



Eleven Questions - Eleven Answers

Advising young people with a migrant background and their parents regarding vocational training

Funded programme "Integration through Qualification (IQ)"

Break down barriers, create access

Conversational strategies and practical help for counsellors

www.nobi-nord.de
www.netzwerk-iq.de

Content

Eleven Questions - Eleven Answers	3
1. What role do immigrant parents play in their child's career choice?	4
2. Are parents with a migrant background interested in school and vocational training of their children?	5
3. Why do some parents have over-inflated career aspirations for their children?	6
4. Where can parents with a migrant background inform themselves about the dual training and the spectrum of available options for vocational education?	7
5. How can I convince parents to consider dual vocational training options?	8
6. How can I advise young people, who do not wish to follow the advice and the career aspirations of their parents?	9
7. How can I empower young people by developing their own career prospects?	10
8. How can I organise the counselling meeting when parents accompany the young people seeking advice?	11
9. How can I better reach parents with a migrant background through parenting evenings?	12
10. Who can help me with specifically targeting parents?	13
11. Who can I turn to if I have the impression that family problems interfere with the apprenticeship integration?	14
Imprint	15

Eleven Questions - Eleven Answers

Training Counselling for young people with Migration Background and Their Parents

The project »migration.works - recognize and act against discrimination!« Since 2005 basis & woge e.V. has been a subproject in the IQ Network Hamburg - NOBI, which works within the nationwide funding programmes "Integration through Qualification (IQ)".

In this context, employees of the Youth Employment Agency Hamburg have been trained on migration-specific challenges since 2015.

For the professional support of the practice-oriented advanced training, a quality assurance accompanying group that consists of employees and the continued education team, was created.

In this context, the KAUSA Service Centre Hamburg was invited to make its expertise on the subject of "successful counselling for parents with a migration background" available to the participants of the Quality Assurance Support Group.

The »Integration through qualification« programme aims to sustainably improve the labour market integration of adults with a migration background. The programme is funded by the Federal Ministry of Labour and Social Affairs (BMAS). Partners in the implementation are the Federal Ministry of Education and Research (BMBF), and the Federal Employment Agency (BA).

1.

What role do parents with migration background play in the career choice of their children?

Most parents wish the best possible career for their child. In fact, they can be important guides to choosing a career, because they have seen their children grow up, watched and promoted their development. This has given rise to ideas about what could or should become of the child.

However, their own desires, educational and professional experiences are incorporated in these ideas. Depending on whether these experiences were positive or negative, they influence approach, attitudes, and expectations regarding the education and employment of their children. For example, poor job prospects or unemployment may lead to underestimating the career options of their children. The role of immigrant parents in choosing a career also depends on how well they know the German education- and training system and what resources and social networks they can rely on.

**TIPP**

Find out what role parents play in the career choice of their children. Most of the time they are valuable sources of advice for them.

2.

Are the parents with migration background interested in the school and vocational training of their children?

Particularly, parents with a migration background would like to have high educational qualifications for their children - whether daughter or son. Because many people are often employed below the level of their skills and abilities after the migration, they often see education as a way for their children to gain social status and recognition.

This is another reason why parents with a migrant background emotionally empower their children and motivate them to achieve the best possible degree. Many cannot, however, sufficiently support them. Contacts with potential apprenticeships can only be made occasionally through their family or circle of acquaintances. Unfavorable working hours and insufficient knowledge of the German language are also barriers. This is why, young people with a migrant background are more in need of supportive structures outside the family.

TIPP ▶▶

Identify the concrete support-needs and show alternatives which reflect the hopes (desires) and possibilities (fit) of the young job seeker.

Support the linguistic understanding of the parents by for example, providing multi-lingual information-materials on the dual training system.

3.**Why do the parents place over-inflated career aspirations for their children?**

Often, parents have over-inflated career aspirations for their children if they are not familiar with the local education and training system well and therefore, they draw on their experiences from the country of origin. Because in many countries, either there is no system of dual education, or training does not enjoy as high a reputation as it does in Germany. In addition, parents often do not know about the range of occupations available, and the job contents of the same. Therefore, they advise their children more likely to seek occupations with which they connect a higher social status, such as lawyer or physician.

TIPP >>

Take advantage of the high expectations of the parents to show advancement opportunities with the dual education system.

