Integration of Refugees into Language, Training and Work
With the acceleration of the asylum procedure, the focus is turning to integration into language, training and work.

At least 1.1 million in 2016
Asylum decisions

~ 700,000 positive decisions\(^4\) expected in 2016
(~ 500,000 able to work\(^5,6\))

New admissions in 2016\(^1\):
~ 500,000\(^2\)

Pending asylum procedures\(^3\):
~ 370,000

EASY Gap\(^3\):
~ 380,000

The challenge for 2016 is integration into language, training and work.
INITIAL SITUATION

Characteristics of refugees and company surveys highlight challenges and opportunities

**Challenges**

- Qualification structure of unemployed persons from asylum seekers’ countries of origin (Dec. 2015)
  - Academic qualification: 8%
  - In-company/school-based qualification: 10%
  - Without (formal) vocational qualification: 82%

- Employment rate by sex (BAMF Brief Analysis 1/2016)
  - ~ 12%
  - ~ 50%

**Opportunities**

- Positive asylum decisions by age group (2015)
  - < 15 years: 20%
  - 15–30 years: 47%
  - 31–55 years: 30%
  - > 55 years: 3%

- Proportion of companies that are planning to hire refugees in 2016 or from 2017
  - All companies: 34%
  - Companies already employing asylum seekers: 68%
The BA uses six areas of action to address the integration of refugees into language, training and work.

**OBJECTIVE AND AREAS OF ACTION**

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*