European Business Coalition on Labour Market Integration of Refugees – ANNEX

PROJECT OUTLINE

CONSORTIUM

- Pilot coordinator (National partners)
  - Form local multi-stakeholder platform composed of actors from the private, public and civil society sectors to connect, streamline and build on existing initiatives and tools for refugees and employers and support the roll-out of the local pilot project.
- Technical expert
  - Partner with local organisations to identify beneficiaries, conduct skills assessment and identify job matching platform

KEY OBJECTIVES OF LOCAL PILOT PROJECTS

Support Streams:

- Pilot EU Skills profiling tool to identify upskilling needs and support job-searching and job matching
- Capacity building within companies (training to sensitise management and build capacity in HR dept.)

- Corporate Lead Partners
  - Partner with local mentoring programme
  - Identify partners to complement training programmes (e.g. language, socio-cultural induction training)

- Develop joint mentoring programme to boost refugees’ capacity to enter the labour market by building their network confidence and skills (CV, application and interview training) – mandatory
- Develop work-placement programme (VET, internships, apprenticeships etc.) and joint private sector recognized certification scheme
- Develop entrepreneurship programme, including access to grants and business management training

- Best practice sharing and awareness raising to allow for cross-country learning

M 1 - 2 → M 3 - 4 → M 5 - 6 → M 7 - 8 → M 9 - 10 → M 11 - 12 → M 13 - 24

For more information please contact Franzis Wimmer (FW@csreurope.org).
# Roles and responsibilities

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<th>Consortium Partners</th>
<th>Roles and responsibilities</th>
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| **IOM (Strategic partner / technical expert)** | • Secure participation of beneficiaries  
• Conduct skills assessment (with EU skills profiling tool) or train partners (e.g. local partner organisations, NPO, mentors and/or HR functions in companies)  
• Organise sensitivity training for employers (Management and other staff) and/or select training provider (in collaboration with corporate lead partner)  
• Training for HR functions to ensure adaptation of HR processes to the programme and integration needs (in collaboration with corporate lead partner)  
• Provide input on curriculum of mentoring, work-placement, and/or entrepreneurship programme  
• Communication and dissemination (e.g. webinars, workshops, conferences etc.) |
| **Corporate Lead Partners** | • Dedicate 0.2 FTE to the project  
• Steer the project at European level  
• Oversee the delivery of one of the local pilots in close collaboration with a national partner  
• Implement a joint mentoring programme  
• Develop and implement a work-placement and/or entrepreneurship training programme and certification scheme that is tailored to the local labour market situation (e.g. skills gap) and needs of the participating companies  
• Engage your affiliates in all 3 pilot countries  
• Make a financial contribution (tbc) to cover additional running costs |
| **National Partner Organisation (NPO)** | • Conduct needs assessment at local level (from company and refugee perspective)  
• Identify key actors, existing initiatives and tools for refugees and employers to support the roll out of the local pilot project  
• Secure participation of local supporting organisations in collaboration with IOM  
• Lead skills assessment, capacity building and/or mentoring programme (tbc based on capacity of NPO)  
• Secure participation of at least 5 companies  
• Coordinate the roll-out local pilot project and update CSR Europe on the progress |
| **Affiliates of Corporate Lead Partners & other participating companies** | • Support in steering project/consortium at local level  
• Implement the mentoring programme  
• Support in developing work-placement and/or entrepreneurship training programme and certification scheme and commit to implement it in the company |
| **Local Supporting Organisation** | • Provide access to refugees and job matching platform  
• Support/run mentoring programme  
• Provide complementary modules in training programme (e.g. language and socio-cultural induction) |

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