



Epim
European Programme
for Integration
and Migration

**RETHINKING
INCLUSION**

**UNLOCKING INNOVATIVE SOLUTIONS
FOR MIGRANT INCLUSION**

This is a collection of 95 promising solutions for migrant inclusion and social cohesion implemented across Europe. These solutions were identified through EPIM's call for interests on "*Rethinking Inclusion: Unlocking innovative solutions for migrant inclusion and social cohesion with a whole-of-society approach*" launched in the framework of the Thematic Fund on Building Inclusive European societies. This document includes individual descriptions of the initiatives together with contact details of the solution implementers. Initiatives are sorted per country, starting with whole-of-society initiatives selected for future EPIM case studies. We hope these promising solutions will contribute to inspire CSOs, policy-makers and funders' work on inclusion.

About EPIM

EPIM a collaborative funding initiative of international foundations which supports civil society organisations' work on migration and integration. It is hosted by the Network of European Foundations (NEF). The following EPIM Partner Foundations contribute to the core activities of the programme, including this Thematic Fund: Aga Khan Foundation, Barrow Cadbury Trust, Charles Stewart Mott Foundation, Compagnia di San Paolo, Robert Bosch Stiftung, Fondation Charles Leopold Mayer, Fundação Calouste Gulbenkian, Oak Foundation, Joseph Rowntree Charitable Trust, King Baudouin Foundation, Fondation Abbé Pierre, Adessium Foundation, Fondation de France, Porticus and Open Society Foundations. An additional twelve foundations are cooperating with EPIM on specific Thematic Funds.

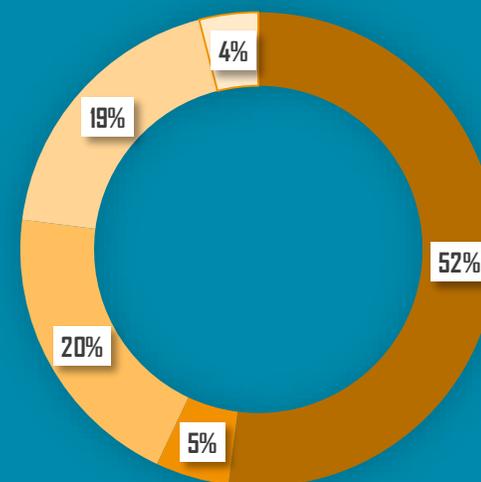
About the Call for Interests

Through the call for interests on "Rethinking Inclusion", EPIM identified civil society organisations that have developed promising whole-of society initiatives in the field of migrant inclusion and have demonstrated an interest in adapting their solution and/or transferring their knowledge to stakeholders based in at least one of the following countries: Belgium, Czech Republic, France, Italy, Portugal or Sweden.

“RETHINKING INCLUSION” IN NUMBERS

- ✓ 95 eligible applications from 18 countries
- ✓ 5 areas of inclusion addressed
- ✓ 18 whole-of-society initiatives driven by NGOs, social cooperatives, migrant-led organisations and social enterprises selected from 13 countries .
- ✓ Each selected initiative will be offered a case study aimed to support the organisation in strengthening and scaling their impact as well as consolidate their narrative about the latter.

Areas of Inclusion*



- Labour Market & Economic Inclusion
- Participation in (local) Public Life
- Social Empowerment
- Intercultural Dialogue & Cultural Participation
- Literacy & Language Learning

* All initiatives submitted to EPIM addressed several areas of inclusion. The chart above reflects the main area of inclusion addressed by the initiatives.



**18 SELECTED
SOLUTIONS**

This solution consists of community bread making events for refugees and asylum seekers – children (including unaccompanied), young men, women (450 migrants). More concretely, it involves:

- Mixing migrants with local people and creating possibilities for interaction and cultural exchange; providing a safe space for migrants where they can engage in creative activities and spend time out of their everyday environment.
- Organising various social inclusion events based on the proven community building methods of the BHN, in particular the “Theatre of Crumbs” method.
- Partnering with specific stakeholders and cooperating with organisations that work directly with migrants.



BREAD MAKING FOR INCLUSION

International Council for Cultural Centres, Bread Houses Network programme

Bulgaria

www.breadhousesnetwork.org

This solution consists of offering job skills through European Computer Driving License (ECDL) and Child and Elder Care courses, with tangible job placement assistance. More concretely, it involves :

- Engaging with and supporting refugees and migrants through a solution-oriented approach of promoting employability and community integration.
- Training and equipping their target group with the necessary skills to become positive contributors in the society.
- Offering free/low-cost opportunities to gain key skills that improve access to the job market.
- A package of three courses in parallel, European Computer Driving License (ECDL), Child Care, and Elder Care, with concrete job placement assistance.



BRIDGE TO INCLUSION

Mighelp

Hungary

www.mighelp.hu

The solution consists of a unique, drama based method for teaching English to those with few or no language skills, using role play and enacting scenarios. More concretely, it involves :

- Literacy and language learning through participatory experience based on local issues.
- Building learners' confidence through giving them space to develop their own ideas and capacity.
- Reciprocal learning where the local language is learned while the foreign language is also shared.
- Encouraging personal involvement and enjoyment of learning, contributing to decreasing anxiety and increasing positivity.
- Gaining a better command of the local language, helping migrants access the labour market by getting (better) jobs and setting up their own businesses.



CREATIVE LANGUAGE

Saathi House

United Kingdom

www.saathihouse.org

This solution consists of a gamified, dynamic community collaboration model to involve diverse actors in developing projects and collaborations, specifically focussed on places where migrants and host communities live, work and create society together. More concretely, it involves:

- Gathering refugees and local people (25 to 50 people in each game) to go through a 'learning by doing' program, where they, as a group, mobilize a wider community (75 to 150 people) to engage in one of 6 topics identified in the game as challenges for communities.
- Facilitating the challenges and outcomes. The process of coming to these outcomes is based on a set of cards with exercises and steps to follow, led by a community facilitator for 5 to 7 days spread over a couple of weeks, with a larger process of follow up (up to 2 months).
- Stimulating the cultural and public participation as the end result of each program aims for setting up of a collectively decided, designed and executed event, based on the renewed relationships in the community.



GO DEEP AND BEYOND DIVERSITY

Altekio Iniciativas hacia la Sostenibilidad S.Coop.Mad.

Spain

www.altekio.es

This solution consists of an intercultural beauty salon: a diverse team of female beauty experts welcome guests in rural areas and offer stylings, henna tattoos and massages to create a platform for initial experiences between migrants and local Germans. More concretely, it involves:

- Promoting the enormous potential of a pluralistic society and helping mutual prejudices to diminish.
- Stimulating conversation not exclusively through language, and socially empowering the beauty experts to take over the role of host – because they are professionals in the field – and to grow out of the role of those who seek help.
- Promoting participation in public life, but without offering employment.
- Getting in touch, getting to know each other and guests personally: sharing their perspectives on to being women, on family, or work, which helps to learn a language in various ways.



GRAND BEAUTY ON TOUR

Interventionsbüro e.V.

Germany

www.grandbeautyontour.org

This solution facilitates the integration of young refugees (aged from 16 to 30 years old) through sports, training and employment. More concretely, it involves:

- Using sports (climbing club) in a thoughtful but informal way to develop language proficiency and employability skills.
- Providing training programmes, adapted to the specific needs of their beneficiaries, that prepare 'height potentials' to challenging jobs.
- Creating informal but well thought climbing activities that offer rich learning context, i.e. in order to develop language proficiency.
- Training the 'climbers' (in an informal and appreciative way) in employability skills, which will enhance their chances in the labour market.



HEIGHT POTENTIALS

Rising Potentials

Belgium

www.risingyou.be

This solution consists of connecting, educating and empowering young people and migrants to create sustainable 'collective enterprising'. More concretely, it involves:

- Prototyping an integrated scalable solution. A migrants and youth-led repopulation initiative creates sustainable livelihoods and a thriving inclusive rural community initially in El Valle, Granada.
- Basing livelihoods on Local, Sustainable, Social and Solidarity (LSSS) Economy through a collective enterprising scheme lessening the risk of solo entrepreneurship.
- Preparing people to either find jobs or become entrepreneurs, through training programmes and internships.
- Integrating asylum seekers and migrants into depopulating rural areas working with young locals, enabling the emergence of thriving multicultural communities and sustainable livelihoods, based on agro ecological production and enterprise.
- Regenerating the ecosystem that the culture, the economy of the participants' and



LA BOLINA

Migrants And Youth-led Rural Revolution

Asociación La Bolina

Spain

www.labolina.org

This solution consists of offering intergenerational and intercultural mentoring for young migrant job seekers, with people over 50 years old who support them in their professional project. More concretely, it involves:

- A unique target population, as well as its structured methodology.
- Enabling mentors, who have in-depth knowledge of particular sectors, to transfer their experiences and the codes of these sectors to their mentees.
- Duos meeting on a weekly basis thanks to the free time that mentors can devote to their mentees. This makes it possible to build relationships of trust and working intensively on the mentees' job search.
- Reinforcing equal employment opportunities, promoting active ageing, creating bonds between generations and cultures.



MENTORING FOR EMPLOYMENT

DUO for a JOB

Belgium

www.duoforajob.be

This solution consists of building up a community where the relations are equal, where labelling does not exist and where the common goal is to help each other to build up a society where we would like to live in. More concretely, it involves:

- The mentorship program (one to one mentoring by a local volunteer helping the daily integration process), supporting those who do not have family or local friends in Budapest and feel lost or isolated.
- Benefitting young men with migrant or refugee backgrounds, families, foreigners from EU countries living in Hungary, and Hungarian locals.
- Organising a movie club, a football team, yoga classes, intercultural programs and workshops that regroup all our participants while supporting social empowerment and intercultural dialogue.
- Providing programs specific to children and women specifically, where we are focusing to their special needs.



MIRA Intercultural Community

Artemisszió Foundation

Hungary

www.artemisszio.hu

This solution consists of promoting a qualitative professional insertion, boosting the French economy with foreign skills and creating intercultural exchanges between migrants and locals. More concretely, it involves:

- Helping skilled migrant craftsmen and women, who have over 10 years of working experience in their trade making. The beneficiaries of the project must express a strong desire to pursue their profession.
- Fostering the inclusion of migrant and refugees' craftsmen and women into the labour market through the scaling up of their capacities.
- Aiming for the refugees to gain better understandings of the French craft sector, how it works, what kind of craft products are pursued, and how to work in a French company.



QUITTING A COUNTRY, Not A Vocation

La Fabrique Nomade

France

www.lafabriquenomade.com

This solution consists of fostering social inclusion using music as a way to strengthen vulnerable children and young people. Through orchestral education, it uses the cultural sector for social inclusion and participation in Swedish society. More concretely, it involves:

- Young men and women receiving lessons in orchestra several days a week, and sharing joy and fellowship in creating music together. There are also other activities linked to health, education, and social inclusion.
- Forming a stable social network around participants with people who are empathetic and who help them navigate through society, whether it be with school work, finding a summer job or trainee placement, learning to make a meal, learning about the asylum process, or other need they might have such as speaking with counsellors, psychologists, doctors, or lawyers.
- Creating positive effects on mental health through the neurological development of creating music. Results show that any students have started to excel in school and other arts and sciences.



SOCIAL INCLUSION

With Music Education

Dream Orchestra

Sweden

www.dreamorchestra.se

This solution consists of connecting migrants, refugees and locals through a language and culture exchange program run on an O2O model. It calls for organisations to establish SPEAK in their city using a social franchising model. More concretely, it involves:

- A crowd-sourced language and culture exchange network, based on an Online2Offline model.
- Managing all processes online through a platform developed in-house, while the learning and sharing experience happens offline, allowing participants to establish close relationships with each other.
- Ensuring a greater efficiency and minimization of fixed costs, allowing SPEAK to be sustainable at scale while charging only a symbolic fee for its program.
- Empowering participants by expanding their language and cultural skills.
- Using a Buddy system to empower anyone with the willingness to share their language and culture.



SPEAK

Share your World

Portugal

www.speak.social

This solution consists of rehabilitating abandoned public lots with migrants and locals. We finance the program by selling housing units to middle class people, reinjecting the margins of the sale in the development of shared spaces opened to the neighbourhood. More concretely, it involves:

- Migrants, mostly emigrating from inside Europe, but not exclusively. Men AND Women.
- Focussing on local development. Architects from Quatorze act as mediators to discuss the future common areas, inviting both locals and migrants to work on creating a shared territory.
- Involving communities in the development of the solutions from beginning to finish, through a participatory and dynamic process.
- Meshing the different phases of the project with local events, so that the initiative is part of local life.



WECO

Quatorze

France

www.quatorze.cc

This solution consists of professional mentoring which addresses labour market accessibility by connecting newcomer and local professionals in 1:1 tandems. More concretely, it involves:

- Connecting newcomers and locals around shared passions and skills, enabling them to co-create social, professional and entrepreneurial relationships and projects.
- Giving newcomers access to local professional networks and knowledge, and giving local companies access to newcomer talent.
- Creating connections among equals rather than uneven power dynamics between local volunteers and refugee beneficiaries, fostering social cohesion with, rather than for new and old members of society.



PROFESSIONAL MENTORING PROGRAMME

SINGA Deutschland GuG

Germany

www.singa-deutschland.de

This solution consists of a cohousing program that fosters living together and inclusion by matching – through their skills and hobbies – refugees looking for accommodation with private individuals willing to host them for a 3 to 12 month period. More concretely, it involves:

- A platform aiming at matching participants according to their interests and motivations.
- Significantly improving refugees' levels of French through living with French people, and enabling the learning of social and cultural codes.
- Sharing a roof, a kitchen, a bathroom, but also meals, movies and good times. This is a perfect frame in which to learn more about the host society as a newcomer.
- Fostering the development of social and professional networks.



CALM

SINGA France

France

www.calma.singa.fr

This solution consists of sharing a meal with somebody unknown at home, as a way to promote an open attitude, mutual understanding, social cohesion and intercultural relations. Migrant women, most of them domestic workers, are active agents of this solution. More concretely, it involves:

- Participants spending a few hours sharing a meal and conversation with someone unknown at home. The host can be native or migrant family.
- Avoiding patronizing attitudes, by avoiding concrete assigned roles. Both participants can choose if they prefer to be one or the other. Lunches are held simultaneously and are moderated by a facilitator.
- Organising a public acknowledgement afterwards at the Victoria Eugenia Theatre of San Sebastian, aiming to increase the project's visibility through a multiplier effect and encouraging new meeting spaces, mutual recognition, and solidarity among people with equal rights.



