Measures to support the integration of asylum seekers and refugees
Initial position / general assumptions

- The strong labour market can accommodate the additional number of persons expected throughout the refugee movement.
- Normally, refugees are not going to compete with domestic employees.
- Refugees frequently do not have a vocational qualification.
- Refugees are rather young: around half of those being in employable age are in the right age for (vocational) education (16-24 years).
- Short-term success in integration are rather unlikely (3-5 years).
- We are targeting for integrated approaches.
Current refugee migration to Germany will cause long-lasting effects

Projected rise in unemployment due to refugee migration (Social Code II and III)

+ 100,000 to 155,000 unemployed refugees in 2016

Projected admissions to joint institutions of claimants who are able to work

400,000 +

Qualification structure of unemployed persons from asylum seekers’ countries of origin (Dec. 2015)

Without (formal) vocational qualification: 81%

Academic qualification: 8%

In-company/school-based qualification: 10%

Asylum seekers by age (2015)

- 71% under 30 years
- 27% 30 - 55 years
- 2% 55 years and older
The BA uses six areas of action to address the integration of refugees into language, training and work

1. **Compatible transition from asylum process to integration process**
   Making contact early, already in reception centres, with persons entitled to asylum and who are able to work

2. **Compulsory and systematic language development**
   Early provision of compulsory language courses in combination with practical visits/internships at companies

3. **Scaling of careers counselling**
   Widespread careers counselling, including through digital services, especially for the 15–30 age group

4. **Skills identification and profile building**
   Stepping up the identification of technical and interdisciplinary skills through early screening and agile profile sharpening

5. **Modular partial qualifications and further training**
   Provision of modular training (partial qualifications, combining theory and practice)

6. **Interconnected employer initiatives**
   Employer initiative consisting of a dual programme of language learning and employment opportunities at the company

Initiatives also drive systemic change for other target groups
The asylum seeker passes a five step process in a reception centre

1. Submission of application
2. Notification of decision/monitoring of enforceability and, if necessary, handover to the branch responsible for legal enforcement and proceedings with administrative courts in the event of legal action
3. Data acquisition and registration (up to the point of proof of arrival)
4. Briefing and recording of data by interpreter
5. Hearing and preparation of decision

Forwarding by aliens office to local authority for accommodation

- Module A: Registration
- Module B: Medical examination
- Module C: Submission of application
- Module D: Hearing and preparation of decision
- Module E: Service range of the BA

Calculation of benefits/assignment to accommodation
Medical examination (varies on a state-by-state basis)
Submission of application
Notification of decision/monitoring of enforceability and, if necessary, handover to the branch responsible for legal enforcement and proceedings with administrative courts in the event of legal action

Forwarding to another federal state under EASY

Group information
Data transfer / transmission

Positive decision after 48h
Target control

Forwarding to branch of complex cases and Dublin-cases

Physical/technical examination
Common room for interpreters
EURODAC-Check
Scan

EURODAC-Check
Scan
Physical/technical examination
Common room for interpreters
The BA wants to provide services in the reception centres for those granted asylum

Target:
The BA facilitates a seamless transition from the asylum process to integration by addressing people who are entitled to asylum in the reception centre.

Principles:

<table>
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<th>Two BA services will be provided in the reception centre:</th>
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<tr>
<td>▪ Group information</td>
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<td>▪ Data transmission/acquisition</td>
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Service provision only for **persons granted asylum**

The **BA** shows its **presence** in the **reception centres** by **personally provided** services.

The provision of **on-site services** assures that **no positive decided asylum seeker** is **excluded** from the BA service range.

Provision of on-site services as an **offer** that can be used on a **voluntary basis**.
Success factors / lessons learnt

- Language training should be tailored to the personal situation of the individual and combined with work practice and/or labour market orientation.

- Close inter-institutional cooperation between PES and educational/vocational system as well as public authorities for asylum seekers (i.e. BAMF).

- Early access to the labour market and fast provision of PES services.

- Assessing and validating non-formal and informal acquired skills and competences for sustainable, long-term labour market placement.

- Facilitating employer engagement with comprehensive counselling about legal framework, supporting measures of PES and individual job placement.
The integration of refugees poses a challenge for the BA and society as a whole. To overcome it, we must all stand shoulder to shoulder.