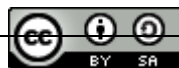


Day 1.							
Primeval Times	Duration	Module	Module Content	Title	Content	Materials	Method
18:00	15	A		Greeting	Welcoming the participants	Flipchart; Handout HO_A1-4	Speech
18:15	15	A		Introduction	Brief introduction to the one end of the training	Flipchart; Handout HO_A1-4	Speech
18:30	15	A		Organization	Advice for daily work and flow	Flipchart; Handout HO_A1-4	Speech
18:45	30	A	A1	Theoretical approaches and practical applications of Diversity Management	Imparting of theoretical and practical applications Diversity Management	Flipchart; Handout HO_A1-4	keynote Speech
19:15	30	A	A2	Diversity management tools and their practical application	Imparting of diversity management instruments and their practical application	Flipchart; Handout HO_A1-4	keynote Speech
19:45	45	A	A3	Conflict management in multicultural groups	Imparting of conflict management in multicultural groups, application in practical exercises and Discussion	Flipchart; Handout HO_A1-4	Keynote, exercise, Discussion
20:15	15			Break			
20:30	30	A	A4	Prejudice Management - (role-)	Imparting of prejudice Management - prejudice (role) stereotypes, clichés	Flipchart; Handout HO_A1-4	keynote Speech



				stereotypes, clichés			
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Day 2.							
Primeval Times	Duration	Module	Module Content	Title	Content	Materials	Method
09:00	15	B		introduction	Introduction and brief introduction	Flipchart	Speech
09:15	45	B	B01	Geneva Convention and the role of UNHCR	Switching the Geneva Convention and role of the HCR; Explanation of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
10:00	15	B	B02	Refolemen Protection	Imparting of Refoulement Protection; Explanation of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
10:45	15			Break			
11:00	45	B	B03	Dublin procedure	Imparting of Dublin procedure; Explanation of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
11:45	45	B	B04	Asylum procedures	Imparting of asylum procedures; Explanation of Case Studies, Discussion of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
12:30	45	B	B05	Distinguish the residence status	Imparting of definition of target groups / distinction between asylum seekers, recognized asylum seekers, subsidiary protection, tolerated persons; Explanation of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
13:15	60			Break			



14:15	45	B	B06	Legally predefined groups	Imparting of: see Legally predefined groups and be able to distinguish (EU citizens, third-country nationals, ...); Explanation of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
15:00	45	B	B07	Status Quo of national immigration policy	Imparting of: the status quo of their immigration policies; Explanation of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
15:45	45	B	B08	Residence, residence rights, tolerance	Imparting of: right of residence, residence rights, toleration; Explanation of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
16:30	15			Break			
16:45	45	B	B09	Risks of consultation	Imparting of: Risks of consultation, responsibilities, use of possible legal benefits; Explanation of Case Studies, Discussion of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion
17:30	45	B	B10	Approaches in counseling & support	Imparting of: Approaches in counseling & support; Explanation of Case Studies and Discussion	Presentation (PP_B)	Keynote Speech, Case Studies, Discussion



Day 3.							
Primeval	Duration	Module	Module	Title	Content	Materials	Method



Times			Content				
09:00	15	C		introduction	Introduction and brief introduction	Flipchart	Speech
09:15	30	C	C01	Definition of recognition	Imparting of: Definition of recognition; Legal bases; Equivalence of qualifications; Categories and areas of recognition;	Presentation PP_C-D, Handout HO_C-D	Keynote Speech,
09:45	30	C	C02	Recognition among various target groups;	Mediation: recognition among various target groups; Distinctions in recognition and what is important; Explanation of Case Studies,	Presentation PP_C-D, Handout HO_C-D	Keynote Speech, Case Studies,
10:15	15			Break			
10:30	30	C	C03	Definition qualifications, skills, abilities	Imparting of defining qualifications / skills, abilities, why and when necessary to measure skills, explanation of Case Studies	Presentation PP_C-D, Handout HO_C-D	Keynote Speech, Case Studies,
11:00	45	C	C04	Standardized Methods for competence assessment	Imparting of: Overview of standardized Methods for competence assessment and their application, explanation of Case Studies and Discussion	Handout HO_C-D, flip chart	Case Studies, Discussion
11:45	45	C	C05	Institutions that conduct a competency assessment and their tasks	Explanation of Case Studies at institutions that conduct a competency assessment and their tasks; Explanation of Case Studies and Discussion	Handout HO_C-D, flip chart	Case Studies, Discussion
12:30	45	C	C06	Approaches in counseling & support	see Discussion of Case Studies in Legally predefined groups and be able to distinguish (EU citizens, third-country nationals, ...); Explanation of Case Studies and Discussion	Handout HO_C-D, flip chart	Case Studies, Discussion
13:15	60			Break			
14:15	30	D	D1	Meet Stakeholder in	Explanation of Case Studies: Stakeholder in	Handout HO_C-	Case Studies,



