



What are the **benefits** of employing refugees?

What **challenges** employers usually face?

What **support** do they need to successfully integrate refugees into the workplace?

The [COME IN](#) partnership carried out an extensive transnational research to answer these questions and find out how the labour integration of refugees can be best supported.

COME IN Research

The findings from the questionnaires and interviews suggest that employing refugees, asylum seekers and immigrants embodies various **benefits and advantages** not only for employers and refugees but also the host country. Having a job enables refugees to contribute to the tax and welfare system and working with local colleagues supports the acquisition of language skills, helps refugees learn local norms and fosters mutual trust and empathy. Top three assets refugees bring to employers are then **increased intercultural awareness** at workplace, broaden horizons and refugees' strong **motivation** to work.

Major **challenges** encountered by employers

are **linguistic barriers**, **administrative burdens**, **legal** uncertainty and difficulties with recognition of refugees' **qualification**.

Once identified and acknowledged these obstacles can be overcome by well-tailored support and training.

COME IN Training

Based on the research, [COME IN](#) will offer a **comprehensive training** designed to meet the needs and preferences of European employers including:

- an orientation course giving more insight into **refugees' employment and background**;
- refugees' **competence assessment**;
- **diversity management**;
- **on-the-job training** for refugees;
- **language support** for refugees at work;
- **additional online training materials on legal aspects** of employing refugees.

The training materials are customised to the needs of employers in the sectors most relevant for the refugees' employment – **tourism and hospitality, healthcare, manual-based work** (including handicraft, manufacturing, agriculture or constructions) and cultural mediation.

The training pilots will be launched starting in January 2019 in all partner countries.

The face-to-face trainings will be complemented by the **Online Platform** containing all training materials.

COME IN Results

To learn more about the employers' view on the benefits and challenges of refugees' employment, competences required by employers' and their training and support needs, download the [COME IN Transnational Research Report](#) or [Executive Summary](#).

You can also draw some inspiration from successful actions of labour integration presented in [COME IN Desk Research Results](#) including [35 good practices](#) from 12 countries.

About the project

[COME IN - Competences in Enterprises on Integration](#) is a two-year-project co-funded by the Erasmus+ programme of the European Union.

COME IN aims to contribute to the efficient **integration of refugees in the European labour market and to enhance employers' competences and willingness to hire and integrate refugees**. For further information about COME IN project and training see the project website.

Contact

BUPNET GmbH
Sarah Elisa Wild
Göttingen, Germany
swild@bupnet.de

Partners

Seven partners from Germany, Austria, Bulgaria, Greece and Italy cooperate on this European project:

Coordinator: [Landkreis Kassel](#) (Germany)

[BUPNET](#) (Germany)

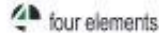
[Die Berater GmbH](#) (Austria)

[Trendhuis BVBA](#) (Belgium)

[Four Elements](#) (Greece)

[Catro](#) (Bulgaria)

[CESIE](#) (Italy)



Co-funded by the
Erasmus+ Programme
of the European Union

The European Commission support for the production of this publication does not constitute an endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.