



W.I.R - Work and Integration for Refugees

Behörde für Arbeit, Soziales, Familie und Integration

December 7th, 2016

SPIEGEL ONLINE

“Ten thousands of refugees finding jobs in Germany“



“More than half of the refugees in Germany is unemployed“



First Mayor of Hamburg:

- The path to obtaining work needs time
- The fact that every second refugee already has professional skills is encouraging

- I. State of Affairs
- II. Strategic Approaches
- III. Challenges and Perspectives

Milestone: New Integration Law since August 2016

► Beneficiaries of protection

(Schutzberechtigte)

- Equal to Germans

Positive perspective to stay and accelerated procedure for:

Syria, Iran, Iraq, Eritrea, Somalia

- Access to all state support measures

► Asylum seekers and tolerated Persons

(Schutzsuchende und Geduldete)

- “3+2-regulation”
- Access to labour market after three months
- inspections of working conditions
- Subcontracted labour possible
- Missing: Open up qualifying and support measures

This does not apply for asylum seekers from secure countries of origin.
They normally have an individual ban on employment.
They still have the possibility to receive advice from Flüchtlingszentrum.

The labour market in Hamburg is a professionals market

- ▶ Chances in the labour market
 - Nearly 17,000 job vacancies and training positions, increasing trend
 - Low proportion of the job places liable to social insurance are for unskilled labour

 Durable chance to work only with high qualification!

