



Progetto co-finanziato dall'Unione Europea



MINISTERO
DELL'INTERNO

OBIETTIVO SPECIFICO 2 “Integrazione/Migrazione legale”
OBIETTIVO NAZIONALE 3 “Capacity building”

PROGETTO DIMICOME

Diversity Management e Integrazione:
Competenze dei Migranti nel mercato del lavoro
(PROG-2195) – CUP H79F18000400009

1° Workshop WP2

***From latent potential to visible resource: soft
skills related to migration background***

A perspective from Germany

Fabienne Braukmann

ebb Entwicklungsgesellschaft für berufliche Bildung mbH

***Agency for the Development of Vocational Education,
Cologne, Germany***

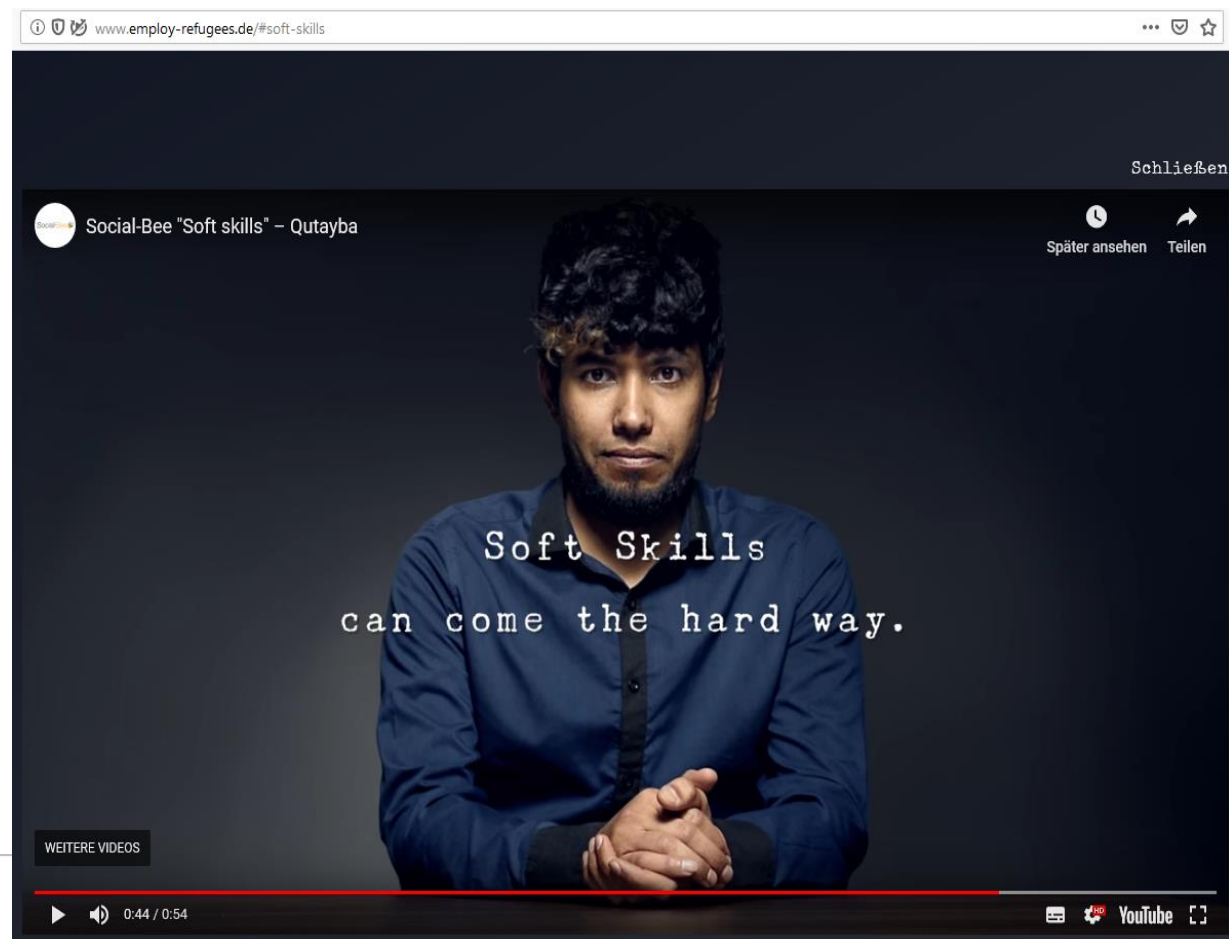
10th october 2019 h 14.00 - 18.00 / 11 october 2019 h 9 - 13.00 Fondazione ISMU, Via Galvani 16, Milano



FONDAZIONE
ISMU
INIZIATIVE E STUDI
SULLA MULTIETNICITÀ

Campaign 'Employ Refugees' by Social Bee, 2018

- adaptable
- solution-oriented
- resilient
- enduring
- strong-willed
- team-player
- consistent



