Programme

‘Integration through work’

Action plan 2017
Preface

Our employment market is facing enormous challenges, primarily due to the ageing population. This will not only give rise to a mass outflow of ‘baby-boomers’ between now and 2022, but will also mean that every talent - regardless of origin, age, gender and education - will have to be incorporated into the employment market. This need is increasing as demographic developments lead to a negative young/old ratio; for every 100 ‘older’ workers who leave the workplace, only 82 young people are ready to enter it. Each talent is therefore more valuable than ever before.

The challenge for VDAB and its partners is to help the currently largely untapped talent pool move towards employment. This will only be possible if we create greater diversity on the work floor and introduce an innovative HR policy that does not simply focus on the so-called prejudices but looks beyond those and seeks to recognise the available talents and skills instead. This approach is vital in order to offer people with a migration background improved opportunities within the employment market. Their employment rate, after all, is still structurally lower than that of the indigenous population.

In this society, work is the key to social and professional integration. Work not only creates an income, but also an identity. It is a pathway to participation and social inclusion, and provides opportunities for further development. That is why VDAB’s action plan is called ‘Integration through work’. This action plan aims to effectively and efficiently guide jobseekers with a migration background to available vacancies, while providing the necessary support with respect to language requirements, training and the required skills. Where possible, this will involve an integrated career pathway approach that is based on on-the-job training. Acquiring language, technical competencies and general skills via on-the-job training leads to quicker and more effective integration. This approach forms the foundation for our partnerships with agencies that are responsible for integration and assimilation, reception centres for refugees and local authorities, sectors and businesses.

The renewed VDAB approach ‘Integration through work’ is thus consistent with Flemish policy objectives. European recommendations and the vision of the European Network of Public Mediation Services. Workshops and exchanges with our intra-European colleagues will enable us to enrich, reinforce and accelerate our policy.

The action plan is ambitious, innovative and challenging. We have the necessary internal and external expertise to make it come to fruition. The ‘Integration through work’ action plan not only serves as a roadmap, it is also a call to all those involved in this area to join hands and work together. ‘Together strong for work!'

Fons Leroy
Executive Director VDAB
Khalid, a pastry cook from Syria, has been working with us for the past few months. With 20 years experience as a confectioner in Syria, his profile is very interesting to us! Although he went on a Dutch course, he didn’t know the professional terms. That made it a bit difficult in the beginning but with ‘Dutch in the workplace’ he is making a lot of progress: a Dutch instructor comes to the workplace to teach him Dutch and coach him.
For a WAPES' seminar in Malmö a competition was held for the best poster symbolising the refugee issues. A refugee from Iraq created the poster for Belgium. It is the signboard for our action plan.
TARGET AUDIENCE AND PRINCIPLES
Target audience

The programme ‘integration through work’ is aimed at the target audience ‘foreign language jobseekers with a migration background’. This therefore extends further than recognised refugees, individuals with subsidiary protection and asylum seekers.

The target audience comprises:
- Foreign language speakers
- Non-EU born/ EU born/ Third-country nationals
- Newcomers / Earlier migrants
- Refugees / Non-refugees
- Persons integrating / Persons non-integrating

5 key concepts

The recommendations to achieve a better labour market integration for foreign language jobseekers with a migration background, derived from the above mentioned advice and study are based on five key concepts:

1. Work as an important factor towards a quick and lasting integration.
2. A parallel and integral approach derived from various different policies.
3. To deal with trauma problems in an appropriate manner, including on the pathway to work.
4. To consider foreign language jobseekers with a migration background as an equal person who can take control of the direction of their integration process.
5. To be alert for structural barriers which prevent talented foreign language jobseekers with a migration background to effectively get a job in the Flemish labour market.

Recommendations

The approach of VDAB was based on the advice of the SERV Diversity Commission (May 2016). It was also based on the 15 recommendations from the study carried out by the King Baudouin Foundation ‘Integration at work’ (March 2016) as well as the recommendations from the Minorities Forum. In addition to this we have learnt a lot from our exchanges with our European partners (PES). And finally, we also derived a lot of information from experiments - projects in the regions and provinces. Based on this content input, objectives were set in a focussed and SMART way. This was done to ensure effective monitoring and quality follow-up.
STRATEGIC OBJECTIVE 1

For all individuals with a migration background to quickly find a lasting job.

