



Federal Ministry
of Education
and Research

Education Advisers – Making Use of Common Bonds

Volunteers from migrant organizations make an active contribution



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Foreword



In recent years there has been a significant improvement in educational opportunities for children and young people from migrant backgrounds in Germany. More and more young people with a migrant background are leaving school with academic qualifications, completing vocational training or studying at a higher education institution and making the successful transition into the world of work. However, more still needs to be done. People from other cultures are often unaware of the full range of opportunities and possibilities offered by the German system of education and training.

The Federal Ministry of Education and Research is therefore funding the project “Intercultural Networks – Education Advisers for Young People”. This project focuses on the key role of migrant organizations in providing information about the German education and training system. The idea is that voluntary advisers are available to answer questions and to help contact the appropriate services. We intend that they should participate in education networks, thereby broadening the outlook of the network partners to include migrants and helping to overcome reservations.

In this brochure we introduce a number of these education advisers and describe the voluntary work they do. I would be delighted if these dedicated men and women inspire others to follow in their footsteps. Every migrant organization should put education at the very heart of its work. This is an essential contribution to ensuring equity in education.

A handwritten signature in black ink that reads "Johanna Wanka". The signature is written in a cursive, flowing style.

Prof. Dr. Johanna Wanka
Federal Minister of Education and Research

Introduction

In the beginning there was an idea: Members of migrant organizations could provide help and information to other members of their communities about education and training. The German Federal Ministry of Education and Research (BMBF) first implemented this idea in its “Vocational Qualification Perspective” funding programme. A total of 118 men and women took part in the programme as voluntary education advisers. They provided information to people in their communities about the German education and training system. They arranged contact with relevant services. They also made those services aware of the needs of people from other cultures.

The work of the education advisers enabled numerous young people to complete school with qualifications, to find training places or to return to learning. We therefore want to strengthen the involvement of migrant organizations in the area of education and to encourage more members of these organizations to become education advisers. This is why the BMBF is funding the nationwide project “Intercultural Networks – Education Advisers for Young People” which runs until the end of 2016.

This brochure aims to show you the wide range of work performed by education advisers. You can consult the education adviser of your migrant organization if you have questions about education or training in Germany. Or you can become an education adviser yourself and help improve the career prospects of people with an immigrant background. If we have aroused your interest and you have further questions, you can contact the project’s coordination office, MOZAIK gGmbH. You can find its contact details on page 24.

Education adviser **Marina Mannarini**

First school – then training



“I want to help young people on their chosen path.”

Marina Mannarini left Italy at the age of 21. She had just passed her upper secondary school qualification but still had no idea what career she wanted to pursue. She had learned German at school and was eager to immerse herself in another culture, so she moved to Germany. “I wanted to get to know the country and its people and at the same time find out what career I wanted to do.” After studying linguistics in Hamburg she settled there permanently. Today, the 55-year-old is a project expert with the non-profit organization “Unternehmer ohne Grenzen e.V.” (Entrepreneurs without Borders) where she supervises projects which enhance the education prospects of people with immigrant backgrounds and provide them with networks of contacts.

In addition to her job, Mannarini is a voluntary education adviser at the association. “I have always been involved with the needs of young people and parents with an immigrant back-

ground,” she says. She is well known for this in Hamburg’s Italian community. Her fluency in two languages is of immense benefit to her work. “The young people and the parents who come to me value the fact that I can advise them in Italian.”

This applies also to Michela Alaimo and her son Andrea. When they turned to Mannarini for advice, they could only speak a few words of German. It was only six months since they had arrived in Germany. They hoped that Andrea would learn a trade and have a better future here than in Italy. However, they had no idea how they should begin going about this. They were not familiar with the German system of education and training. As Mannarini explains, “Italy has a very different system of training: While work-based training in companies is the main approach in Germany, in Italy you normally learn an occupation at school.”

Mannarini talked with Andrea about how the dual training system works in Hamburg and what occupation he could imagine for himself. One thing became clear very quickly. Before he takes up training, he



must first go back to school. The boy has gained a school-leaving qualification in Italy, but he is only 16 years old, and in Hamburg compulsory schooling only ends after eleven years of attending school or when one reaches 18.

