



The Hague Process
on Refugees and Migration

Initiative Overview

Rotterdam Business-City Partnership
Programme

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Disclaimer

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The Rotterdam Initiative Overview compiles initiatives found in Rotterdam that were providing labour market integration services to migrants and refugees, as well as to individuals with a distance to the labour market, at the time (2013-2015).

This document serves as a stepping stone for the following stages in the research process.

Organization	Target Group	Initiative	What are they doing?	Partners	Incentives for partners	Migrant Dimension
Blik Op Werk (National level)	All workers	Blik op Werk offers service providers and employers a number of scientific methods in the field of sustainable employability. Work Ability Index , Update Scan, the Personal & Company Radar. Also provides quality label for service providers in the area of "inburgering".	The Blik op Werk Hallmark is developed for service providers who contribute to the integration and employability of workers and non-workers in the Netherlands.	The Hallmark exists since 2007, and is the successor to the BOA Hallmark, the Borea Hallmark and Clients Quality Hallmark Reintegration (CKR).	N/A	N/A
Bright Ideaz	Entrepreneurs	Assisting entrepreneurs.	Helping people with issues they may have in terms of establishing and growing their businesses.	N/A	N/A	Not necessarily, but many are migrants (2/3 of new entrepreneurs are from a migrant background)
Careermaker	Migrants and non-migrants	Labour Market Integration	They have reintegrated 130 workers above the age of 55, but need Gemeente to put in money. On a weekly basis, they deal with 200-300 CVs. The percentage of migrants is about 30-40%. Most of the employers don't want to work only with migrants, they want a mix.	N/A	N/A	Migrants
Citizen M Hotel	People with particular personally traits	Training	Soft skills training.	N/A	N/A	N/A
DELI Project	Women and entrepreneurs	Let's talk radio show	Business radio show for entrepreneurs.	Council of Europe, Gemeente Rotterdam	N/A	Second Generation migrants
DELI Project	Women and entrepreneurs	Networking events	Networking events specific to the Rotterdam Case, including migrant entrepreneurs.	MKB and Chamber of Commerce	N/A	Includes migrant entrepreneurs
DELI Project	Women and entrepreneurs	Shopping street development	Develop shopping streets, and diversity within them.	PRIO	N/A	Includes migrant entrepreneurs

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Deltalinqs	MBO	Training new staff. It is important that all young people - from basic school students to college students have the knowledge of the port. Through the Educational Information Mainport Rotterdam annually recruits approximately 25 000 young people, to teach them about the port. They also conduct a labour market survey, annually with the Rotterdam Port Authority and the City of Rotterdam. That way they keep a constant finger on the pulse of demand and supply of labour in the port and industry.	Development of knowledge with different educational institutions. They strive towards a specialization of secondary vocational and higher professional education. The training facilities at the Lloyd Pier are increasingly developing into a Knowledge Maritime / Logistics. Deltalinqs coordinating regional cooperation between businesses, STC Group, the Albeda College, ROC Zadkine and the Hogeschool Rotterdam. The training for the operator and maintenance technicians, is done within the College Process and Maintenance College. The project aim is that each year 500 young people in Process and Maintenance College get their graduate degree. Matching people that need help / care to those that can provide help / care.	Havenbedrijf Rotterdam Gemeente Rotterdam Procescollege Maintenance College	N/A	N/A
DoordeWijks	Undetermined	DoordeWijks matchmaking.	Retaining international talent to deal with skill and labour shortages.	N/A	N/A	Many doordewijkers are immigrants
ELM	International students	Careers made in Rotterdam	Soft skills training, reintegration, networking, and cultural training focused on the labour market. Includes Dutch people who are going to work abroad.	Gemeente and businesses	N/A	Yes, international students
ELM	Employees and potential employees for companies	Services for internationals	Funding "lectorate" at Inholland to research benefits of cross-cultural entrepreneurship. Engaging ethnic entrepreneurs in cross-cultural relations. Finder for employers. Creating a new app to link employers with internationals, including those who are already here in the Netherlands.	Businesses	N/A	Yes, internationals
HOGIAF	Ethnic Entrepreneurs	Cross-Cultural Entrepreneurship		ROGIAD, PRIO, MKB, VNO-NCW, other ethnic entrepreneur organizations.	Improve entrepreneurship environment, improve labour market for all.	Ethnic entrepreneurs (Turks particularly involved)
IPC	Internationals	Matching App		Businesses	N/A	Yes, internationals