1. We ensure a quick and lasting pathway to work - tailored to your needs.
Concrete actions

1

We ensure a quick and lasting pathway to work - tailored to your needs. This is, amongst other things, possible by optimising the information available, early career orientation, sufficient coordination, more integrated pathways to language acquisition, by allowing foreign language jobseekers with a migration background to take control of their own direction, by investing in (vocational) education and by taking the diversity within the group into consideration.

- After registering, the Agencies for Integration and Civic Integration will determine the professional perspective of new people integrating. OCMWs\(^a\) will immediately engage through job assistance. Asylum centres are asked to provide basic screening. VDAB requests that these partners do this as soon as possible and that, afterwards, they refer them immediately to VDAB for screening. This allows for a quick mobilisation into work or dual or integrated pathways. Foreign language jobseekers with a migration background who register with VDAB before having been referred are immediately screened. This is the case for all statuses, i.e. also for recognised refugees, individuals with subsidiary protection and asylum seekers. The latter two do need to have a type C work permit.

- VDAB has provided the asylum centres and local reception initiatives, the Agencies for Integration and Civic Integration\(^b\) with information leaflets and video clips for recognised refugees, individuals with subsidiary protection and asylum seekers (in native languages).

- The ‘Hi-app’ is for foreign language jobseekers with a migration background. This app functions along the lines of social media and is used to provide information, a link to the range of supporting material, mediation, internship possibilities and mentor matching, ...

- The referral by partners is done through an on-line booking system which immediately arranges a date and time for a VDAB screening. It has been agreed with Fedasil\(^c\), the Agencies for Integration and Civic Integration and the OCMWs to start with large awareness campaigns from the beginning of May 2017 aimed at recognised refugees, individuals with subsidiary protection and asylum seekers with a type C work permit.

- The VDAB mediators are busy with:
  - Customised screening focussed on rapid mobilisation into work and including the negotiation actions.
  - The possibilities for an accelerated technical screening at VDAB competence centres, partners of VDAB and/or employers (on the job).
  - All existing forms of workplace learning with language support, such as career exploration internships, individual professional training (IBO-I) and work experience agreement (IBO-T).

In the largest cities there is a 1-window approach whereby the 3 partners involved with mobilisation, OCMW - Agency for Integration and Civic Integration and VDAB, arrange for an
RYBINA EKATERINA

“I was born and raised in the Urals in Russia. I graduated there as an Industrial Engineer in Electro-energetic Systems and Grids. My search for work in Belgium was difficult due to my lack of language skills and no knowledge of the labour market. Thanks to good mentoring and perseverance, I now work at Europower Generators in Nieuwerkerken. I contribute to generating electricity through production via generators. It is my dream job!”
integrated screening (Antwerp: Central Reception Office (COB) / Ghent: Coordinated screening moments at VDAB. Outside of the cities a straightforward referral flow is used).

- VDAB chooses a rapid mobilisation. This includes 4 types of pathway models whereby the quickest route to lasting work is essential:

  1. **Quick mediation**: professional competencies are available. The jobseeker has a good to very good knowledge of the contact language. Knowledge of Dutch is not a prerequisite but a competency. Technical screening takes place in the early stages of the pathway.

  2. **Integrated pathways**: a minimum of 2 modules of the pathway are attuned with regards to content. A more intensive approach is chosen. Dutch is an option but not a prerequisite. Dutch can be used during the training programme or in the workplace (in combination with Dutch evening classes).

  3. **Combined pathways**: in this case, Dutch often is a prerequisite. A minimum of 2 modules of the pathway can be combined. The contents are not geared up to each other (e.g. someone follows a Dutch course in the morning and professional training in the afternoon).

  4. **Linear pathways**: knowledge of Dutch is a prerequisite - the distance to the labour market is big - learning skills are lower and therefore accelerated pathways are not an option. All modules succeed one another systematically. This is the longest pathway from a time perspective.

Only when a quick mediation is not possible can an integrated, combined or linear option be chosen depending on the learning skills and individual needs of the jobseeker. A ‘tailored approach’ remains essential for all 4 pathways. A short and long term plan is used with the accelerated approach. Short term, the jobseeker will aim to get an income from a job based on the current competencies. Long term, the aim is to achieve his/her dream job (career development). This is possible through career counselling.