This raised a number of questions: What school should Andrea go to? What level of knowledge did he already have, and what grade should he enter? In order to find out the answers, Mannarini referred him to the Hamburg Institute for Vocational Education and Training. Through her many years of experience, she knows that the institute offers free advice and the chance to take a skills test. Andrea was tested in maths, English and other subjects and then a decision was taken as to which school year he could enter.

Andrea now attends an international preparatory class in a vocational school in which the subjects German and vocational orientation are interlinked. The ball is now in his court: if he completes his schooling successfully then there will be many opportunities open to him in Germany.



Tips for volunteers:

Young people can find out a great deal about their personal strengths and interests as well as different career opportunities at www.planet-beruf.de. The site also provides information aimed at parents as well as brochures in various languages.

Marina Mannarini's advice is a great help for Michela Alaimo (left) and her son: "We are glad that she is helping Andrea to find his way into training."

Education adviser Dilshad Simo Joki

Step by step to the right training



Dilshad Simo Joki still remembers what it was like when he arrived in Germany from Iraq 25 years ago. Then aged 27, he would have been only too happy to learn a profession. But there was no-one to help him do that, so he made the best of his situation. For a long time he worked as a taxi-driver to make ends meet but is now fully employed as a chauffeur. It was a rocky road that has made him want to pass on the knowledge he has gained to others.

“Sometimes it just takes a little nudge in the right direction and the rest comes automatically.”

Joki is a director of the Lalish Centre for Yezidi Culture in Bielefeld (You can find more information in German or Kurdish about Yezidi culture at www.yeziden.de). As an education adviser he is dedicated to the education and training of young men and women who are members of his association. He is proud of the work he does and says, “It makes me happy if I can help young people find training.”

Haji Haider Helen is one of the people he has helped. She had come to Germany from Iraq at the age of twelve and was glad to have gained a lower secondary school certificate in Germany. After leaving school she had first

of all found work helping out in a shop in order to earn some money. “But that wasn’t fulfilling,” she says. She developed the desire to do everything in her power to find a training place. Having undertaken two work experience placements at a kindergarten while at school, she knew that it had to be something with a social dimension. But what type of training would be the right one? And who should she apply to and how? To get help answering these questions she approached the education adviser of the Yezidi cultural centre.

When Joki met the 18-year-old, it quickly became clear to him that the Bielefeld youth employment agency was just what she needed. There, young people can get information and guidance on careers, training and applications appropriate to their age, and Haji made use of this. She researched information about professions requiring training qualifications on the agency’s internet-enabled computers and got advice from one of the staff there. Gradually it became clear to her which occupation she wanted to learn, and she made the decision to become a Social Care Assistant.





Joki had accompanied her to the youth employment agency. Haji took the next steps without him: she wrote applications and was soon invited to an interview for a training place leading to the qualification of Social Care Assistant. In this case, the education adviser did not have to do a great deal to help Haji. “Sometimes it just takes a little nudge in the right direction and the rest follows automatically,” according to Joki.

Thanks in part to Dilshad Simo Joki, Haji Haider Helen now knows which occupation she wants to train for. He had given her the tip of approaching the youth employment agency.

Tips for volunteers:

Jugendberufsagenturen (youth employment agencies) help young people to find the right occupation and training programme or the right course of study. All the agencies and authorities with responsibility for helping young people are represented at these agencies. This means that young people only need to go to one place to find all the help that is available for them.

Education adviser Sara Namazi

How about trying an internship?



“It’s important to me that everyone has the same opportunities.”

Sara Namazi is a Rhinelander through and through. Born in the small town of Kirn, she went to school in Mainz and trained as an office management clerk, but she still feels a close affinity with other people with a migration background. “I grew up in an intercultural environment so I know a lot about the potential and the needs of people with a migration background,” says the daughter of Iranian parents. She wants to pass on her experience with the German education system to others who are not so familiar with it. That is why the 27-year-old decided to get involved as an education adviser in the “Iranische Gesellschaft für Vielfalt und Integration e.V.” (Iranian association for diversity and integration) based in Mainz.

