

INPUT

innovative practice
by useful transfer
innovative Praxis
durch nützlichen Transfer



EUROPÄISCHE UNION



Project Presentation
Norbert Kreuzkamp
Reutlingen, 16.11.2011



The basis of the project

The **IN**PUT project is based on many years of its **partners' experience** in the promotion of employment and vocational education of young and elderly people with and without migration background.

The **IN**PUT partners are building a **trans-regional and trans-national network** capable to provide **sustainable impulse** and **innovative approaches** to

- (a) the qualifications of unemployed migrants and
- (b) labour market policies and models
for the (re)integration of young and elderly
unemployed (over 45) with and without migration
background in the regular labour market.



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Slide 1 – 16.11.2011



The overall objectives

The network supplies the resources and needs of specific target groups.

Together with those directly affected and other local and transnational actors, based on identified needs, **transnational transferability of good practice** should be examined and **innovative qualification and employment measures** should be developed and promoted.

An even **better targeting** of tools and processes on the resources and real needs of target groups is sought.



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Slide 2 – 16.11.2011



The specific objectives

In the context of a transnational innovation transfer, actions and measures should be conceived and tested taking into account the following detailed objectives:

- Local and **community oriented measures** to support especially older unemployed people with an immigrant background in promoting the city's anniversary and preparing the Landesgartenschau (campaign) (Werkhof Ost, Schwäbisch Gmünd);
- Specific measures in support of unemployed people with a **migration background**, with the help and the advanced training of **mentors** with and without a migration background (BBQ, Reutlingen);
- Promoting the **participation** of migrant people, detecting the capabilities and the mediation obstacles and promoting self-directed tools to **improve the employability** of people with an immigrant background (ARCES e. V. and German Turkish Forum (DTF Stuttgart e. V.).



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Duration and financial support

Duration:

- 1st phase: 1st July – 31st December 2010
- 2nd phase: 15th April 2011 – 30th June 2013

Financial support:

- Ministry for work and social affairs, family, women and seniors Baden-Württemberg
- European Social Fund in Baden-Württemberg