- Quick mobilisation or ‘the quickest route to work’ has caused a fundamental change within VDAB. As a result of this approach, entry level Dutch for mentoring, screening, training and mediation is no longer needed. **The knowledge of Dutch is a competency, but (not always) a prerequisite!** This does not imply that VDAB does not consider knowledge of the Dutch language important when it comes to lasting employment. It is, however, also possible to learn a language whilst negotiating for work or during employment. This can be done through flexible language pathways during education, Dutch during training programs or in the workplace.
Together with foreign language jobseekers with a migration background, I want to lessen the distance which separates them from the labour market. As VDAB mediators we are there to offer them ‘stepping stones’. Our mentoring and mediation encourage them and give them more self-confidence and as a result they have the courage to take the necessary steps. That is what we call ‘Together strong for work’!
• The ESF possibilities are used in a manner to reinforce and differentiate. There are the specific appeals for higher educated foreign language speakers (already active (AMIF\textsuperscript{a}), the large cities (geared towards, among others, mobilisation – referral – integrated screening – voluntary work – short training courses / start 1 July 2016) and self-employment (start 1 November 2016). Particular attention is paid to improving self-sufficiency and independence (becoming the director of your own pathway) and finding a job based on current competencies.

• There are specific Flemish and provincial VDAB tenders\textsuperscript{b}, geared towards the local needs identified such as Dutch for foreign language speakers for a profession, quick assessment of competencies and technical skills.

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**Important**

The general working principle of VDAB is as follows: a mainstream approach with regards to providing service to foreign language jobseekers with a migration background (this includes recognised refugees, individuals with subsidiary protection and asylum seekers) is paramount. Specific actions can be adjusted when there is a need and are always aimed at facilitating a quick labour market integration.

This first strategic (and to that end tactical) objective includes all VDAB services aimed at foreign language jobseekers with a migration background. In order to keep an overview, it is best to list all planned actions at provincial level under this strategic and tactical objective.
STRATEGIC OBJECTIVE 2

Employers and employers organisations offer a maximum of work and training opportunities to people with a migration background.

1 Companies recognise competencies.

2 We thoroughly inform employers about the legislation and support foreign language jobseekers with a migration background (this includes recognised refugees, individuals with subsidiary protection and asylum seekers) with employment possibilities.
Concrete actions

1

Companies recognise competencies.

- A VDAB screening 'distance to the labour market' in their own language - contact language - with interpreters is being made (screening of general, social and key skills, motivation, work attitude), EVC...). This is done together with partners.

- A quick, technical screening is being made - competency scan within the VDAB competency centres and/or in the workplace. The approach is developed amongst others in the context of the project of the Asylum, Migration & Integration Fund (AMIF-ESF), aimed at higher educated foreign language speakers. In addition, it is assessed whether existing tools - screenings by foreign PES' (ENPES?), can be shared - bought.

- There is amongst others the tender technical screening - industry immersions at VDAB Antwerp.

- There is the screening workplace learning in Ghent as part of the ESF project refugees for the city of Ghent.

- Career exploration internships and workplace learning with language support are considered as a possibility to present the competencies and to have them evaluated by experts (VDAB instructors and employers).

The above mentioned approach means the competencies are evaluated by employers. This counts as a ‘recognition’ of competencies (see EVC policy plan).

VDAB consulted with NARIC® with regards to the equivalence of qualifications. In the context of the agreement in principle, an investigation is ongoing as to how an accelerated assessment of levels can be organised. This level assessment, combined with a technical screening in a training centre or in the workplace and/or individual professional training (IBO), ensures that the higher educated foreign language speaker can be deployed on the labour market at the right level. This pathway is also part of the AMIF project (project of the European Asylum, Migration & Integration Fund) geared towards higher educated foreign language speakers - newcomers which kicked off 1 July 2016. Experiments are being done all over Flanders.

2

We thoroughly inform employers about the legislation and support foreign language jobseekers with a migration background (this includes recognised refugees, individuals with subsidiary protection and asylum seekers) with employment possibilities.

