



**SUSTAINABLE INTEGRATION OF LOW-SKILLED REFUGEES INTO THE TOURISM LABOUR MARKET.**  
**PROJECT NUMBER: 2017-1-DE02-KA202-004272**

**R**efugee policy does not only play a major role in policy, but also in social and economic life as well. The EU-project “**Job to Stay**” is dealing with this situation over the next two years, linking the refugees’ search for job integration with the lack of skilled workers in tourism. Nine international partners are dedicated to this challenge, being led by the Fachhochschule des Mittelstands (University of Applied Sciences). The interdisciplinary team first met in November, 2017 for the Kick-Off-Meeting in Ljubljana.



**T**he first two work packages contain the development of **five specific job profiles in the tourism sector**. They also reflect the cultural and language expectations as well as the demands of each partner country. With this, **qualification profiles on Level 2 of the European Qualifications Framework (EQF)** were developed – an innovative description for most of the partner’s countries. They will be the basis for long-term integration with possibilities to join vocational and educational training for refugees, mostly starting on level 3 of the EQF. Next to the description of the profiles, special focus lies on the assessment of competencies, skills and knowledge of refugees.

**A**nother specialty of the project is the **target group**: 70% of participants, which are to be integrated, shall be **female**. There is already a variety of offers and possibilities for male refugees, yet the project team wants to take special demands and expectations of female refugees into more detailed account. This should increase their chances for labour market integration and therefore sustainable social integration.

**A**fter a half year of intense work, the project team finalised the **handbook** containing five selected tourism job profiles. They are described on EQF-Level 2 and make use of some European Transparency Tools, such as the ECVET system. The handbook is a **practical handout for potential employers**, that encourages employing refugees in the tourism sector. Equally, it is suited for refugees to get an impression of the job profiles and to sensitize both about cultural differences. Further, practical test formats are included, helping to assess and measure competences, knowledge and skills of refugees.



**T**he handbook is in English, but also **available in four other languages** and **adapted to the national standards** of France, Italy, Germany / Austria and Slovenia.

**T**his year, the project team wants to integrate 60 refugees into partner countries and evaluate results of the integration. At the end of the project, there will be a **green paper prepared for political decision makers**. This will be a recommendation for all stakeholders, refugees, employers and politicians to support labour market integration in the hotel and hospitality industry.





## INTRODUCING THE PROJECT PARTNERS



Staatlich anerkannte, private  
**Fachhochschule des  
Mittelstandes (FHM)**

**Fachhochschule des  
Mittelstandes**

(Germany) is a private, non-profit and state-approved University of Applied Sciences founded in 2000 by medium-sized enterprises and educational institutions.

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**E.N.T.E.R.**

**E.N.T.E.R. GMBH** (Austria) is a European Network with more

than 930 member organisations from 44 different countries.

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**EUROPEAN NEIGHBOURS**

(Austria) is an independent, open, non-political association with socio-economic objectives to reach under the auspices of non-profit associations.

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**Formazione Co&So Network** (Italy)

is a consortium of 11 cooperatives working at regional level to provide vocational, education and training services.

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**Association Odyssee** (France) is a not-for-profit association whose goals are among others, to promote experimentation in the field of intercultural situations or the reinforcement of European citizenship.

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**IHK Projektgesellschaft mbH  
OSTBRANDENBURG**

**IHK Projektgesellschaft  
mbH Ostbrandenburg**

(Germany) is a service provider for Vocational Education and Training (VET) at regional, national and international levels.

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**Slovene Philanthropy Association for the promotion of voluntary work** (Slovenia) has more than 20 years' experience in working with refugees and migrants, e.g.

in psychosocial aid provision or legal counselling.

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**Univerza na primorskem** **Universita del litorale** (Slovenia) is a national higher

education organization for training and advanced training of educators, teachers

and other workers in kindergartens or educational institutions.

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**VSP-Verbund für Soziale  
Projekte gGmbH** (Germany)

is one of the largest regional social service providers for professional career guidance and advice for refugees and migrants in Germany.

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[www.fh-mittelstand.de/jobtostay](http://www.fh-mittelstand.de/jobtostay)

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