I. State of Affairs: Labour Force Potential

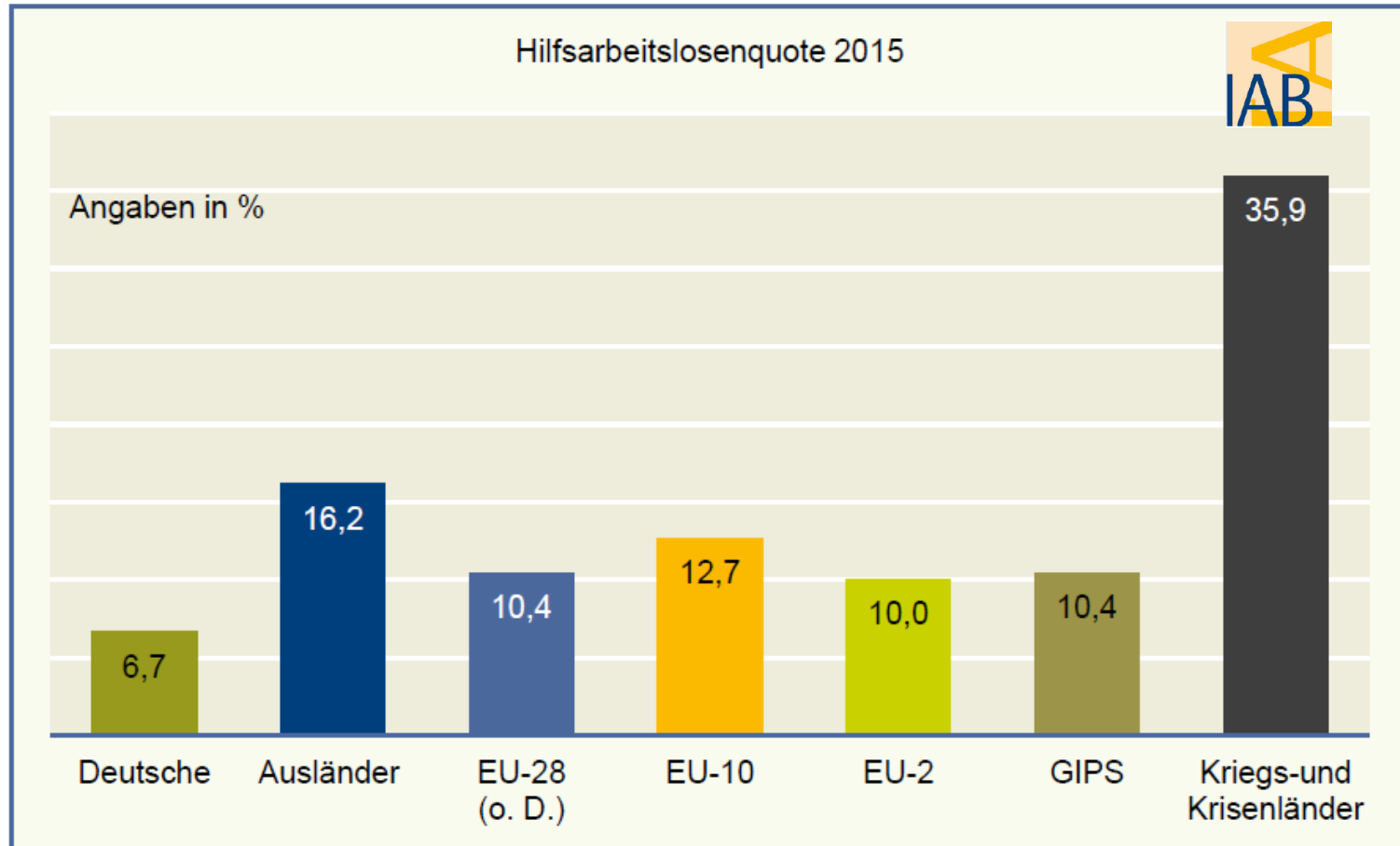
Refugees in Hamburg

- ▶ End of September 2016:
 - 51,595 refugees living in Hamburg, part of them since years
 - **36,976** persons in working age (here: 18 – 65)
 - 30,360 of them arrived recently!
- ▶ Countries of origin in Hamburg
 - Majority: **Afghanistan** (cf. federal territory: Syria)
 - Syria, Iran, Iraq and Eritrea
- ▶ Proportions of all refugees in Hamburg
 - Nearly two thirds male, one third female
 - One quarter minor aged, approx. 5% older than 65
 - **Almost two thirds below 35 years**



Who is available for the labour market?