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The network partners



The European Network TANDEM PLUS involved



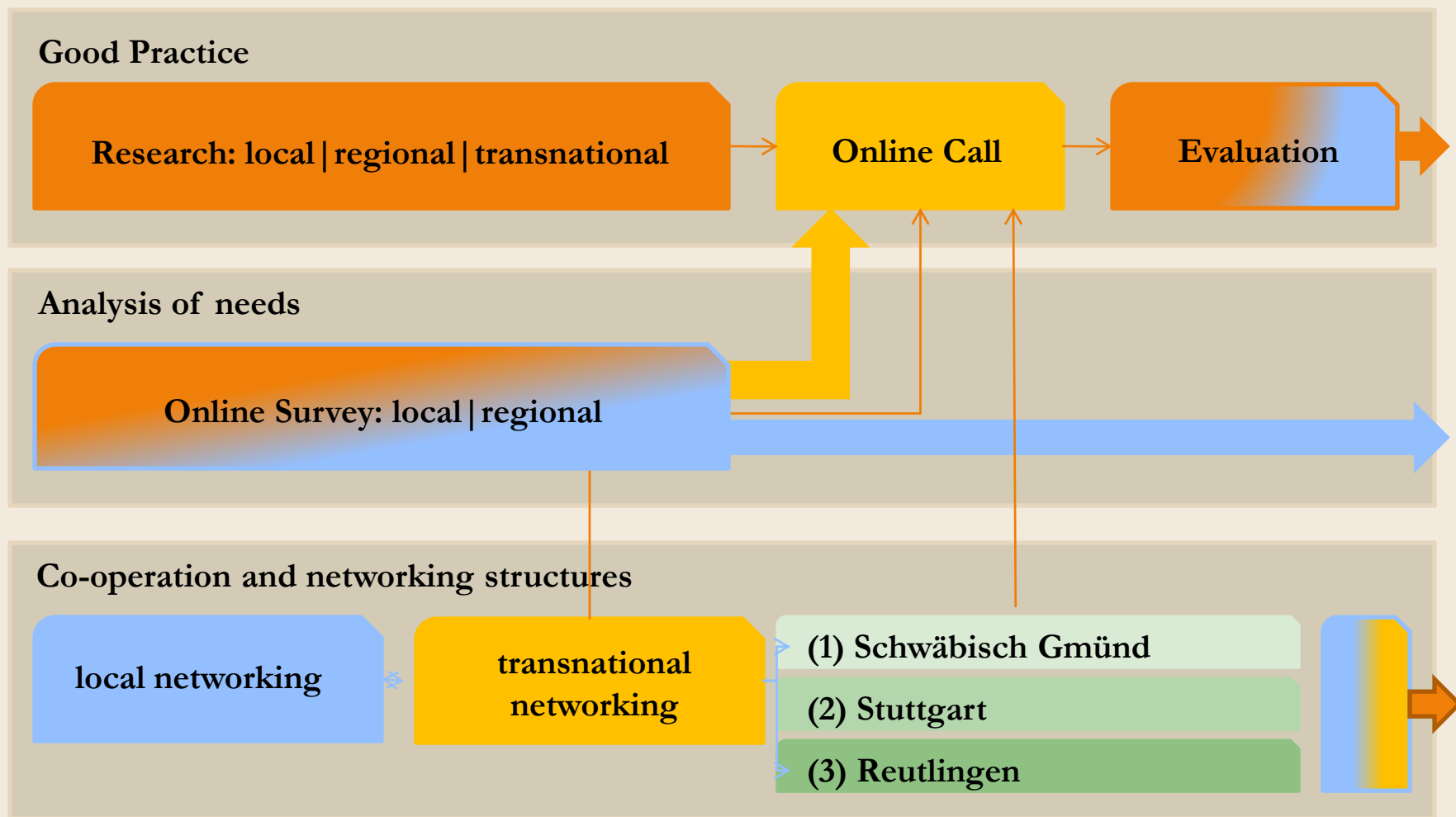
- **ACLI – Selbsthilfewerk für interkulturelle Arbeit e. V.**
Stuttgart (Germany): www.acli.de
- **ADL – Association de Développement Local** Chefchaouen (Morocco)
- **AID – Action Intégrée de Développement**
Bruxelles (Belgium): www.aid-com.be
- **ANJAF – Associação Nacional de Jovens para a Acção Familiar**
Lisbon (Portugal): www.anjaf.pt
- **CORA – Centri Orientamento Retravaiiler Associati**
Venice (Italy): www.retecora.it
- **Culture et Liberté Paris** (France): www.culture-et-liberte.asso.fr
- **Diputación de Granada** Grenade (Spain): www.dipgra.es
- **FCI – Fédération des Centres d'Insertion**
Lille (France) www.fcilille.org
- **Grad Zagreb** Zagreb (Croatia): www.zagreb.hr
- **GIE – Grupul pentru Integrare Europeana**
Pitești (Romania) www.gie.ro
- **IBOS – Institutet for Blinde og Svagsynede**
Hellerup (Denmark): www.ibos.dk
- **IZ – Inštitút zamestnanosti**
Bratislava (Slovakia): www.iz.sk
- **MOC – Mouvement Ouvrier Chrétien**
Mons (Belgium): www.moc.be
- **OESSE – Officina Sociale** Rome (Italy): www.oesse.it
- **Settimo Comune di Roma** Rome (Italy)



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Activities 2010 – 2013



Activities 2010 – 2013

(1) Schwäbisch Gmünd (Ostwürttemberg)