Bizilagunak Next Door Family

SOS Racismo Gipuzkoa

Spain

www.mugak.eu

This solution consists of creating places where immigrants and refugees can fully access opportunities and achieve more equitable outcomes economically, socially, and civically. More concretely, it involves:

- With the help of national-partner NGOs, supporting municipal governments to lead the following activities:
- Bringing leaders together in a community, across all sectors, who want to advance welcoming. Crucial sectors involved include municipal government, business, non-profit, and the migrant community itself – among others.
- Building the capacity of these leaders through coaching, tools, and networking with practitioners in similar communities, to identify and tackle key local barriers to full migrant inclusion.
- Helping communities change their local systems, policies, and culture to reduce as many barriers to inclusion.



ADDRESSING BARRIERS To Inclusion In Communities

Welcoming International

www.welcominginternational.org

This solution consists of organising exploratory walks with migrants and host communities. More concretely, it involves:

- Exploratory walks, i.e. city walks, where participants are invited to provide feedback on the urban planning that directly affects their daily lives. This feedback is collected from answers to a questionnaire specially designed for the walk.
- Enabling the collection of (both qualitative and quantitative) data about experiences of migrants and host communities in the city.
- Creating a participatory and bottom up approach with the data. It is particularly useful for municipalities to create their own localized inclusion/social cohesion policies.
- Fostering participation of women migrants and from host communities to public local life.



CITIES OF HOSPITALITY

Womenability

France

www.womenability.org



AUSTRIA

This solution consists of sharing training and preparing skilled refugees for job entry, and bringing companies and refugees together to demonstrate the potential of integration and diversity. More concretely, it involves:

- The MTOP Associate Program, which is an advanced 6 month training program to prepare qualified refugees with backgrounds in IT, engineering and economics for labour market entry. The program offers workshops, training, mentoring and coaching to enable its participants to find work suited to their skills, knowledge and experience.
- Bridging the gap between refugees and companies with MTOP Connect . Once MTOP Associates (participants) are ready to start working in Austria, they connect them with possible employers within their network like Western Union, PORR, Deloitte, etc.
- During the last two years MTOP has managed to train 100 refugees, helped three to continue their formation and successfully placed 64 in internships and jobs.



MORE THAN ONE PERSPECTIVE

MTOP Potential: Integration GmbH

Austria

<https://mtop.at>

This solution consists giving young refugees orientations on the Austrian job market and helping them gain work experience. It also addresses businesses aiming to employ young refugees, or that want to support employees with migrant backgrounds. More concretely, it involves:

- Offering comprehensive educational support to young people who have experienced migration, through workshops and reflection rounds with peers in similar situations.
- Bringing together youths who want to be orientated on the labor market, and voluntary buddies who will support them. Buddies are trained for the voluntary work (preparation workshops) and are accompanied during the first few months (reflection rounds).
- Addressing businesses wanting to affiliate young refugees, or that already employ refugees and want external support to train them.
- Offering businesses an extensive range of information (e.g. workshops, information evenings) that we gladly adapt to individual needs.



COMMIT@ WORK

Caritas der Erzdiözese Wien – Hilfe in Not

Austria

www.freiwillige.caritaswien.at/



BELGIUM

This solution consists of enabling migrants to be self-reliant through a skill entrepreneurship program. More concretely, it involves:

- A 12 week program uniquely placed to give African Migrants the tools and skills for vocational skill training. Participants will be trained in business ethics, financial literacy, human relations, packaging, personal hygiene, risk management, competing with the market demand etc.
- Convening talented, marginalized youths within their communities from diverse humanitarian backgrounds, and guiding them to become successful entrepreneurs. This gives African migrants a chance to become part of the Belgian economical life and through this, irregular migration will be curbed and traded in exchange for diversity and empowerment of youngsters.



ENABLING MIGRANTS To Be Self-Reliant

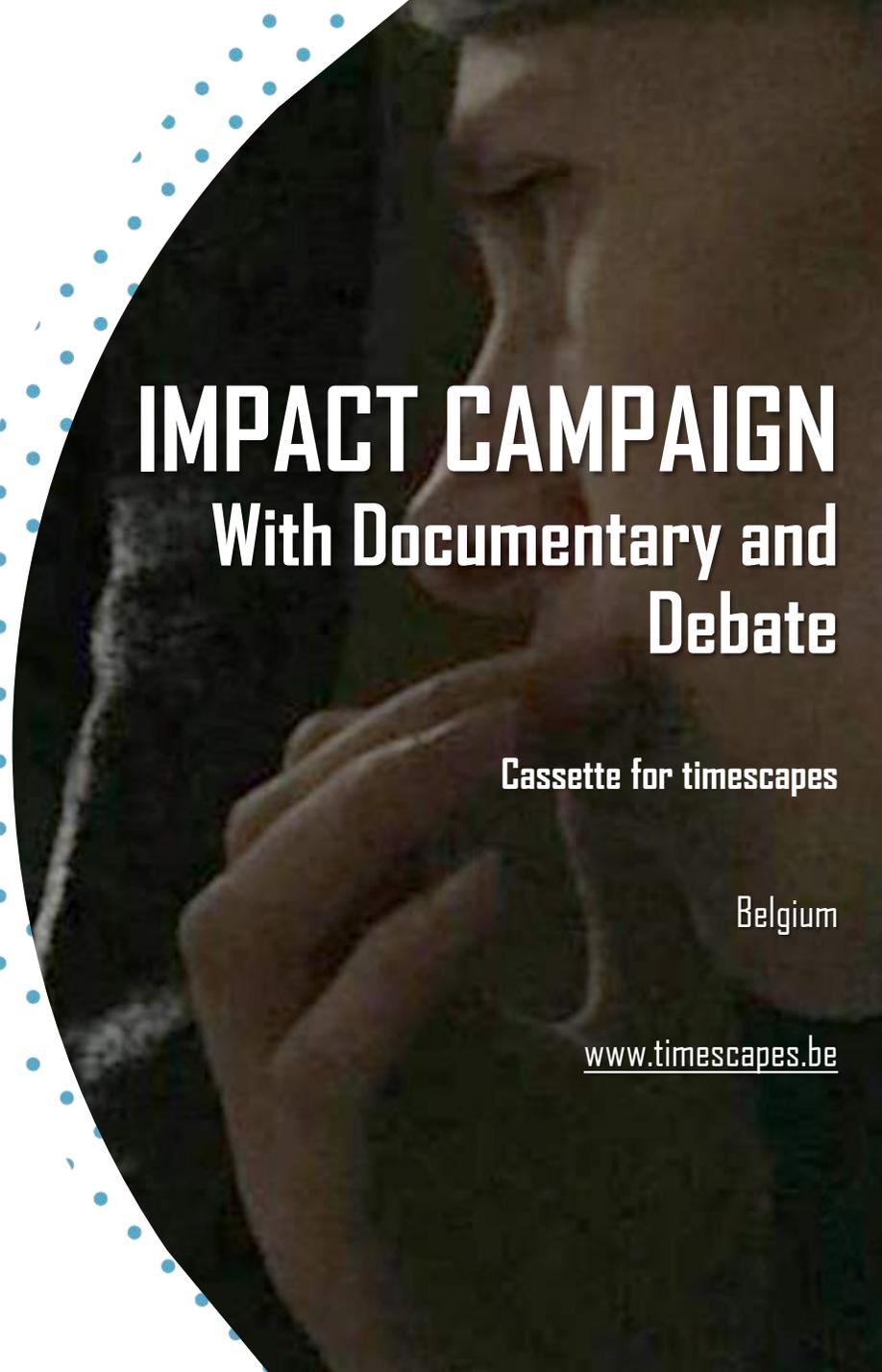
OMANIAE VZW

Belgium

www.omaniae.be

This solution consists of building a better image of refugees through documentary film, an interactive web series and debates with the director, NGOs, stakeholders, students and young adult refugee men. More concretely. It involves:

- Organising screenings of independent and nuanced films made by filmmakers who spend years among refugees in their home countries. This leads to a totally different perspective.
- Enabling full and open dialogue between the various players through debates and encounters with refugees after the films. The films help to better understand the situation of refugees and at the same time bring everybody at the level of equals.



IMPACT CAMPAIGN With Documentary and Debate

Cassette for timescapes

Belgium

www.timescapes.be

This solution consists of connecting local residents and refugees with similar professional backgrounds. This replicable model promotes collaboration and dual transference of employability expertise, strengthening inclusion and deconstructing barriers to the job market. More concretely, it involves:

- Organising workshops that facilitate integration and skills transference. They create a space where newcomers and locals with similar professional backgrounds can share skills and knowledge across cultural boundaries.
- Transferring knowledge, as participants use different types of explicit and tacit methods like demonstrating a technique. Each participant presents a topic within their sector of expertise.
- 4 main objectives: designing a shared space for cross-cultural professional learning; creating opportunities for contact and collaboration; combatting skill atrophy and assisting in adapting professional experiences to a new regional context; and promoting understanding between refugees and host residents.



PHOEBUS PROJECT Workshop Series

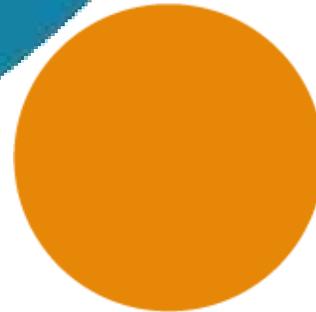
Brussels International Center for Research

Belgium

<https://bic-rhr.com>

This solution consists of an innovative method for group discussion about culture, migration and its impact on identity and social interactions. More concretely, it involves:

- Convening 4 to 20 people or representatives of bigger groups for an open discussion and guided meeting. Conflicts are discussed at the end. Before intercultural tensions can be mentioned, background and values in each culture need to be understood. During this stage of the discussion, people can feel reconnected with each other and have a sense of connection and disconnection.
- Creating a platform for discussions with outcomes. We can understand misunderstandings and develop the motivation to bridge differences and move forward with mutual understanding.
- A concrete manual and specific question that supports the meetings. There are 8 steps in it to assure diverse stories are told.



TRENZIRIA

InteractieAcademie vzw

Belgium

www.interactie-academie.be



CROATIA

This solution consists of a new app that matches migrants with their personal guides to a new society, based on interests / profession they share. More concretely, it involves:

- Incubating and supporting social entrepreneurs finding solutions to integration challenges.
- Tackling relationships and trust issues between governments and citizens, and common tensions that arise when living together in an inclusive society.
- Establishing connections between people based on common interests, particularly between migrants and citizens outside the migrant community, by matching them online.



CITIZEN GUIDES

ProPuh

Croatia

www.propuh.com



FINLAND

This solution consists of educating both migrant job candidates and local employers on matters of social inclusion, employability and the affordances of a locally healthy labor market. More concretely, it involves:

- Erasing power structures and cultural/ethnic bias to help nurture more equal and fruitful relationships between employers and employees.
- Networking for unemployed migrants through individuals with similar cultural backgrounds yet
- expertise in labor market integration.
- Facilitating meetings between migrants and local employers.

EMPOWERMENT To Remove Barriers Of Employment

Give a Chance

Finland

www.annamahdollisuus.fi

This solution consists of providing individually tailored solutions, educating both migrant job candidates and local employers on matters of social inclusion, employability and affordances of a locally healthy labor market. More concretely, it involves:

- Nurturing equal and fruitful relationships between employers and employees through education, and sharing the value of networking and using networks for labor market integration.
- Acknowledging the vulnerabilities of migrant women as well as gender and culture-based discrimination in the workplace.
- Offering intercultural dialogue and challenging stereotypes about migrant women as workers.
- Providing women the necessary skills to market themselves, making their integration smoother and overcoming difficulties in their quest for employment.

BREAKING BARRIERS For Labour Market Inclusion

Give a Chance

Finland

www.annamahdollisuus.fi



FRANCE

This solution consists of the first Tech+Art tool to connect all indigenous artisans and refugee communities, enabling them to become self-employed by making handmade products. More concretely, it involves:

- Connecting international freelance designers directly with refugees and artisans around the world, enabling them to sell sustainable goods.
- Using the 3E model, useful in solving major social problems, and applying it to countries with unfulfilled artisans and artists. The 3 Es are: Education, Employment and Entrepreneurship.
- Providing artisans with skills for development, allowing them to increase production, and acquire the knowledge and capacity to start small production enterprises in their communities.

BLOCKCHAIN PLATFORM TO WOMEN EMPLOYMENT



Handscart

France

www.handscart.com

HANDSCART™

This solution consists of promoting integration both social (language learning, skill development and citizenship) and professional (training in entrepreneurship extension of the “matronage” initiative) to hundreds of women in the country. More concretely, it involves:

- Offering all migrant women the opportunity of following language courses and affordable training courses. They shall continue organizing literacy courses; propose care services for dependents based on their legal status; acknowledge migrants’ qualifications; provide for long life learning facilities; promote understanding between refugees and host residents.
- Supporting women who wish to set or develop their business and acknowledge that by contributing to the local economy, migrant women are in capacity to demonstrate their effective integration.
- Entrepreneurship training and the sponsorship initiative.



Forum Femmes Mediterranee



France

<https://forumfemmesmed.blogspot.com>

This solution consists of a standardized, mobile and autonomous media centre, equipped with digital equipment and an extensive selection of contents (books, videos, applications, board games) curated for each context of implementation. More concretely, it involves:

- Addressing the needs for safety and comfort of single migrant men, with difficult and often traumatizing migratory paths.
- Within or close to their place of living, it offers them a place to take a break, to read in their own language, to meet and to play.
- Addressing the structural barriers to social bonds with the host population by organising both intercultural and city-mapping activities with local populations and structures, and offering a playful and participative language learning environment.
- Supporting men with access to health, housing, employment and the ability to exercise one's legal rights for successful inclusion through digital technologies.



IDEAS BOX

Bibliothèques Sans Frontières (BSF)

France

<https://bibliosansfrontieres.org>

This solution consists of a financial and microinsurance offer as well as training and coaching services. This allows vulnerable individuals to get driving licenses, acquire and insure vehicles etc. More concretely, it involves:

- Offering migrants a stable economic situation. It is easier to have access to the job market with a driving license, and finding appropriate solutions to buying vehicles with suitable insurance.
- Offering mobility microcredit support to people willing to keep or have access to a salaried job (to acquire a vehicle, a driving license, etc.).
- Offering micro insurance products in partnership with ALLIANZ and Renault for example, which allowed clients to access a new vehicle with a significant discount (up to 40%).
- Offering tailor made support services, such as budget training courses, etc.