- For employers there is a leaflet available as well as the VDAB website which provides the necessary information (with links to experts).
I studied Electronics in North Iraq and, thanks to VDAB, I am now undertaking workplace learning as a Junior Software Engineer at Cronos. I am hoping for a lasting job after my learning period in the workplace and possibly also through further training. I ask my boss and colleagues to speak Dutch to me and to explain everything in Dutch so I can learn the language.
• There is a **guide** for employers - 'Train and employ asylum seekers and refugees' from the VBO-FEB, supported by VDAB.

• Employers are **excited** by the prospect of joining in the VDAB offer aimed at foreign language jobseekers with a migration background (this includes recognised refugees, individuals with subsidiary protection and asylum seekers). To the extent that employers sign up with questions about specific work-oriented projects. We also notice a similar enthusiasm with the sector federations and employers organisations. There is an active participation at info sessions for this target audience. From an employer’s perspective a lot of change is happening. Everywhere in Flanders experiments and projects are being held in the workplace.

• **Informative initiatives** from employers organisations and sectors are supported. There are partnerships with AGORIA, VOKA/VBO, ETION, UNIZO, the Boerenbond and the service vouchers and agency sector. On a regular basis, there are jobdates for foreign language jobseekers with a migration background (this includes recognised refugees, individuals with subsidiary protection and asylum seekers). A labour market oriented collaboration with sectors is envisaged. This would include jobdates whereby profiles are linked to regions with opportunities in the labour market.
STRATEGIC OBJECTIVE 3

We contribute to a positive social opinion forming (with regards to people with a migration background).

1. Forceful approach with regards to discrimination in the labour market.
2. We invest in broad support within the entire society.
Concrete actions

1

Forceful approach with regards to discrimination in the labour market.

- Preventive:
  
  - Expansion of VDAB ‘HELP modules’ geared towards Dutch speaking employees and employers of foreign language jobseekers with a migration background (this includes recognised refugees, individuals with subsidiary protection and asylum seekers).
  
  - Info sessions for employers: ‘Dealing with discrimination’ in collaboration with UNIA, the Interfederal Centre for Equal Opportunities.
  
  - Workshops organised by the VDAB competency centre NT2: ‘Help, my colleague does not understand Dutch’.

- Quality in the VDAB job postings: e.g. 10-step plan with regards to discriminating job vacancies / Manual legal regulations / Manual: Avoiding discrimination in job vacancies.

- Possibility to report discrimination:
  
  - Through the VDAB - Service line (0800/30 700).
  
  - Raising an official complaint (online via VDAB website).

- Training of the VDAB mediators (via Spoor 21).

2

We invest in broad support within the entire society.

- There is a more intense collaboration with existing mentor initiatives such as Connect2Work, Eminenta and Duo for a job. Mentorship has a role in and/or outside the workplace. This way the onus is more on the citizen to ensure his/her ‘induction’. This has a sensitising effect.
STRATEGIC OBJECTIVE 4

The common processes are entirely client focussed.

1. There is a coordinated and structured approach with regards to policy areas and levels which manifests itself in strong partnerships.

2. There is a customised offer for (low skilled) youth and in particular for the unqualified flow of unsupervised minors, from education to VDAB.

3. We eliminate barriers hindering access to entrepreneurship.

4. We respect the principles of language courtesy during our mentoring and mediation actions and develop an integrated language policy.

5. We grow the skills of VDAB mediators through training, education and coaching.
Concrete actions

1

There is a coordinated and structured approach with regards to policy areas and levels which manifests itself in strong partnerships. This is apparent in the reception phase, career orientation and the pathway towards employment. Central cooperation agreements between VDAB and the Agency for Integration and Civic Integration, Fedasil, VVSG and Education are crucial.

• The agreement in principle with the Agencies for Integration and Civic Integration is finalised. The objectives are clear and can be made operational.

• The agreement in principle with Fedasil and the organisations linked to the shelters (Rode Kruis, G4S) is finalised. The objectives are clear and can be made operational.

• The agreement in principle with VVSG is being finalised. From a regional perspective, operating frameworks are already being used.