As the organization’s education advisor, Namazi offers guidance not only to people of Iranian origin but also to those of other backgrounds. Anastasia Schaubert for example, who moved from Russia to Germany with her parents one year ago. Although the German surname

points to her German ancestry, the 17-year-old came to Germany with no knowledge of the language. She had completed lower secondary school in Russia. Now she wanted to undergo training, if possible in something office-based. But how to go about this?

Anastasia looked to Sara Namazi for an answer. “The first thing we did was to think about which occupation was the right one for me. I was still very unsure about this. We talked about my interests and also about my strengths and weaknesses. Then, Sara told me about various possibilities for training and possible occupations,” says Anastasia. Namazi suggested that she should not restrict herself to looking only at office-based occupations, because language proficiency is very important in this field. They both came to the conclusion that it would make sense for her to first of all undertake some internships. This would provide her with opportunities to try different things out before making a firm decision about what direction she wanted to take.





“An internship provides an opportunity to get an idea of what it is really like to work in a particular occupation. Afterwards, you often know if the job is the right one for you,” says Namazi. Based on her experience as an education adviser, she knows that during an internship one can make personal contacts which can be helpful in applying for a training place. So she sat down with Anastasia at the computer and looked for internships with her online. Then they drew up applications together. The first success came quickly: Anastasia received a letter of acceptance for work experience at a florist. “I hope that I was of help and that she can get a training place after the internship,” says Namazi.

Anastasia Schaubert (right) will first of all do a work placement after Sara Namazi had advised her that “An internship often shows someone if a particular occupation is the right one for them.”

Tips for volunteers:

Information about occupations requiring training is available at www.berufenet.de and www.berufe.tv.

Vacancies for internships can be found at: www.praktika.de and www.jobboerse.arbeitsagentur.de.

Education adviser Stephen Awung

What makes a good application?



“I really enjoy working with young people.”

Stephen Awung has lived in Germany for almost 20 years. He came to study in this country from Cameroon in the mid-1990s. Today he is a voluntary education adviser for the organization “African People’s Convention e.V.” based in Kassel. “I am involved because I want to help young migrants integrate into the education system and the job market,” says the 39-year-old.

As an education adviser, Awung sometimes asks himself questions that he is not sure about. For example, in the case of an application: what information belongs in a letter of application, and what does a CV look like? Do I need to put my certificates and references in transparent document sleeves? Should I make telephone contact with a potential employer before sending an application?

Awung was recently at a meeting of education advisers in Kassel to swap experience. The event was also attended by municipal representatives who passed on information on the topic of support in the application process. They reported in detail about what employers expect from applicants, and they offered to be available for questions from the education advisers. For Awung this was practically the most important outcome from the event: he had telephone numbers that he could call whenever he could not answer questions himself about an application.

After the event, Awung told the members of his organization that they could turn to him if they had questions about job applications. Simon Mirroh was one of the first to approach Awung. “We looked at his application documents together. I already had good model applications and information from the meeting with local authority representatives, so that I was able to help. I then made an appointment with one of their experts so that he could give Simon further advice on his CV and the covering letter.”

In the meantime, many more members of his organization have made use of Awung’s advice. No-one expects him to be able to give an immediate answer



to every question, because the subject of education and training is far too big. It is enough for them to know that, if in doubt, their education adviser has the telephone number of someone who can help them further.



Stephen Awung gives Simon Mirroh (left) tips on how to improve his application documents. There is great interest in his advice at the Kassel-based African People's Convention.

Tips for volunteers:

Practical advice for applications and interviews is provided at www.planet-beruf.de. There, you can also find useful templates for cover letters, CVs and other essentials for your applications.

Education adviser Yagmur Celik

Going into an interview well prepared



Yagmur Celik is studying to be a teacher. She was born in Hamburg and went to school there. Her parents had come from Turkey to join the rest of the family in Germany 35 years ago. She identifies closely with the faith of Alevism, and has been active on the youth board of the Haak-Bir Alevi Community in Hamburg (“Alevitische Gemeinde Hamburg – Haak Bir e.V.”) for several years and has recently become its education adviser.

“It is important to show young people the talent they have and to encourage it.”