Long-term unemployed elderly people
Activities 2011/12

Long-term unemployed elderly people
Activities 2012/13

(2) Stuttgart

Employability
Module 1

Employability
Module 2

Employability
Module 3

Employability
Module 4

(3) Reutlingen / Tübingen

Youth with migration background
Activities 2011/12

Youth with migration background
Activities 2012/13

Evaluation

The proposed field activities

WP	Work Packages	2011		2012				2013	
		III	IV	I	II	III	IV	I	II
1	Global project management								
1.1	First planning and project calendar								
1.2	Internal communication structures								
1.3	Internal decision making structures								
1.4	Transregional coordination								
1.5	Transregional co-ordination								
1.6	Representation								
2	Survey and scientific research								
2.1	Online survey Baden-Württemberg								
2.2	Research of significant good practice in Europe								
2.3	Consultancy on research and survey of the needs								
2.4	Consultancy on questions regarding the transfer of innovation								
3	Specific measures in Reutlingen, Schwäbisch Gmünd, Stuttgart and Tübingen								
3.1	Selection and further development of the measures								
3.2	Identifying the specific needs								
3.3	Local testing and implementation (localization) of innovation								
3.4	Consultation with local stakeholders								

	acli e. V.		Tübingen University		Local project partners		acli e. V. + transnational partners		acli e. V. + local project partners
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The proposed field activities

WP	Work Packages	2011		2012				2013	
		III	IV	I	II	III	IV	I	II
4	Transnational transfer of innovation								
4.1	Research and selection of good practice								
4.2	Workshops with transnational experts								
4.3	Transfer of innovation supported by transnational experts								
4.4	Transnational exchange by VideoConferencing								
4.5	Transnational learning by testing								
5	Documentation, financial administration, monitoring and reporting								
5.1	Documentation of the project's processes								
5.2	Financial administration and monitoring								
5.3	Reporting								
6.	Evaluation								
6.1	Project supporting evaluation								
6.2	Evaluation on feasibility as well as on those factors that will support (decrease) or obstacle (decrease) the transfer of innovation								
6.3	Evaluation Report								
7.	Public Relations and Mainstreaming								
7.1	Public Relations								
7.2	Mainstreaming								
7.3	Final Transnational Conference								

Mentoring project IKA

Within the iNPUT project partnership the full-time activity „**Intercultural work promotion (IKA)**“ has been developed.

The IKA project might have a wider impact on other activities in Reutlingen and Tübingen. This could be ensured as follows:

- by the participation (training and coaching) of mentors involved in other local activities, and
- by participation (workshops, training, coaching) of project managers, course leaders and participants involved in other local activities matching the relevant target groups (work promotion for unemployed migrants and elderly people).

Cooperative project design

INPUT has been designed as a **cooperative project development network**.

The **strategy** pursued includes the research, selection, placement, localization, testing, implementation, validation of innovative and applicable solutions, appropriate to the objectives of both, Programme and Project.

For the local project activities learning and testing processes should be encouraged and promoted **at several levels**:

1. Level of **participants**;
2. Level of **mentors**;
3. Level of local **project staff and management**;
4. **Institutional** level;
5. **Interregional** level;
6. **Transnational** level.

Definition of objectives

— A — Target group orientation

1. Building on the **resources** of the participants.
2. Considering **gender-specific aspects** in the everyday work with the participants.
3. Developing and implement **gender-specific methods** with the participants.
4. Working with **groups** of participants.
5. Doing an **individual work** with the participants.
6. Including people with and without migration background in the common work: awareness of **common** and **specific conditions**.
7. Paying attention and giving energy.
8. Winning **self-confidence**.
9. Facilitating **empowerment**.

Definition of objectives

— *B* —

Accompaniment and support of participants

1. Considering mechanisms of **labeling**.
2. Allow and promoting a **reframing** of foreign perspective and self perspective on the own strengths, skills and future views.
3. “I’m needed.” – “I am appreciated” — Developing, understanding, communicating and applying strategies of **appreciation** and **recognition**.
4. Awakening, discovering, developing and growing in the participants **spirit of entrepreneurship** that, in some cases, might get even ready for the market.
5. Allowing, permitting and organising **accompaniment, support and exchange**.
6. Working more effective **with the participants**.
7. Do less! **Reach more!**

Definition of objectives

— C — Young people with migration background

1. Learning from **other mentoring projects** (Elder Brother/Elder Sister).
2. **Working with parents** – learn about positive approaches and experiences and to reflect transferability, to consider, test and evaluate the impact of convincing models.
3. Focusing the attention on (specific) **strengths** and competencies.
4. Integration – inclusion – separation – splitting – exclusion: Improving **attention** and **awareness** and **acting** in an intelligent, reasonable and measured way.
5. No **“differential treatment”**.
6. Dealing with **cross-cultural identities**, biographies and realities.