				valuation and recognition process	valuation and recognition process to know; Explanation of Case Studies	D, flip chart	
14:45	30	D	D2	Communication strategies for different stakeholder	Imparting of: communication strategies for different stakeholders; Explanation of Case Studies and Discussion	Presentation PP_C-D, Handout HO_C-D	Keynote Speech, Case Studies,
15:15	30	D	D3	Institutional and assistant networks to meet	Imparting of: Institutional and assistant networks to meet; Explanation of Case Studies	Presentation PP_C-D, Handout HO_C-D	Case Studies,
15:45	30	D	D4	Approaches in counseling & support	Imparting of: Approaches in counseling & support; Explanation of Case Studies	Presentation PP_C-D, Handout HO_C-D	Group work and Discussion
16:15	15			Break			
16:30	30	E	E1	Stakeholder in the field of flight and asylum	Imparting of: Stakeholder in the field of flight and asylum; Explanation of Case Studies and Discussion	Handout (HO_E), flip chart	Keynote Speech, Case Studies, Discussion
17:00	30	E	E2	Communication strategies for different stakeholder	Imparting of: communication strategies for different stakeholders; Explanation of Case Studies and Discussion	Handout (HO_E), flip chart	Keynote Speech, Case Studies, Discussion
17:30	30	E	E3	Institutional and assistant networks to meet	Imparting of: Institutional and assistant networks to meet; Explanation of Case Studies and Discussion	Handout (HO_E), flip chart	Keynote Speech, Case Studies, Discussion
18:00	30	E	E4	Approaches in counseling & support	Imparting of: action approaches in counseling & support; Explanation of Case Studies and Discussion	Handout (HO_E), flip chart	Keynote Speech, Case Studies,



							Discussion
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Day4.							
Primeval Times	Duration	Module	Module Content	Title	Content	Materials	Method
18:00	75	A	A5	Dealing with intercultural differences	Imparting of: dealing with intercultural differences; Explanation of Case Studies and Discussion	Flipchart; Handout HO_A1-4	Keynote Speech, Case Studies, Discussion
19:15	15			Break			
19:30	45	A	A6	Reflection of one's own concept of culture	Imparting of: reflection of one's own concept of culture; Explanation of Case Studies and Discussion	Flipchart; Handout HO_A1-4	Keynote Speech, Case Studies, Discussion
20:15	60	A	A7	Exclusion / discrimination mechanisms	Exclusion / discrimination mechanisms; Explanation of Case Studies and Discussion	Flipchart; Handout HO_A1-4	Keynote Speech, Case Studies, Discussion



Day 5.							
Primeval Times	Duration	Module	Module Content	Title	Content	Materials	Method
09:00	15	F	F01	Legal basis for access to the labor market	Imparting of: Legal basis for access to the labor market; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
09:15	15	F	F02	Competent bodies (including their role)	Imparting of: Competent bodies (including their duties); Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
09:30	15	F	F03	Requirements for admission to vocational	Imparting of: Requirements for admission to vocational	Presentation (PP_F)	Keynote Speech, Case



				training, internships	training, internships; Explanation of Case Studies and Discussion		Studies, Discussion
09:45	15	F	F04	Concepts, models and functioning of labor markets	Imparting of: Basic knowledge of concepts, models and functioning of labor markets; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
10:00	15	F	F05	Facts, facts, structure and development of national and European labor market	Imparting of: Facts, facts, structure and development of national and European labor market; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
10:30	15	F	F06	Functioning labor market: Theoretical Fundamentals and vocabulary	Imparting of: functioning labor market: Theoretical Fundamentals and vocabulary; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
10:45	15	F	F07	Theory of the overall process of labor market integration	Imparting of: Theory of the overall process of labor market integration; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
11:00	15	F	F08	Strategies and Methods to integrate into the labor market	Imparting of: strategies and Methods to integrate into the labor market; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
	15			Break			
11:15	15	F	F09	Ability achieve integration into the labor market by providing advice and guidance to assist	Imparting of: ability attain the integration into the labor market by providing advice and guidance to support; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion



11:30	15	F	F10	Definition integration into the labor market / areas of integration into the labor market	Imparting of: Definition integration into the labor market / areas of integration into the labor market; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
11:45	30	F	F11	Special features of the labor market integration of refugees	Mediation: Specialties of the labor market integration of refugees; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
12:15	30	F	F12	Legal and Social Integration	Imparting of: Approaches in counseling & support; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
12:45	430	F	F13	Analysis and evaluation of existing services	Imparting of: analysis and evaluation of existing services; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
13:15	60			pause			
14:15	45	F	F14	offering institutions, labor market integration and their tasks	Imparting of: institutions offering labor market integration and their tasks; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
15:00	45	F	F15	Strategies for integration into the labor market	Imparting of: Strategies for integration into the labor market; Explanation of Case Studies and Discussion	Presentation (PP_F)	Keynote Speech, Case Studies, Discussion
15:45	15	F	F16	Approaches for advice & support	Imparting of: Approaches for advice & support; Explanation of Case Studies and	Presentation (PP_F)	Keynote Speech, Case