• The cooperation with education was integrated in the protocols with the Agencies for Integration and Civic Integration. Particular attention is given to more capacity and a more flexible integrated offer NT2, a VDAB offer for young people who are moving on from the reception classes (OKAN), a customised integral training pathway for illiterate foreign language speakers and a simpler, a quicker procedure to recognise the level of education, arrangements with regards to collaboration within part-time learning and work. VDAB will work together with the Agencies for Integration and Civic Integration towards an agreement in principle.

From a regional perspective, the organisation of joint actions has already started.

At Synerjob level, they are trying to boost Flanders’ reputation at European level with regards to the concrete approach towards integration problems. Eg, they signed up for a WAPES’ seminary in Malmö which held a competition for the best poster symbolising the refugee issues. A refugee from Iraq (with graphical background) created the poster for Belgium. This poster is the signboard for our action plan.

2

There is a customised offer for (low skilled) youth and in particular for the unqualified flow of unsupervised minors, from education to VDAB.

• The different provinces have been asked to develop an offer.

- There is a VDAB project in cooperation with Arktos NPO and ‘Duo for a job’ NPO ongoing in the province of Antwerp. A customised career orientation (Grow2work) and pathway (Ready2work) for unqualified flow from education
MOHAMAD SHARIFA

“ I arrived from Syria in Belgium 1 year and 4 months ago. Even though I don’t speak Dutch very well yet, I was able to find my current job at InBev in Leuven, one of the biggest beer brewers in the world, thanks to the European project '@level2work' (AMIF), via Galilei Employability and VDAB Hasselt. I work as a player / operator on the production line and am enrolled in a Dutch course after work. I am very happy with my current job!”
and seamless flow towards VDAB (Broad orientation, 'Missing Link', counselling methods, workplace learning, mentorship during the mediation).

- In the province of East Flanders and the city of Ghent, a customised VDAB pathway is being implemented.
- In the province of Limburg, they are working on a renewed approach thanks to the cooperation between VDAB and 'Fonto Nova' of 'De Oever' NPO.

3

We eliminate barriers hindering access to entrepreneurship.

- There is the specific Flemish ESF appeal 'Independent Entrepreneurship' sponsored by 'STEBO' NPO. This started on 1 November 2016. VDAB is partner in the project.

4

We respect the principles of language courtesy during our mentoring and mediation actions and develop an integrated language policy.

This is important in the context of quick mobilisation and integrated training in the workplace. Dutch is learnt in the workplace. At the start of the mentoring there is no knowledge yet of the Dutch language.

- Interpreters are used where necessary.
- Folders, video clips, Hi-app, ... in several languages (in accordance with the Flemish language law).
- Additional mediators were hired based on their knowledge of contact languages and/or the language of foreign language jobseekers with a migration background (this includes recognised refugees, individuals with subsidiary protection and asylum seekers).
- Maximum effort with regards to integrated language pathways at the Centres for elementary education and Centres for adult education. Career orientation 'Mijnloopbaan@teller', as part of a language pathway.
- Expansion of the NT2 offer with particular attention to language support in the workplace.

5

We grow the skills of VDAB mediators through training, education and coaching.

- During the training (via the internal training department 'Spoor 21') of VDAB employees particular attention is given to a quick mobilisation 'Integration through work', providing workplace learning with (language) support, traumas and trauma counselling for refugees, dealing with discrimination, ...
MONITORING AND GOOD PRACTICES
**Monitoring in function of quality and quantity**

The programme team follows up on the monitoring. This is done through the SMART objectives which are strategical and tactical. After evaluation and adjustment, actions are determined based on quality and quantity. From the monitoring it must be perfectly clear to which extent the strategic and tactical objectives are being attained. In the future, independent projects, tenders and bids for foreign language speakers will also be aligned with this.

**Good practices 2016**

Yes, it is possible! 24% of the foreign language speakers move on within 6 months of registering and 39% within a year.

**Our ambition is:**
- to increase the quick mobilisation
- to decrease the time delay between all pathways and work. Including for those who have not found a job after 1 year.

'Integration through work'
Tiendaaften na vlucht al uitzicht op vaste job

Mustafa Alrooomi (24) vluchtte tien maanden geleden op zijn eentje uit Irak. Dankzij VDAB, Fedasil en het Koninklijke ICT-bedrijf Cronos Groep heeft hij nu al uitzicht op een vaste job.