INCLUSIVE MOBILITY

For Employment And
Empowerment

Association pour le droit à l'initiative économique (Adie)

France

<https://adie.org>

This solution consists of running Innovation Labs for and alongside migrants and refugees in Europe. These labs transform newcomers into innovators, creators of solutions for European societies. The Labs are led by migrants and refugees who are trained for leadership by becoming "PLACE Catalysts". More concretely, it involves:

- Proposing Innovation Labs as a vector to change the narrative surrounding European migration. These are physical spaces where innovative projects and new forms of leadership emerge from migrants and refugees.
- Allowing any person of any nationality, gender and professional experience to build a project. Using a hands-on and visual approach, participants become active creators, minimizing educational barriers.
- Identifying problems and building solutions. The skills that migrants develop in a Lab - teamwork, intercultural communication, empathy, rapid prototyping and solution oriented thinking, are all skills that dramatically improve their capacity to integrate in the labour market (40%).

A woman wearing a pink hijab and a light pink long-sleeved shirt is focused on a task at a table. She is surrounded by various craft supplies like pens, markers, and containers. In the background, other people are visible, some working at tables, suggesting a collaborative workshop or lab environment. The scene is brightly lit, and the overall atmosphere is one of active participation and learning.

PLACE INNOVATION LAB

PLACE Network

France

<https://place.network>

This solution consists of an intensive and qualifying training by in web development for refugees in Belgium, within Be.Code bootcamps, thanks to the construction of an adapted toolbox. More concretely, it involves:

- An intensive and qualifying training in web development for refugees launched in 2016. The objective was to provide refugees access to a highly valued profession, by offering them training adapted to their different needs, in synergy with the structures intervening with these publics.
- 2 months of intensive French courses, a mandatory first step for their social empowerment in the French society. After this important language learning phase, refugees could benefit from a 7 month. free web development course, including 4 hours of French lessons per week.
- Job accessibility. Since the beginning of the program, 60+ refugees, men and women were trained to become web developers. 80% of them found a job after the training.



Refugees: Going Global

Simplon Foundation

France

<https://simplon.com/foundation-simplon>



GERMANY

This solutions consists of empowering migrant women through the acquirement of competencies and taking care of their special needs. More concretely, it involves:

- Organising workshops where participating women are responsible for setting the agenda and deciding what topics will be covered. Through this they are empowered to make their own decisions as well as to learn about democratic processes and making compromises. The Multipliers then took the topics and wishes of the women and tried to organize workshops and/or on field trips.
- Availability of childcare. The participating women are mostly responsible for taking care of their children - that's why at every workshop there is someone there to take care of their children.
- Bridging language gaps. At these events there are often language professionals that help to translate so women can and will participate.



ADVANCED LEARNING For Migrant Women

LAG für politischkulturelle Bildung in Brandenburg e.V.

Germany

<https://lagbrandenburg.de>

This solution consists of a multilingual, easily adaptable information app, maintained by partner municipalities with all locally relevant information on orientation, language learning, job searching, housing and social participation. More concretely, it involves:

- Building a strong network of interregional exchange within the municipality.
- Giving local actors the necessary knowledge to enter locally specific information into Integreat. For new immigrants, local information is crucial for local orientation and integration.
- Creating and managing a central instrument for the everyday work of integration officers and education coordinators.



INTEGREAT

The Digital Guide to Integration

Tür an Tür – Digital Factory GmbH

Germany

<https://integreat-app.de/en>

This solution consists of a youth theater project that provides an intercultural communication platform, enabling migrants and European citizens to address issues related to migration experiences, and find compromises on assumed differences. More concretely, it involves:

- Addressing migration, inclusion policies and realities through mediation space, community drama therapy, entrepreneurship empowerment, entertainment and promoting tolerance, solidarity, common understanding and narrative change advocacy.
- Creating a mediation, informative and educative space for both competing narratives of migration in Europe.
- Enabling oppressed people to express their own sense of selves while building up and rebuilding solidarity and common struggles.
- Equipping migrant and refugee communities with entrepreneurial skills, to increase their competitive capacity to the labor market and contribute in socioeconomic development of the EU.
- Using arts to increase engagement of European public discourse about tolerance towards minorities, and respect diversity.



EUROPE TOGETHER MULTIMEDIA THEATER

Migration Heute (MH) e.V

Germany

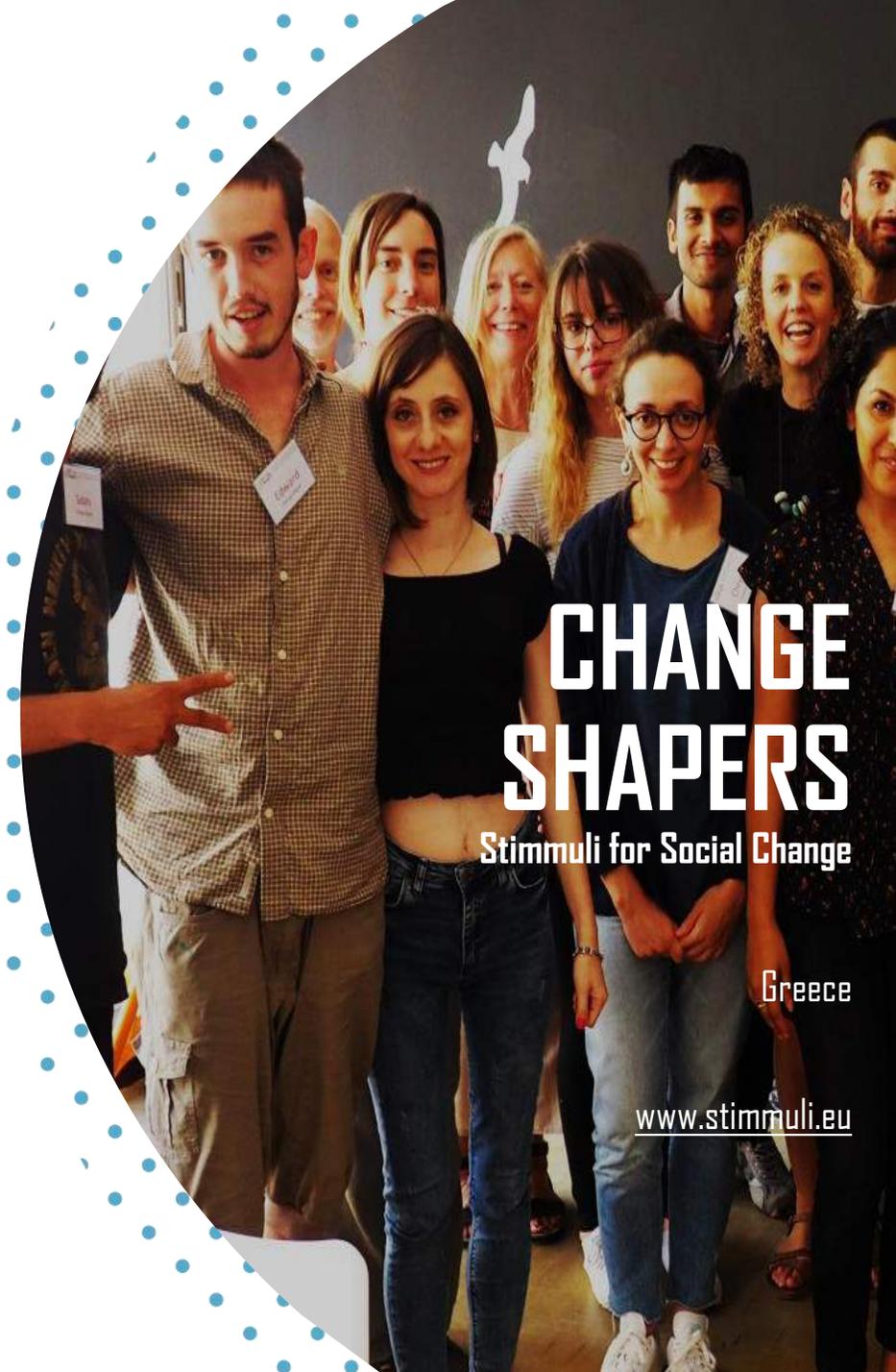
<https://migrationheute.de>



GREECE

This solution consists of a social change incubator for young migrants and community members, which includes a workshop, community of practice, mentoring and support for ideas and action plan development. More concretely, it involves:

- Supporting community-driven experiments and socially conscious organisations, while encouraging citizens engage in change.
- Designing and developing innovative approaches and practices to enhance social innovation in different sectors such as migration, education and social inclusion with the ultimate aim to address pressing societal challenges more effectively and on a wider scale.
- Providing a social change program, delivered over the course of 2 months, which includes two stages: workshops, and community and action plan development.



CHANGE SHAPERS

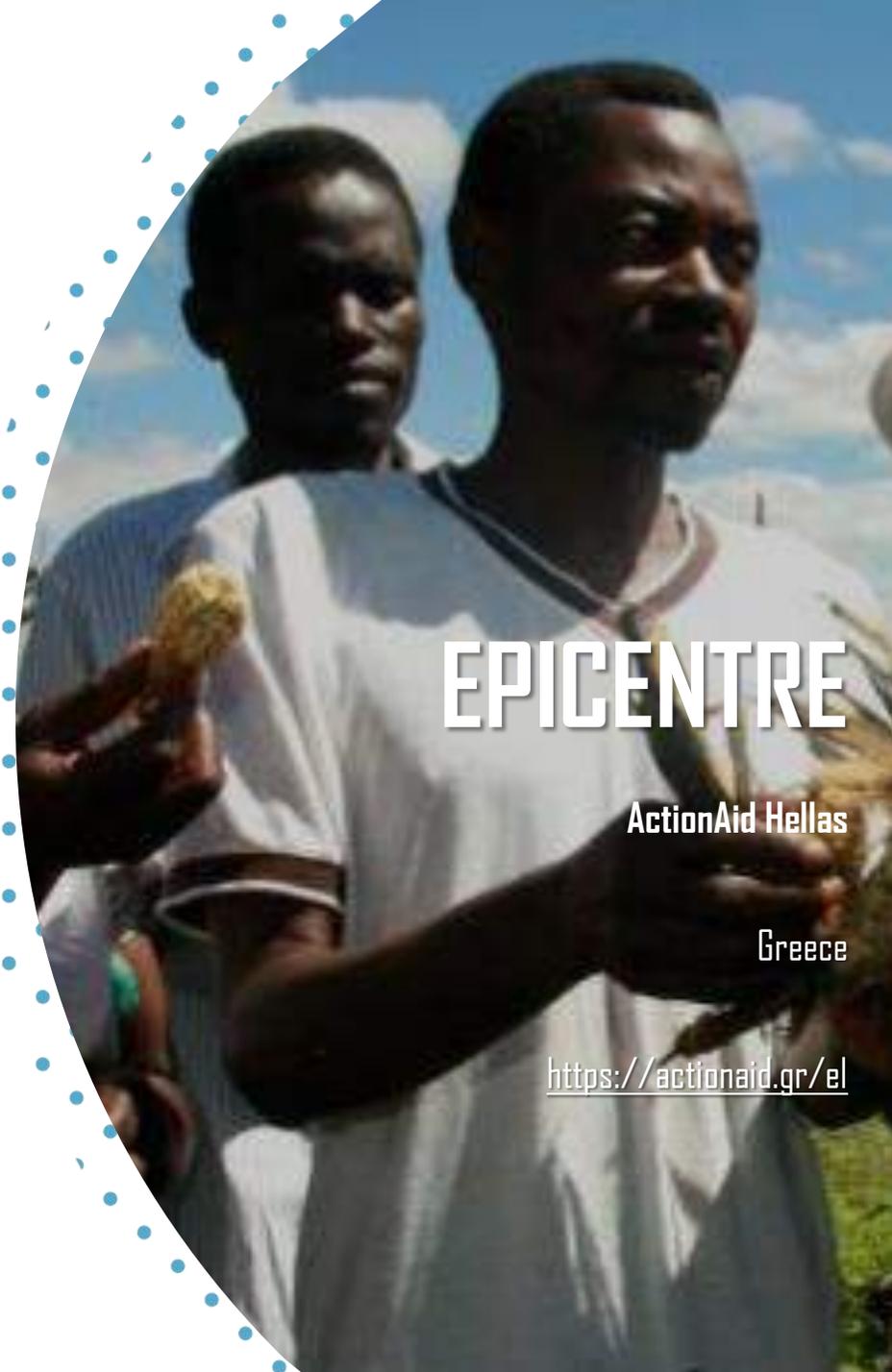
Stimmuli for Social Change

Greece

www.stimmuli.eu

This solution consists of a community center for citizens facing social exclusion. It aims to promote active citizenship and global responsibility by removing personal and systemic barriers. More concretely, it involves:

- Providing opportunities for collective and connected purposeful action to achieve social justice and wellbeing for all.
- Addressing the main drivers of social inclusion, especially for women and girls who are the most affected by social exclusion.
- Offering migrants psychosocial support, employment counselling and employment skills development, microfinance, legal and accounting counselling.
- Providing community-building activities and group programs using cooking, volunteering, concerts and small local fests, self care and family seminars.



EPICENTRE

ActionAid Hellas

Greece

<https://actionaid.gr/el>

This solution consists of empowering refugee women to become self-sufficient. Through the creation of handicrafts, they can develop their skills as well as engage in a professional path having recently started their own entrepreneurial initiative. More concretely, it involves:

- Providing a multinational, grassroots network of refugee communities, individuals and professionals working to support asylum seekers, refugees and stateless persons.
- Involving 10 refugee communities based in Athens, it intends to put the expertise of refugees at the forefront of the debates and solutions on their inclusion process, and has been engaged in advocacy, empowerment as well as awareness-raising activities since its conception.



HARTS

Hands On Refugees Talent & Sustainability

Greek Forum of Refugees

Greece

<https://refugees.gr>

This solution consists of training for migrants and locals to create documentaries for the refugee crisis and develop intercultural dialogue in society. More concretely, it involves:

- Organising the program with the History Doc in cooperation with groups of migrants, staff of the refugees camps, ethnic associations of migrants, NGOs, the UNCHR, the local government and the Ministry of education.
- Selecting participants through a public call, and ensuring the dissemination of the public call to the largest number of new migrants, a representative composition of the learners and the needed variety of subjects that would become documentaries.
- The education of minors and adults in learning the local language, addressing the problems of unaccompanied minors, the efforts for reunion families, the gender agenda, the exploitation suffered by young migrants in the labour market, and also the development of collective businesses.

HOME NEW HOME

History Doc

Greece

<https://eurodocvision.gr>

This solution consists of young people living in Greece from different backgrounds, sharing the vision that all have the right to equal citizenry. More concretely, it involves:

- Fighting for the rights of migrants, refugees and second generations.
- Advocating for equal socio-political participation in a diverse society, and promoting the principles of active citizenry on an individual and communal level.
- Combining social action and research, to promote human rights, equality, diversity and fight racism, xenophobia and discrimination.
- Fostering the inclusion in the labour market by organizing meetings of mutual understanding with migrants and employers, while prospective migrants are also provided with a resource network to connect with employers.