“It is important to show young people the talent they have and to encourage it,” says the 23-year-old. Because she has been active in the community for many years she knows most of the boys and girls in it. “They trust me, and I’m really glad I can help in the transition from school to work,” says the future teacher.

Celik is currently helping a 17-year-old to find training. Damla Ay has successfully completed her lower secondary *Realschule* and wants to train for a job in business. In order to get a taste of that line of work, she wants to start out by

doing a work placement. After writing applications she was promptly invited to an interview. “I have never had anything like an interview before and don’t really know how I should behave in one,” said Damla. So she went to Yagmur Celik for advice.

The education adviser explained to her the most important thing about an interview: “It is important that you prepare properly for your interview. If you do that you will be able to really show the company how interested you are in the internship.” Also, the potential employer can get a better picture of an applicant’s skills and abilities in a face-to-face conversation. Celik talked with Damla about what questions she could expect and what answers she could give. Together they thought about what questions she could ask in the interview as an applicant. After doing that, they had a dress rehearsal. Celik and



Damla sat down together at the community's premises and role-played an interview. After this, Damla felt well prepared.

"I hope that she is convincing at the interview and shows that she is the right person for the internship," says Celik. As a next step she would arrange an appointment for her at the Hamburg Chamber of Commerce in order to obtain more information about training vacancies. But the first thing is for Damla to complete the internship successfully.



Tips for volunteers:

The website www.ausbildung.de gives young people tips for interviews. It also offers advice and information on the subject of training.

Yagmur Celik role-played an interview with Damla Ay (left). This took away any anxiety Damla had had about interviews.

Education adviser Mehdi Chahrour

Don't sit back – make use of your time



“I volunteer my services for education because there is discrimination in the education sector.”

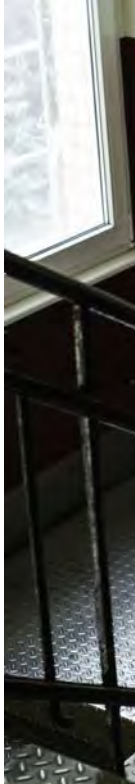
Mehdi Chahrour came to Germany from Lebanon with his parents when he was two years old. As a result of the civil war and the impact of the Israeli occupation they saw no future in their homeland. Today, Chahrour, who is now a 27-year-old law student, is the education adviser for the Berlin-based organization “M.A.H.D.I.-e.V. (Muslime aller Herkunft deutscher Identität)” (Muslims of all Backgrounds with a German Identity). “I volunteer my services for education because there is discrimination in the education sector but also because education makes it possible to have dialogue on an equal footing which is particularly needed at a time of increasing xenophobia,” says Chahrour.

On average, he receives at least one request for advice a week. Since M.A.H.D.I. has been organizing educational events for the last ten years, sometimes with more than 1,000 participants, the organization is well known among people with immigrant backgrounds seeking information about education. Through his work as an education adviser Chahrour has built up a wealth of information. He now knows a large number of institutions to which he can refer young people and their parents whenever necessary.

This was also the case with Tarek*. The parents of the 21-year-old came to Germany as refugees from Lebanon many years ago. All four children were born in Berlin and went to school in the inner-city district of Neukölln. His life has been marked by ups and downs. He had a difficult time at school and needed extra tuition, but in the end he managed to gain his lower secondary school certificate.

When Tarek decided to apply for a trainee position in the restaurant trade, he sought Chahrour's advice. The education adviser helped him put together his application documents including a full CV and a convincing cover letter. After Tarek had sent off his applications, they talked about how he could make sensible use of his time before the training starts. “I found it important that he used the time to improve both his skills and his chance of getting a training place,” says Chahrour.

* Not his real name



To find out what support was available for Tarek in this context, Chahrour contacted the KAUSA advice centre in Berlin. (KAUSA or Coordinating Office Vocational Training and Migration aims to increase the involvement of people from immigrant backgrounds in training.) The adviser there informed him that a good knowledge

of English is an advantage in the restaurant trade, and recommended that Tarek take a course at an adult education centre (*Volkshochschule*). An ability to communicate in several languages – German, Arabic and English – combined with his school qualification were a good basis to make a successful career start.

Chahrour passed this advice on to Tarek who is happy to have followed it. “Mehdi helped me to get a lot closer to my goal,” he says. He has now found a trainee position and is confident about his prospects now that he has improved his English.