Cronos Groep uit Koninkrijk is opgericht met het nieuwe initiatief van de federale en Vlaamse overheid. Wat begon als een eenmansbedrijf, is intussen een vestiging met 3.500 medewerkers geworden. “Het is onze sociale plicht om mensen met de nodige capaciteiten kansen te geven”, zegt Dirk Deroost van Cronos Groep. Uit welk land ze afkomstig zijn, is voor hem niet van belang. “Er is ervaring niet te gebruiken.”


Motivatie en inzet tellen

Binnen het bedrijf begeleidt As-kin Kinigeler de Friseke stagiair. “Mustafa voldeed in zijn thuisland een vierjarige opleiding ICT. Die is niet de beste om te maken, vallen en op. Maar in ons bedrijf zijn de kans groot om ervaring op te doen.”

Antwerpen

Vluchtelingen krijgen opleiding tot poetshulp

Negen vluchtelingen uit onder meer Irak, Syrië, Iran en Pakistan krijgen momenteel een opleiding tot poetshulp. Het is een pilotproject van ziekenfonds Partena, samen met VDAB en het centrum voor basiseducatie Antwerpen. Na een tijdsbestemming van 6 weken kregen ze een opleiding van 2 weken bij zorgverzekeraar toyoni en van een woningbouwbedrijf in Antwerpen. “Ik kom uit Iran en daar was er geen opleiding. Ik ben een graag mensen en droom ervan om werk te krijgen. Ik wil even alsof een jaar later werkzaam zijn als poetshulp om mijn gezin te podderen. Naar Antwerpen is voor mij van groot belang.”

De praktische lessens bestonden onder meer uit opleiding tot poets- en schoonmaakproducten en het best met volle mankracht doen. “Het is belangrijk om al vroeg te beginnen, zodat de vluchtelingen een kans krijgen op een goede toekomst.”

Affiche vluchtelingen

Voor een WAFS-activiteit in Zweden rond de rol van Public Employment Service (PES) bij de integratie van vluchtelingen wordt een affiche gemaakt. In dit affiche staan de volgende punten:

- Het is belangrijk om al vroeg te beginnen, zodat de vluchtelingen een kans krijgen op een goede toekomst.
- Het is belangrijk om al vroeg te beginnen, zodat de vluchtelingen een kans krijgen op een goede toekomst.
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- Het is belangrijk om al vroeg te beginnen, zodat de vluchtelingen een kans krijgen op een goede toekomst.
VDAB start campagne in opvangcentra

De officiële lancering van de nieuwe campagne van VDAB vindt plaats zaterdag. Minister Van Houdt van Vlaamse Arbeidsbank: 'Er is sprake van een grote stress bij de arbeidsbanken deze week.'

VDAB zet nieuwkomers aimaar sneller aan het werk

Een jaar geleden was het nog vluchteling, nu al een job

Ik kan hier niet zo maar als dokter aan de slag. Logisch.

Eerst was het afzien. Altijd moeten vragen: 'Wat is dit?' 'Waarom dat?'

Ik wil niet dat ik in België zo snel verdwijnt.
PATRICK NOËL VERCRUYSSE
Programme manager of the VDAB programme ‘Integration through work’

“This action plan puts the employment policy of the Flemish government, aimed at people of foreign origin, into practice. It is based on the recommendations from the Diversity Commission of the Social and Economic Council of Flanders (SERV), enhanced with the advice from the study ‘Integration at work’ of the King Baudouin Foundation and the result of consultations with experts, national and European exchange, VDAB experiment, collaboration with external partners, mutual consultation and internal coordination through the VDAB programme team. Our challenge is now to make all this happen operationally and to implement it in our offer.”
Persons responsible - contact persons
VDAB programme ‘Integration through work’

PROGRAMME MANAGER
Patrick Noël Vercruysse
E-mail: patrick.n.vercruysse@vdab.be
Mobile: +32(0)499 54 17 04

PROGRAMME SUPPORTER
Dirk Janssen
E-mail: dirk.janssen@vdab.be
Mobile: +32(0)474 70 44 52