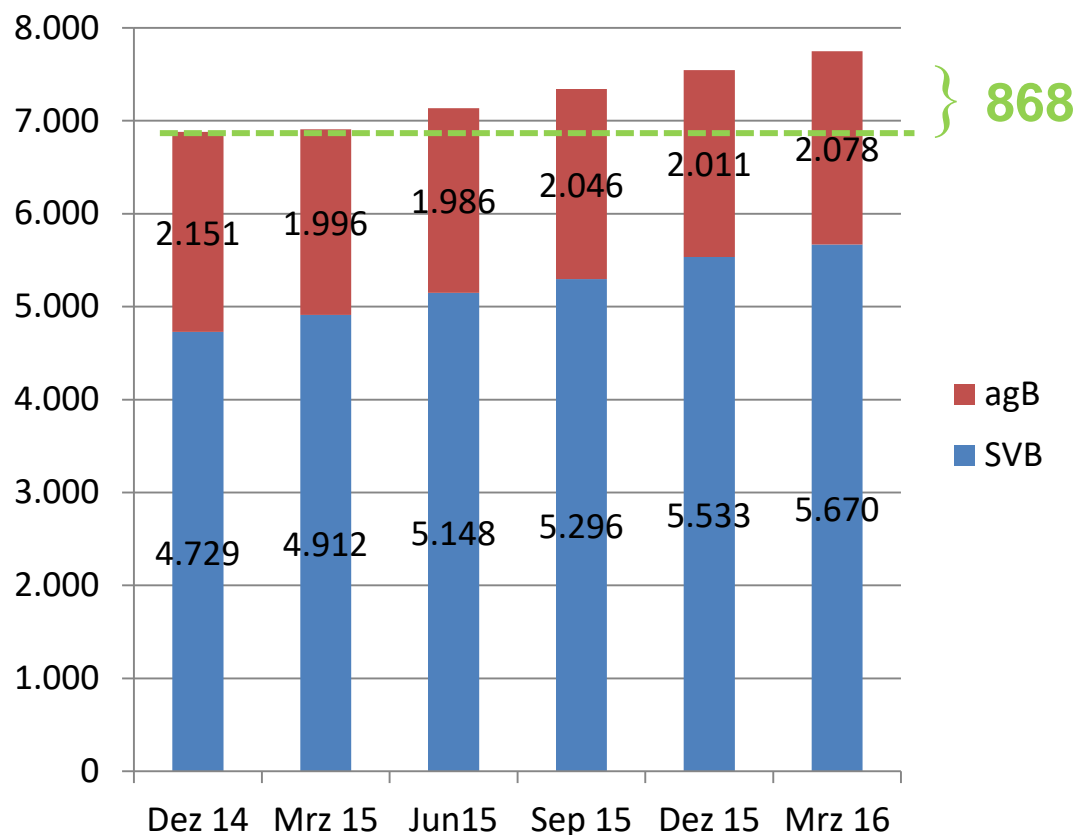
Refugees seeking work



Hinweis: Für die Darstellung wurde eine Hilfs-Arbeitslosenquote berechnet, Jahresdurchschnittswerte.

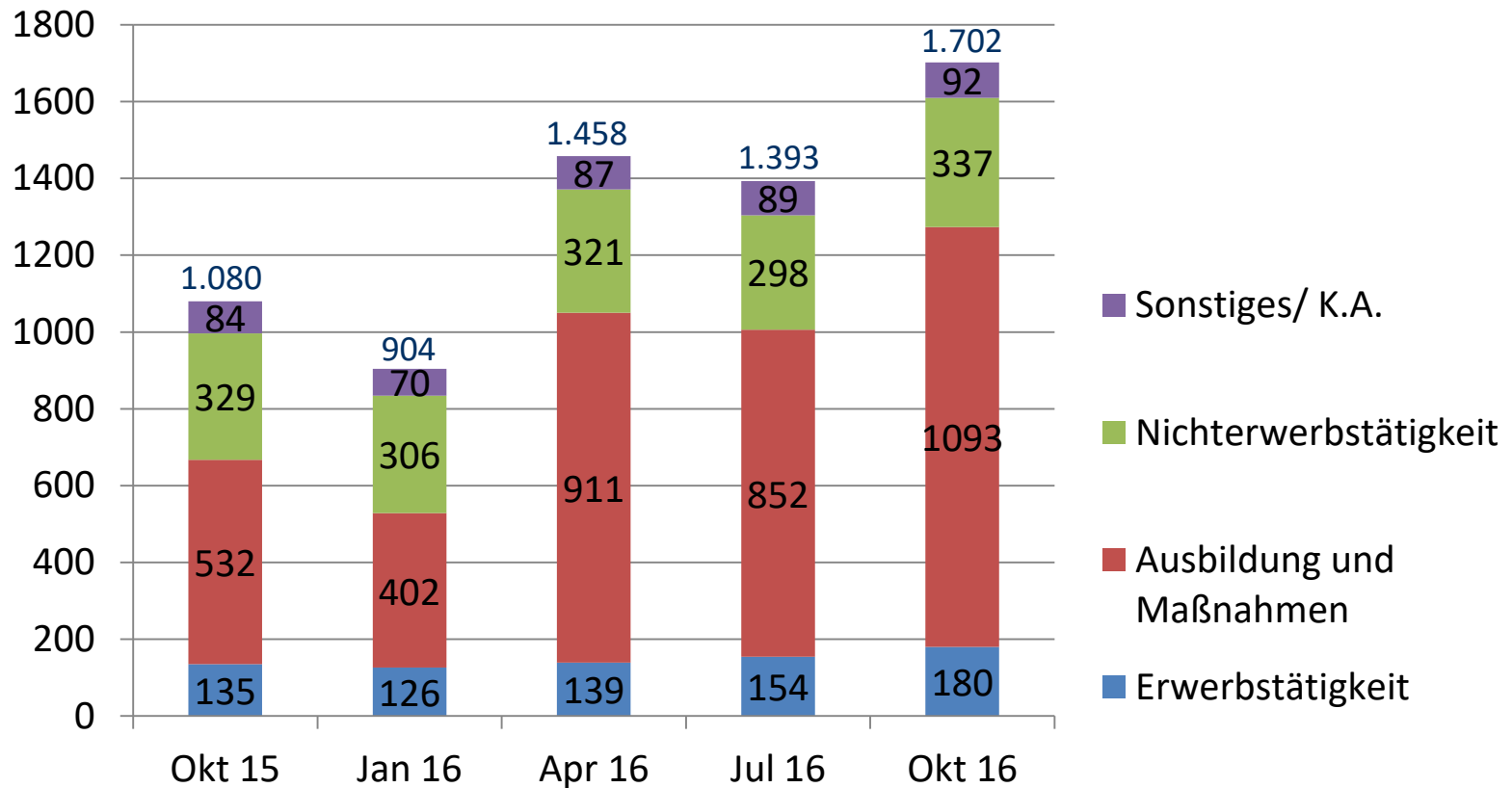
Quelle: Statistik der Bundesagentur für Arbeit; eigene Berechnungen.

