



**Implementation Strategy
Executive Summary
September 2019**



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Introduction

COME IN or '**COM**petences on **IN**tegration in enterprises' is a Erasmus+ project that aims to support successful labour market inclusion of refugees and migrants through enhancing employers' competences and their willingness to hire and integrate them to the workplace. The project holds together 7 partner organisations from 6 EU countries:

- Austria (die Berater)
- Belgium (Trendhuis)
- Bulgaria (CATRO)
- Germany (BUBNET & Landkreis Kassel)
- Greece (Four Elements)
- Italy (CESIE)

The COME IN **Implementation Strategy** summarises the project experiences and recommended methodology in the practical implementation of the COME IN training approach.

The COME IN approach

Blended training course

COME IN offers a comprehensive training for enterprises consisting of five modules including training materials for face-to-face workshops and online content covering the identified needs of companies when hiring people with a migrant background. The following training modules were developed:

- Module 1: Refugees' Background
- Module 2: Refugees' Competence Assessment
- Module 3: On-the-job Training for Refugees
- Module 4: Diversity Management
- Module 5: Easy Language

The COME IN Learning platform

The [COME IN Learning platform](#) serves as an e-learning platform as well as an information repository and networking and community building tool for key staff from enterprises and organisations. It consists of a learning section providing the developed online material complementing the Face-to-Face workshops. The online platform is free of charge and accessible for everyone who is interested in the COME IN approach.

Competence evaluation

To monitor the results of the training and the progress of the individual learners, the COME IN methodology provides LEVEL-5 competence assessment to carefully document and evaluate the personal competence development. LEVEL5 is a unique system to validate competences and competence developments and to create competence oriented learning pathways in non-formal and informal learning contexts.

Recommendations for implementation

Based on the experiences and feedback made by the trainers and learners involved in the piloting projects, the COME IN project partners have extracted and compiled recommendations for applying the COME IN approach. The full version of the implementation strategy provides an overview of practical recommendations on the different themes covered by the training manual. You can find it in the [download section](#) of our website.

Success stories

Do you want to know more about the practical outcomes we achieved? We collected some of the most impressive success stories from all of our partner countries. These success stories showcase individuals and businesses that implemented the new knowledge they gained through COME IN in their workplace and actively work towards a more inclusive labour market in Europe. The success stories can be found in a written format in our full version of the implementation strategy as well as in multimedia presentations (e.g. videos) on our website <https://welcomingenterprises.eu/category/success-story/>

Have a look and get inspired!



Landkreis Kassel



Partners

Coordinator:
Landkreis Kassel (Germany)
www.landkreiskassel.de

Harald Kühlborn:
harald-kuehlborn@landkreiskassel.de

BUPNET (Germany)
www.bupnet.de

Sarah Elisa Wild:
swild@bupnet.de

Die Berater (Austria)
www.dieberater.com

Christoph Grandits:
c.grandits@dieberater.com

Trendhuis CVBA (Belgium)
www.trendhuis.be

Marijke Brants:
marijke.brants@trendhuis.be

Four Elements (Greece)
www.4-elements.org

Katerina Kostakou:
kkostakou@4-elements.org

Catro (Bulgaria)
www.catrobg.com

Anelia Dimitrova:
a.dimitrova@catro.com

CESIE (Italy)
www.cesie.org

Cecilie Grusova:
cecilie.grusova@cesie.org



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