IN DIVERSITY WE THRIVE

Generation 2.0 for Rights, Equality & Diversity (G2RED)

Greece

<https://g2red.org>

This solution consists of a network of migrant organisations and communities that promotes migrants' integration by enhancing their individual and collective responsibility and participation. More concretely, it involves:

- Collaborating with civil society on a national and European level.
- Creating a strategy for migrants' inclusion using needs assessment on first hand experiences of grassroots migrants organisations, communities and local realities.
- Promoting a model of participation for migrants in Greece that is based on: empowerment of migrants communities and organizations; Mapping, promotion and support of good practices; and social participation of migrants communities.



GREEK FORUM OF MIGRANTS MODEL

Greek Forum of Migrants

Greece

<https://migrant.gr/>

ΑΝΟΙΧΤΟΣ ΧΗΤΟΣ

This solution consists of helping young migrants and refugees integrate into the socioeconomic fabric, by reskilling them on computer programming and connecting them with the private sector for job placement. More concretely, it involves:

- Establishing a free code school which reskills young migrants in coding through blended learning.
- Connecting participants with companies from the ICT sector through open day events for interviews and job placement as intern software developers.
- Enabling graduates to work remotely for companies around the world, by: launching an e-Learning platform, launching the brick and mortar code school, supporting graduates in the job search and organising "open day" events for intern software developers' positions.



RE-SKILL MIGRANTS On Computer Programming

Revive Greece

Greece

<https://revivegreece.org>

This solution consists of empowering vulnerable populations to achieve dignified and sustainable lives through holistic support systems. More concretely, it involves:

- Addressing intercultural dialogue, cultural participation and participation in local public life; labour market and economic inclusion; literacy and language learning; and social empowerment.
- Providing referrals to other service providers and encouraging new arrivals to attend public arts and entertainment events.
- Facilitating classes in computer technology, embroidery and sewing, and languages.
- Visits to historically significant sites for discussions of philosophy and geopolitical realities, and providing psychosocial support and special needs services for children who lack access to proper diagnosis and treatment.

SYMPERÍLIPSI

Inclusion Through Holistic Solutions

Hestia Hellas

Greece

www.hestiahellas.org

This solution consists of supporting small Greek food producers (especially women) to grow, and uses the profits to buy food in bulk and donate it to the 3.000.000 people in Greece living below the poverty line. More concretely, it involves:

- Developing a new project concerning the economic inclusion of migrant women.
- Creating the “Women for Women” initiative, where the migrant women can become the employees of the Greek women’s companies. Through this initiative, their food products are placed in various selling points throughout Greece and abroad, providing an extra income to those women.
- Solving two problems simultaneously: the inclusion of the migrant women, and the reduction of Greek women’s unemployment by promoting a sustainable collaboration.



WOMEN FOR WOMEN

Wise Greece

Greece

www.wisegreece.com



HUNGARY

This solution consists of using music to bring together persons of various race and religion on a single stage, to turn fear and suspicion into compassion and understanding. More concretely, it involves:

- Using this intercultural dialogue to gradually break the fear for migrants in order to enhance social empowerment and economic inclusion, especially in the work environment and labour market.
- Persuading potential members by telling them that we are not looking for the best voices or professional singers. We tell them that we are just interested in any voice that has a sound!
- Highlighting the beauty of multiculturalism and humanity without mentioning a single word about the politics of Hungary. This multicultural dialogue leaves the audience with a deep sense of new thinking and food for thought. This leaves the heart more receptive to accepting others in the spirit of inclusion.

MANY VOICES AS ONE

Nelson Mandela Human Rights Association

Hungary

www.mandelahurights.com



IRELAND

This solution is a national, independent, confidential, online civil society racist incident recording system promoted through their membership network. More concretely, it involves:

- Developing a teaching resource, starter kit and training for replicating the iReport.
- Delivering a human rights monitoring tool which takes the form of half-yearly and thematic observatories on racist incidents in Ireland.
- Compiling data from the iReport observatory, using information submitted by people who have been subjected to racism.
- Allowing comparison with international patterns through the recording system's design, and facilitating understandings of racism which are particular to the Irish context.

REPLICATING THE IREPORT

ENAR Ireland (European Network Against Racism)

Ireland

www.enarireland.org



ITALY

This solution consists of employing young asylum seekers and refugees in the territory's safety and maintenance activities, to guarantee them a paid job and favour their path of integration into the whole community. More concretely, it involves:

- Contributing to the inclusion in the labour market of young migrant men, allowing them to learn a specialized job, and improve practical skills in the use of technical equipment that they can add to their skill set and start using quickly.
- Selecting and training engaged refugees to take part in theoretical and practical training courses for the techniques required for territory maintenance and specific risks to which workers are exposed.
- The work and commitment of refugees, who contribute to improve the wellbeing of the community, is paid and taken into account by Commissions for granting of humanitarian residence permit.



AGAPE

Asylum Seekers For Maintenance Of Territory

PIAM Onlus

Italy

<https://piamonlus.org>

This solution consists of promoting inclusion in the world of work and living autonomy, while allowing the creation of an intercultural context. More concretely, it involves:

- The guardianship of unaccompanied minors that supports them even in the delicate passage after the eighteenth year of age, when the system no longer deals effectively with whom has become legally an adult.
- Responding to the crisis of the Italian reception system. This solution found it necessary to strengthen, train, extend and support the guardians in their role.
- A legal help desk; cultural mediators (covering more than 17 dialects) and counselling; awareness to encourage voluntary legal guardianship; connections with relevant actors in the integration process of young migrants (from social workers to transcultural psychologists); projects to sustain path of cultural integration and education, concrete support to find a job and an accommodation after the 18 years.



A GUARDIAN OVER THE AGE

AccoglieRete ONLUS

Italy

<https://accoglierete.org/it>

This solution consists of using food, and knowledge of the cuisine and traditions (both of migrants and of residents), to break down cultural barriers, improve the possibilities of integration and social inclusion of women migrants. More concretely, it involves:

- Contributing to both economic inclusion and social empowerment and intercultural dialogue.
- Activating activities for integration, cultural improvement and additional income opportunities through events and professional training relationships.
- Guaranteeing a profit to the migrants and new relationships: exchanges, dialogues with an eye to the wallet simply adding one extra plate.
- Collaborating with partners to support offline events that foster interaction and relations.
- Courses that provide specific professional training to increase employment opportunities and help job searches.



CUCINA DIFFUSA

So Lunch

Italy

<https://solunch.it>

This solution consists of an incubator that aims to integrate migrants and locals into the labour market, by supporting the creation and development of social businesses in disadvantaged districts in Naples. More concretely, it involves:

- Providing labour market newcomers and disadvantaged people with tailored training led by experts and connectors to the local business environment.
- Training and supporting social entrepreneurship from idea to reality (e.g. business plan with Impact Hub Roma, fundraising with Meridonare).
- Intercultural and religious dialogue: guided workshops and seminars aimed at sharing traditions, experiences and ideas (e.g. intercultural and public speaking with Muni ONLUS, debates with Migration Matters).
- Coworking place: dedicated space for our participants not only to work but also to express their creativity and own the place as their own by hosting their events.

A photograph of a man in a grey shirt standing and presenting to a group of people seated in a room. He is pointing towards a large poster on the wall. The poster has the word 'DIALOGUE' at the top and a rainbow flag below it. The room has orange chairs and a whiteboard in the background.

D.I.A.L.O.G.U.E PLACE

Project Ahead

Italy

<https://pja2001.eu>

This solution consists of a 9 month empowerment exchange program for migrants in Italy and EU interns. It provides the platform to support and manage mutual dialogue for cohabitation and provides the instruments for a self-determined life. More concretely, it involves:

- Promoting orientation and information for migrants, to strengthen their active citizenship and to assign an active role to them.
- Focussing on Italian and German language classes, introduction to IT, active citizenship education, legal trainings, and preparation for Europe's labour market.
- Cultural mediation sessions, providing an introduction and confrontation with the original and new (Italian) value system.
- Training interns and volunteers through seminars. The formative part is completed by different intercultural exchange activities for the program's participants.
- Intercultural events (dinners, discussion, dance), bringing together migrants and autochthons, making possible encounters with the local population.



ESOP European Structural Orientation Program

Associazione Interculturale Universo

Italy

<https://universointerculturale.it>

This solution consists of hosting groups of refugees in several cities, by a local community that assists them in their integration. More concretely, it involves:

- Arranging the 12-18 month reception before the refugees' arrival to better address beneficiaries specific needs, especially concerning to education and health.
- Reception and integration activities like: accommodation provisions for each family; health-care assistance; psychological support; Italian language courses; academic scholarship and inclusion, etc.
- Awareness raising activities: Events organization that foster the cultural exchange between Italian citizens and Syrian refugees, such as ethnic dinners, film screenings, concerts, sports and recreational activities guaranteed through job counselling (capacities assessment, cv drafting) and internship implementation (1 per adult) thanks to APG23 Network.



HUMAN CORRIDORS

Channels of Hope to Europe

Associazione Comunità Papa Giovanni XXIII

Italy

<https://apg23.org>

This solution consists of a hyper-local documentary created by those residing in specific cities or neighbourhoods, often affected by intense migration. The documentary is made on a local level to ensure an ongoing collaboration between the migrant population and the “locals”. More concretely, it involves:

- Media training for young male and female migrants. Such training would include all aspects of media production: from brainstorming ideas, scriptwriting, video production, postproduction, fundraising and communication for dissemination.
- Employment. Each of these fields will become a specialisation for one or two people who will then become responsible for the role throughout the production. These roles will then go to fill the employment gaps of the area where participants reside.
- Education. While learning new, applicable skills will empower the participants, the final product will provide a valid start point for a participation in the cultural life of the area where participants reside.

(IN)VISIBLE CITIES

Balobeshayi Società Cooperativa Sociale

Italy

<https://balobeshayi.org>

This solution consists of strengthening women's soft skills, knowledge, independence within and participation with their new communities, through art interventions. More concretely, it involves:

- Involving women in artistic labs working with ceramic traditions, drawing from local cultural and artistic heritage.
- Encouraging communication with people from different backgrounds, helping to motivate women and increase their self-confidence.
- Familiarising women with the host country's cultural heritage.
- Mapping and building the network and involvement of local organisations in cultural and artistic local heritage.
- Giving attention and visibility to their work and increasing their sense of active and productive membership.

MIGR-ART

RICERCAZIONE SOC. COOP. SOCIALE ARL

Italy

www.ricercazione.it

This solution consists of bridging the health gap between migrants and locals by fostering an equitable access to the resources for health. More concretely, it involves:

- The individualisation of care: together with a staff of different ethnic backgrounds, beneficiaries are given time to ensure that they are heard and understood and that they have a place where they can go and ask their questions.
- Lectures by experts in nutrition and clinicians. These act as tools for a healthy nutrition for the baby's first thousand days of life; child correct posture, national healthcare system's functioning, basic medical terminology, etc.
- Practical laboratories, focused on recipes for the weaning phases and games for the child physiologic development.
- Creating a social space for natives and migrants.
- Literacy and language learning lessons, through which beneficiaries will have the opportunity to learn basic medical terminology, and to take on roles as patients.



MOTHERS BUILDING BRIDGES

A Proposito Di Altri Mondi ONLUS

Italy

<https://apdam.org>

This solution consists of a two-fold strategy that foresees migrants' work placement or development of entrepreneurial skills. More concretely, it involves:

- Intercultural and linguistic mediation, psychological and legal support, work counselling and coaching, vocational education and training, work placement through internships and direct matching, mentoring, networking and business assistance.
- Encouraging the assessment of skills and personal resources not just on the basis of qualification certificates and job formal experiences, also on informal and experienced skills gathered.
- Tackles the skills gap that shows the disconnection between education and the labour market.
- Supports and protects migrants against racism and reduces their exposure to discrimination in recruitment practices.
- Promotes alternative routes to the labour market and on non-formal qualifications. focusing on entrepreneurship



PROGRAM4 INTEGRATION

Soleterre – Strategie di Pace ONLUS

Italy

<https://soleterre.org>

This solution consists of offering employability skills for the integration of new arrivals. It ensures that young men have opportunities to improve their economic life chances and realise their underlying potential. More concretely, it involves:

- Creating diaries that are recorded to assist participants in developing their understanding of each other and the contexts from which people have arrived from.
- Allowing for inter and intra cultural dialogue and exchanges, promoting the voice of 'the other'.
- Creating The Work Experience Zone (WorkEx Zone), with partners from 8 different countries, built on the local employment conditions. It will allow target participants to develop their work experience and undertake real projects with a network of clients.



RITDHE

Istituto del Sordi di Torino

Italy

www.istitutoditorino.org

This solution consists of “multi-ethnic dinners” and the consolidation of a social catering, where women own and manage the business. It facilitates employment of women of different cultures in states of exclusion and/or vulnerability. More concretely, it involves:

- Identifying the innate competences of each woman and integrating them into an organisational structure where they can work in different roles, generating self-confidence, commitment and economic retribution.
- Training members to certify their innate competences through a structured 1 year programme, making them specialists. This allows women to be competitive in the market and to build a solid business with financial and management independence.
- Generating social relations, as it creates a group of women coming from different parts of the world with their cultures, beliefs and languages.



SAPORI DA ASCOLTARE

Associazione Le Fate Onlus

BATTOUT
Buon pane marocchino. La facilità di preparazione lo rende ideale per i bambini e per gli ospiti.
Preparazione lo rende ideale per i bambini e per gli ospiti.
leggeri e gustosi panini ripieni con
o carne.

Realizzato da
FADOUA KHROUACH
Marocco

Italy

<https://lefate-onlus.org>

This solution consists producing luxury ceramic plates, handmade by migrant women. The beneficiaries are accompanied by staff with experience in counselling, work guidance and cultural mediation. At the end of the training phase, a company start-up phase follows. Finally, the marketing phase involves organizing an advertising campaign for the project and the company. More concretely, it involves:

- Providing a salary based on the quality of the sold product. The more professional you are, the more you can sell and cash out a fixed quota at the end of the service.
- Incentivising participants to develop their own ideas and working techniques.
- Promoting their professionalization, accompanying them towards a rewarding and well-paid employment.



TERRE DI MONALE

Daily Luxury Ceramics

PIAM Onlus

Italy

<https://piamonlus.org>

This solutions consists of touring the various areas of Tuscany, giving people (especially young, male African migrants in remote villages in the countryside), the chance to make different connections and build meaningful relations with others. More concretely, it involves:

- Literacy and language learning: by being placed in an environment where they teach certain artistic skills that immediately have to be put to practice, and providing simultaneous translation, they open the possibility for an active way to experience and explore the language. assist in finding free language courses, the subscription process and even organized volunteers that teach Italian for free.
- Participation in (local) public life. By creating our own original art work they give African migrants the platform to perform and shine without exploiting their, many times, traumatic stories. It is important to strengthen an identity that transcends the category "refugee".



