

# **Increasing the Participation of Migrants and Ethnic Minorities in Employment**

Learning for Change –  
Setting up Learning Networks under the  
ESF 2007-2013

# Network Partners

- *Berlin Senate*, ESF Managing Authority (Applicant)
- Berlin's Commissioner for Integration and Migration (Technical Secretariate)
- Federal Ministry of Labour and Social Affairs, *Germany*
- *Estonian* Ministry of Education and Research
- Ministry of Labour and Immigration, *Spain*
- Ministry of Social Services and Family of the Government of *Aragon*
- ESF Managing authority of *Analucia*
- The Flemish Speaking Community of *Belgium*
- *Scottish* Government – Enterprise, Energy and Tourism Directorate
- Department for Children, Schools and Families – European Social Fund Division (*England*)
- German State *Baden-Württemberg* (ESF Managing authority)
- *Swedish* ESF Managing Authority

# Overall Aim of the Network (1)

- Identify good practice in delivering ESF programmes
- Provide a model for identifying good practice in delivering of programmes in general – for other themes and/or funding programmes (benchmarking tool)
- Engage key stakeholders in learning process in order to influence policy

# Thematic areas of the network

- **Assessment and Validation: Valuing Migrant Competences**
- **Fostering Anti-discrimination Skills as a Professional Approach**
- **Integrated Territorial Approaches**

# Methodology

- benchmarking
  - Standard against which performance of partners is assessed
  - Using indicators as evaluative measure to assess the performance of partners
  - Using qualitative and quantitative data as sources of information
- peer review process
  - Peers having a decision making position visiting each other (two rounds)
  - Structured interviews to find out about performance
- peer review and briefing seminars
  - Joint preparation of peers and joint analysis of results
  - Drawing conclusions and policy recommendations
  - Regular policy fora / mainstreaming from the beginning

# Activities so far

- Setting up a management structure for the network
  - Management Committee
  - Thematic Working Groups
  - Network Moderators
  - Technical Secretariate
- Setting the conceptual frame
  - Defining objectives of the network
  - Definition of benchmarking
  - Definition of peer reviewing
- Developing mainstreaming strategy

# How did we go about?

- Two network meetings (01/09 + 04/09)
- Two working group meetings (03/09+05/09)
- Using expertise of external experts to develop the conceptual frame

# Expected Results

- Experience based recommendations to EU, national governments and regional governments on ESF programme implementation and employment strategies in general towards migrants and ethnic minorities
- Benchmarking tool in order to find out about good practice and barriers of implementation / Transfer of tool beyond ESF
- Establish a Network of learning between experts from different regions supported by inter-active platform

## **Difficulties**

- Identifying and engaging peers
- Setting up the right benchmarks
- Comparability of policy frameworks between partners

# Mainstreaming strategy

- Engaging stakeholders from the beginning
- Stakeholder conference in October 09
- Policy fora at the end of each peer review round
- Management committee in the process of developing a clear cut dissemination strategy

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