Definition of objectives

— D —

Interculturalism

1. Participants gain **“training readiness”**: culture techniques required in the labour market – a **cross-cultural approach**.
2. Identifying and promoting **international expertise** (competence) of participants.
3. Participants **acquiring** basic **intercultural skills**.
4. Identifying and expanding **intercultural competencies of mentors** and make them available for the support process with the mentees.
5. Implementing testing and evaluating **intercultural trainings for mentors**.
6. Implementing testing and evaluating **intercultural trainings for educators** and project staff.
7. Knowing and assessing approaches and models of **intercultural opening** of enterprises and (public) institutions and reflecting the transfer to the own everyday work.

Definition of objectives

— *E* —

Transnationally

1. Learning from **abroad**?
2. Developing jointly criteria for “**good practice**”.
3. Including **suggestions of interesting experiences**.
4. Allowing, permitting and organising **accompaniment, support** and **exchange**.
5. Consideration and recognition of **foreign-acquired education and training** (qualification included).
6. Dealing with **cross-cultural identities**, biographies and realities.

Definition of objectives

— F — Including professional suggestions

1. Identifying, understanding, testing, localising and applying **useful instruments** (such as *JobTOOLS*).
2. Understanding **complex issues** and situations and handle them in a pedagogical way.
3. Identifying, testing and offering **useful tools** and structures.
4. Creating **healthy synergies**.
5. Applying a good **time management**.

Definition of objectives

— G — Innovative learning settings

1. Designing and controlling, together with the participants, **joint learning processes**.
2. Designing and controlling joint learning processes, **involving educational staff, mentors and participants**.
3. **Peer learning**.
4. Involving participants, mentors, transnational experts, educational staff and the **project team**: assistance and support from anyone for anyone.
5. 4xWIN – **quadruple win** – seeking and organising win-win-win-win solutions.
6. Time and space – offering a **framework for creative searching movements**.
7. Creating **space for testing**.
8. Gaining **self-confidence**.

Definition of objectives

— H — Organisational learning

1. Broadening, deepening and customizing foreign **language skills** for educational **staff**.
2. Role conflict and **role dilemmas** of participants and educational staff.
3. **Several eyes' view** (variety) and **systemic view**.
4. Circular questioning – circular points of view – **circular thinking**.
5. **Team supporting** – avoiding team interferences.
6. **All** must **benefit**.
7. Achieving **health synergy effects**.
8. Identifying **worry cultures** and work with them.
9. Allowing and encouraging **cultures of responsibility**.

*Some topics
for a module*

Intercultural work promotion 1

The following thematic keywords were collected for the development of modules for a cross-cultural work promotion:

1. **Everyday cultures** and ethnic minorities.
2. Germany as a **cultural concept** – German as a **cultural achievement**.
3. Culture and **work environment**.
4. **Self image** and external image.
5. German and **Swabian self images**:
„We can all ...“.
6. „**I can** do everything except speaking Swabian dialect.“
7. Images of **women** and images of **different generations**.
8. „My **family** as a retreat, my family as a task, my family as a support.“
9. „I never speak about my **family issues**.“
10. „The vocational and professional **decisions of my friends**.“
11. **Transculturalism**.

*Some topics
for a module*


Intercultural work promotion 2

The following thematic keywords were collected for the development of modules for a cross-cultural work promotion:

12. **Entrepreneurship** at my family's home place.
13. Cultural **diversity**.
14. Cultural opening of (public) **institutions**.
15. Cultural opening of (private) **enterprises**.
16. **Cultural mainstreaming**.
17. "**Being at home** in Europe, on the planet and at Betzingen?"
18. German Turkish, German Russian, Russian German, **Deutschlanders** and other **transcultural identities**.
19. "My parents lost their **home**.
I do not even know what that means."
20. "I am always **told by others** who I am.
I am nearly accustomed to this situation."
21. **Intergenerational justice** in a intercultural way.
22. "Who know what is **good for me**?"