WILL BE HEARD

Fondazione Teatro della Toscana

Italy

<https://teatrodellatoscana.it>

This solution consists of engaging civil society "looking at the other" with new eyes. It prepares and educates the younger generation to integration, inclusion and a more open society view. It aims to change perceptions of estrangement and distance which can create a strong social pressure, especially in small communities. More concretely, it involves:

- Raising awareness paths: meetings in schools, teacher training and public events. These actions aim to promote the culture of diversity acceptance, generating social empowerment, intercultural dialogue and participation in public life.
- Social inclusion proposals addressed to Young migrants.
- A storytelling strategy: using "Young Radio", as a tool for the dissemination of a positive narrative on migrants. The radio talks with the local community and proposes formats that focus on the inclusion and encounter between cultures, and engages young people and migrants in hosting the radio show.



WITH DIFFERENT EYES

Cooperativa Sociale Aeris

Italy

<https://coopaeris.it>



MALTA

This solution consists of an autonomous, independent, voluntary non profit making organization, supporting the social and community advancement concerning migrant women in the Maltese Islands. More concretely, it involves:

- Working with, empowering and facilitating migrant women to find their internal potential and power to participate and play a role in society in the manner most appropriate to them.
- Analysing the challenges faced by migrant women, as well as understanding possible opportunities, particularly using their culinary prowess for empowerment.
- The creation of Sahha!, which organises multiple cooking events and participates in festivals providing catering services.



SAHHA! Empowering Migrant Women Through Food

Migrant Women Association Malta

Malta

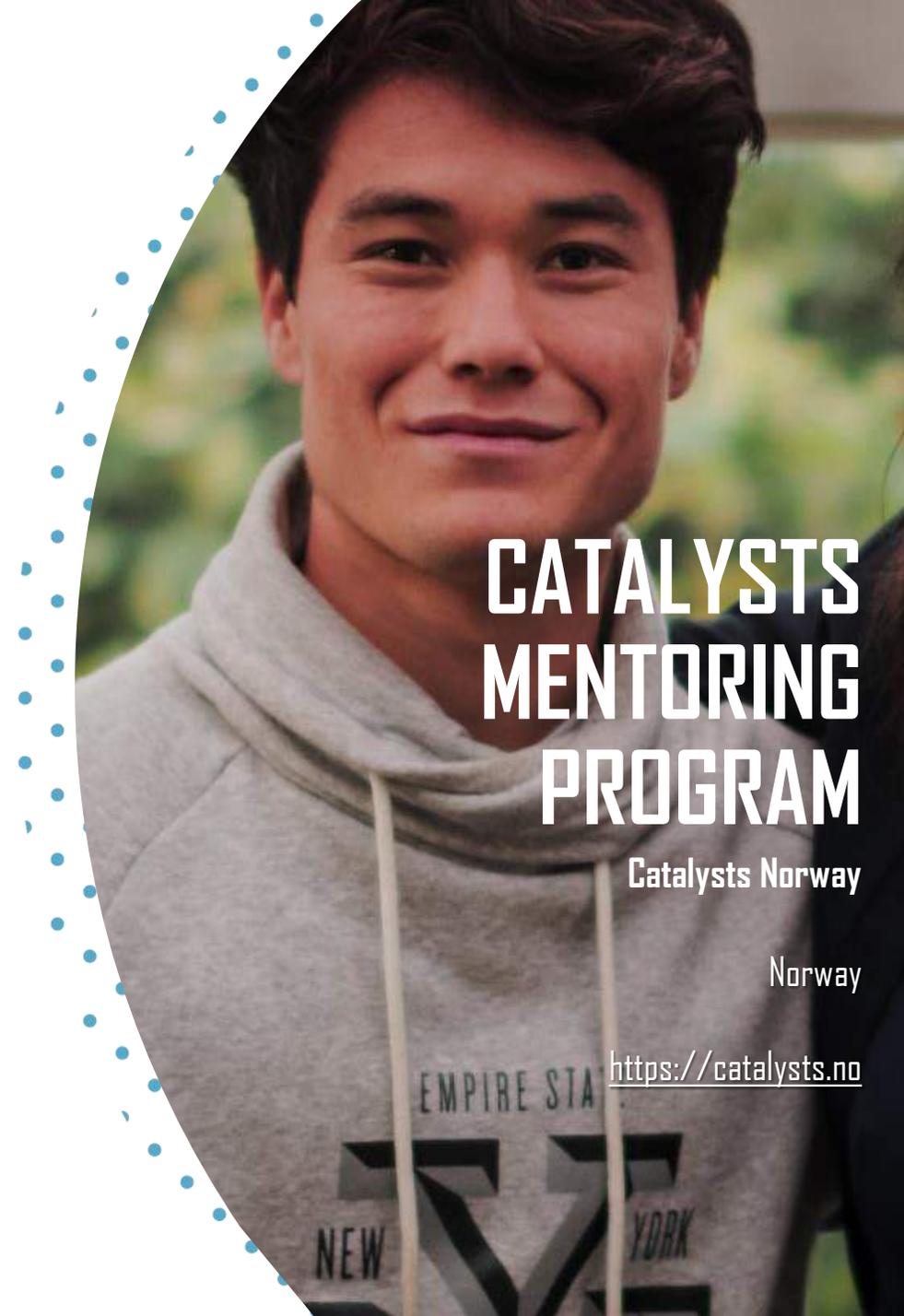
<https://migrantwomenmalta.org>



NORWAY

This solution consists of a strength based mentor program to help youths succeed in school, work and life in Norway. More concretely, it involves:

- An appreciative inquiry (AI) to build self esteem, skills and relationships to enhance integration and inclusion.
- A 6 month program, where the participants receive training through workshops on diversity, intercultural dialogue and career counselling.
- A mentor program connecting participants to networks for labour market and economic inclusion, focussing on strengths for social empowerment, social meetings for language training and intercultural dialogue and cultural participation.



CATALYSTS MENTORING PROGRAM

Catalysts Norway

Norway

<https://catalysts.no>

This solution consists of finding new methods through which to integrate women with minority backgrounds into the working world. It provides alternative education for women to learn sufficient Norwegian. More concretely, it involves:

- Training and hiring women with migrant backgrounds and no or unknown education, who are unemployed and speak little Norwegian.
- Meeting the needs, knowledge, and skills of these women by acknowledging their qualifications, further developing skills that participants are already comfortable with, structured around their skillsets.
- Developing products and services based on the skillset and the demand in the local labour market. Delivering; Cafe, Catering, school cafeteria service, cleaning service and reparation of textiles to the local community, while creating jobs.



EMPOWERED FOR WORK

Vintage Baby social enterprise

Norway

<https://vintage-baby.net>

CAFE VINTA



POLAND

This solution consists of helping refugees and immigrants to gain legal, psychological help by organising Polish language courses and support groups for women. More concretely, it involves:

- Children attending day care and participating in a mentoring program.
- Enabling migrants to participate in trainings, consultations, workshops and meetings.
- Enabling migrants to teach their mother tongues as foreign languages.
- Teaching participants about how to set up their own businesses and devising business plans.
- Strengthening the social position of a migrant as a service provider and not a recipient.

ACADEMY OF EDUCATORS

Ocalenie

Poland

www.ocalenie.org.pl



PORTUGAL

This solution consists of giving women jobs and opportunities to start fresh and become ambassadors of their own cultures, using these positions as vehicles of integration. More concretely, it involves:

- Bridging a social problem with a business approach, hence, the creation of a product inspired in a Syrian cultural heritage, the Aleppo soap.
- Creating a stable and adaptive work environment, where professional experience and language, is not a requirement, but a on the job learning.
- Events and workshops. Through these events beneficiaries are able to participate in the local life, practicing the local language, learning the local customs and sharing their culture. This aims to alleviate any prejudice that might exist about beneficiaries.

CULTURE AS A POWER TO INTEGRATE Soapfulness

Amal Soap - Hope for a new home

Portugal

www.amalsoap.com

This solution consists of using theatre and dramatic expression to facilitate refugee integration in Portugal. This aims to improve refugees' social inclusion, cultural participation and overall integration. More concretely, it involves:

- Using drama techniques to increase literacy and the capacity to learn a new language, while overcoming rational and emotional barriers refugees may face upon arrival in a new country.
- Promoting weekly sessions where refugees are invited to join a group where exercises and dynamics are performed in close cooperation with the Portuguese language training programme.
- Stimulating oral communication and reading for pleasure; enriching thinking and expression; making the learning an enjoyable experience; linking the learning experience with their own experiences.



LEARNING WITH THEATRE Integrating Through Culture

Conselho Português para os Refugiados

Portugal

www.cpr.pt

This solution consists of integrating refugees from the Middle East through training and employment, while keeping them connected to their roots. More concretely, it involves:

- The commercialization of Arabic food through restaurants and catering services, workshops and debates promoting the Arabic culture.
- The implementation of restaurants for the production and commercialization of Arabic dishes. It helps to promote different forms of expression of Arabic culture through workshops and debates, to encourage its existence within the local community.
- Employing women and young adult refugees who promote a multicultural environment of sharing and integration, using the skills and capacities that they brought with them. They are continuously trained to become autonomous professionals in this new context.



MEZZE-PORTO

PAP – Associação Pão a Pão

Portugal

<https://facebook.com/paoapao.associacao>



SPAIN

This solution consists of a cooperative formed by people who used to sell illegally in the streets of Barcelona, aiming to dignify the lives of immigrants and increase social awareness. More concretely, it involves:

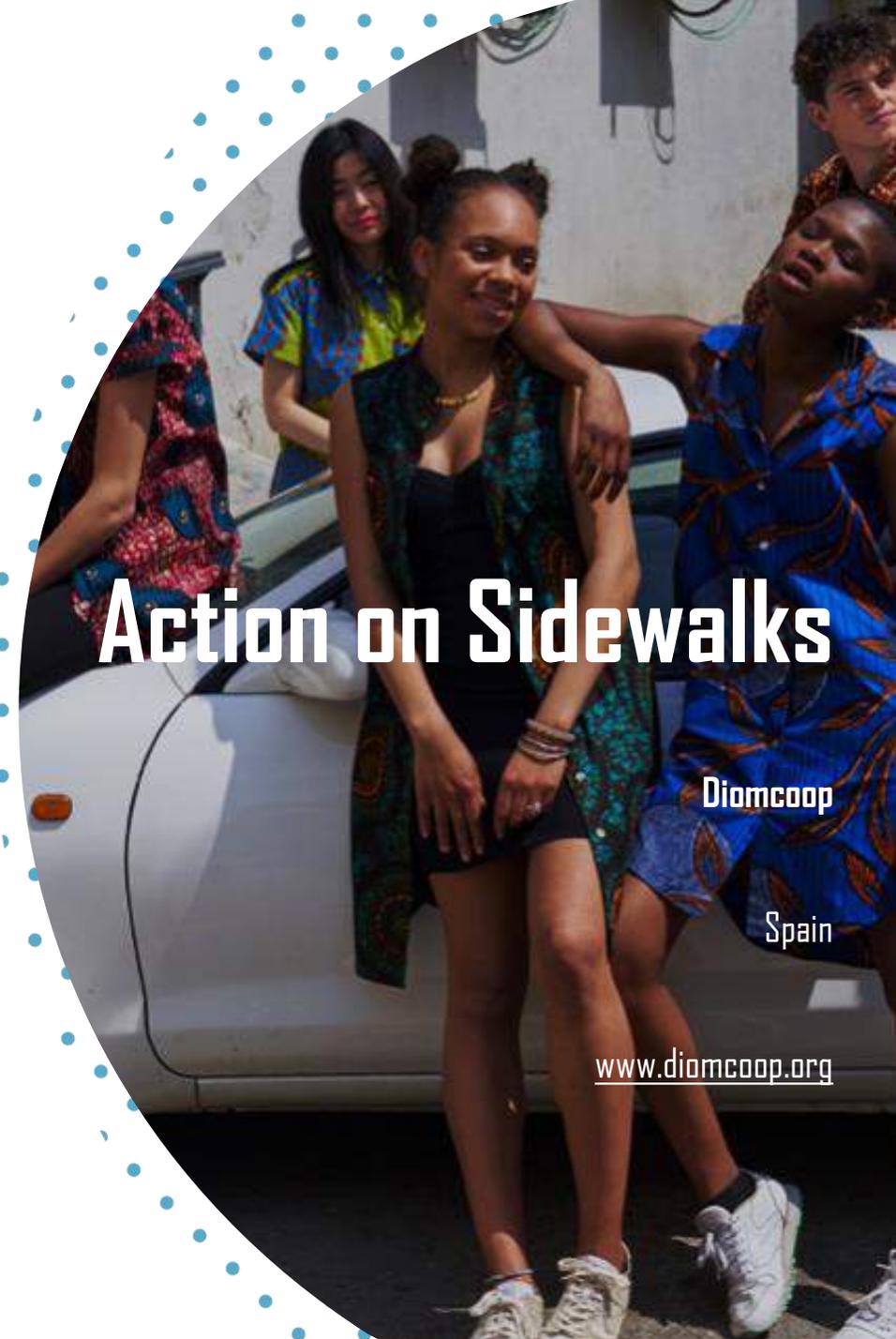
- Providing a fair economic activity that offers products (fashion and African foods) and services.
- Forming a cooperative where sixteen 'manteros', men and women, can work legally and obtain their documents to reside in the country.
- Three main economic activities: fashion, West African food, and services.
- Three main objectives: economic viability, social inclusion and increase social awareness towards the immigrants who work in 'La manta'.

Action on Sidewalks

Diomcoop

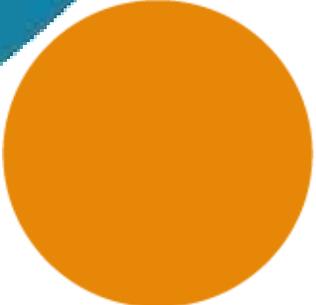
Spain

www.diomcoop.org



This solution consists of facilitating participation of non-EU nationals in the political life of their cities, through workshops and technology. More concretely, it involves:

- Helping governments to implement collaborative problem solving and community engagement strategies, by partnering with local non-profit organizations to train young migrant men and women on how to participate in the political life of their cities.
- Training local authorities on civic participation management. Then, young migrants use technology to debate online about political topics with local authorities.
- Organising offline meetings where young migrants meet local authorities and talk about their experiences.
- Measuring the impact of training and technology in the political efficacy of youngsters through participation surveys and reports.



