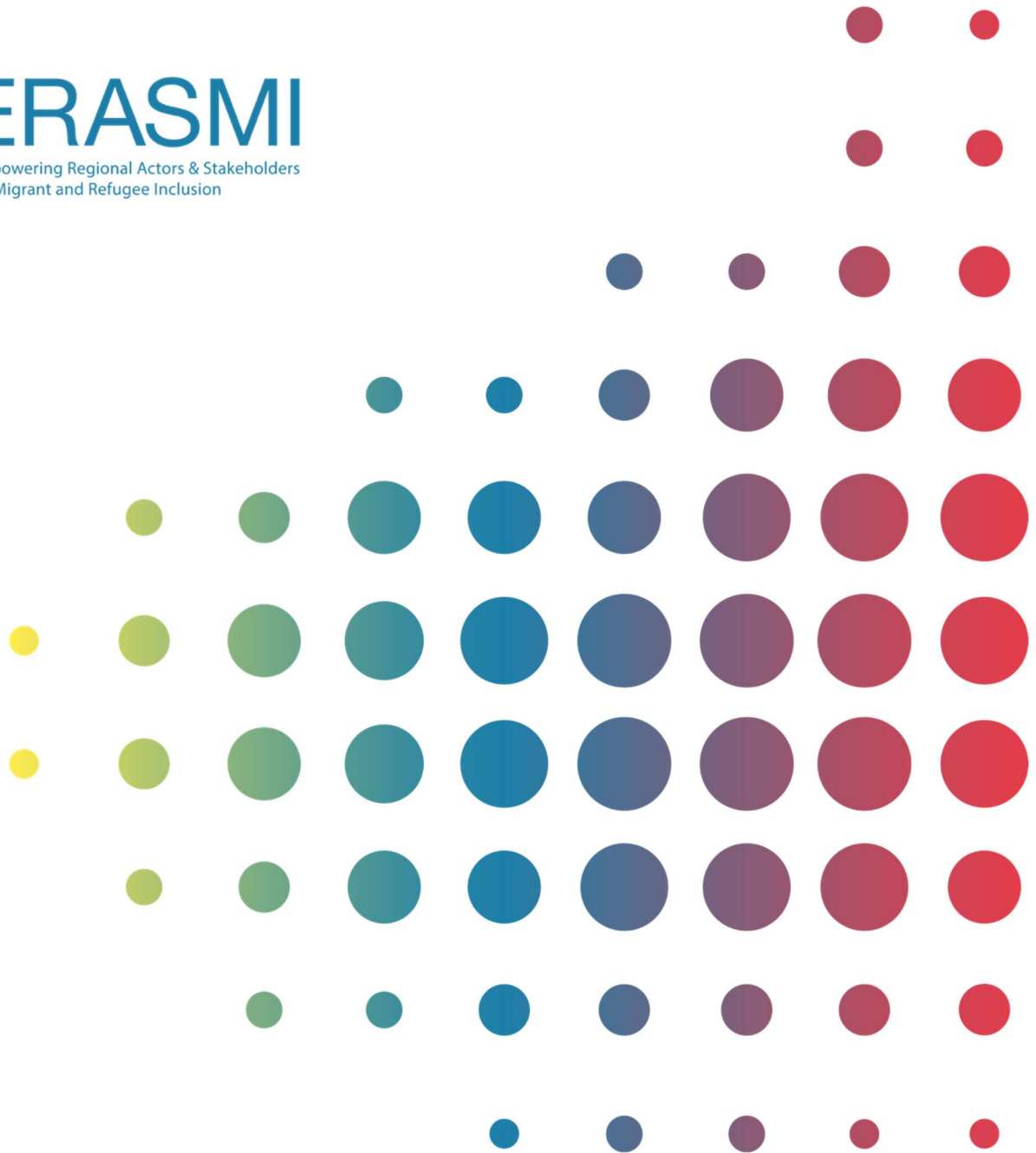




ERASMI

Empowering Regional Actors & Stakeholders
for Migrant and Refugee Inclusion



Good Practice IQ NETZWERK SACHSEN-ANHALT

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1. GENERAL INFORMATION

Name of the network	IQ Netzwerk Sachsen-Anhalt
Founding year	2012
Location	Saxony-Anhalt / Germany
Coordinating Organisation	Caritasverband für das Bistum Magdeburg e.V.
Degree of formalisation	Formal cooperation agreement
Members	Business enterprises; Social and welfare organisations; Migrant organisations; Educational institutions
Field(s) of action	Inclusion / Integration in general; Labour market; Education and training
Target group(s)	Migrants; Refugees; Public Administration; NGOs; Companies
Type of network	Non-state integration network

2. NETWORK PROFILE

Brief description	<p>The IQ Network Saxony-Anhalt provides counselling on the recognition of foreign educational qualifications, on the rights and duties of employees, and on obligations of employees. The general aim of the network consisting of various service points and central actors in labour market integration is to develop the potential of migrants and reduce discrimination, to accompany and support the successful integration of people with a migration background into the labour market. The network is based on the national government's nationwide support programme "Integration through Qualification", in the course of which regional networks were created in all federal states.</p>
Resources	<ul style="list-style-type: none"> • Project funding (federal funding via ESF) • Circa 60 employees
Internal Communication & Facilitation techniques	<ul style="list-style-type: none"> • Network meetings • Project management meetings • Annual closed meeting • E-mail • Expert conferences • Platform: virtual advisor forum and extranet • Used techniques: facilitated discussions, Fishbowl, World Café, dyad work, workshops in small groups
External Communication & Event formats	<ul style="list-style-type: none"> • Regional print media • Social media for a targeted audience: Twitter: politics and business Facebook: migrants Instagram: interested audience from all sectors • Website for own specialist information dissemination



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3. SUCCESS FACTORS AND MAIN CHALLENGES

Success factors	<ul style="list-style-type: none"> • Alignment of the vision(s) at the strategic and operational levels • Fast communication • Professional change management • Systemic approach to organisational development • Investment in building and transforming work culture with digital work tools (e.g. use of virtual consultant forum) • Implementation of social media in public relations work
Challenges & Lessons learnt	<ul style="list-style-type: none"> • Restructuring work organisation under the increasing acceleration of information and task consolidation • Bringing all employees along in the digital change processes • Securing the financial basis under the uncertainty of project funding and retaining employees under these conditions • Looming shortage of skilled workers
Evaluation & Sustainability	<ul style="list-style-type: none"> • Quantitative measurement: permanent monitoring of the number of case consultations • Qualitative measurement: Quality standards in the individual areas as well as their permanent review; Opportunity for feedback through a qualitative questionnaire on the website; Measurement of click and follower numbers on website and Facebook • Thinking along and transferring offers into regular financing or as purchase offers for specific target groups (e.g. companies)
Impact, Innovation & Transferability	<p>The IQ Networks in the German federal states are unique in their position at the interface of work, integration, diversity, intercultural opening and securing skilled workers. The general approach and the connectedness to other regional actors could be adapted in other countries as well.</p>

4. FURTHER INFORMATION

Website, Social Media	<p>Website: https://www.sachsen-anhalt.netzwerk-iq.de/startseite/ Facebook: https://www.facebook.com/IQNetzwerkSachsenAnhalt/ Twitter: https://twitter.com/IQSachsenAnhalt Instagram: https://www.instagram.com/humans_of_saxony_anhalt/ YouTube: https://www.youtube.com/channel/UCLg5WypfzZZvyRSHWCCvVA</p>
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