



# COME IN Training for HR

Three Success stories from Belgium



Ecoso stands for ECOlogical and Social Entrepreneurship. Our goal is to create employment and strengthen competences for people who have a greater distance from the regular labour market within an ecological context. We strongly believe in diversity and inclusion.



Aïda Somers  
Coach at Ecoso



## What is the most important challenge for you regarding the employment of refugees/migrants?

*“We currently already employ refugees/migrants as volunteers. The challenge is to connect them with the right people in the workplace and prepare the team to integrate them. The language barrier is also a major challenge.”*



## Why did you join the Come In training?

*"I participated in the COME In training because I did an internship with refugees at Welcome in Mechelen"*

*"I thought it would be interesting to see what we can change in the company to make the workplace more pleasant for newcomers"*

## What have you learned?

*"I especially learned how to be a better bridge figure and point of contact for refugees and migrants"*

*"You get much more information than you might think, such as about the "hidden jobs" at VDAB and how and where you can request training for refugees / migrants"*



As part of Corporate Social Responsibility, Time4Society wants to help companies and their employees to experience this vision in a practical and concrete way by organizing societal teambuilding's. Time4Society invites companies and their employees to do business and work in a sustainable way.



CSR coordinator  
Time4Society vzw

## What is the most important challenge for you regarding the employment of refugees/migrants?

*The biggest challenges are reaching candidates from the refugee community and integrating them in the workplace. Many companies want to, but are very cautious about general administrative, legal and structural obstacles, but also about cultural differences and the reactions of colleagues.*



## Why did you join the Come In training?

*“Diversity in the labour market is a very sensitive theme. Increasingly employers want to tackle this, but lack the right approach. By following the training, I have gained more knowledge about this theme.”*

## What have you learned?

*“The testimonials where very interesting. They showed that refugees and migrants are eager to work and have the right competencies but have few or no access to the labour market”*





As an interprofessional employers' federation, we unite, defend and strengthen social enterprises, as employers and entrepreneurs from all sectors, to increase their social and economic impact.



Fatma Qorlazja  
HR Advisor  
Verso

## What is the most important challenge for you regarding the employment of refugees/migrants?

*The biggest challenge in terms of employment that I experience in my contacts with employers are the language barriers and the uncertainty that exists with regard to the stay in Belgium.*



## Why did you join the Come In training?

*“It is important for our sectors and social entrepreneurship to know what benefits they have to engage newcomers and / or refugees in their company.”*

## What have you learned?

*“Participating in the training was relevant for me because I became acquainted with various relevant partners.”*

*“I also got confirmation that the newcomers are here to stay and we only get benefits to integrate these people as quickly as possible”*

# come in

COMPETENCES in Enterprises on INtegration




Landkreis Kassel

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HUMAN CONCERN

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 four elements

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 c e s i e  
the world is only one creature



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