Further suggestions for

Local implementation 1

The following suggestions
have been collected
for the implementation
of the local activities
within the INPUT
project partnership:

1. As part of the professional or social work services **half-day workshops for participants** could be organised in collaboration with external speakers and/or the local educational staff.
2. Additionally and alternatively, a targeted **cross-cultural cooperation** and exchange **within the local teams** or meetings could be implemented (on a regular basis or in thematically organised blocks).
3. A **cross-cultural consultation service** could be set up for participants, mentors and local staff on a regular basis. If it works, in the second year this service could be opened or expanded for third parties: internship companies, job centres, wider social environment.
4. **Cross-cultural modules** could be offered **for mentors**.

Further suggestions for

Local implementation

2

The following suggestions
have been collected
for the implementation
of the local activities
within the **INPUT**
project partnership:

5. **Workshops** could be organised on a local or **regional level** with the participation of transnational experts.
6. The offer could be made for mentors, to organise **collegial consultation or supervision** involving the **INPUT** experts on a regular or sporadic basis.
7. A **public event** per action or per project partner involved could be envisaged.
8. The **local teams are actively involved** in researching good practice, in the selection of transnational experts, in the preparation and design of such transnational workshops, study tours as well as in the targeted control of the transnational experts' missions to the local project activities.

*Further suggestions
collected at the*

Transnational Meeting in Lille

1

The following suggestions, collected during the **INPUT** meeting with transnational experts in Lille in June 2011, may be taken up and pursued:

1. Functioning and organisation of client-oriented cooperation in the **“missions locales”**.
2. **Community-oriented approaches** to employment promotion.
3. **Continuous accompaniment** of disadvantaged young people with migration background.
4. **Mentoring projects**.
5. **Migrants as mentors** in the work promotion of people with migration background.
6. **Resource-oriented biography work** with unemployed young and elderly people.
7. **Local and regional networking** of work promotion.
8. **Cooperation between stakeholders** in the field of work promotion and case management.
9. **Cooperation with small and medium sized enterprises** (SMEs) in the promotion of employment of migrants and ethnic minorities.



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Slide 25 – 16.11.2011



*Further suggestions
collected at the*

Transnational Meeting in Lille

2

The following suggestions, collected during the **INPUT** meeting with transnational experts in Lille in June 2011, may be taken up and pursued:

10. Methods of **empowerment**.
11. **Culturally sensitive work promotion**.
12. **Collaboration** with the **family** and the social environment in promoting the work of young people with migration background.
13. **Intergenerational approaches** in promoting the work of young people with migration background.
14. **Intercultural training** of actors and stakeholders in the field of work promotion.
15. Educational theatre and **cultural educational methods** in the promotion of employment of young and elderly people.
16. Development of **work and life projects** for young people with and without migration background.
17. Sustainable forms of intervention in case of multiple deprivation of young and elderly people without work.
18. Development of a **master's degree programme** "Management of governance, local innovation and social concertation".