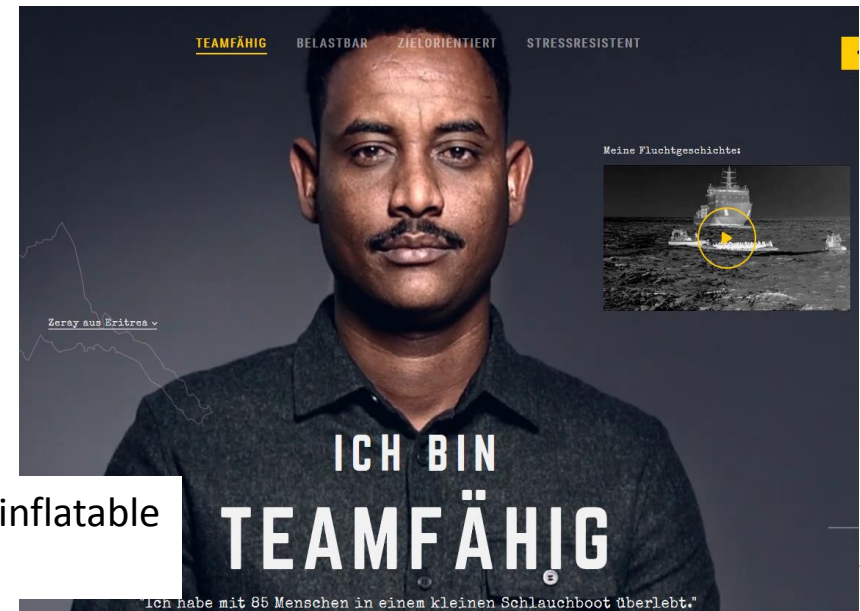
'At the border to Turkey, we were not able to get any further. For three days, we had nothing to eat.' I AM RESILIENT.



'During my flight, I walked for three month.' I FOCUS ON MY GOALS.



'I survived being with 85 people on a small inflatable boat.' I AM A TEAM-PLAYER.



Validation of formal skills

- 2012: Federal Recognition Act
- June 2019: Skilled Immigration Act
- Legislative frame: professions of reference, formal education, assessment centres, qualification analyses
- Ex. VALIKOM, MySkills, Profiling etc. – analysis of potentials, professional competence assessments
- Requirement-oriented vs. Biography-based and subject-centred approaches

Good practices for the validation of personal and social skills

- Network IQ: KomBI-Laufbahn – Advice on Career Paths
- Competence Cards – Bertelsmann Stiftung
- Profil-PASS – German Institute für Adult Education (DIE e.V.)

- → for counsellors (trainings for counsellors and professional support of counsellors)
- → for administrators and counsellors in the Federal Agency of Employment, local authorities, stakeholders of the labour market
- → for advice-seekers, migrants, young people, people in transition, newcomer, different educational backgrounds
- → individual and group validation is possible

Good practice: Network IQ

- Since 2005 the Network IQ has developed tools and recommendations with special consideration of the perspectives of migrants in the field of labour market integration
- IQ expert group on the validation and assessment of migrant competences as well as the development of quality standards ('IQ Facharbeitskreis Kompetenzfeststellung 2008')
- Biography-based and subject-centred approach
- Tools can be flexibly used during counselling sessions
- adapted to certain conditions and needs of people with a migration background
- Integrated methods of self-assessment and external assessment
- NOT an assessment of formal requirements
- NOT an examination of occupational skills





**KomBI**
Kompetenzorientiert - Biografisch - Interkulturell
Laufbahnberatung



KomBI wurde in MigraNet – IQ Landesnetzwerk Bayern entwickelt, um Menschen mit Migrationshintergrund zu unterstützen, neue Berufswege mit den erworbenen Kompetenzen zu entwickeln.

KomBI wird sowohl in Einzelgesprächen aber auch in Gruppenworkshops bzw. in Mischformen angeboten. Das strukturierte Verfahren nutzt eine Vielzahl von Instrumenten zur Kompetenzfeststellung, die im Verlauf des Beratungsprozesses situativ eingesetzt werden können. Dadurch kann KomBI sehr gut in bestehende Beratungsangebote eingebunden und an die jeweilige Situation angepasst werden.

Stiftung Warentest bewertet KomBI als bestes Verfahren zur persönlichen Kompetenzfeststellung und beruflichen Neuorientierung!

