



Hochschule Neubrandenburg
University of Applied Sciences

Social Work with Refugees

A perspective of Organisational Development
and Networking



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IQ- Network

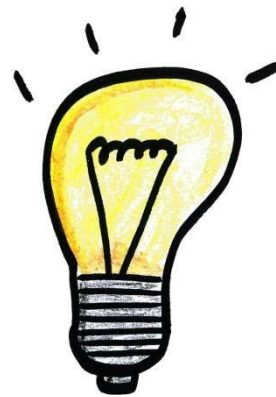
- „integration through qualification“ (IQ) funding program
- a nationwide program with 16 state programs
- the work is accompanied at the federal level by 5 specialist agencies
- the program is funded by the Federal Ministry of Labor and Social Affairs (BMAS) and the European Social Fund (ESF).
- the Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA) are partners in the implementation.

Tasks

The IQ Network Mecklenburg-Western Pomerania wants to improve the labor market integration of migrants in Germany



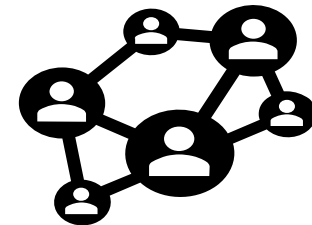
Recognition advice



Qualification measures
in the context of the
Recognition Act



Intercultural
competence
development of the
central labor market
actors

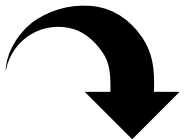


Regional Expert
Networks - Immigration

Players

**Various
associations
and
societies**

**A chamber
A university**


IQ-Network



**Employment
agencies
Job centers
Municipalities
Companies
Associations**


**Labor market and
economic actors**



Priorities for action in Mecklenburg Western-Pommern

1. Recognition and qualification advice:

- Identification of the reference occupation
- Advice on recognition options and qualification offers
- Support with application and during procedure

2. Qualification measures in the context of Recognition Act:

- Bridging measures
- Adaptation qualifications
- Linguistic qualification

3. Intercultural competence development and opening:

- Consultations
- Training Courses
- Events
- Intercultural organisation development
- Skilled labor acquisition and retention

Beratungs- und Unterstützungsangebote im IQ Netzwerk Mecklenburg-Vorpommern



Beratungsformen

- face-to-face
- telefonisch
- per Brief
- per E-Mail
- face-to-face

IQ externe Beratungsinstitutionen

IFDMs, NAF, Jobcenter und Agenturen, KJC, Nachqualifizierungsnetzwerk (NQ-Netz-MV), MBEs, IMDs





Interesting for research projects

- The IQ network offers more than 10 years of expertise in the field of labor market integration of immigrants
- The new focus of action “Regional Skilled Workers Networks - Immigration” promotes regional structures for labor market integration in the area of securing skilled workers
- A nationwide network “Skilled Workers Immigration” with relevant labor market players is currently being set up to support the implementation of the new “Skilled Workers Immigration Act” in the country.
- The emergence of new structures within an existing network, on the one hand, the view of the organizational development of the individual actors as well as the network design among the actors can be important

Problems that were identified when first looking into the research field:

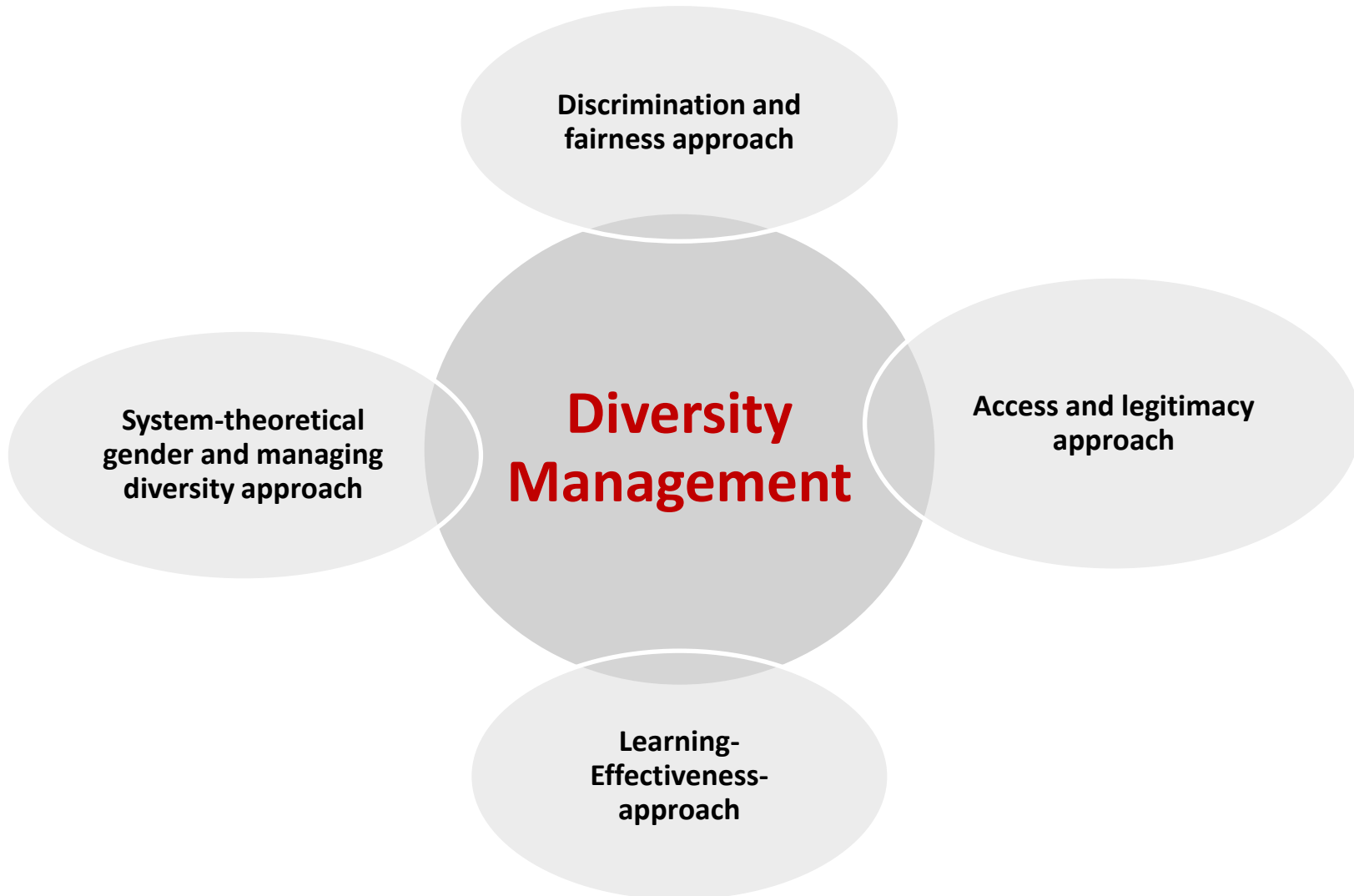
- Question: How can networking in Mecklenburg-Western Pomerania be designed to work well in the field of labor market integration of immigrant people?
- All organizations of the IQ-Netzwerk only work as project sponsors, which leads to the difficulty of an unstable structure due to changing projects and budgets
- The need for a holistic program was expressed
- There is no coordinating body that already existed in a program a few years earlier, but which was terminated (the IBQ-Program)