DIVERSE CIVIC ENGAGEMENT PROGRAM

Kuorum.org

Spain

www.kuorum.org/en

This solution consists of enabling the social and labour inclusion of people at risk of exclusion, specifically migrant youth, providing career development guidance. More concretely, it involves:

- Contributing to the development, integration and wellness of vulnerable groups, promoting tolerance, justice, and social responsibility with other organisations and public institutions.
- Providing counselling in the following 5 zones:
 1. Recognition: the reception space to offer personalised services for registration, interview and needs assessment.
 2. Training: guidance through different learning solutions for upskilling.
 3. Employment: career guidance and vocational assessment.
 4. Mobility: analyses participants' geographical and work-related mobility.
 5. Monitoring, social inclusion and psychosocial support zone: a space for participation in volunteerism, counselling and training programs.



EUROPEAN INTERGRATION SYSTEM

Solidaridad Sin Fronteras

Spain

<https://ssf.org.es>

This solution consists of online one-to-one language classes for refugees over video or audio calling platforms, creating spaces for social interaction, and fostering intercultural exchange and understanding. More concretely, it involves:

- Beneficiaries receiving classes before they arrive in their host countries, shortening the period they will need to learn their new language in their host countries. This is especially relevant for those who have disabilities, are women who have to take care of their children, or live in small towns where they don't have this chance.
- Language learning, which builds resilience and social cohesion in host communities and provides individuals with the skills they need to access work, services, education and information.



FREE ONLINE LANGUAGE CLASSES For Refugees

Amal Learning

Spain

<https://amallearning.org>

This solution consists of promoting a development based on Human Rights that aims to guarantee life sustainability. Social Solidarity Economy, Education for Social Change, Corporate social responsibility are its working fields. More concretely, it involves:

- Offering a free training entrepreneurship itinerary for starting an economic initiative on participants' own SSE approach.
- Using a group-based model to promote social exchange and collaboration searching. This format carries out teamwork dynamics to enhance exchange and collaboration opportunities.
- Offering individual consultancy sessions to develop each project properly and detailed. It organises meetings between individual projects to share knowledge and experiences and to help build communication and self confidence.



SSE Social Cohesion Through Entrepreneurial

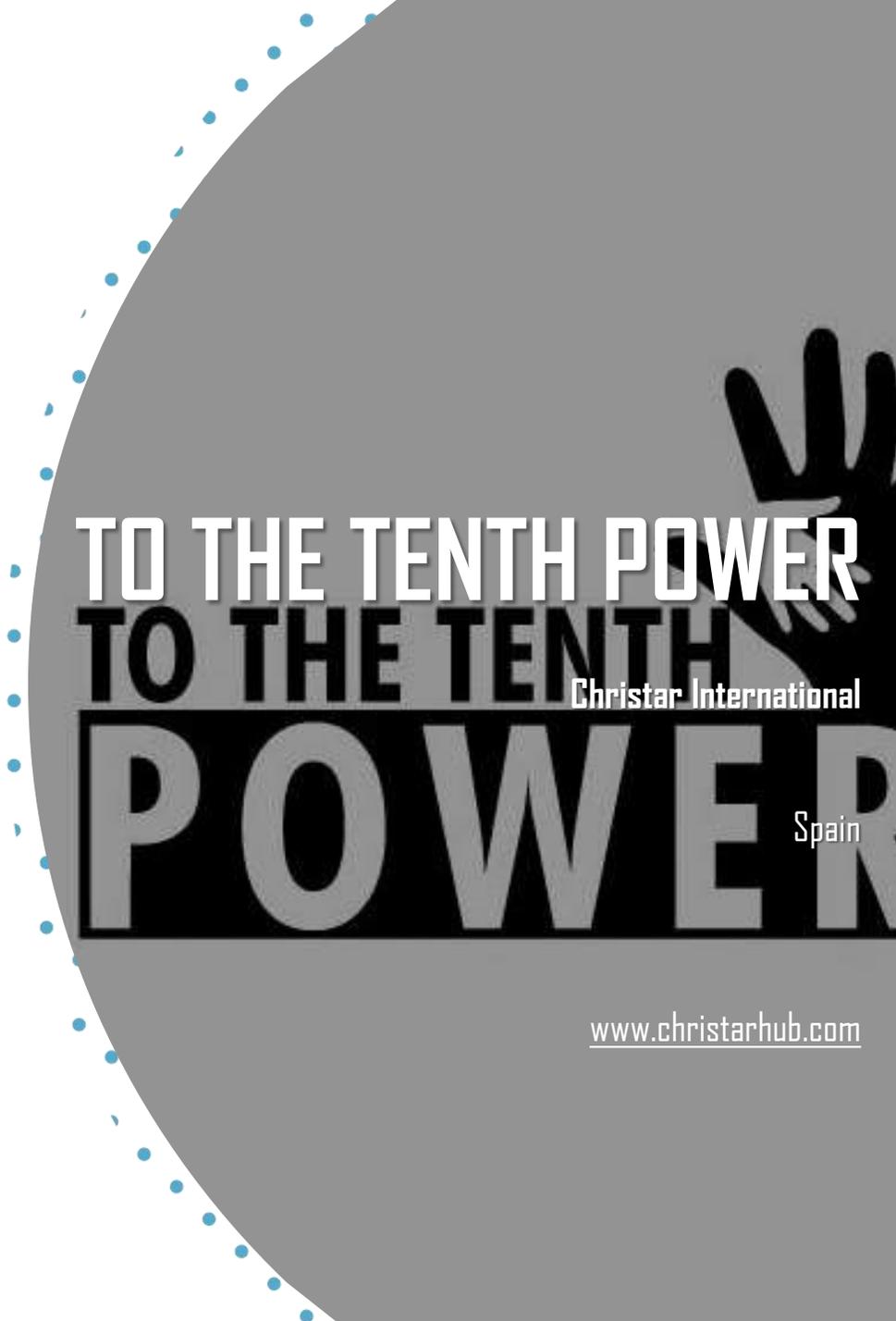
Euskadi Economists without borders

Spain

<https://ecosfron.org/euskadi>

This solution consists of addressing global social challenges through collaboration, co-working and ideation. More concretely, it involves:

- Virtual education programs for refugees, food distribution for displaced peoples, leadership training in developing economies and job creation.
- Serving the host city by giving them tangible steps and programs to engage the immigrant community.
- Providing new employment opportunities for immigrant women that are not competing with host country nationals.



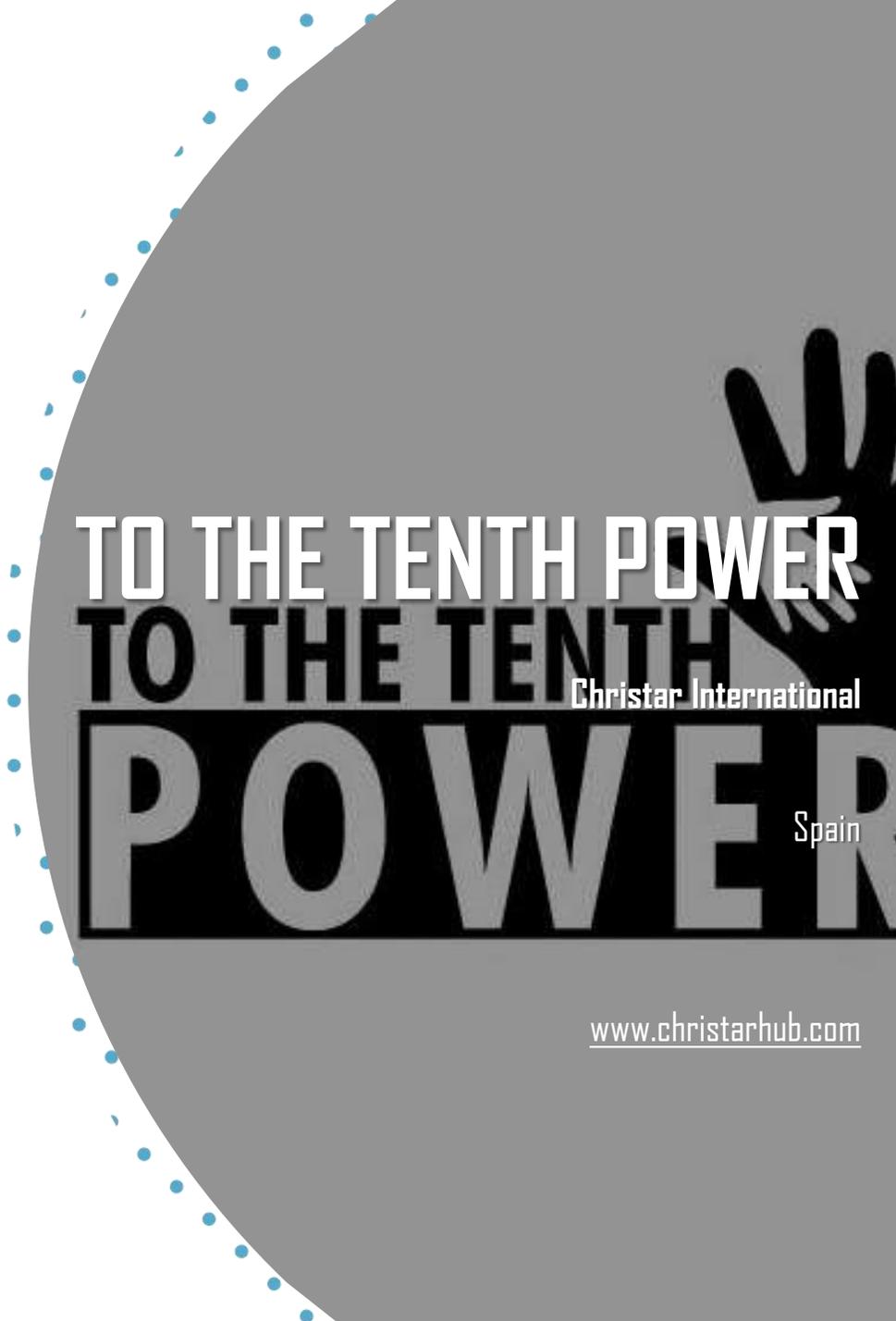
TO THE TENTH POWER
TO THE TENTH
POWER

Christar International
Spain

www.christarhub.com

This solution consists of addressing global social challenges through collaboration, co-working and ideation. More concretely, it involves:

- Virtual education programs for refugees, food distribution for displaced peoples, leadership training in developing economies and job creation.
- Start-up academies serving the host city by giving them tangible steps and programs to engage the immigrant community while providing new employment opportunities for immigrant women.
- Providing a common goal both communities tear down the walls that divide them and empowers the complete community to move ahead together.



TO THE TENTH POWER
TO THE TENTH
POWER

Christar International
Spain

www.christarhub.com

This solution consists of eliminating hunger through the prevention, detection and treatment of malnutrition. More concretely, it involves:

- A program for migrants who consider entrepreneurship to generate their own job. The program offers an individual and group methodology focused on entrepreneurial skills development and training, and technical contents training, encompassing the entire entrepreneurial process from idea to business.
- Adapting to the needs of migrants who wish to start businesses, with a network of collaborations with embassies, consulates and organisations.
- Facilitating access to financing and accompanying and advising migrants on legal aspects and tax regulations.



VIVES EMPRENDE

for migrant women

Fundación Acción contra el Hambre

Spain

<https://accioncontraelhambre.org/en>

This solution consists of promoting social and financial integration of migrants, refugees and ethnic minorities through an empowerment-oriented and community-based approach. More concretely, it involves:

- Asset-building, creating and consolidating social networks for more resilient and economically independent communities.
- Limiting the dependence of poor and low-income people on external resources, assuming the principle that disadvantaged collectives can save, help each other and provide for themselves.
- Empowering the multicultural dynamic, where people of different backgrounds, gender and origins share a common project of saving together and progress as a group.



WOMEN FINANCIAL INCLUSION Through Asset Building

CAF, Comunitats Autofinançades

Spain

<https://wincomun.org>



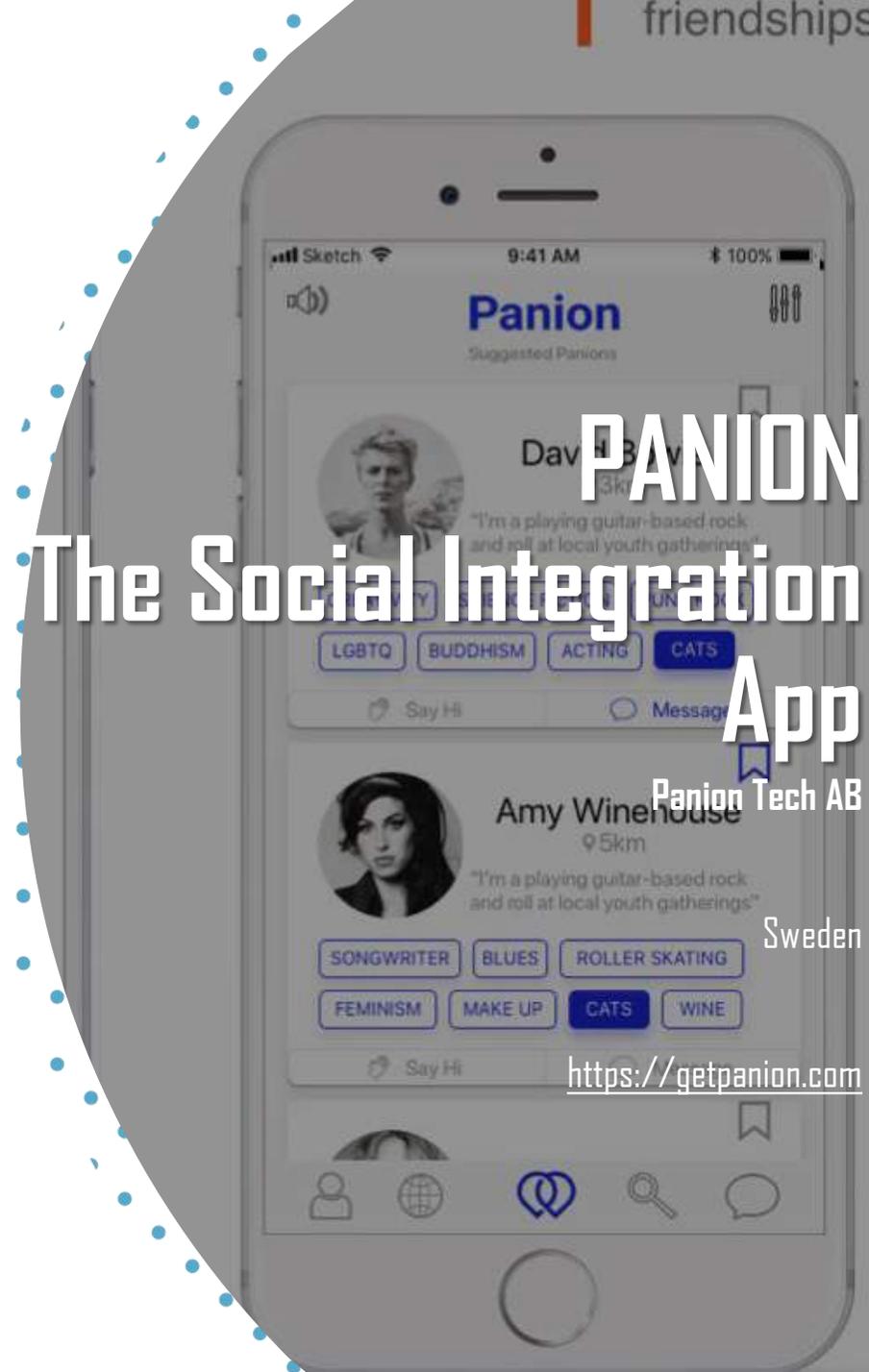
SWEDEN

This solution consists of a keyword-searchable friend app that helps connect like-minded people through common interests, values, and experiences, thereby improving the social integration of newcomers. More concretely, it involves:

- Providing a platform for connecting nearby people through common interests, despite their differences.
- Helping to bridge cultural gaps and allowing people access into interest-based communities that might already exist in the local space. Therefore migrants can not only connect with other likeminded migrants, but they can meet locals to help improve their language skills, to find people in a similar professional industry, to rebuild their social networks, to ask questions about the new host country, etc.
- Improving newcomers' experiences, socially integrating into society and ensuring deeper connections and valuable friendships from the start.



