PROGETTO DIMICOME
Diversity Management e Integrazione: Competenze dei Migranti nel mercato del lavoro (PROG-2195) – CUP H79F18000400009

1° Workshop WP2

From latent potential to visible resource: soft skills related to migration background

A perspective from Germany
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Campaign ‘Employ Refugees‘ by Social Bee, 2018

- adaptable
- solution-oriented
- resilient
- enduring
- strong-willed
- team-player
- consistent
'At the border to Turkey, we were not able to get any further. For three days, we had nothing to eat.' I AM RESILIENT.

'During my flight, I walked for three months.' I FOCUS ON MY GOALS.

'I survived being with 85 people on a small inflatable boat.' I AM A TEAM-PLAYER.
Validation of formal skills

- 2012: Federal Recognition Act
- June 2019: Skilled Immigration Act
- Legislative frame: professions of reference, formal education, assessment centres, qualification analyses
- Ex. VALIKOM, MySkills, Profiling etc. – analysis of potentials, professional competence assessments
- Requirement-oriented vs. Biography-based and subject-centred approaches
Good practices for the validation of personal and social skills

- Network IQ: KomBI-Laufbahn – Advice on Career Paths
- Competence Cards – Bertelsmann Stiftung
- Profil-PASS – German Institute für Adult Education (DIE e.V.)

→ for counsellors (trainings for counsellors and professional support of counsellors)
→ for administrators and counsellors in the Federal Agency of Employment, local authorities, stakeholders of the labour market
→ for advice-seekers, migrants, young people, people in transition, newcomer, different educational backgrounds
→ individual and group validation is possible
Good practice: Network IQ

- Since 2005 the Network IQ has developed tools and recommendations with special consideration of the perspectives of migrants in the field of labour market integration
- IQ expert group on the validation and assessment of migrant competences as well as the development of quality standards (‘IQ Facharbeitskreis Kompetenzfeststellung 2008’)
- Biography-based and subject-centred approach
- Tools can be flexibly used during counselling sessions
- adapted to certain conditions and needs of people with a migration background
- Integrated methods of self-assessment and external assessment
- NOT an assessment of formal requirements
- NOT an examination of occupational skills
KomBI wurde in MigraNet – IQ Landesnetzwerk Bayern entwickelt, um Menschen mit Migrationshintergrund zu unterstützen, neue Berufswge mit den erworbenen Kompetenzen zu entwickeln.

KomBI wird sowohl in Einzelgesprächen aber auch in Gruppenworkshops bzw. in Mischformen angeboten. Das strukturierte Verfahren nutzt eine Vielzahl von Instrumenten zur Kompetenzfeststellung, die im Verlauf des Beratungsprozesses situativ einsetzt werden können. Dadurch kann KomBI sehr gut in bestehende Beratungsangebote eingebunden und an die jeweilige Situation angepasst werden.

Stiftung Warentest bewertet KomBI als bestes Verfahren zur persönlichen Kompetenzfeststellung und beruflichen Neuorientierung!
Good Practice: KomBI – Advice on Career Paths

- **Competence-oriented** – **Biographical** – **Intercultural**
- Non-directional, processual approach & empowerment approach, requires a training for counsellors

<table>
<thead>
<tr>
<th>key element</th>
<th>instruments / tools</th>
<th>effect</th>
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<tbody>
<tr>
<td>biographical work</td>
<td>diverse, e.g. mindmap, life tree, life profile, 11 questions</td>
<td>processual activation – <em>experience</em></td>
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<tr>
<td>private and professional activity analysis</td>
<td>diverse, e.g. shower of strengths</td>
<td>activation of resources – <em>recognize</em></td>
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<tr>
<td>describing and defining competences</td>
<td>diverse, e.g. what-when-where-how?</td>
<td>formation of intention – <em>want</em></td>
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<tr>
<td>definition of goals and further steps</td>
<td>diverse, e.g. action plan, project mountain, visualiz. of social networks and soc. resources</td>
<td>implementation of intention – <em>take action</em></td>
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- Cross-cutting themes: values, intercultural and migration-specific aspects
Good Practice: Competence Cards – Bertelsmann Stiftung

- CCBYSA licence – cards are adaptable to different contexts
- EU Commission uses the images developed by Bertelsmann Foundation
- Flexible use at low-threshold during counselling sessions
- DE, EN, AR, IT, FR, ES, TI, RU, TU, FAR
- Visualization of social and personal skills and interests
- Training is not prerequisite and the cards can be used interactively
- The cards can be used at different stages
- Possibility of assessing competences for the identification of a suitable professional field
- Additional cards can be used for assessing competences that are part of the profiling of the Federal Agency of Employment
Nr. 02_3 Resistenza

Sono capace di occuparmi a lungo dello stesso compito/argomento.
Endurance

You are able to work on a task for a long time.
You have the internal strength to focus on an issue/topic for a long time.

If a task takes a bit longer, how do you handle that? Provide an example.
How does that make you feel?

02_3 Resilience
Good Practice: ProfilPASS

- ProfilPASS by the German Institute für Adult Education (DIE e.V.)
- funded by the Federal Ministry of Education and Research (BMBF)
- EN, FR, ES, SL, comprehensible DE
- A systematic assessment and documentation of competences
- Creating a profile for a personal development and professional orientation, incl. further steps and planning
- Open to people in a transition phase and especially for newcomers
- Basic knowledge of German is required
- This version especially addresses newcomers and looks at their situation and needs
Conclusion

- Validation of soft skills requires time, self-reflection, and an interculturally trained counsellor
- Work multilingual and use comprehensible language
- Visualize
- Make instruments flexible
- Use interactive methods and self-studying instruments depending on the time-frame
- Integrate them into individual counselling sessions and group settings
- Challenge to distinguish, separate and validate personal, social and soft skills
- How can we include a more soft skilled-centred perception in the requirement-oriented condition?
Thank you for your attention!

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Further information available online

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