					Discussion		Studies, Discussion
16:00	15			pause			
16:15	30	G	G1	Stakeholder in occupational and labor market integration	Imparting of: Stakeholder in occupational and labor market integration; Explanation of Case Studies and Discussion	Presentation (PP_G)	Keynote Speech, Case Studies, Discussion
16:45	30	G	G2	Communication strategies for different stakeholder	Imparting of: communication strategies for different stakeholders; Explanation of Case Studies and Discussion	Presentation (PP_G)	Keynote Speech, Case Studies, Discussion
17:15	30	G	G3	Institutional and assistant networks to meet	Imparting of: Institutional and assistant networks to meet; Explanation of Case Studies and Discussion	Presentation (PP_G)	Keynote Speech, Case Studies, Discussion
17:45	30	G	G4	Approaches for advice & support	Imparting of: Approaches for advice & support; Explanation of Case Studies and Discussion	Presentation (PP_G)	Keynote Speech, Case Studies, Discussion

Day 6.							
Primeval	Duration	Module	Module	Title	Content	Materials	Method



Times			Content				
09:00	30	H	H01	Definitions / Basis of trauma therapy and trauma education	Imparting of: Definitions / Basis of trauma therapy and trauma education	Handout (HO_H), flip chart	Keynote Speech,
09:30	30	H	H02	identify potential trauma	Mediation: Recognizing Potential trauma	Handout (HO_H), flip chart	Keynote Speech,
10:00	30	H	H03	post-traumatic stress disorder (PTSD)	Imparting of: Effects of the symptoms of post-traumatic stress disorder (PTSD) or traumatic disorders everyday on the social-emotional relationship formation togetherness	Handout (HO_H), flip chart	Keynote Speech,
10:30	15	H	H04	Aids in dealing with contaminated people	Imparting of: aids in dealing with contaminated people; Explanation of Case Studies and Discussion	Handout (HO_H), flip chart	Keynote Speech, Case Studies, Discussion
10:45	15			Break			
11:00	30	H	H05	Demarcation Consulting / monitoring and therapy,	Imparting of: Demarcation Consulting / monitoring and therapy,	Handout (HO_H), flip chart	Keynote Speech,
11:30	45	H	H06	know their role and limits	Discussion of the own role and limits	Handout (HO_H), flip chart	Discussion
12:15	30	H	H07	Support opportunities for consultants / facilitators	Imparting of: Support opportunities for consultants / facilitators; Explanation of Case Studies and Discussion	Handout (HO_H), flip chart	Keynote Speech, Case Studies, Discussion



12:45	30	H	H08	Contact persons and contact points for therapies	Imparting of: The right / qualified contact persons know / find - correspondents and treatment options; Explanation of Case Studies and Discussion	Handout (HO_H), flip chart	Keynote Speech, Case Studies, Discussion
13:15	60			Break			
14:15	30	A	A08	Practical application of Diversity Management	Imparting of: Practical application of diversity management; Application exercises	Flipchart; Handout HO_A1-4	Keynote Speech, exercises,
14:45	30	A	A09	identify cultural characteristics of different target groups	identify cultural characteristics of different target groups	Flipchart; Handout HO_A1-4	Discussion
15:15	15	A	A10	Culturally Sensitive dealing with different target groups	Imparting of Culture Sensitive handling of different target groups	Flipchart; Handout HO_A1-4	Keynote Speech,
15:30	15	A	A11	identify conflicts and develop solutions	identify conflicts and develop solutions; Application exercises	Flipchart; Handout HO_A1-4	exercises
16:00	30	A	A12	Use of social skills in working with individuals and groups	Use of social skills in working with individuals and groups; Application in exercises and Discussion	Flipchart; Handout HO_A1-4	Exercises, Discussion
16:15	15	I	I01	Feedback from participants on course, Contents, Methods	Feedback from participants on course, Contents, Methods	Flipchart	Reflection, Discussion, feedback
16:30	30	I	I02	test	Multiple choice test	Multiple Choice Test	Written exam
16:45	15	I	I03	Criticism, suggestions	Criticism, suggestions	Flipchart	Reflection, Discussion,



							feedback
17:15	30	I	I04	suggestions	suggestions	Flipchart	Reflection, Discussion, feedback
17:45	15	I	I05	evaluation	evaluation	Flipchart	Reflection, Discussion, feedback
18:00	15	I	I06	Conclusion and outlook	Conclusion and outlook	Flipchart	Speech



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