PANION The Social Integration App



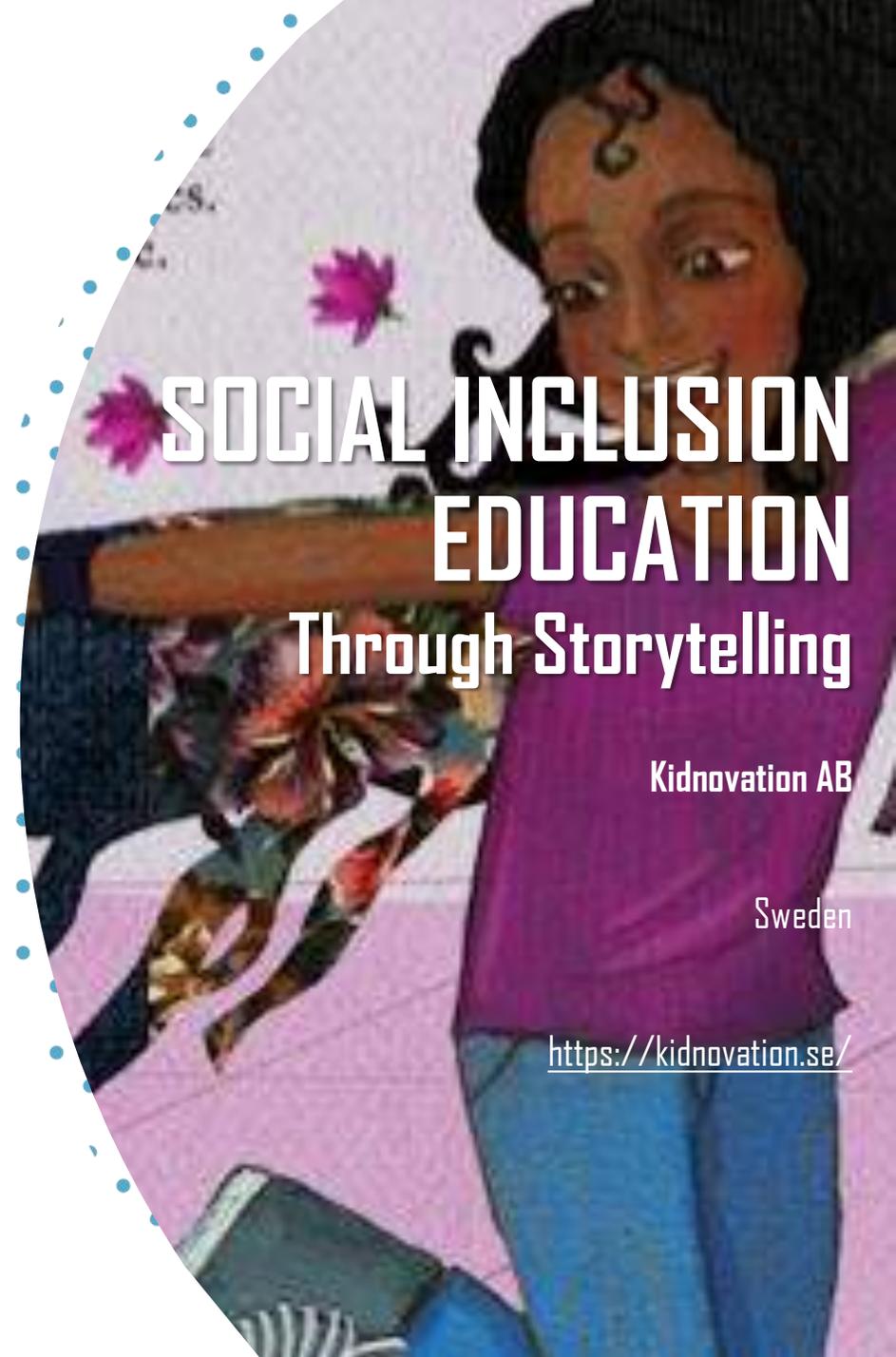
Panion Tech AB

Sweden

<https://getpanion.com>

This solution consists of a social education package through storytelling, that empowers refugee girls and boys and to help their peers in society empathise with their experiences, so both local and refugee children can find similarities, accept and interact together. More concretely, it involves:

- A digital platform that transforms therapy methods and social education about equality, inclusion, and integration into stories and games that children can perceive easily.
- A gamified tool to create a safe zone for kids to express their emotions and communicate with the teacher or the therapist which helps with a quick diagnosis of their mental health status.
- Provides refugee children and local children the needed social education about empathy, girl empowerment, acceptance, and inclusion in form of a story with characters that look like both children and have walked in their shoes.

A circular illustration of a young girl with dark hair, a bindi on her forehead, and a purple top. She is holding a bouquet of pink and purple flowers. The background is light purple with some faint text and a blue dotted border.

SOCIAL INCLUSION EDUCATION Through Storytelling

Kidnovation AB

Sweden

<https://kidnovation.se/>

This solution consists of teaching migrant women to swim, encouraging them to interact with the new society, and gifting them a life safety instrument. More concretely, it involves:

- Offering swimming courses for adults (migrants) in very small groups of 3-4 students. 2 coaches for 4 students. Its coaches are also migrant women who provide a friendly and happy atmosphere.
- Allowing migrant women start to use infrastructure: public transport, SPA or swimming pool. They are surrounded by native Swedes and learn basic norms of how the things work in the new country, while gaining confidence in moving on their own in the new society.
- Enabling migrant women to build new routines, and make new friends. In another words, they start their integration.



START TO SWIM AND INTEGRATE

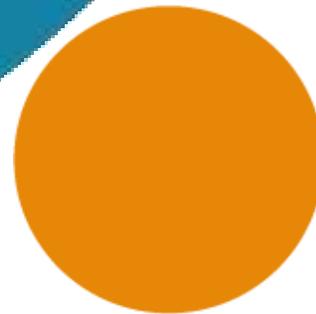
Stockholm International Swimming Club

Sweden

<https://stockholmswimmingclub.se>

This solution consists of an exit program for women exploited in prostitution, pornography and human trafficking for sexual purposes. More concretely, it involves:

- A program focused on assistance, support and protection through safe housing, trauma therapy, psycho-education, and planning/practical support. After the first year, extra focus is placed on continued integration into Swedish society.
- Ensuring that the target group can access education, vocational training and apprenticeship programmes, and/or income-generating activities. Specifically, beneficiaries access:
 1. Literacy and language learning – an important criterion for long-term integration into Swedish society.
 2. Social empowerment through mentorship and psycho-education, aimed at increasing beneficiaries' self-esteem.
 3. Labour market and economic inclusion through life-skills training, internship and practical planning.



THE TALITA SOLUTION

Talita

Sweden

<https://talita.se>



SWITZERLAND

This solution consists of a strength-based participatory approach to learning, using non-formal education. It aims to increase self-confidence of the refugee community in Switzerland, and inspires them to create their own action plans. More concretely, it involves:

- Providing individual trainings and interactive workshops, mobilising the potential of refugee communities to co-create a common vision, address challenges through innovative solutions, act and adapt.
- Fostering local ownership by supporting refugee communities to think and act for and by themselves, via a rigorous action-learning cycle.
- Using a 'train-the-trainers' approach that makes sure that the entire process is owned by the community and facilitated by community members.
- State-offered integration programs, focussing on language learning, helping Sudanese and Ethiopian communities own and solve their challenges and start advancing inclusion in Zurich/Switzerland.



COMMUNITY IMP!ACT

euforia

Switzerland

www.euforia.org

This solution consists of offering an IT bootcamp of 13 weeks and an internship of 6 to 12 months. It has a 100% placement rate so far and has built schools in Bern, Zurich and Lausanne. More concretely, it involves:

- Solving two problems: the high unemployment among refugees and the shortage of IT workers in the technology sector.
- Offering intensive computer programming classes to refugees over a three month period and then place them in an IT internship.
- Organising sessions where employers can meet the students, interview them and eventually offer them an internship.
- Holding social skills and business workshops, offering training in interviewing, applications, communication, tech workplace expectations and more.
- Pairing students with their own individual job coaches, all of whom work in Switzerland and act as a source of advice, friendship and social support throughout the course and internship.



POWERCODERS

Powercoders

Switzerland

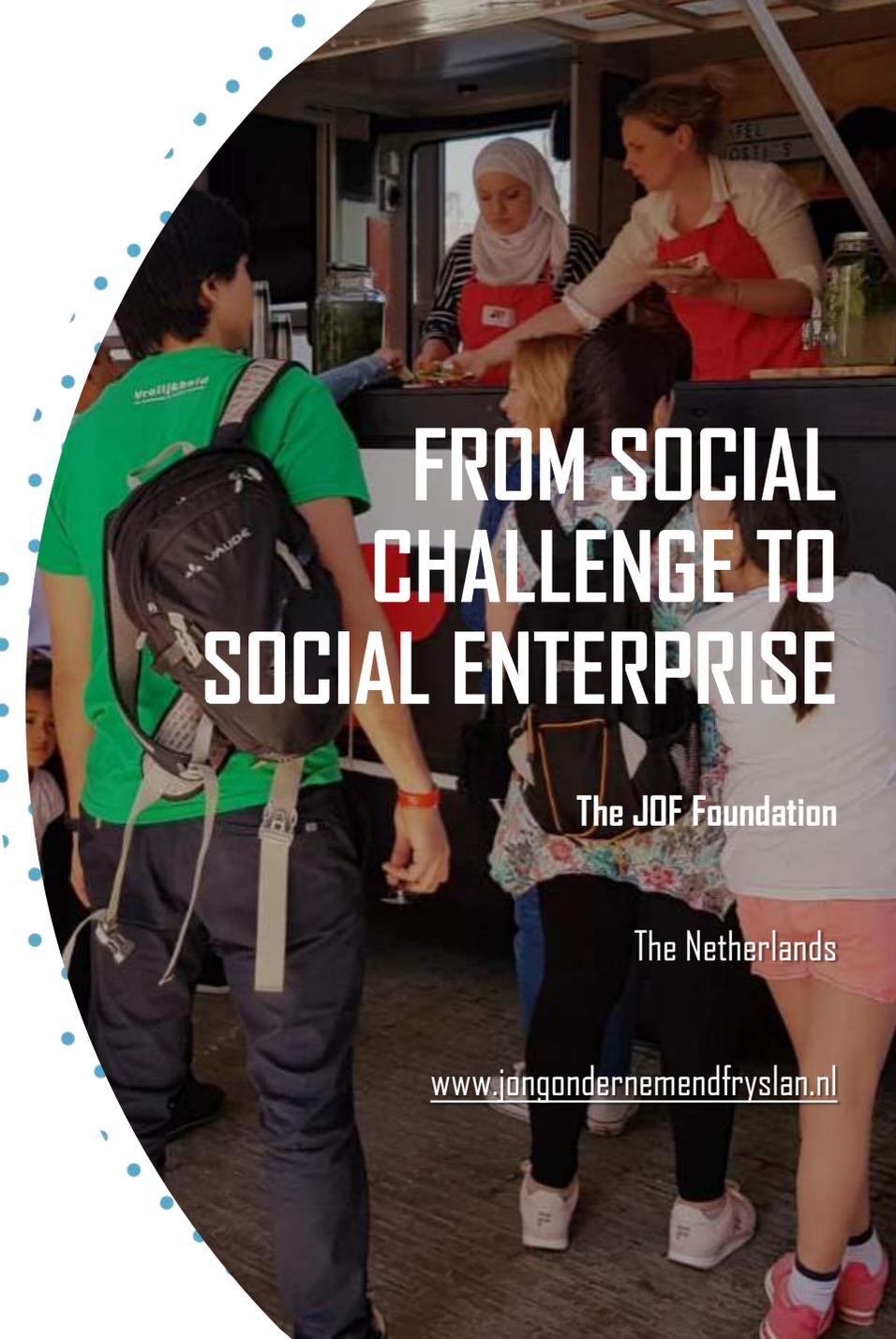
<https://powercoders.org>



THE NETHERLANDS

This solution consists of organising meet-ups for refugees to connect with local citizens and professionals. The aim is for refugees to start business concepts after making these connections, where refugees can develop and learn from professionals in the field. More concretely, it involves:

- Working with young people from different backgrounds (scholars, refugees, students, or unemployed people), enabling them to create their own projects, enterprises and opportunities.
- Building both a social and professional network to increase chances in the labour market.
- Organising Meet Up Cafés, classes and workshops where locals can meet the 'new locals' and vice versa.
- Building social enterprises or projects within an organization, allowing refugees and other people to work together on business concepts and revenue streams.