Explain that, in the long term, vocational education may also lead to university studies.

4.

Where can parents with a migration background get information regarding the dual training and the range of possible vocational training opportunities?

In Hamburg, there are many places where youth and their parents can receive information regarding training, career planning and placement.

Point them to:

KAUSA Service point Hamburg

Schauenburgerstr. 49, 20095 Hamburg,
Contact person: Lale Incesu, Tel.: 040-361 387 66,
Office hours: 9 a.m - 5:30 p.m.

Training Place exchange of the Chamber of Commerce/ Training Place exchange of the Chamber of Craft

Every year on the 22nd/23rd of September, from 9 a.m. - 5 p.m. in the Chamber of Commerce, Hamburg, Adolphsplatz 1, 20457 Hamburg

Occupational Information Centre (Berufsinformationszentrum, BIZ)

Agency for Labour, Kurt-Schuhmacher-Allee 16, 20097 Hamburg, Contact person: Angelika Markwardt, Tel.: 040-248 511 13, Office hours: Monday and Tuesday, 8.30 a.m. - 5 p.m., Wednesday and Friday, 8.30 a.m. - 12.30 p.m., Thursdays from 8.30 a.m. - 6 p.m.; only open for the viewing of material like films, current occupation booklets, brochures

Personal career counselling only upon scheduled appointment (BIZ)

Norderstr. 105, 20097 Hamburg,
Contact person: Angelika Markwardt, Tel.: 040-248 511 13, Telephone support: 8 a.m. - 4 p.m.; Parents will be connected with personal career counsellors

Technical occupations for girls

Every year in November, there is a one-day event at the Agency for Labour, Kurt-Schuhmacher-Allee 16, 20097 Hamburg, Contact person: Angelika Huntgeburth, Tel.: 040-434 482

5.

How can I convince parents to take vocational training options into consideration?

Important prerequisites for a successful counselling appointment are communication at eye level and ensuring the understanding through adequate language skills. It is helpful not to advise against the career aspirations of the parents, but to explain ways in which their wishes can be realised in the long term. Either parents show the career opportunities offered by dual vocational training or, if they wish to have an academic training for their child, apply for dual vocational training as an alternative. Thus, the threat of unemployment is not present after an unsuccessful attempt to obtain a higher education entrance qualification or a university placement.

A strong argument for vocational training is the security of the future job. In addition, the young people immediately earn their own money - which also strengthens their self-confidence.

TIPP ▶▶

Explain to the parents that an academic education does not guarantee the landing of a job or a successful career.

Show opportunities for advancement using concrete examples.

The example:

Salesperson (2-year training) with a secondary school diploma is possible

- Salesperson (+ 1 year)
- cert. Trade Specialist (+ Examination)
- cert. Business Economist (+ Examination)

6.

How can I counsel youngsters who do not wish to follow the career aspirations their parents think are right for them?

If children do not wish to follow the career aspirations their parents think are right for them, then they are burdened by this conflict and make it difficult for them to go their own way.

As a counsellor, you can of course support the youngsters independently of parents and family. Important for the counselling process: Encourage the youngsters to stand by their professional decision and to represent this towards the parents. If the educational needs of parents and children cannot be matched, you can show ways in which career aspirations can be realised independently of the parents - with your support.

TIPP >>

Clarify with the youngsters whether and how the parental advice should be taken into consideration.

Collect some arguments together with the youngsters they can use for convincing their parents.

7.

How can I encourage young people to create their own career perspectives independently?

The transition from school to education marks the first step into adult life, for many young people. It may be beneficial in counselling to prepare the counselled for this, and to address them in his/her "adult role". Self-employment, independence of, and responsibility for, parents and family can be such "adult topics".

The first practical experience is gained during internships or trial days. These are important steps for the vocational orientation from which the adolescents, in the best case, develop their own career perspectives. This helps prevent the cases with dropping out of the vocational education. Because many who drop out of training, have previously had little contact with their training vocation.

However, there are also young people, especially those with a migration background, who take on temporary employment at the age of 16 in order to relieve their family, financially. Therefore, it makes sense during the counselling to ask for initial vocational experience and to focus the conversation on that.

