



Third mission of transnational experts
to Reutlingen, Schwaebisch Gmünd, Stuttgart und Tübingen from 21st to 25th May 2012

Reviewing the June Meetings 2011





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Major project management decisions taken in the November Meeting 2011

On the basis of the state government programme for the establishment of transnational project proposals for improving the quality and integration of persons with immigrant backgrounds and people over 45 years, the INPUT project has been designed as a cooperative project development network. The strategy pursued includes the research, selection, placement, localization, testing, implementation and 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:

- Level of participants
- Level of mentors
- Level of local project staff and management
- Institutional level
- Interregional level
- Transnational level

The project has from the outset and, in principle cross-cutting issues (transversal tasks) and a complex *multi-level character*. The intervention at *every* level is the overall objectives.



Objectives of the work with transnational experts

As part of project development work, the following target formulations were collected for the implementation of INPUT.

1. Target group orientation and empowerment of participants

- Building on the resources of the participants
- Considering gender-specific aspects in the everyday work with the participants
- Developing and implement gender-specific methods with the participants
- Working with groups of participants
- Doing an individual work with the participants
- Including people with and without migration background in the common work: awareness of common an specific conditions
- Paying attention and giving energy
- Winning self-confidence
- Facilitating empowerment

2. Accompaniment and support of participants

- Considering mechanisms of *labelling*
- Allow and promoting a *reframing* of an outside-perspective and self-perspective on the own strengths, skills and future views
- “I’m needed.” – “I am appreciated” — Developing, understanding, communicating and applying strategies of appreciation and recognition
- Awaking, discovering, developing and growing in the participants spirit of entrepreneurship that, in some cases, might get even ready for the market
- Allowing, permitting and organising accompaniment, support and exchange
- Working (even) more effective with the participants
- Do *less!* Reach *more!*

Objectives of the work with transnational experts

3. Young people with migration background

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

4. Interculturalism

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

5. Transnationality

- Learning from abroad?
- Developing jointly criteria for “good practice”
- Including suggestions of interesting experiences
- Allowing, permitting and organising accompaniment, support and exchange
- Consideration and recognition of foreign-acquired education and training (qualifications included)

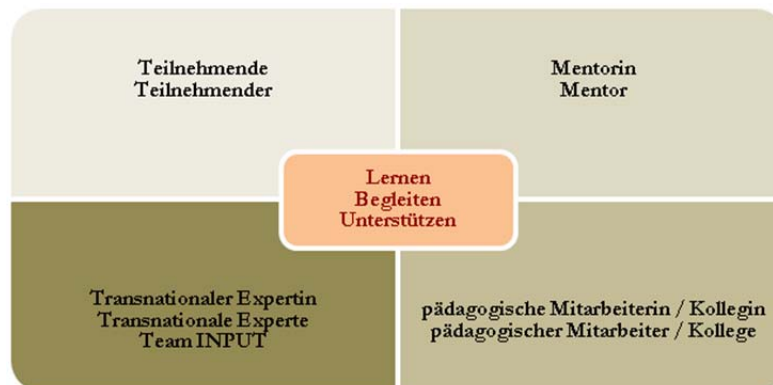
Objectives of the work with transnational experts

6. Adopting technical (professional) suggestions

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

7. Testing and implementing innovative learning settings

- Designing and controlling, together with the participants, joint learning processes
- Designing and controlling joint learning processes, involving educational staff, mentors and participants.
- Peer learning
- Involving participants, mentors, transnational experts, educational staff and the project team: assistance and support from anyone for anyone
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4xWIN – quadruple win – seeking and organizing win-win-win-win solutions

- Time and space – offering a framework for creative searching movements
- Creating space for testing
- Gaining self-confidence

Objectives of the work with transnational experts

8. Organisational Learning

- Broadening, deepening and customizing foreign language skills for executional staff
- Role conflict and role dilemmas of participants and educational staff
- Several eye view (variety) and systemic view
- Circular questioning – circular points of view – circular thinking
- Team supporting – avoiding team interferences
- All must benefit
- Achieving health synergy effects
- Identifying worry cultures and work with them
- Allowing and encouraging cultures of responsibility

Topics for a module “Intercultural work promotion”

- Everyday cultures and ethnic minorities
- Germany as a cultural concept – German as a cultural achievement
- Culture and work environment
- Self-image and external image
- German and Swabia self-images: We can do all ...”
- „I can do everything except speaking Swabia dialect“
- Images of women and images at different generations
- „My family as a retreat, my family as a task, my family as a support“
- „I do not speak about my family issues.“
- „The vocational and professional decisions of my friends“
- Transculturalism
- Entrepreneurship at my family’s home place
- Cultural diversity
- Cultural opening of (public) institutions
- Cultural opening of (private) enterprises
- Cultural mainstreaming
- „Being at home in Europe, on the planet and at Betzingen?“
- German Turkish, German Russian, Russian German, Deutschlanders and other transcultural identities
- „My parents lost their home. I do not even know what that means.“
- „I am always told by others who I am. I am nearly accustomed to this situation.“
- Intergenerational justice in a cross-cultural way
- „Who know what is good for me?“

Further suggestions for local implementation

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

- 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.
- 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 thematic blocks).
- 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.
- One or more **cross-cultural modules** could be offered for mentors.
- **Workshops** could be organised on a local or regional level with the participation of transnational experts.
- The offer could be made for mentors, to organise **collegial consultation or supervision** involving the INPUT experts on a regular or sporadic basis.
- A **public event** per action or per project partner involved could be envisaged.
- 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.

Suggestions of the meeting with transnational experts in Lille

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

- Functioning and organization of client-oriented cooperation in the “**missions locales**”.
- **Community-oriented** approaches to employment promotion
- **Continuous accompaniment** of disadvantaged young people with migration background
- **Mentoring** projects
- Migrants as **mentors** in the work promotion of people with migration background
- **Resource-oriented biography work** with unemployed young and elderly people
- **Local and regional networking** of work promotion
- Cooperation between **stakeholders** in the field of work promotion and case management
- **Cooperation** with small and medium sized enterprises (**SMEs**) in the promotion of employment of migrants and ethnic minorities
- Methods of **empowerment**
- **Culturally sensitive** work promotion
- **Collaboration** with the **family** and the social environment in promoting the work of young people with migration background
- **Intergenerational approaches** in promoting the work of young people with migration background
- **Intercultural training** of actors and stakeholders in the field of work promotion
- Educational theatre and **cultural educational methods** in the promotion of employment of young and older people
- Development of **work and life projects** for young people with and without migration background
- **Sustainable** forms of intervention in case of multiple deprivation of young and elderly people without work
- Development of a **master’s degree programme** “Management of governance, local innovation and social concertation”