An increasing number of business and policy leaders are looking for new approaches to **tap into the talents of refugees and optimise their skills**. Seizing this opportunity can help businesses to **overcome skills gaps, address rapid demographic changes and prepare** their companies **for the future of work**. Leading businesses, such as Engie or Randstad, recognise the return of investment of proactively managing diversity in their business.

Benefits include:

- increasing global competitiveness,
- enabling businesses to acquire specific skills requirements, and developing career paths
- increasing innovation among employees,
- creating a more tight-knit labour force, in which individuals can share and learn from each other.

The **European Union has recently launched an initiative to mobilise employers** for the integration of recently arrived migrants in the labour market and is showing strong interest in collaborating with companies active within CSR Europe to scale up the impact of such partnerships. This initiative is part of a much wider strategy of the EU anticipating an increasing pressure from high levels of migration challenging the cohesion of European societies. For demographic and political reasons, that pressure is likely to increase further over the coming decades.

For more information please contact Franzis Wimmer (**FW@csreurope.org**).
What is the project about?

It is in this context that CSR Europe wants to form a European Business Coalition that will roll out a two-year pan-European project (2018-2020), in collaboration with the IOM – The UN Migration Agency and other key partners at the local level, to mobilise and support businesses in integrating refugees into the labour market in at least 3 pilot countries.

The project foresees the formation of local multi-stakeholder platforms to connect, streamline and build on existing initiatives and tools and to support the roll out of the local pilot project.

The IOM’s local office, in collaboration with CSR Europe’s national partner organisations and other relevant local partners as appropriate, will identify upskilling needs of refugees and provide capacity building trainings for employers (min. 5) on employing refugees.

The corporate lead partners and other participating businesses will implement a joint mentoring programme and develop and roll-out a work-placement and/or entrepreneurship training programme and certification scheme.

CSR Europe and its national partners will organise different activities to facilitate best practice and knowledge sharing, through a series of webinars, conferences, publications and workshops.

Call for National Lead Partners

A call for proposals under the European Commission’s Asylum, Migration and Integration Fund (AMIF) will be launched in autumn 2017 and CSR Europe will submit an application for funding. To secure the success of the project, we call upon our national partners to express their interest and capacity to coordinate a local pilot in their country.

The pilot countries under discussion are (still tbc based on the interest of the corporates lead partners):

What’s in it for you as a National Partner?

- Be part of an EU-funded project
- Steer strategic direction, review progress and evaluate final results
- Engage your members and help them to:
  - gain visibility and brand reputation by leading a first European business coalition on this topic
  - get access to an untapped pool of talent and skills
  - build capacity within their companies on hiring refugees
- Collaborate with public authorities on education and employment of refugees

What’s expected from you as National Partner?

- 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

Deadline for confirming your interest is 15 November!

For more information please contact Franzis Wimmer (FW@csreurope.org).