TIPP ▶▶

Use the polite "You" format when addressing the young people, so that they get a feeling of being treated like adults in a role of responsibility.

Explore the first professional experiences of the young clients. Teach the importance of internships and Sample working days.

8.

How can I organise the counselling when parents accompany the youngsters?

It makes sense to involve parents in the counselling process, because they often influence the career aspirations of their children with their own understanding of certain career paths. In the event that the parents dominate or block the conversation with their wishes and ideas, it is advisable to continue the counselling separately, after the initial joint interview. Thus, in a conversation with the youngster, the training wish can be addressed. In an interview with the parents, you can convey the importance of dual training and the vocational training together.

TIPP ▶▶

At the beginning phase of the counselling, secure the consent of the youngster to discuss the career-choice-related content with their parents. Emphasise that the initial discussion takes place together with the parents. During the subsequent individual counselling sessions first and foremost the wishes and career goals of the child are kept in mind, and the wishes and career goals of the parents are secondary to these. In the end, both plans are discussed together and a change of perspective suggested.

9.

How can I reach parents with migration background better through parents' evenings?

In order to enable more parents with a migration background to participate in parents' evenings, it is advisable to address their needs in scheduling and communication. Many parents work in low-skilled or shift jobs and have irregular working hours. Therefore, one should switch to alternative time windows such as the early afternoon or the weekend.

It is also important to consider cultural and religious aspects, such as Lent or holidays.

In addition, linguistic understanding during communication should be ensured, for example by parents who can translate.

KAUSA Service centre Hamburg offers advice and support for the development of new formats. Together with a school, for example, it helped to design a successful format for a parents' evening. At so-called language tables, parents are briefed on the service centre and the dual training. The German presentation is translated into the parents' native language, simultaneously.

TIPP ▶▶

Use a multi-cultural calendar for scheduling parent talk or parents' evenings, and to take religious holidays into consideration.

Utilise the assistance offered by the counseling centers that are familiar with the inter-cultural parental works, like the KAUSA Service Centre Hamburg.

10.

Who can support me with the targeted addressing of parents?

It makes sense to involve parents in the counselling process, because they often influence the career aspirations of their children with their own understanding of certain career paths. In the event that the parents dominate or block the conversation with their wishes and ideas, it is advisable to continue the counselling separately, after the initial joint interview. Thus, in a conversation with the youngster, the training wish can be addressed. In an interview with the parents, you can convey the importance of dual training and the vocational training together.

Chamber of Parents, Hamburg

Ebrahim Yousefzamany, Committee Chairperson Educational Transitions, Tel.: 0162-737 396 9, e-mail: yousefzamany2009@yahoo.de

KAUSA Service point Hamburg

Schauenburgerstr.49, 20095 Hamburg,
Contact person: Lale Incesu, Tel.: 040-361 38 766,
Office hours: 9 a.m - 5:30 p.m.

Parent Schools (depends on city district) Parent School Wilhelms-

burg Zeilderstr.75, 21107 Hamburg,
Contact person: Birgit Trosien and Güler Akpınar, Tel.: 040-753 461 4

Parent School Mümmelmannsberg

Kirchnerweg 6, 22115 Hamburg,
Contact person: Birgit Sokolowski, Tel.: 040-428 979 130

Parent School Billstedt Lorenzweg 2, 22111 Hamburg,

Contact person: Birgitt Schuhmann, Tel.: 040-428 547 293

Schools (Collaboration according to city districts)

Advising young people with a migrant background and their parents regarding vocational training

11.

Whom can I turn to if I have the impression that family problems are interfering with the training integration?

References to:

Addiction counselling KODROBS Bergedorf and Altona JuKo Altona

Hohenesch 13-17, 22765 Hamburg, Tel: 040-318 169 50,
E-mail: juko.altona@jhj.de

JuKo Bergedorf

Lohbrügger Landstraße 6, 21031 Hamburg, Tel: 040-318 173 30, e-mail: juko.bergedorf@jhj.de

Amnesty for Women e.V.

Counselling centre for victims of domestic and sexual abuse. Schillerstr. 43, 22767 Hamburg,
Office hours: Monday, Wednesday, Friday 10 a.m. - 2 p.m., Tuesday and Thursday 2 - 6 p.m.; please schedule an appointment beforehand

IKB e.V.

