

## **SESSION 4: Building tools for Labour INT.**

### **GROUP 1: INNOVATION AND INTEGRATION. How can IT help our work?**

In response to the recent wave of arrivals of asylum seekers to Europe, many social innovations, often led by ordinary citizens, have flourished. Many mobilised and spontaneously used social media to build coalitions and organise a wide variety of services, ranging from emergency responses to more lasting initiatives. Many of them did not thrive, but many others are flourishing.

Example of IT innovations applied to integration of refugees:

Overcoming language barriers: [Google Translate](#), [Welcome Germany](#)

Matching offer and demand: [Comme à la maison by SINGA](#), [Takecarebnb](#)

Public services and people: [Mobilelearn](#), [Kiron](#)

But innovation can also be “social” like the [magdas HOTEL](#) in Vienna or the [Cucula](#) furniture factory in Berlin.

Many other examples can be found on Social Innovation for Refugees [website](#) of the European Commission.

From current experiences we learn that the refugees are all connected. It is not a myth. The percentage of people with a smartphone is quite high and they are familiar with internet based communication.

2 of the pilot actions financed by Labour-INT have a strong IT contents like the upgrading of the AIKOM pass in Germany and the skill matching process in the Belgian case.

#### **AIKOM PASS**

(AiKomPass - <https://www.aikompas.de/> ) enables employees and people in search of employment to perform a self- assessment of working tasks and document and visualize skills and knowledge. A task inventory on logistics within production processes is being developed to complement the tool.

The online-tool is available for free and accessible to all. The navigation of the tool enables the selection of specific elements of the task profile. At the end of the procedure the online-tool generates and visualizes a personal profile, which can be downloaded as a PDF file.

During the pilot action, the online-tool will be translated into the most relevant languages of the third-country nationals together with additional media help to enrich the whole task inventory.

Scientific research will clarify if and how the tool can be adapted to the needs of potential users. The tool development itself means also adjustment of technical structures and contents within the tool.



Also the Belgian action provides the setting up of web-based collaborative mapping to match migrant's skills with employer's needs on specific scopes. Also for the Belgian case, the use of web-based apps is strictly interlinked with the development of a multi-stakeholder approach.

The UnionMigrantNet portal ([www.unionmigrantnet.eu](http://www.unionmigrantnet.eu)) combines new technologies with social innovation bringing the people-to-people approach of migrants' integration services within a unique on-line interface. It also offers the entire gamma of trade union services under a single label but preserving specificities and capitalising on diversity.

Same technologies may help for instance the Italian action, where the global framework in which skill profiling, skill building and skill matching are developed may be housed in a single online application.

Labour-INT is not supposed to develop IT tools to replace those that should fall eventually under the responsibility of other actors. However, Labour-INT can help improving/upgrading/disseminating current practices as the AIKOM pass, or to support the CEPAG action or to transfer tools from one national Labour-INT action to another one.

Still some applications may be built for the only use of labour-Int actions. For instance, a skill matching mechanism can be duplicated from other experiences gathered in Turin. Specific tools may be set up for the only purpose of amplifying the impact of the action and to better achieve the Labour-INT objectives.

## OUTCOMES OF THE WORKSHOP

What are the most interesting Italia tools? (e.g. skill profiling, skill matching, balance of competences, CV publication, etc.)	
Should we create a toolbox for Labour INT practices? (e.g. choosing the best practices, or providing access to a set of tools, etc.)	
Can IT tools support the transnational dimension of Labour INT actions? for instance helping cross-border matching of skills? Under what conditions?	