When Mehdi Chahrour needs advice, he turns to Khalid Sharif (right). The adviser from the KAUSA centre in Berlin helps him to give effective support to young people in their decisions about education and training.

Tips for volunteers:

Information on continuing education and training is available from the Federal Employment Agency at www.kursnet.arbeitsagentur.de as well as from the Federal Institute for Vocational Education and Training (BIBB) at its website www.bibb.de.

Education adviser **Valentina Dederer**

Being a catalyst for training



Helping young people with problems getting started with their working lives is the reason Valentina Dederer is involved as the education adviser for the Kaiserslautern branch of the “Landmannschaft der Deutschen aus Russland e. V.,” an organization for ethnic Germans from Russia. “Young people feel I have something useful to say to them. I can help them with education problems, tell them what they can do, and point out potential solutions,” says Dederer, an interpreter who has lived in Germany since 2002.

“There’s no better feeling than having helped someone.”

Andrei was one of those who had a bumpy start to his working life. The 21-year-old has lived in Germany since 2004. It was his great wish to train as a car mechanic after leaving school. He identified companies and wrote applications, but all he got was rejections. Frustrated, he started working as back-up driver for

a pizzeria. It was his mother who said: “It can’t go on like this. My son is good enough to achieve his aim – we just have to go about it the right way.” She set her hopes on the education adviser at the Landmannschaft.

Through her work at the organization, Dederer knew who she should contact. The 58-year-old discussed the problem with a training adviser from the Palatine Chamber of Skilled Crafts who she knew was familiar with the local situation and knew where to find information about vacancies and firms which provide training. The two of them searched online for training vacancies in Kaiserslautern and the surrounding area. She returned with a whole pile of information.



Would it not have been possible for Andrei to go there himself? “Yes,” says Dederer, “but many young people don’t feel confident about seeking advice from the various chambers of commerce or the job centre. Through my work as an education adviser, I have direct contact to the relevant advisers and know who I can refer my members to.”

At their next meeting, Dederer gave Andrei the information that she had received. The rest practically took care of itself: Andrei applied to a number of companies and finally fulfilled his wish of finding a traineeship as a vehicle mechatronic technician. This was just another typical success story. Sometimes it is merely enough to provide young people with encouragement and to persuade them not to be put off their chosen goal due to the odd setback. Therefore, good personal contact is very important.



Tips for volunteers:

Many chambers of industry and commerce and of the skilled trades and the various professions advertize current training vacancies on their websites which also provide information and advice on choosing a career.

- Training vacancies service of the Chambers of Commerce and Industry: www.ihk-lehrstellenboerse.de
- Training vacancies service of the Chambers of Crafts and Trades: www.lehrstellen-radar.de
- Information about skilled trades at: www.handwerk.de

Frank Bixler of the Palatine Chamber of Skilled Crafts provides information and advice to Valentina Dederer: “Sometimes you just need to give a young person some neutral advice in a personal conversation and make contact with companies that offer training.”

Education adviser Kemal Sovuksu

Not without the parents



Kemal Sovuksu came to Germany with his family from Turkey at a young age because his father had to move abroad with his job. Thus, at the age of eleven he had to start all over again as he did not speak a word of German. He is very grateful to his parents for the fact that he completed school in Germany with a university entrance qualification and later studied banking management. “I am glad that they made it possible for me to get a good education and training. I know that many others do not have such a good start in life and so I want to help them,” says Sovuksu.

“Education is the best way to overcome inequality.”

That is why the 53-year-old is involved as an education adviser at the Cologne-based organization “The Union of Solidarity of Migrants” (Solidaritätsbund der Migranten e.V.). He sees his main task as being to inform young people about the training system and to encourage them to make use of the opportunities it offers. “I try to help young people and encourage them to get into training.”

In the German dual system of education and training a trainee learns an occupation mostly within a company. Sovuksu is convinced that such practical training provides a good foundation for a successful career. He is glad whenever he finds a trainee position for a young client, because as he says, “Education is the best way to overcome inequality.”