LALE - Counselling centre for victims of domestic violence and forced marriage for women, men and young people with a migrant background Rendsburger Str. 10, 20359 Hamburg, Tel.: 040-729 632 25, 040-729 632 26, Open counselling hours: Tuesday 10 a.m. - 1 p.m. and Wednesday 2 - 5 p.m., and per appointment

verikom

i.bera - Intercultural counselling centre for victims of domestic violence and forced marriage for women, men and young people with a migrant background.

Norderreihe 61, 22767 Hamburg, Tel.: 040-350 177 226, Open counselling hours: Monday 2 - 5 p.m. and Thursday 10 a.m. - 1 p.m. and per appointment.

TIPP ▶

Place multi-language information boards or brochure-displays with information materials about the topics of domestic violence, for example, in the ladies' room.

Imprint

Publisher:

basis und woge e.V.
migration.works - "Recognise and act against discrimination!" Steindamm 11, 20099 Hamburg

In close collaboration with:



KAUSA Service Centre Hamburg c/o Arbeitsgemeinschaft selbstständiger Migranten e.V. (Working Group of Independent Migrants e.V.) (ASM) Schauenburgerstraße 49, 20095 Hamburg



Gefördert als JOBSTARTER plus-Projekt aus Mitteln des Bundesministeriums für Bildung und Forschung und des Europäischen Sozialfonds.

Concept and text: Abousoufiane Akka und Editha Masberg

Editorial collaboration: Arzu Asani (ASM e.V.), Cristina Torres Mendes, Marion Wartumjan (ASM e.V.)

Proofreading: Philipp Dorestal

Editorial revision: Michaela Ludwig

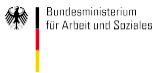
Graphic Art: Drucktechnik Altona

All rights reserved - Hamburg, Juni 2016

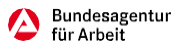
The Integration through Qualification support programme aims to sustainably improve the labour market integration of adults with a migrant background. The programme is funded by the Federal Ministry of Labour and Social Affairs (BMAS).

Partners in the implementation are the Federal Ministry of Education and Research (BMBF), and the Federal Employment Agency (BA).

The programme is funded by the Federal Ministry of Labour and Social Affairs (BMAS) (Bundesministerium für Bildung und Forschung).

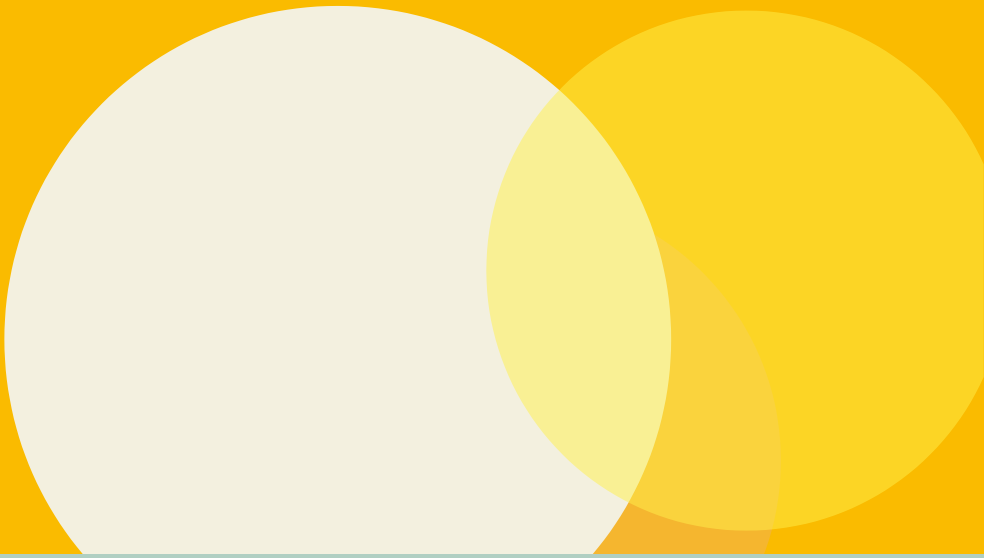


In cooperation with:



The state network is coordinated by:





www.nobi-nord.de
www.basisundwoge.de/antidiskriminierung

 Funded programme "Integration through Qualification (IQ)"