



## COME IN - Strategies and tools for enterprises on integration

### Introduction

Work integration and participation in the labour market is indispensable for a successful inclusion of refugees, asylum seekers and migrants in the European society. But how can European companies employ and effectively integrate workers coming from different countries? Employers have to consider various aspects in this seemingly complicated process and COME IN is here to help them.

### COME IN project

The European project [COME IN – Competences in Enterprises on Integration](#) – was developed to support employers and their key staff in employment and inclusion of migrants, asylum seekers and refugees offering comprehensive training and useful information.

### COME IN Research

The COME IN training was developed on the results of an extensive transnational research carried out in all the partner countries. The research includes a needs analysis based on online survey and interviews and a desk research of good practices.

Download the research reports here:

- [Transnational Research Report: Needs Analysis](#)
- [Transnational Research Report: Good practices](#)
- [English executive summary](#)
- [German executive summary](#)
- [Dutch executive summary](#)
- [Greek executive summary](#)
- [Bulgarian executive summary](#)
- [Italian executive summary](#)

### COME IN Training Pack

The training pack is composed of five modules dealing with the main areas of labour integration of people with migratory background.

**Module 1: Refugees' Background** provides a general outlook of the legislation regulating refugees' employment and offers insights into the typical living arrangements of refugees and migrants in European countries.

**Module 2: Refugees' Competence Assessment** focuses on the recognition of their knowledge, skills and potential which becomes critical especially in case of missing proofs of qualification and professional experience.

**Module 3: On-the-Job Training for Refugees** gives instructions to the development and implementation of on-the-job training programme reflecting the specific needs of refugee and migrant employees and supports the improvement of employer's training skills.

**Module 4: Diversity Management** explains the benefits of culturally diverse team and guides through the process of creating an inclusive and productive intercultural workplace.

**Module 5: Easy Language** offers a guide to effective communication with employees with migratory background whose language skills may be limited. It proposes ways of using the mother tongue in a correctly simplified way so that it is clear and easy to understand.

All the training materials are available in English, German, Dutch, Greek, Bulgarian and Italian and can be accessed and downloaded for free from the COME IN learning platform using enrolment key come\_in:  
<http://learning.vita-eu.org/login/index.php>

### COME IN Competence validation

COME IN makes use of the **LEVEL5** system which is specifically designed to assess personal, social and organisational competence development in non- and informal learning settings. It is based on a 3-dimensional approach to validate improvement of **knowledge, skills and attitudes**.

### COME IN Success stories

The training materials were presented and tested in a series of pilots organised in each partner country in spring/summer 2019. During the face-to-face training sessions, we identified some employers who stand out with their efforts and enthusiasm in hiring and integrating people with migratory background.

## COME IN Final conference and Award



On the 24th of September 2019, the final COME IN Conference took place in Mechelen, Belgium. The event was dedicated to the occupational dimension of refugees' and migrants' integration in Europe. Project partners presented the main results, shared and discussed experience within an expert panel and gave the COME IN award to recognise the efforts of employers that has committed to support the inclusion of people with migratory background and that promote diversity and an inclusive working climate.

### 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

[www.welcomingenterprises.eu](http://www.welcomingenterprises.eu)

### Partners

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

- Coordinator: [Landkreis Kassel](#) (Germany)
- [BUPNET](#) (Germany)
- [Die Berater GmbH](#) (Austria)
- [Trendhuis CVBA](#) (Belgium)
- [Four Elements](#) (Greece)
- [CATRO](#) (Bulgaria)
- [CESIE](#) (Italy)



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