Employment subject to social insurance contributions and marginal employment in Hamburg from eight non-european countries of origin



➡ Transition into employment subject to social insurance contributions

Exit to ... of unemployed persons from eight non-european countries of origin



Life in security and a rapid, sustainable integration

*“I would like to learn the German language
and integrate in society and work.”*

Bekri N. from Syria (at workeer.de)

I. State of Affairs: Which qualification do refugees have?

Experience in W.I.R shows:

- ▶ Every second refugee already has professional competencies:
 - About 20 % „high-skilled“: formal, professional or academic qualification
 - About 30 % „labour-skilled“: non-formal qualification / competencies
- ▶ Every second refugee has a basic knowledge of German
- ▶ Only 20 % have a low level of school education



We can build on this!

The Hamburg programme „work and integration for refugees - W.I.R.“

- ▶ Task from coalition agreement in spring 2015
- ▶ Main goals:

Analysis of competencies and potentials

Activation of fast and sustainable Integration in vocational training, university studies and work as a rule

- ▶ BASFI conceptualizes together with Job Center t.a.h., Agency for Employment and additional partners of the Hamburg Professionals Network

II. Strategic Approaches: All under one Roof

Start of the shared facility W.I.R-Millerntor in autumn 2015



- More than 40 employees
- More than 4,000 customers since the start
- Job-related profiling in 2,000 cases
- Evaluation of more than 1,000 placement processes

