This list of possible activities to promote the integration of refugees and other migrants in the labour market is provided for inspiration for companies or employers that would like to become active in the framework of the initiative "Employers together for Integration" launched by the European Commission. You can select one or more activities included in the list as well as actions that are not included there. The list is not meant to be exhaustive.

1. **OFFER REFUGEE/MIGRANTS CONCRETE OPPORTUNITIES TO ENTER THE LABOUR MARKET**

   For example through:

   - **Apprenticeships/access to vocational training**: provide apprenticeship places for migrants, combine apprenticeships with other training (e.g. language training), creating apprenticeship tracks taking into account specific needs of migrants. Please consider also joining the [European Alliance for Apprenticeships](#).
   - **Internships**: promote internships that are structured around concrete learning outcomes having due regard to the needs of enterprises and of migrants
   - **Jobs**: promote recruitment of refugees and other migrants
   - **Developing tools to improve the outreach and bridge the gap** between migrants and the employer and promote matching for example through targeted job fairs/speed dating events, online platforms, apps etc.
   - **Career guidance**: e.g. cooperate with education and training institutions and organisations; implement targeted outreach activities such as enterprises' visits, trial internships, bridging schemes, visits of employers to schools, universities, and reception centres.

2. **SUPPORT REFUGEE/MIGRANTS IN DEVELOPING THEIR SKILLS TO ENTER AND REMAIN IN THE LABOUR MARKET**

   For example through:

   - **Language training**: e.g. the provision of work-focused language training and combining language with on-the-job training
   - **Support skills/competence assessment**: e.g. through on the job assessment of skills, validation of skills acquired during training or employment
   - **Continuous on the job training**: e.g. offering specialised work-related training
   - **Mentoring/coaching programmes**: e.g. support migrants in their skills development and overall integration in the workplace.
   - **Post-placement support**: provide support to migrants after they start employment to ensure sustainability of employment
   - **Training of trainers**: support trainers in adapting training to migrants needs, for example in the context of vocational training

3. **CREATE AN ENVIRONMENT THAT PROMOTES INCLUSION, BOTH IN THE WORKPLACE AND BEYOND**

   For example through:
- Promoting intercultural dialogue in the workplace, e.g. intercultural and diversity training for staff, organisation of cultural events, etc.
- Eliminate discrimination: e.g. participate in anti-discrimination campaigns, implement anti-discrimination strategies in recruitment processes
- Favour exchanges between workers with and without migrant background (for example through social and sports events, activities for families etc.)
- Promoting volunteering: e.g. through acknowledgment (via special leave) to staff who support integration outside work via volunteering
- Funding non-job related programmes/projects promoting integration of migrants into society, for example through cultural, sport and social activities
- Subscribing to the Diversity Charter in our country

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