FROM SOCIAL CHALLENGE TO SOCIAL ENTERPRISE

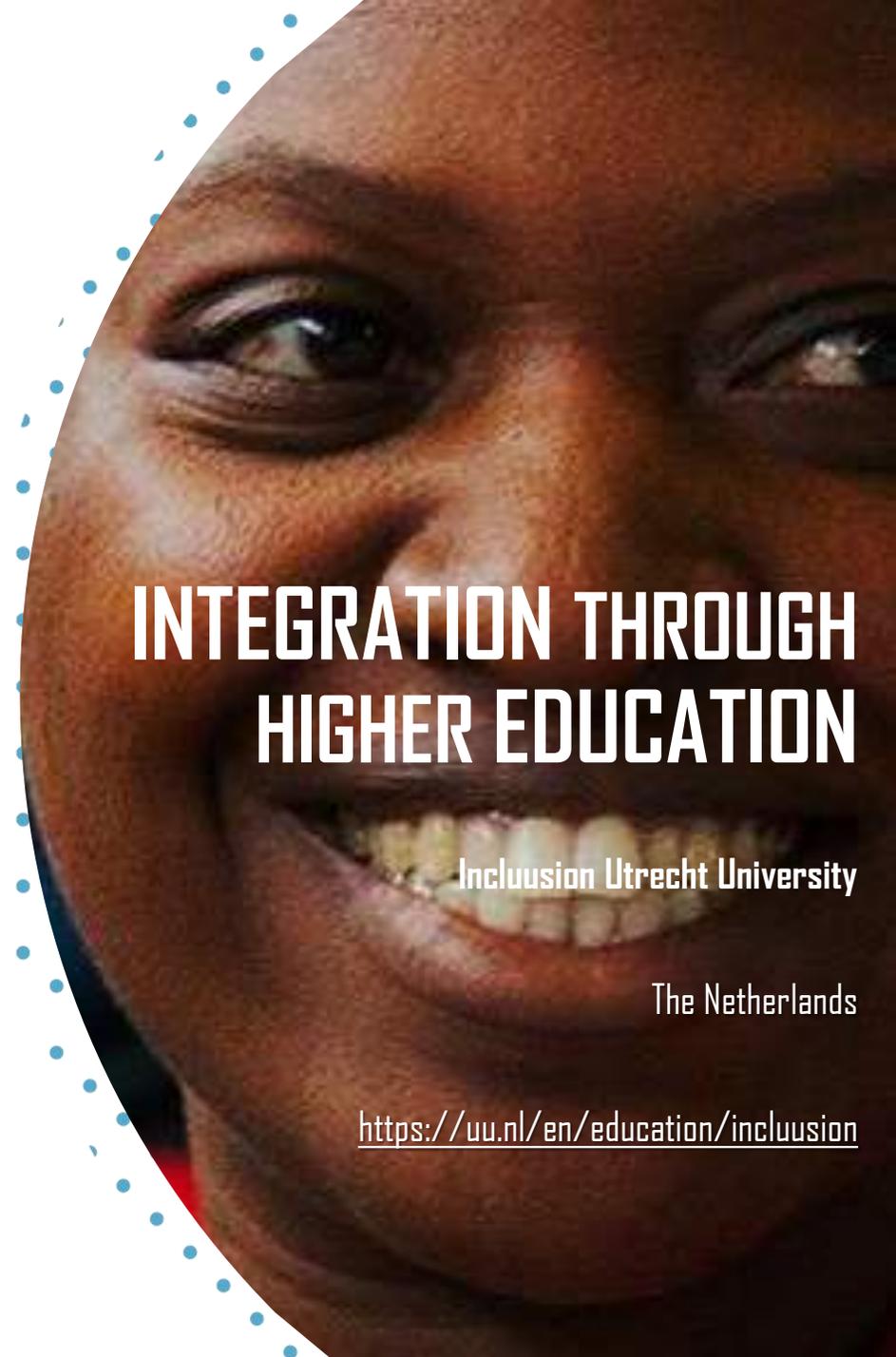
The JDF Foundation

The Netherlands

www.jongondernemendfryslan.nl

This solution consists of transforming the lengthy asylum procedure into a window of opportunities for forced migrants, giving them the chance to develop new knowledge, improve language skills and build a wide social network. More concretely, it involves:

- Assisting asylum seekers and refugees to participate in higher education courses.
- Providing access to education, enabling them to improve knowledge and enhance prospects of being admitted to an official study program.
- Enhancing migrants' social empowerment, encouraging intercultural dialogue and cultural participation.
- Contributing to constructive intercultural dialogue via the buddy program. Through the English Academy for Newcomers, beneficiaries are enabled to attend language classes and to improve their language skills.



INTEGRATION THROUGH HIGHER EDUCATION

Inclusion Utrecht University

The Netherlands

<https://uu.nl/en/education/inclusion>

This solution consists of opening up the labour market for the talent newcomers bring, and to work towards a more inclusive society. It makes matches so that people can build networks, work on their resumes, and use their talents. More concretely, it involves:

- Organising traineeships at local companies and institutions, where participants work in positions that match their past experiences.
- Providing a three-month learning experience. Once people are matched, the organisation facilitates peer-to-peer workshops during traineeships, where participants reflect on day-to-day experiences.
- Focussing on economic inclusion and access to the labour market by opening up possibilities with local companies and institutions.
- Exposing local colleagues to people from a different cultural backgrounds, which leads to an inclusive work floor where diverse people interact.



NEWBEES TRAINEESHIP for migrant women

NewBees

The Netherlands

<https://new-bees.org>

This solution consists of opening up the labour market for the talent newcomers bring, and to work towards a more inclusive society. It makes matches so that people can build networks, work on their resumes, and use their talents. More concretely, it involves:

- Organising traineeships at local companies and institutions, where participants work in positions that match their past experiences.
- Providing a three-month learning experience. Once people are matched, the organisation facilitates peer-to-peer workshops during traineeships, where participants reflect on day-to-day experiences.
- Focussing on economic inclusion and access to the labour market by opening up possibilities with local companies and institutions.
- Exposing local colleagues to people from a different cultural backgrounds, which leads to an inclusive work floor where diverse people interact.



NEWBEES TRAINEESHIP for migrant men

NewBees

The Netherlands

<https://new-bees.org>

Annemiek Dresen

annemiek@newbees.org

This solution consists of a mobile skill assessment app that empowers individuals to communicate their employable skills, automatically generating and translating rich skill profiles and mapping their skillsets to recognized European occupations. More concretely, it involves:

- Creating more dynamic and inclusive labour markets in which migrants and refugees are empowered by technology to discover pathways to participation in meaningful vocations.
- Performing skill assessments, producing skill profiles that are automatically mapped to the European labour market.
- Combining a comprehensive model of the European labour market with intelligent machine learning algorithms to perform a guided interview process based on a person's past experiences.
- Allowing individuals to capture skills gained through informal education and work experiences including informal work, volunteering, parenting, etc. The result of the skill assessment is an automatically generated skill profile.

SKILLLAB

Skilllab

The Netherlands

<https://skilllab.io>

This solution consists of creating stories and facilitating experiences around shared past, common future, diversity, gender equality and conviviality. More concretely, it involves:

- 8 workshops based on the most widespread female archetypes, where the women involved hear other stories; learn how to build a narrative; are able to present their own stories in the end.
- Fostering gender equality so that more and more stories led by women are told, and networks of support are created for feminine expression.
- A workshop series, a music festival, a talk show format and a storytelling agency forming the full scope of The Eva Stories.

THE EVA STORIES WORKSHOP

LF/PR

The Netherlands

www.luanaferreirapr.com

This solution consists of sustainable community integration through education and research, inclusive of women and youth empowerment, through projects, training, dialogue and culture sharing. More concretely, it involves:

- An Integration Chat Room (ICR), which intends to expand people's social network by providing discussions of essential topics of refugees' integration.
- Donations Day: a monthly second-hand items market. Most of the items are free, however, some are sold at discounted prices where the market atmosphere is relaxed and open.
- Language lessons via an English/Dutch Book Club, allowing newcomers to learn English and Dutch for self-development.
- Giving refugees a better opportunity to start and finish their studies in Dutch institutions of higher education, reducing the dropout rate, and helping to build their social network.



WE ARE A COMMUNITY

A Holistic Approach

Stichting Unity in Diversity

The Netherlands

<https://uidnl.org>



United Kingdom

This solution consists of supporting immigrants (focussing on the heritage Black, Asian and Minority Ethnic [BAME] communities) with social entrepreneurial ideas, aiming to benefit both communities and better encourage integration. More concretely, it involves:

- Contributing to social empowerment, labour market and economic inclusion, giving immigrants the opportunity to access the relevant support and tools to develop and deliver their ideas.
- Increasing employment opportunities and financial independence to give way to growing local assets and exiting poverty; increasing investment in immigrants' children; contributing to the economic growth and social capital of communities; and creating jobs..
- Providing assistance to targeted communities for economic and social empowerment through a focus on social entrepreneurship, asset building, social responsibility and civic engagement.



COMMUNITY CHAMPIONS

Legacy WM

United Kingdom

<https://legacy-wm.org/>

This solution consists of engaging migrant women to work with local women and the community to address food poverty through making and distributing food. More concretely, it involves:

- Addressing the barriers encountered by Muslim women and their families; supporting them in playing a full and active role in society and the economy.
- Providing free hot curry, hot drinks and a clean warm environment on a weekly basis. It also offers additional support and guidance; and works with partners to provide clinical care via 'Street Medicine' and provide mental health support through an art project.
- Enabling social empowerment for both labour market inclusion and economic inclusion and participation in (local) public life; as it helps migrant women gain confidence, skills and knowledge that they can transfer to further volunteering, employment, self-employment and local leadership.



COMMUNITY CURRY CIRCLE

Muslim Women's Council

United Kingdom

<http://muslimwomenscouncil.org.uk>

This solution consists of giving migrant women an opportunity to use their existing skills and passion in food and fashion; to connect with similar local businesses for partnership, employment or mentoring. More concretely, it involves:

- Identifying and addressing the needs of local women and girls by offering a safe and culturally acceptable venue to meet, socialise and develop personal and educational skills.
- Using the existing strength, resilience and ambition in many migrant women to help them reach their potential. It acts as a platform and conduit connecting migrant women with skills, passion and ideas, fusing them with local entrepreneurs and businesses; so that they can transform their lives and the lives of their families, whilst contributing to wider society.



TALENT MANAGEMENT PROGRAMME

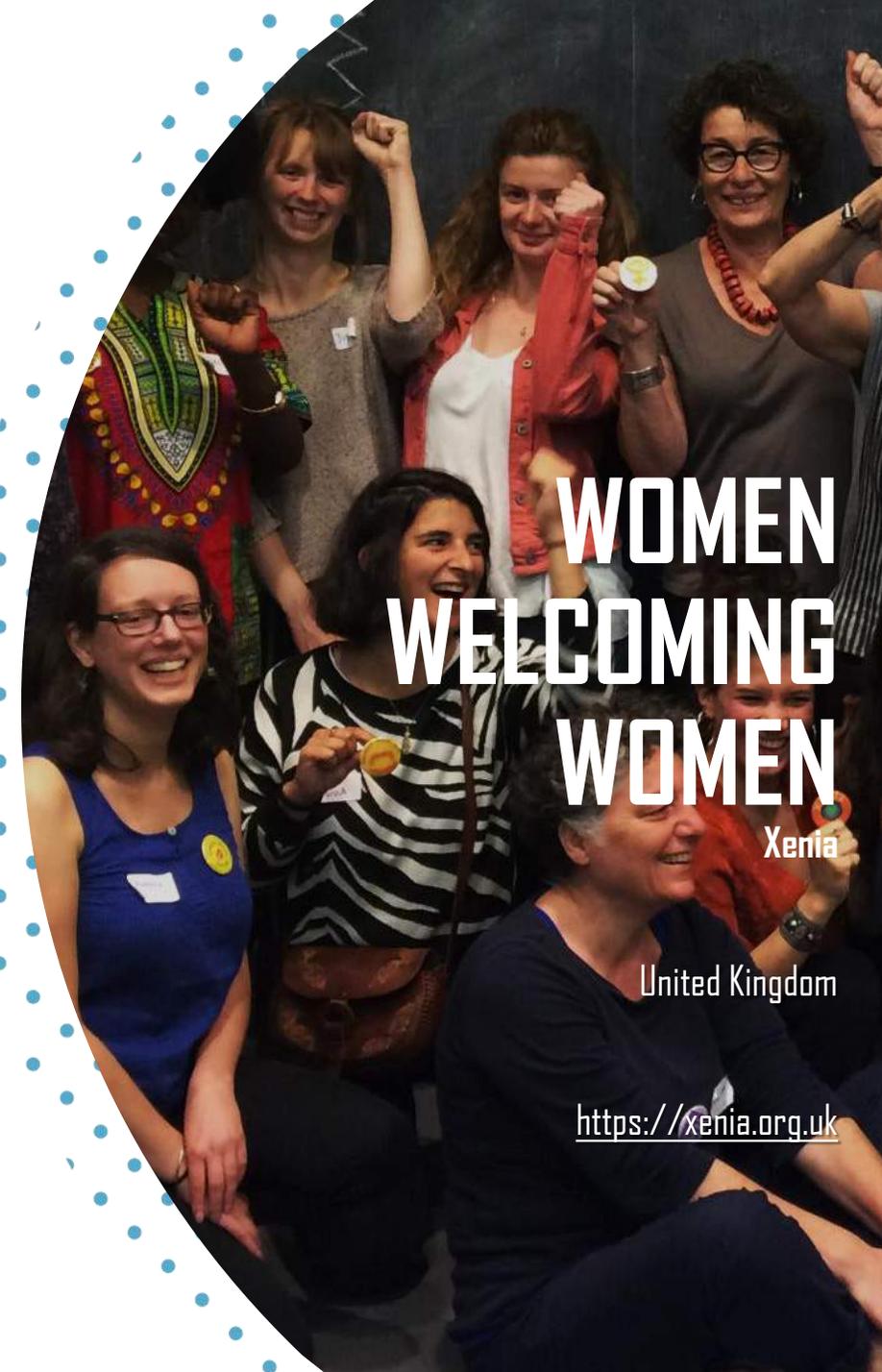
The Keighley Association Women & Children's Centre
(KAWACC)

United Kingdom

<https://kawacc.btck.co.uk>

This solution consists of creating a welcoming and safe space where women learning the host language, and women who speak fluently, participate in activities that encourage language practice, cultural exchange, and community cohesion. More concretely, it involves:

- Organising weekly workshops that have 4 aims:
 1. Literacy and language learning. Xenia enables women to continue learning in addition to classes.
 2. Social empowerment. Reduced social isolation amongst migrant women.
 3. Intercultural dialogue and cultural participation – Improved understanding and awareness of other cultures, leading to improved community cohesion.
 4. Participation in (local) public life – Increase access to civic and democratic processes and local services for migrant women.



WOMEN WELCOMING WOMEN

Xenia

United Kingdom

<https://xenia.org.uk>