When Yasemin came to the education adviser, she had a strong desire to obtain a training place which involved office work. But which of the many occupations that are available should she learn? They moved step by step towards the goal of deciding for a particular occupation requiring training. First of all, Sovuksu talked with her about her previous experience, abilities and personal interests. Then they took a closer look at occupational fields and potential careers. One occupation quickly emerged, that of lawyer’s and notary’s assistant.

At this point Sovuksu considered it wise to get Yasemin’s parents involved. He knows from his experience as an education adviser that young people with a migrant back-



ground often find it difficult to make a successful start to their working lives without the support of their family. “In some situations it is important to involve the parents. Then I can also tell them about the many possibilities and advantages of dual training,” says Sovuksu. He was able to convince Yasemin’s parents about the good job prospects that training to be a lawyer’s and notary’s assistant provides.



Now the search for a training place could begin. Sovuksu advised Yasemin to apply to a friend who is a lawyer and also has Turkish roots. The interview went well, and following a two-week internship, Yasemin started training as a lawyer’s and notary’s assistant as she had wanted.

Lawyer Sahinder Capraz (left) has no regrets about giving Yasemin a trainee position: “Her bilingual skills are a great advantage with our clients.”

Tips for volunteers:

You can find information booklets on training in Germany in various languages at: <http://www.jobstarter.de/kausa>.

Education advisers Ewa Brüggemann and Lopes da Costa Gomes

Working together for better education opportunities



How can young people who have problems in the transition from school to work be helped? In response to this question a working group has established itself to develop strategies for action in Delmenhorst in the state of Lower Saxony. Many different players are involved in the working group: representatives of vocational schools, the Employment Agency, the skilled trades, the municipal adult education centre, school social workers and others. Their shared goal is to improve the education and training situation of young people in the local area.

“I want to motivate the young people in my African community to train for an occupation.”

Ewa Brüggemann and Lopes da Costa Gomes have both recently become involved with the working group as education advisers, and represent different countries of origin. Ewa Brüggemann came from Poland to live in Germany in 1985 at the age of 27. She remembers that it was not easy for her at first. One of the biggest

problems was the language barrier. “I went to German classes and improved my knowledge of the language. But integrating into German society would have been very difficult without the help of my relatives. That is why I want to help others.”

Lopes da Costa Gomes came to Germany as a refugee from Angola 44 years ago. He was 29 when he left his homeland which was embroiled in its war of independence. The trained technician knows how important it is to learn a profession. This is why he is involved as an education adviser:



“I work as hard as I can to persuade young people to get trained, because it provides them with better prospects.”

A woman from Eastern Europe, a man from Southern Africa – for the Delmenhorst working group it is important that people with different backgrounds are represented, because every migrant group brings its own needs and way of seeing things. “I am glad that the education advisers have become new partners in the working group. They are experts on their situation and can make an important contribution to our educational work,” says Lutz Gottwald from the municipal coordination office for migrant participation and integration. His tasks include coordinating the various municipal integration efforts, ensuring that all the relevant players are involved, including the migrant organizations.



“It is a wonderful feeling to be able to contribute something to improving educational integration.”

The working group meetings also benefit the organizations’ representatives. “We receive important information that we can pass on to our members and the other education advisers,” says Gomes. Brüggemann has a similar view: “It is a wonderful feeling to be able to contribute something to improving educational integration,” she says. “The network provides an important foundation for this.”



Tips for volunteers:

Get involved in (educational) networks or working groups so that you can represent the interests of your migrant community.

Lutz Gottwald (back) of the municipal coordination office for migrant participation and integration highly values the education advisers: “They are experts on their situation and can make important contributions to our educational work.”

Education advisers Eugenia Breidenbücher und Fahrettin Tuncay

Advising parents



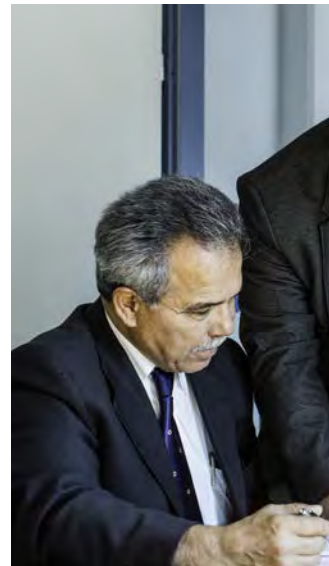
Advising parents is an important part of the work done by education advisers. And there are many aspects to this advice. Sometimes a father is worried about what job his son can do after dropping out of school. Sometimes a young single mother does not know how she is supposed to combine training and parenting. The education advisers need a high level of sensitivity as well as a good knowledge of the training paths that are appropriate for a particular situation.

