**Concept**

**“New Talents for companies – Hotel and Gastronomy“**

|  |  |
| --- | --- |
|  | **Goals of the training** |

* **Rapid integration of migrants into the job market** - the training courses only last a few months and provide linguistic and technical knowledge that is sufficient for an entry into simple jobs in the hotel and restaurant industry.
* Imparting **work-related German knowledge** (teaching with the aim of B1) for activities in the hotel and restaurant industry (e.g. kitchen, service, housekeeping, reception, building services, etc.) and imparting **industry-specific basic knowledge** in close connection to professional practice
* Lessons accompanied by **internship** (2 days school, 3 days company)
* In total, one measure takes **20 weeks, approx. 400 teaching units and 360 hours of internship**.
* A purely **school-based block** of courses at the start of the course (four weeks). In these four weeks, the most important hotel and restaurant-related learning units take place as well as learning units on intercultural and communicative aspects (if possible, week 1 and 2 with language trainer and coach, week 3 DEHOGA, week 4 soft skills). At the end of the 20-week project period, one week of full-time language tuition is planned to prepare for the DTZ language test.
* **School and company work together** in the design of teaching and knowledge transfer at the internship and define content together. For this purpose, structures and instruments based on the experiences from Sweden and Norway are used and further developed (e.g. competence app (new), portfolio work, concrete practical tasks as homework, strengthening the self-learning skills of the participants, coach in dialogue with companies).
* Accompanied by **coaches** in class and at the internship to identify, discuss and solve typical questions and problems of the participants, teachers and employers
* **Selection of companies** that are potentially interested in keeping the interns employed
* Close **cooperation** vhs (designed course) / job center (acquisition of participants and companies) / PH Weingarten (accompanies language learning process at the workplace) as well as other external partners, especially DEHOGA
* Companies should be as ready as possible to participate in the complementary project of PH Weingarten and to have trainers qualified as "language mentors at work"
* Providing connectable qualifications in the areas of language and work:
* In the field of language, participants have the opportunity to acquire language certificates (-> B1 for those who do not yet have a B1 certificate)
* In the professional part, some certificates are already acquired in the course (e.g. overall certificate vhs / DEHOGA, hygiene certificate, recognizable specialist modules are also certified).
* The aim is to gain additional extra-occupational qualifications after taking up employment in the first job market. Participants receive targeted advice and are actively motivated to
* attend further language courses
* attend part-time professional qualifications and acquire recognized professional qualifications, e.g. initially simple qualifications such as "service staff restaurant", later also full qualifications such as cook, hotel manager etc.
* The partners also develop further training modules that can be completed part-time.

|  |  |
| --- | --- |
|  | **Zielgruppen** |

**Formal target group of the EASI call (EU funding program, through which pilots are financed)**

* Asylum seekers in the asylum process, regardless of the prospect of staying (-> employment agency, are initially not involved!)
* Persons who have received asylum / refugees with recognition and residence permit (-> job center, first pilot group via job center)
* Family members of the first two groups (initially not in the pilot courses)

**Profile of the participants**

* If possible, language level A2 or weak B1, in exceptional cases A1 (proof of language level through newer certificates or placement test at vhs Stuttgart)
* Dual training / studies / DeuFöv B2 would be too demanding / uninteresting for potential participants
* High motivation to work, to be independent (is assessed in a personal conversation and about the background of the prospective customer)
* Generally willing / interested to work in the kitchen, in room service etc. (to be clarified in discussions, at the information event, through trial work, etc.)
* "Service" personality (is assessed in a personal conversation and about the previous history)
* Health / mentally able to take part in full-time measures (will be assessed in a personal conversation and about the previous history, if necessary a conversation with health services is sought)
* Previous job / training / competencies in a similar professional field welcome, but not a prerequisite (partly based on the client data of the job center, further questions will be asked)
* It seems likely that the participant can meet the requirement profile of work areas that are involved in the project. Together with DEHOGA, the vhs association checks which competence descriptions / tests, e.g. Competence cards, CheckWork, systems of international project partners etc. already exist for the relevant professional fields and how a comparison can be made with the client's options. The vhs association may develop appropriate competence catalogs for individual activities together with DEHOGA (e.g. kitchen helpers, dishwashers, restaurant and catering helpers, room service, etc.)
* Basic skills in mathematics, IT, and possibly foreign languages ​​should be ascertained are not absolutely necessary. The vhs association uses an EU instrument with which basic skills of migrants can be recorded, and with which existing skills of all participants are recorded at the start of the course.

|  |  |
| --- | --- |
|  | **Planung des Kurses Trainingskonzept** |

**Planning and steps before the class starts:**

* The course and lesson planning is done by vhs Stuttgart or the vhs association in coordination with DEHOGA.

**Selecting participants:**

* Careful selection of participants via the Job Center Stuttgart
* Intensive advice to interested parties (one-on-one interview, first in the job center, in a second interview with the vhs coach): assess motivation, TALENT check - is the person generally suitable for hotels and restaurants -> if necessary with a special app, see above, language placement test
* The central point of contact for the recruitment of participants is the job center.

*Process of the selection of participants:*

Jobcenter makes first selection and

talks to the clients (discover interest and motivation)

Information event with participants and companies, maybe incl. Speed dating

Intensive meeting vhs coach, jobcenter coach, participant – maybe incl. Competence balancing and language tests (up to 90 min.)

(balancing of language level, checking individual competences of the participants -> requirement profile of the internship placement), semi-structured interview

Interviews in company, maybe together with vhs coach and/or jobcentre coach

Trial work

**Selection of companies:**

* Acquisition via job center, DEHOGA, vhs association, cold calling if necessary and discussions with well-known companies
* The job center creates additional marketing materials for business acquisition.
* The central contact for company acquisition is the job center. A job center coach is appointed who can be reached easily and at any time, actively looks after the companies and, if necessary, also visits the companies in advance with the participants.

*Process of the selection of companies:*

Jobcenter makes initial selection via ist contacts, addresses companies

and

DEHOGA advertises projects among its member companies

and

Direct marketing with companies via telephone etc.

Intensive conversation with every company, by phone or in person,

Transmission of information material, contracts etc., semi-structured guidelines -> central contact

and/or

maybe info event with speed dating

Meeting vhs/Jobcenter/DEHOGA, matchin of interns/companies

**Training concept:**

**Four weeks of initial training at the school:**

* First language entry
* Basic competencies hotel + gastronomy: hygiene, safety, hazardous substances, allergens
* First intercultural aspects: general, job etiquette etc.
* Introduction to the course concept, learning to learn, useful tools and strategies

**Afterwards:**

**2 days at school** per week, especially language (6 lessons per day) + (2 lesens per day) Other aspects: feedback rounds of internship, integration of workplace materials in the classroom, further professional content, intercultural, cooking together, company visits, opportunity to speak to the coach

**3 days of internship per week in hotel and gastronomy companies,** accompanied by a coach

goal: language certificate B1 and professional certificate, full-time employment

|  |  |  |
| --- | --- | --- |
|  | **Period and timetable** |  |

* **20 weeks,** Intership days could be working days or weekends