Good Practice: KomBI – Advice on Career Paths

- **Competence-oriented – Biographical – Intercultural**
- Non-directional, processual approach & empowerment approach, requires a training for counsellors

key element	instruments / tools	effect
biographical work	diverse, e.g. mindmap, life tree, life profile, 11 questions	processual activation – <i>experience</i>
private and professional activity analysis	diverse, e.g. shower of strengths	activation of resources – <i>recognize</i>
describing and defining competences	diverse, e.g. what-when-where-how?	formation of intention – <i>want</i>
definition of goals and further steps	diverse, e.g. action plan, project mountain, visualiz. of social networks and soc. resources	implementation of intention – <i>take action</i>

- Cross-cutting themes: values, intercultural and migration-specific aspects

Good Practice: Competence Cards – Bertelsmann Stiftung

- CCBYSA licence – cards are adaptable to different contexts
- EU Commission uses the images developed by Bertelsmann Foundation
- Flexible use at low-threshold during counselling sessions
- DE, EN, AR, IT, FR, ES, TI, RU, TU, FAR
- Visualization of social and personal skills and interests
- Training is not prerequisite and the cards can be used interactively
- The cards can be used at different stages
- Possibility of assessing competences for the identification of a suitable professional field
- Additional cards can be used for assessing competences that are part of the profiling of the Federal Agency of Employment

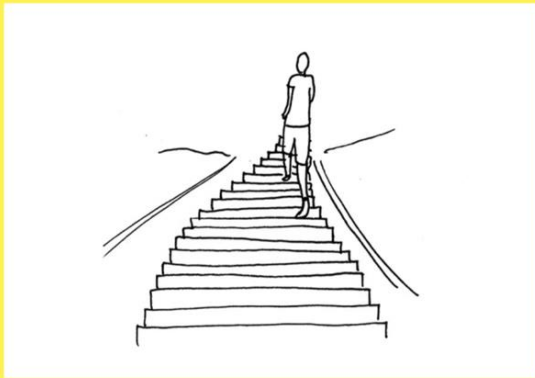


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BertelsmannStiftung

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Endurance

Aguante

Endurance

Выносливость

المثابرة

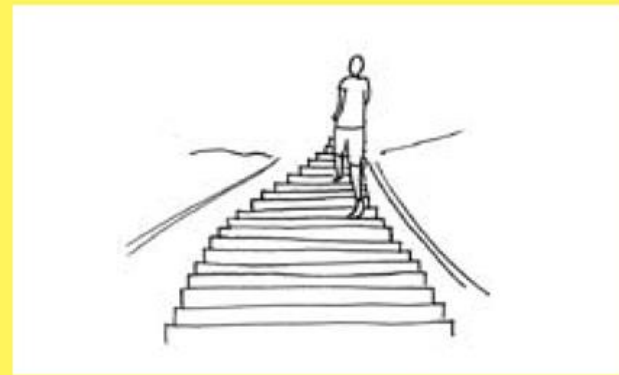
پایداری

Dayanıklılık

Ausdauerfähigkeit

Nr. 02_3

Resistenza



Sono capace di occuparmi a lungo dello stesso compito/argomento.

Endurance

Endurance

Стойкость

قدرة على التحمل

تفامت

Dayanıklılık

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(2018)

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ሓደ ዕማም ንክተሰላስሎ ዝወስዶ ጊዜ ቁፋብ ምስገምጦጥ እንታይ ትገብር? ኣብነት ሃብ!
እዚ ከመይ ዝኣመሰለ ስምዒት ይፈጥረልካ?



02_5 ህርኩትነት



02_3

Endurance



You are able to work on a task for a long time.
You have the internal strength to focus on an issue/topic for a long time.



If a task takes a bit longer, how do you handle that? Provide an example.
How does that make you feel?



02_5 Resilience



Good Practice: ProfilPASS

- ProfilPASS by the German Institute für Adult Education (DIE e.V.)
- funded by the Federal Ministry of Education and Research (BMBF)
- EN, FR, ES, SL, comprehensible DE
- A systematic assessment and documentation of competences
- Creating a profile for a personal development and professional orientation, incl. further steps and planning
- Open to people in a transition phase and especially for newcomers
- Basic knowledge of German is required
- This version especially addresses newcomers and looks at their situation and needs



Conclusion

- Validation of soft skills requires time, self-reflection, and an interculturally trained counsellor
- Work multilingual and use comprehensible language
- Visualize
- Make instruments flexible
- Use interactive methods and self-studying instruments depending on the time-frame
- Integrate them into individual counselling sessions and group settings
- Challenge to distinguish, separate and validate personal, social and soft skills
- How can we include a more soft skilled-centred perception in the requirement-oriented condition?

Thank you for your attention!

fabienne.braukmann@ebb-bildung.de

info@ebb-bildung.de



ebb Entwicklungsgesellschaft für berufliche Bildung mbH

Agency for the Development of Vocational Education, Cologne, Germany

Further information available online

- https://www.netzwerk-ig.de/fileadmin/Redaktion/Downloads/FBQ/Materialien/Material/160314_Praxishandreichung_KFV.pdf
- <https://www.migranet.org/images/Publikationen/qualitaet.pdf>
- www.kombi-laufbahnberatung.de
- https://www.bertelsmann-stiftung.de/fileadmin/files/BSt/Publikationen/GrauePublikationen/LL_Bastelbogen_Kompetenzkarten_1808_21.pdf<https://www.bertelsmann-stiftung.de/de/unsere-projekte/aufstieg-durch-kompetenzen/projektnachrichten/kompetenzkarten>
- <http://scout.profilpass-international.eu/download>