

The Project

COME IN - Competences in Enterprises on Integration - is a two-year-project co-funded by the Erasmus+ programme of the European Union. Its main objective is to support successful labour market inclusion of refugees and migrants through enhancing employers' competences and willingness to hire and integrate them to the workplace.

Training Pack

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 issues most requested by European employers.

Module 1 Refugees' Background

Employers' understanding of refugees' and migrants' legal and personal situation contributes to their willingness to hire people with migration background and facilitates their interaction at the workplace. The first COME IN module 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. The exercises included in this module will give you the opportunity to put

yourself in the position of people who had to leave their homes and now strive for better life in your country.

Module 2 Refugees' Competence Assessment

When hiring refugees and migrants, their competences play a crucial role. Being able to recognise their knowledge, skills and potential becomes critical especially when they can't prove their educational level and previous professional experience. In this module you will be introduced to the concept of competence assessment and provided with tools useful for the selection and strategic development of refugees' and migrants' abilities and competences in your organisation.

Module 3 On-the-Job Training for Refugees

Well-tailored on-the-job training can significantly help overcome the initial obstacles and get refugees and migrants promptly and smoothly into the job. COME IN offers a training material dedicated to the key steps of on-the-job training development and implementation reflecting the specific needs of refugee and migrant employees and supporting

the improvement of employer's training skills. The material explains different training methods useful in on-the-job training including mentoring and provides practical tips and recommendations for in-house trainers.

Module 4 Diversity Management

In today's modern international working world, the key to success lies in diversity. However, not all enterprises and organisations know how to manage diversity to get the best of it. This module will help you understand the benefits of culturally diverse workforce and guide you through the process of creating your own inclusive and productive workplace.

Module 5 Easy Language

Effective communication is an essential aspect of successful cooperation in professional life. Refugees' and migrants' limited language skills may be a barrier to their integration in the team and work process. For that reason, employers need specific competence to communicate with employees with migrant background and support the development their language skills. In this module you will learn how to use your mother tongue in a correctly simplified way so that it is clear and easily

understandable.

COME IN Competence validation and certification
Participants in the COME IN training have the chance to validate their competence development with the innovative LEVEL5 methodology and to receive a European certificate for yourself and your organisation.

COME IN Award

Does your organisation employ a refugee or a person with migration background? Do you promote diversity and inclusive working climate? Welcoming enterprises from the European Union are invited to take part in the COME IN project, share their success stories and enrol for the COME IN Award. The winner will receive an invitation to the COME IN final conference in September 2019 in Belgium and all travel costs covered.

For application details and the submission form visit the COME IN website or contact the partner organisation from your country.



welcomingenterprises.eu

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