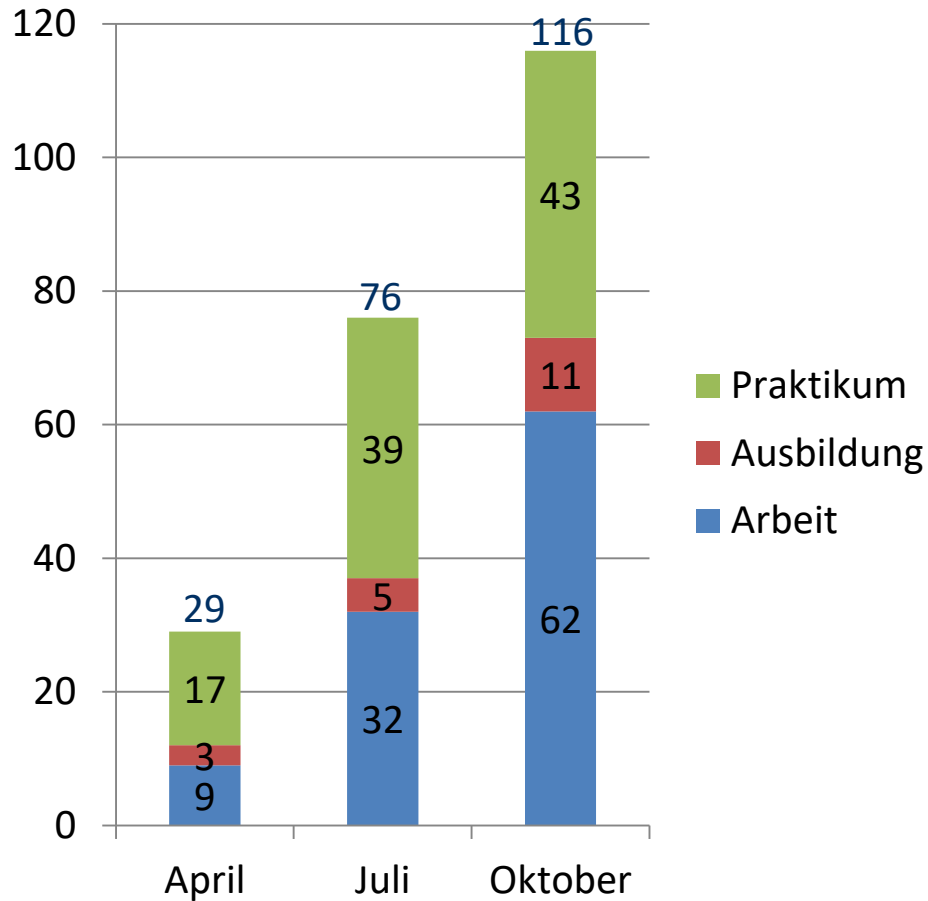
II. Strategic Approaches: How does W.I.R work?

The added value of W.I.R:

- Consideration of life situations
- Identification of non-formal competencies at an early stage
- Cooperation in process design, planning and placement
- Reporting and evaluation (Drs. 21/5832)
- Company Service: One service for companies and candidates
- Cooperation with BIS, BWFG and volunteers