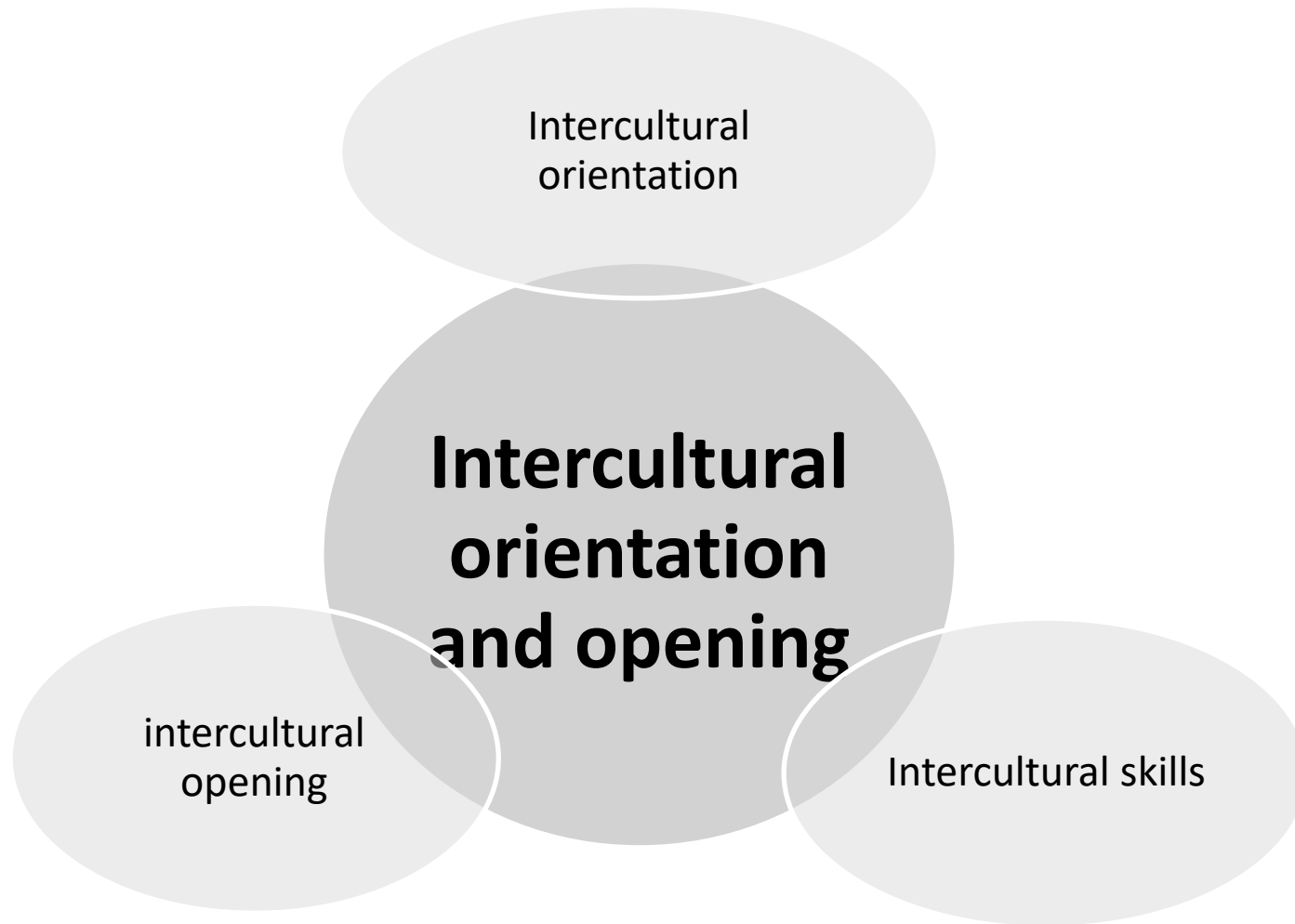


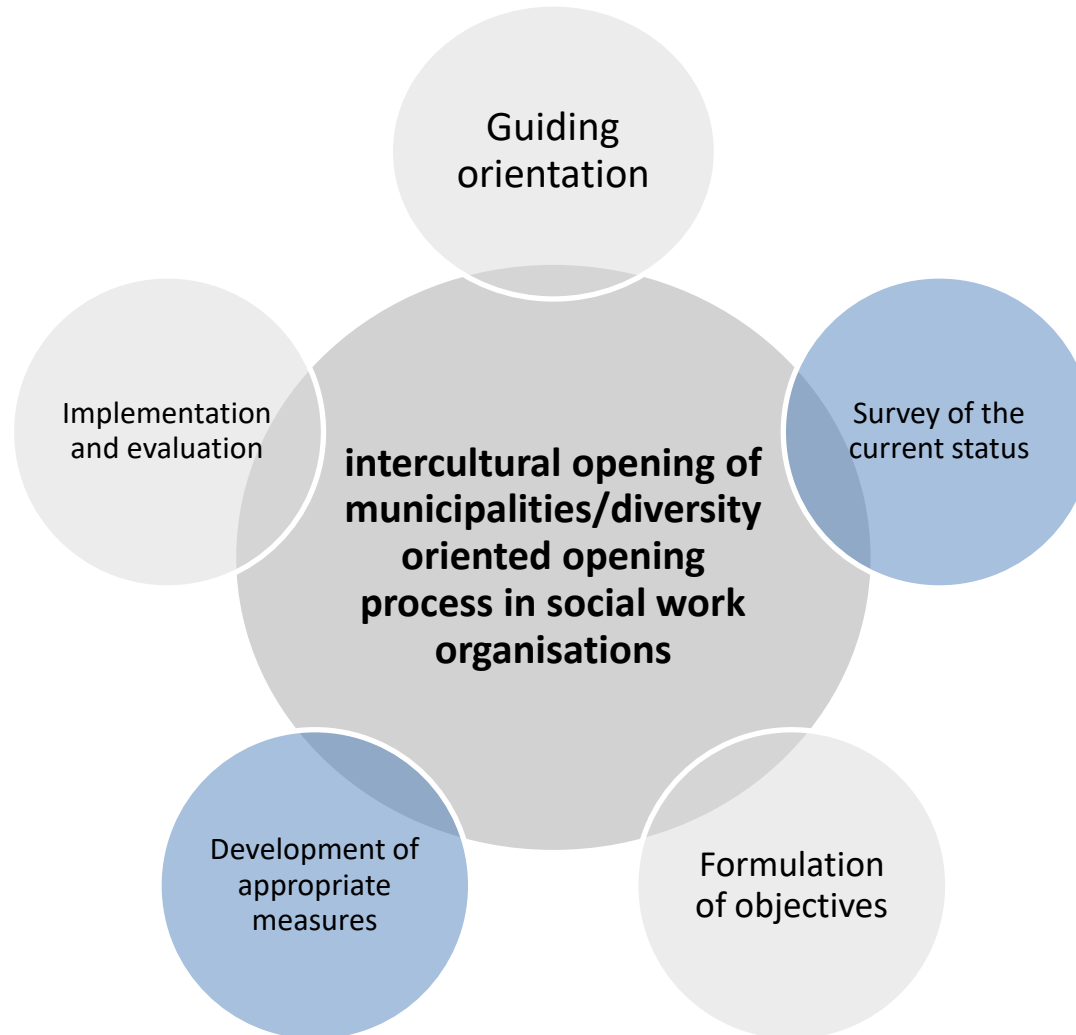
- 1) What kind of intercultural skills do social workers need to successfully integrate refugees into the labour market?**
- 2) How can human resource development contribute to develop and enhance these skills?**

Schedule:

- 1. theoretical foundation of the research question**
- 2. develop categories for questionnaires based on this**
- 3. develop hypotheses and thus questions for questionnaires**
- 4. questionnaire creation using the Likert scale**
- 5. presorting to whom the questionnaire should be sent**
- 6. sending the questionnaire**
- 7. compile/evaluate results**









References Verena

IQ Netzwerk Mecklenburg-Vorpommern Budapester Straße 16 18057 Rostock
www.iq-mv.de
Dr. Maher Fakhouri, Migra e.V., Landeskoordination des IQ-Netzwerk MV,
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**Thank you very much for
your attention!**

**We wish good success for all of our research
projects!**



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