

... and using them!

For people with a migration background life is not easy on the job market in Germany. Often, they are unemployed, they are less successful with the allocation of apprenticeship training positions and they rarely participate in further education programmes. A waste of human re-

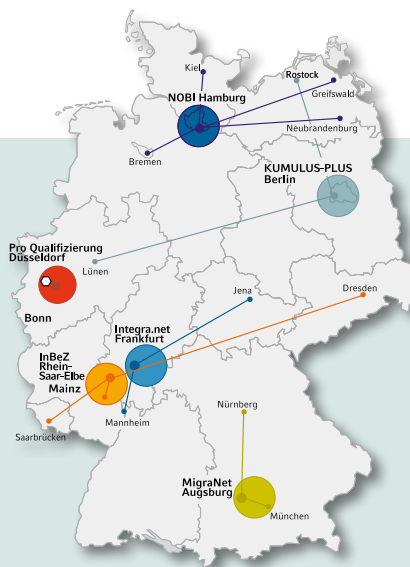


Gül Keskinler, Personal and Organisational Development

sources that the German economy cannot afford – even more so in times of demographic change and emerging lack of skilled labour.

In order to improve the situation for adult migrants on the job market, the German Federal Ministry of Labour and Social Affairs (BMAS) has initiated the Information- and Counselling network (IQ) in 2005. The IQ network consists of six focal centers acting nation-wide, thematic study-groups as well as transfer projects. The IQ network is co-ordinated by the Central Agency for Advanced Training in the Skilled Crafts (ZWH).

The IQ network is promoted by the Federal Ministry of Labour and Social Affairs and the German Federal Employment Agency (BA). The coordination centre of the network is the ZWH – Central Agency for Advanced Training in the Skilled Crafts.



Das Netzwerk „Integration durch Qualifizierung“ (IQ)

- **InBeZ – Informations- und Beratungszentren für Migrantinnen und Migranten Rhein-Saar-Elbe, Mainz**
Ansprechpartner: Hans-Peter Frühauf, Tel.: 06131/32 84 88
www.inbez.de
- **Integra.net – Netzwerk zur beruflichen Integration von Migrantinnen und Migranten**
Ansprechpartnerin: Bärbel Weber, Tel.: 069/58 09 09-25
www.integra-net.org
- **KUMULUS-PLUS – Beratungsnetzwerk Berlin zur Verbesserung der beruflichen Integration von Menschen mit Migrationshintergrund**
Ansprechpartner: Stefan Nowack, Tel.: 030/25 93 095-24
www.kumulus-plus.de
- **MigraNet – Netzwerk zur Verbesserung der beruflichen Integration von Menschen mit Migrationshintergrund**
Ansprechpartner: Stephan Schiele, Tel.: 0821/90 799-13
www.migranet.org
- **NOBI – Norddeutsches Netzwerk zur beruflichen Integration von Migrantinnen und Migranten, Hamburg**
Ansprechpartnerin: Gesine Keßler, Tel.: 040/28 08 46 25
www.nobi-nord.de
- **Pro Qualifizierung – Info- und Beratungsnetzwerk für Menschen mit Migrationshintergrund**
Ansprechpartner: Leo Monz, Tel.: 0211 / 43 01-351
www.pro-qualifizierung.de

⬡ **Koordinierungsprojekt „Integration durch Qualifizierung“ (KP IQ)**
Ansprechpartner/in: Wolfgang Fehl/Sabine Schröder,
Tel.: 0211 / 30 20 09-32/21; www.intqua.de



Discovering potentials ...

Das Netzwerk IQ wird gefördert durch das Bundesministerium für Arbeit und Soziales und die Bundesagentur für Arbeit. Koordinierungsstelle des Netzwerks ist die ZWH – Zentralstelle für die Weiterbildung im Handwerk.

IQ Network „Integration through Qualification“

The IQ network develops, puts to test and transfers instruments and strategies for the following action fields: consulting, German at the workplace, business start-up, cultural mainstreaming, skill auditing and vocational qualification.

Business Start-up

Freelance work is an alternative to dependent employment – business start-up is an alternative to unemployment! The number of start-ups out of unemployment has increased considerably during the last years. Especially people with a migration background are willing to start a business. At the same time, they are confronted with additional obstacles to setting up a business successfully.

The IQ network pleads for the transfer of declared procedures which include new ways of monitoring and supporting through all steps of the business start-up.

For more information: focal center [InBeZ](#)

Vocational Qualification

Migrants participate less in advanced training and professional development. And this even though their career entry is more difficult and the fact that they are often hit by suspension and cut of staff. The IQ network facilitates the access to existing vocational qualification opportunities for migrants and develops tailor-made further education and advanced training for people with a migration background.

Thus, the latter acquire core competencies which, together with their multi-lingual and intercultural skills, make them ready for the global labour market.

For more information: focal center [Integra.net](#)

Consulting

Professional advice for business, education and employment is getting more and more important. Such opportunities must also be available to migrants and must correspond to their advisory needs.

The IQ network provides access to a continuous, open result consulting, for example through co-operating with self-organisations for migrants and connecting consulting.

Thus, migrants are informed about specific migration consulting and good networks with interface to skill auditing, vocational qualification, language assistance and business start-up.

For more information: focal center [KUMULUS-PLUS](#)

Skill Auditing

Migrants have a multitude of skills, many of them which cannot be used professionally. Qualifications acquired abroad are often not acknowledged, competencies developed in an informal or non-formal way are not recognised.

To have better access to the job market, the recognition and the acknowledgement of these qualifications are crucial.

The IQ network has developed several procedures to determine these competencies in order to improve the professional integration of migrants. These include, among others, the determination of competencies within the scope of professional and career consulting, assessment center proceedings as well as the determination of core competencies.

For more information: focal center [MigraNet](#)

German at the Workplace

“German” does not equal “German” because not everyone who can fluently discuss every day matters can also express business related matters in the new language. Changes in the business world represent new challenges for the communication skills of the employee. Work-related language classes can help migrants to get a job or simply to have a better performance.

The IQ network develops modules and puts them to test, especially regarding the training on-the-job. It provides concepts and curricula for language classes in German at the workplace which can be adopted by companies, institutions providing advanced education and training, help-desk and advice service centers or course instructors.

For more information: focal center [NOBI](#)

Cultural Mainstreaming

Multi-lingual, intercultural skills or personal experience of migration: Migrants have special potentials – required in the global business world. In order to develop and to use these skills, a stringent company policy is necessary. Staff and organisational development as well as customer orientation should be challenged, alternative concepts should be developed and implemented. The aim is a win-win situation for all participants.

The IQ network proves how small and medium-sized businesses, public authorities and employees benefit from cultural mainstreaming.

For more information: focal center [Pro Qualifizierung](#)