



## REST in European enterprises

Newsletter, January 2018

“REST - Refugee Employment Support and Training” is a two-year-project funded by the Asylum, Migration and Integration Fund (AMIF) of the European Union. REST started in March 2017 and aims at creating and applying a comprehensive training and support system for enterprises and organisations that want to employ and integrate refugees at their workplaces.

## REST needs analysis

During the first 4 months a needs analysis was conducted in the six countries (Austria, Bulgaria, France, Germany, Greece, and Italy) to find out what barriers enterprises face in their attempt to employ refugees and which training offers are most needed. An online survey was set up and distributed and almost 30 interviews have been conducted.

Based on the analysis of the quantitative and qualitative information provided by companies, NGOs and other stakeholders, the main barriers as well as benefits of refugee integration at the workplace were identified. The following graphs give you a short overview of main results.

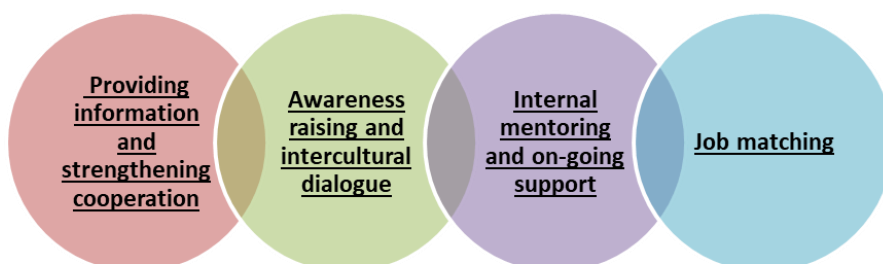
## Barriers of refugee integration

All these barriers are mentioned in more than two countries of the study; they are mutually influencing and depending on each other, having different impact and intensity in the partner countries. They explain the complexity of the refugees’ employment process and why additional support and training is needed to assist both employers and potential employees.



## Training, coaching and other support needs of EU enterprises and organizations

Four main areas of training and support needs were identified:





## Advantages/benefits of hiring refugees

Seven main groups of advantages have been identified, starting clockwise, with the advantages that are mentioned in most countries (Austria, Bulgaria, Greece, France and Italy), as is the advantage of “gaining new perspectives and broadening of horizons”, reaching to the advantage of “available funding for the employment of refugees” that was mentioned in only two countries (Germany and Italy).








## Detailed results

If you are interested in the details of our study or want to read more on our results, you can find the trans-national research report as well as an executive summary in the download section of our homepage: <http://rest-eu.org>

## What’s to come?

Based on the results of the needs analyses the REST team is currently developing a comprehensive modular training concept consisting of face-to-face workshops, coaching support and training material as well as networking facilities on an internet platform to assist enterprises in the process of employing refugees. The training will tackle the following topics:

-  Legal and administrative aspects to be considered when employing refugees
-  Recruitment and induction of refugees
-  Mentoring of refugees and how to facilitate learning on the job
-  Intercultural aspect at the workplace
-  Easy language at the workplace

If you are interested in the free of charge REST support, coaching and training that will be offered in spring 2018 [register to our REST community](#) to receive further information.

## Contact

blinc eG, Göttingen, Germany  
 Sarah Elisa Wild  
[swild@blinc-eu.org](mailto:swild@blinc-eu.org)



Co-funded by the Asylum, Migration and Integration Fund 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.