“Young people with a migration background are important for the future of our society.”

Eugenia Breidenbücher has already advised many parents who want to help their children find the right training. She herself came to this country from Russia with her parents as members of the German minority there 16 years ago. The 36-year-old has been volunteering her services in Augsburg for over ten years and now also does so as an education adviser.

When giving advice she notes that the value of vocational training in Germany is usually underestimated in her migrant community. “Most of the parents would rather their children go to university,” says Breidenbücher. So she often has to start by providing a basic overview of the German education and training system. She always stresses how important it is to look at all the options available and not to rush to a decision.

One particular challenge is advising parents with a small child who want to undergo training. Recently, Fahrettin Tuncay, education adviser at the organization “Türkische Eltern in Augsburg e.V.” (Turkish Parents in Augsburg) was approached by Nadia Josefini. The young mother came to Germany as a refugee from Afghanistan seven years ago and was granted asylum here. “Ms Josefini did not really know what options there are for training after finishing school, because she had not been through the German education system herself,” says the 59-year-old. From his



experience as an education adviser he knew that the city's KAUSA advice centre would be of great help in this case.

At the KAUSA centre, Nadia Josefini was advised by Bodo Fargeon. In their conversation, he focused on presenting the German education and training system in all its variety and pointed out the opportunities offered by vocational training. "I usually advise people to complete a course of training because they will then have good prospects on the job market. One can always study or undertake further vocational training later," says Fargeon. He finds the cooperation with the education advisers from the migrant organizations very helpful because he can reach his target group even better.

Breidenbücher and Tuncay have a major network of advice centres at their fingertips. "Even if the challenges in our migrant communities vary, we can achieve a great deal through our intercultural network in Augsburg."



"It gives me a lot of pleasure using my experience to help others."



Tips for volunteers:

Help in choosing an occupation and finding a training place is offered by the Employment Agency:

- Careers guidance (Local partners can be found at: www.arbeitsagentur.de)
- Careers information centres (BIZ): Information on different occupations and training paths at careers information centres

Everyone's a winner – intercultural networking in Augsburg: Education advisers Eugenia Breidenbücher and Fahrettin Tuncay (left) with Bodo Fargeon of the KAUSA advice centre.

Overview and contact information of the nationwide project “Intercultural Networks – Education Advisers for Young People”

The Federal Ministry of Education and Research (BMBF) is funding the nationwide project “Intercultural Networks – Education Advisers for Young People” which runs from April 2013 to December 2016. In doing so, the Ministry wants to help improve the educational integration of young people from migrant backgrounds.

The main aim of the project is to encourage members of migrant organizations to become volunteer education advisers. It also supports education institutions and authorities in implementing the principle of “(inter)cultural mainstreaming” (i. e. the principle of equal treatment and participation irrespective of ethnic background) and in involving migrant organizations in their work.

The work of education advisers offers the possibility to talk to people with migrant backgrounds in a familiar environment. The education advisers can build bridges between people with migrant backgrounds and institutions and authorities that are responsible for assisting the transition from school to work. On the one hand they can inform young people and their parents about what advice and support there is available. And, on the other, they can sensitize the responsible institutions and authorities to the various needs of people with migrant backgrounds.

In September 2015, 82 voluntary education advisers had been recruited so far in eight federal states at eleven project locations (Augsburg, Bielefeld, Berlin, Cologne, Delmenhorst, Hamburg, Hanover, Kaiserslautern, Kassel, Kiel and Mainz).

The project is coordinated nationally by MOZAIK gGmbH, a non-profit organization for intercultural education and consulting services, which will remain the point of contact beyond the end of the project funding in December 2016.

Contact for the nationwide project “Intercultural Networks – Education Advisers for Young People”

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