

## Work Apprentice Program

Who pays for it?

Work Apprentice is a project of Caritas Steiermark. The project was demanded by the BMEIA and is supported by Caritas Steiermark. The project originally ran from July 2018 to the end of 2018 but has been extended for another year and now runs until the end of 2019.

What challenge are we facing?

"The Work Apprentice" program is aimed at people with a migration background who wish to enter the world of work. The obstacles for our target group to be successful in the labour market are manifold. In addition to language difficulties, strategies and skills to successfully enter the labour market are often lacking. Especially among people who came to Austria during the last wave of refugees, there is often a lack of clarity about the multitude of professions in Europe, as they are not found in the country of origin. Many excellent skills are only informally but not formally available and therefore less usable in job search. Despite the consistently high motivation to find work, there is a great need to integrate the new cultural aspects into Austrian society and everyday working life.

How do we do that?

Often it is not enough to write CVs and applications. And this is where "The Work Apprentice Program" comes in. We try to meet these obstacles in a creative and modern way. Several strategies are applied. On the one hand, we regularly produce short training videos to give our target group a low-threshold introduction to the topics of job search and the job market. We publish our videos on Facebook so that we can get in touch with our target group. In a next step we invite them to a weekly workshop. The topics of these workshops revolve around the application process. But we also talk about job profiles and training opportunities. During these workshops we use role plays, video recordings and lectures to make our clients even more familiar with the labour market. The topics of these trainings change from week to week. Our participants are encouraged to explore our online videos to learn the basics about job interviews. Individual coaching sessions are now used to prepare application documents, establish contact with companies and sound out the possibilities for cooperation with work foundations. This often provides an opportunity to formally demonstrate existing skills, for example in the context of a shortened apprenticeship.

The integration of low-level offers in social media, easily accessible workshops, intensive individual coaching in connection with our strong networking with companies and various work foundations makes "The Work Apprentice" a very successful project.

Who takes advantage?

There is a huge advantage for the target group and as well for involved companies. Integration always goes easily if someone is in labor.

Many of our clients are highly motivated and take each chance they can get. And we want to show exactly these guys to our target group.

We do this during our workshops, during celebrations and soon we will post short videos on Facebook.

We are not in competition with other supportiv structures, and so we try to find cooperation and synergy where ever we can.

Our goal ist o bring as many people as possible into a successful an satisfying Job.