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Selection of meetings

No.	Week	Period	Partners involved	Activities
1	16	15 th April 2011	All	Start of the implementation phase
2	19	11 th May 2011	Local partners	Local partners' meeting at BBQ's place in Tübingen
3	22	8 th – 9 th June 2011	All partners	Meeting with transnational partners of TANDEM PLUS Seminar in Lille
4	28	13 th July 2011	Local partners	Local partners' meeting at the DTF's place in Stuttgart
5	26 – 35	1 st June – 3 rd September	BBQ	Further development of the BBQ local activities IKA
6	38	22 nd September 2011	JuFuN	Bilateral meeting JuFuN at Schwäbisch Gmünd
7	40	7 th – 8 th October 2011	acli e. V.	International seminar on work and work promotion in London
8	42	17 th – 20 th October 2011	acli e. V.	IMPART peer review in Stockholm
9	46	15 th – 17 th November 2011	All partners	First mission of transnational experts
10	49	6 th – 7 th December 2011	acli e. V.	IMPART conference in Berlin
	51 – 52	22 nd – 31 st December 2011		<i>Christmas holidays in Baden-Württemberg</i>
	7 – 8	16 th – 22 nd February 2012		<i>Carnival</i>
11	10	5 th – 9 th March 2012	All partners	Second mission of transnational experts
	14 – 15	2 nd – 13 th April 2012		<i>Easter holidays in Baden-Württemberg</i>
12	21	21 st – 25 th May 2012	All partners	Third mission of transnational experts
	24 – 25	14 th – 25 th June 2012		<i>Pentecostal holidays in Baden-Württemberg</i>
	31 - 37	28 th July – 10 th September 2012		<i>Summer holidays at school in Baden-Württemberg</i>

The Website

www.input-network.eu

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Suchen

Förderung | Funding

Das Projekt INPUT wird finanziell durch folgende Institutionen gefördert. | The INPUT project is financially supported by the following institutions.

Ministerium für Arbeit und Sozialordnung, Familie, Frauen und Senioren Baden-Württemberg
www.sozialministerium-bw.de

Baden-Württemberg
MINISTERIUM FÜR ARBEIT UND SOZIALORDNUNG

Europäischer Sozialfonds in Baden-Württemberg
www.esf-bw.de

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ACLI – Selbsthilfewerk für

Ausblick | Preview

Erster Aufenthalt transnationaler Expertinnen und Experten

Tübingen, 15. bis 17. November 2011 — Als eine erste Vorhut kommen drei Expertinnen und Experten aus Frankreich und Italien zu einem dreitägigen Aufenthalt. Ziel ist es, die Projektaktivitäten in Schwäbisch Gmünd und Reutlingen genauer kennenzulernen und die Voraussetzungen für künftigen Austausch und gemeinsames transnationales Lernen zu schaffen. Mehr dazu im [vorläufigen Tagungsprogramm](#).

First mission of transnational experts
 Tübingen, 17th – 21st November, 2011 — As a first vanguard, three experts from France and Italy come for a three day mission. The aim is to get to know more precisely the project activities at Schwäbisch Gmünd and Reutlingen and to create the conditions for future exchanges and joint transnational learning. More on this issue can be found in the [meeting programme proposed](#).

Aktuelles | Actual News

In der Arbeitsförderung von einander lernen

Stockholm, 17. bis 21. Oktober 2011 — Im Rahmen des transnationalen Lernnetzwerks IMPART findet eine Peer-Review-Reise zu einem Pilotprojekt zur Arbeitsförderung von Menschen mit Migrationshintergrund und ethnischen Minderheiten in Schweden statt. Ziel des Peer Reviews ist es dazu beizutragen, auf europäischer Ebene Indikatoren zu validieren, die zur Nachhaltigkeit von Projektvorhaben beitragen. Die Tätigkeit vor Ort erfolgt auf der Grundlage des im Rahmen von IMPART entwickelten [Arbeitsansatzes](#), der sich insbesondere der Methoden eines qualitativen Benchmarkings und indikatorengestützter Interviews im Rahmen von Peer Reviews bedient.

Benchmarking of European projects
 Stockholm, 17th – 21st October, 2011 — In the framework of the transnational ESF learning network IMPART a peer review study visit is organised to pilot projects in Sweden. Objective of the peer review mission is to contribute to a validation of indicators on European level that might reinforce sustainability of projects. The activities in the field are based on a [working strategy](#) developed within the INPART project that focuses on the methods of qualitative benchmarking and indicator focused interviews realised by



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Slide 28 – 16.11.2011





Thank you very much for your kind attention.



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Slide 29 – 16.11.2011



Thank you very much for your kind attention.

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Slide 30 – 16.11.2011