PROGRAMME MANAGEMENT
Managing Director VDAB: Cindy Dewaele

PROGRAMME SPONSOR
Executive Director VDAB: Fons Leroy

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List of footnotes

2. Newcomers: have been registered less than 12 months at the population register of a Flemish or Brussels municipality.
3. Earlier migrants: have been registered longer than 12 months at the population register of a Flemish or Brussels municipality.
4. VDAB: Public Employment Service of Flanders.
5. SERV: The Social and Economic Council of Flanders.
6. The King Baudouin Foundation is a foundation which aims to contribute in a sustainable manner to increased justice, democracy and respect for diversity. The foundation supports citizens who are involved in society.
8. Trauma problems with regards to refugees - newcomers.
9. Migration background: VDAB has the same target group description for both individuals with a migration background and individuals from foreign origin (definition of the target group Flemish Integration policy – art.3 Flemish Integration decree of 2009).
11. Agencies for Integration and Civic Integration implement the Flemish integration policies. There are 3 agencies. A Flemish agency, one for the city of Ghent and one for the city of Antwerp.
12. Fedasil: federal agency for the reception of asylum seekers.
13. ESP: European Social Fund.
14. AMIF: European Asylum, Migration & Integration Fund/ For AMIF 339: Higher educated foreign language speakers: @ level2work is VDAB promoter.
15. Tender: this is a procedure to obtain the delivery of a certain service through completing a tender submission.
16. EVC: competencies already acquired elsewhere.
17. ENPES: joins all European Public Employment Services into one network.
18. NARIC: National Academic and professional Recognition and Information Centre.
20. VBO-FEB: federation of enterprises in Belgium.
21. AGORIA: sectoral federation for the technology industry in Belgium.
22. VOKA: the Flemish network of enterprises.
23. ETION: forum for engaged entrepreneurship.
24. UNIZO: union of independent entrepreneurs.
25. Boerenbond: catholic Flemish association for agricultural entrepreneurs and inhabitants of rural areas.
26. Help module: teaches the Dutch speaking community to think about the way they communicate with foreign language colleagues in the workplace. It is often linked to the module Dutch for foreign language speakers in the workplace.
27. VDAB website: www.vdab.be.
29. Connect2work: supports higher educated foreign language speakers in their search for a job at their level. VDAB is one of the partners in the project.
30. Eminentia: is a service from the VDAB which helps higher educated international talent to find work at their level.
31. 'Duo for a job' NPO connects young jobseekers with a migration background with older professional people experienced in the sector that the young jobseeker is interested in. All this to help, support and guide the jobseeker with his/her professional project.
33. VVS: Association of Flemish cities and municipalities.
34. NT2 or Dutch as a second language.
35. Synerjob: joining of forces at several regional labour markets in Belgium.
36. 'Arktos' NPO is a Flemish expertise centre for children and youth who are struggling to connect at school, at work and in society. NPO = Non-profit organisation.
37. 'Fonto Nová' of 'De Oever' NPO is a shelter and support centre for new comers / youth.
38. 'STEBO' NPO has expertise in community development, neighbourhood development, living, working, entrepreneurship, education and energy management and is skilled in communication, coaching, process guidance, networking and project work.
The guidance of asylum seekers and refugees towards training and employment is crucial in order to achieve a successful integration. With the VBO-FEB Taskforce Refugees, employers aim to facilitate this process in collaboration with employment mediators and other concerned organisations. A process which involves screening of skills and competencies, identifying the training needs, organising internships and work experience projects in the workplace and offering temporary work as a stepping stone towards lasting work.

ANTON SABBE
Programme manager VBO-FEB Taskforce Refugee Crisis (Federation of Belgian Enterprises - Exempted by KBC Group)

Another challenge is the integration of refugees in Belgium. Given that more and more migrants are being recognised as refugees, we need to enhance our collaboration with the communities and regions, who are responsible for housing, social integration, employment and education.

JEAN-PIERRE LUXEN
General Director Fedasil

The Agency for Integration and Civic Integration organises an integration course for newcomers and other people of foreign origin to ensure a quick and smooth integration process. 18,057 people attended this course in 2016. Many of them start looking for a job afterwards which is not always straightforward. That’s why the VDAB is such an important partner in the next step of the integration process. With the project ‘integration through work’ we invest in people and their talents. They have the opportunity to develop themselves and obtain a professional perspective.

LEEN VERRAEST
General Director Flemish Agency for Integration and Civic Integration

More information on vdab.be/partners/vluchtelingen