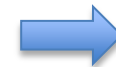
Successful placement



More than 10 % placed in work, vocational training or internship*



Including many refugees who recently have arrived in Hamburg

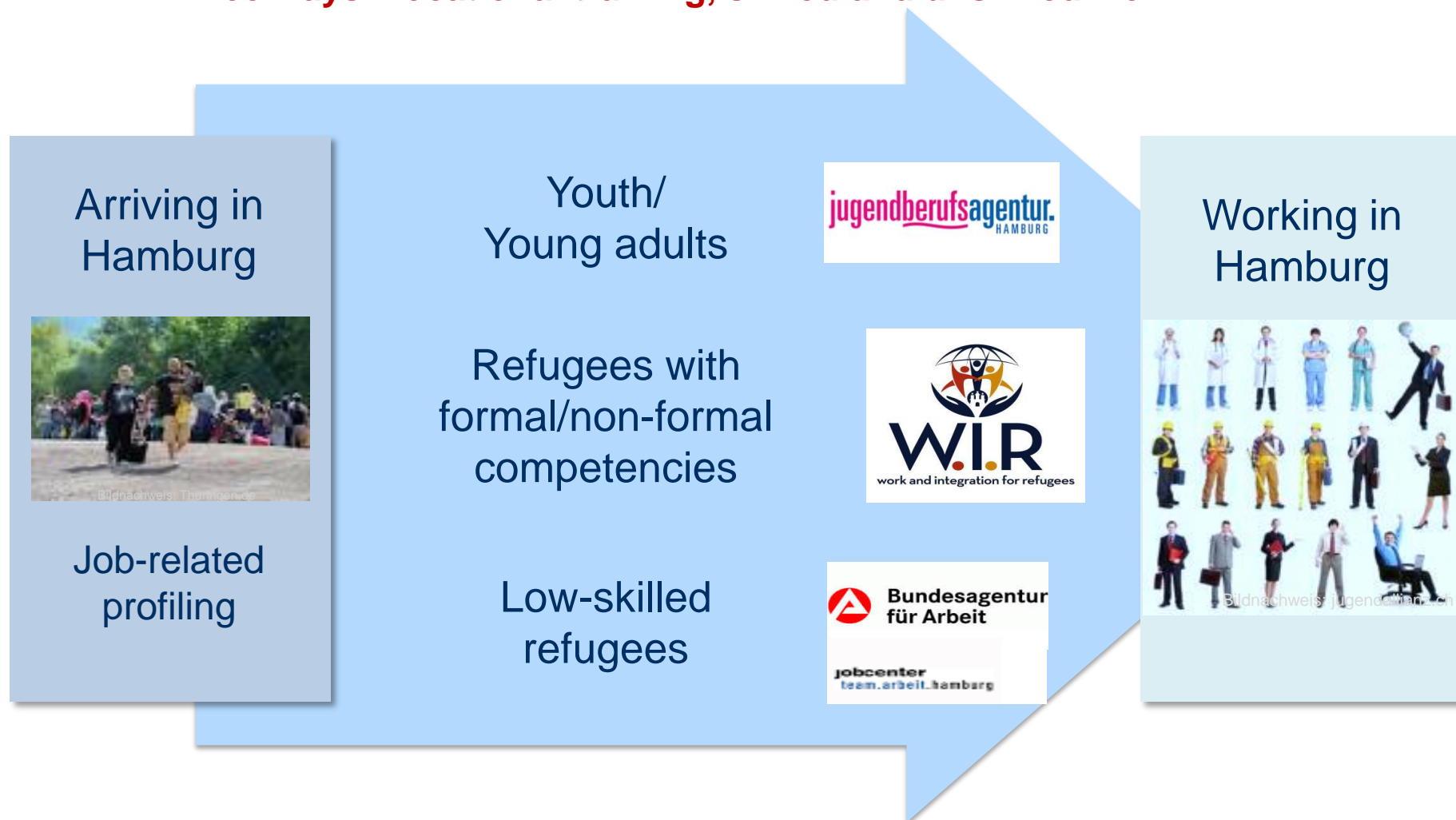


Qualified jobs and fair conditions

*Vergleichsgruppe von 1010 Personen. Reduziert von ursprünglich 1067 Personen aufgrund von Namensänderungen, Abwanderung aus Hamburg usw.

II. Strategic Approaches: The “3-ways-model“

Three ways: vocational training, skilled and unskilled work



Competence assessment in practice

Action weeks at the Chamber of Crafts (ELBCAMPUS)

- Practical exercises in the fields of metal/welding/electrical technology, plastic, health & care – from language level A1!
- Competence assessment by guilds
- Determination of individual need for qualification

