a corresponding thematic breakdown (A to I) and subdivision into detailed topics (for example A1, A2 etc.)

2. A tabular rough concept that gives an overview of the overall competence, ie the date on which that teaching unit is provided, the total duration, learning objectives, teaching / learning content and the time used for teaching, teaching method, as well as information on possible knowledge checks, materials and technical equipment ,

3. Detailed schedules for each training day with a breakdown of each teaching / learning units whose duration, content and used materials and methods.

(See Heike Arold -. Introduction module recognition of foreign certificates and qualifications)

Teaching and Learning Materials (Construction):

In terms of content, the qualification module is designed in such a way that the participants as a whole can acquire a broad base and background knowledge for integration into the labor market. In addition to the transfer of knowledge, practical examples dealing with the subject in the course of advising / accompanying immigrants are taught. (See Heike Arold -. Introduction module recognition of foreign certificates and qualifications)

The participants should be able to advise immigrants professionally on the entire process of labor market integration and to assist and support them in their implementation. In order to better understand the context as a whole, legal foundations on asylum and recognition of educational qualifications are provided. Furthermore, competencies that are specifically required for dealing with the target group, such as Diversity Management, Intercultural Communication & Conflict Management in practical exercises and examples. In addition, knowledge about interfaces and networks that are relevant for integration into the labor market should be acquired.

Core competencies / skills / knowledge to acquire

Competencies / Skills / Knowledge	Goals that the participants reach at the end of the qualification and what they are capable of doing
Basic knowledge about the legal framework in asylum law: International Law, European Law, National Laws Knowledge about the status quo of the national refugee policy	The participants should be able to know legal framework conditions for immigrants and should be able to advise and accompany the target group in this regard. They should also be able to recognize and distinguish legally predefined groups.
Expertise on legal foundations on employment status and labor market access	They can classify the employment status of immigrants and what activities they are allowed to engage in.
Basic knowledge about the recognition of training and professions	Participants will learn about the procedure for recognition of education and professions and support the target group in the recognition process.
Labor market functioning, access, regulatory framework,	The participants should have a basic knowledge of terms, models and functioning of labor markets. They

	should also know about current relevant numbers, data and facts.
Integration into the labor market	Participants should be able to know and apply common strategies and methods for integration into the labor market. They are able to support the target group in the integration into the labor market through counseling and support. They are to assist in the location, the target group for the integration into the labor market by providing advice and support.
Interfaces & networks on labor market	The participants should know about interfaces and stakeholders on the job market and be able to transfer the target group to suitable positions.
Knowledge about operational requirements	They are able to assess the requirements of companies.
Counseling skills	They are able to advise immigrants in general about employment and know what to look for.
Knowledge and practical application of diversity management. Solution-oriented approaches to integration.	Participants should know and apply theoretical approaches to diversity management. For this purpose, the participants should be able to recognize cultural peculiarities and have the ability to respond to them.
Basic and specialist knowledge on the recognition of non-regulated occupations in different professional areas	They know the professions / occupations to be recognized and the procedure for recognition. They know what conditions are required for recognition, who is responsible, which documents are relevant and how high the costs are. They are in a position to implement all the necessary steps for recognition and to counsel and accompany immigrants prudently

5 Applied Teaching and Learning Methods

In communicating the teaching / learning content, emphasis is focused on communicating the knowledge in a practical way. This will be facilitated by group discussions and discussions, which will pick up the participants' experiences and address practical issues.

In addition, case studies should also ensure that the participants are able to apply the mediated knowledge in practice.

In particular, lectures and presentations are used to impart theoretical knowledge.

(See Heike Arold -. Introduction module recognition of foreign certificates and qualifications)