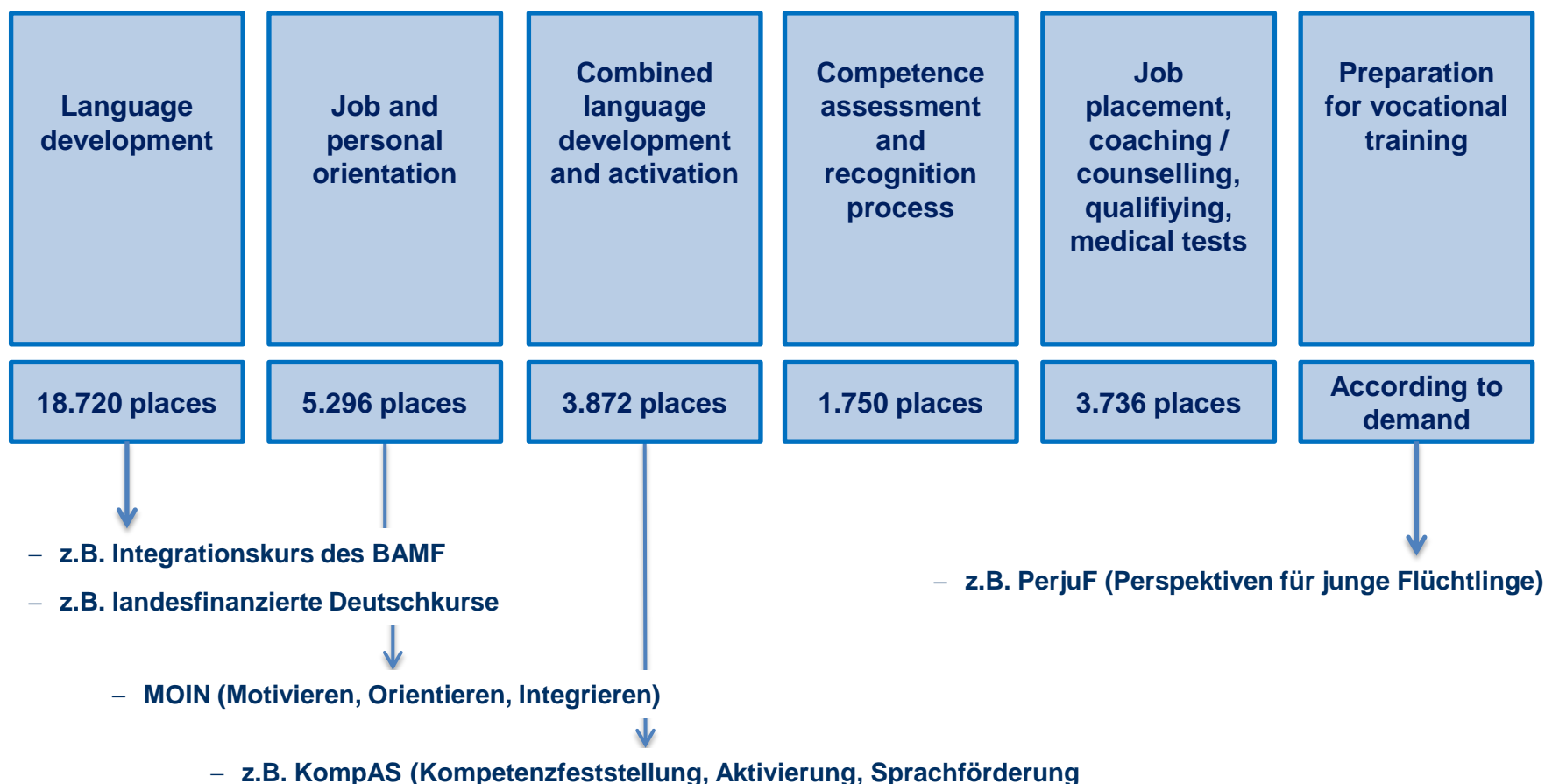
Pilot project Competence Assessment gastronomy

- Cooperation of Agency for Employment, Chamber of Commerce and BASFI
- Education provider (GRONE) has prepared practical exercises
- Competence assessment by Chamber of Commerce



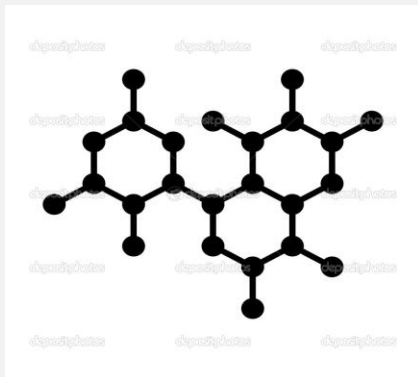
These projects show very promising results –
Occupational fields are being expanded!

Support and qualifying measures of all labour market partners (31.08.2016)

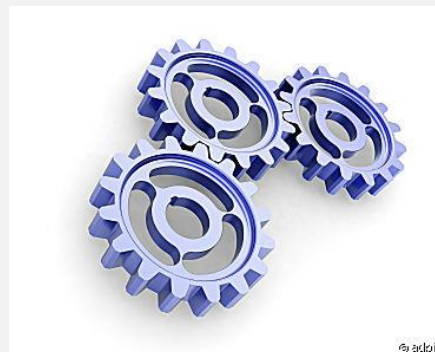


III. Challenges and Perspectives

W.I.R.-programme as a rule



Interlacing the W.I.R.-approach



Improving framework conditions



Regarding social cohesion