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McDonalds	Potential employees	McDonalds academy for MBO 2-4	Specific training for employees. *Coaching *Selection programme for trainees	N/A	Train own employees	N/A
NS railways	Non-Western Allochtonen	Company Diversity Policy	*MBO techniek awards *Mentoring	N/A	Finding the best talent brings an added value for the company.	Non-Western Allochtonen
NUFFIC	Highly educated international students	Retention of international students after graduation.	26 projects running at the moment, as well as 4 pilots (including brainport development and retention of internationals in Groningen).	Businesses, Government (national, and local), educational institutions (Leiden University, Erasmus Hogeschool)	N/A	Yes, international students
Ottoworkforce	Polish temporary workers.	Basic training	Language training for new arrivals and Dutch ways. 100 internship placements for young MBO students and mentoring (also did a project for HBO students before).	N/A	N/A	Yes
PBR	Youngsters (MBO level)	Samen tegen schooluitval	Talent Development -Training Internal and external training. Also has several recognized training companies in their network, so a combination of learning and working is possible. Training is geared to developing personal and professional skills. - Apprenticeships - Supervision - Network of employers Promen has an extensive network of employers in the region where we work closely with to ensure that optimum matching of demand and supply of staff employees.	Small businesses	Help students obtain startkwalificatie and enter the labour market.	Not focused on migrants, but they constitute a big part of the target group in Rotterdam
Promen Capelle a/d IJssel	Employers and job seekers	Recruitment Agency - has programmes for talent development, reintegration etc.	There are 6 focus areas: entrepreneurship, living, economy, banking for food, youth.	N/A	N/A	N/A
Rabobank	Schools and Communities	Employability and Workshops		N/A	N/A	May involve migrants

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Randstad	Unemployed	Social Staffing Agency	Getting people into employment and offering targeted training to reduce labour market gap.	Gemeente Rotterdam	Subsidies for companies offering contracts from 6-8 months.	N/A
Randstad	Individuals with uitkering	Werk Bedrijf	Assisting companies with reaching garantiebannen quotas (starting Jan 2015).	Employer organizations, municipalities, unions and UWV.	Share of databases between Randstad and Gemeente/UWV. Reduction of uitkering costs for Gemeente.	N/A
Randstad	Young unemployed	Buddy System	Buddy system was implemented to teach the young unemployed, about soft skills and how to get around the job market (i.e.. Networking, applying for jobs, etc., not focused on migrants, but the reality of this group is that many are migrants).	N/A	N/A	Not focused on migrants, but they constitute a big part of the target group
Randstad	Entry level workers	Training on entrance to the labour market and professional groups. Participation Law (people with uitkering) *People with low education (below MBO2, UWV, employed but have to improve employability)	Training both for hard skills (pc training, logistics, driving, also sector specific training) and soft skills. The training is really focused on what is needed in the labour market. E.g.. Demand for bus drivers. Also they deal with layoff situations. Mostly focused on soft skills of those who have been unemployed for a longer time, and have high skills.	N/A	N/A	Allochthon groups included.
Red Fabric	People with a distance to the labour market.	* Programme to bring schools and companies closer (start college and special schools for disabled)	Provide training (hard and soft skills) to meet company needs, courses, coaching and internships. Train youngsters on the job, while they are still following education. Mainly bus drivers.	Gemeente, businesses, educational institutions, temping agencies.	Reintegration of individuals with distance to the labour market * subsidy from the Gemeente.	Not specifically (many youngsters are migrants)
RET	Youngsters	Learning jobs (BBL)		Educational institution	N/A	Not specifically, but many are migrants

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Rotterdam - The Hague Airport	20-25 year old young unemployed	Startbaan 2, practical modules at the airport and port.	General training including example drills, computer skills and job interview training *Work placement for youngsters with low educational level (MBO mostly)	Gemeente Rotterdam, Police, Port of Rotterdam, Korps Mariniers	N/A	Not focused on migrants, but they constitute a big part of the target group in Rotterdam There is a follow up from programme focusing only on Moroccans and before that, programme on Antilleans.
Rotterdam Zuid Project	Individuals at risk of social exclusion	Careerstart Guarantee	*Internships/traineeships - study and work Prepare people for taking responsibility in the labour market (E-profile platform and links to jobs).	Employers and educational institutions	Prevent dropouts and further social exclusion.	Not specifically, but many are migrants
Rotterdamse Zorg	Laid off health workers	Mobility Platform	Collect labour market information and fill skill and labour needs of all health providers.	Health care providers	N/A	N/A
Rotterdamse Zorg	All health workers	Creating one labour market for health	Coaching project to get women to work.	Health care providers	Fulfilment of labour needs	N/A
SBAW	Unemployed women	Vrouwen in de Lift	Workshops for unemployed women to be develop themselves better in the labour market.	Trying to get businesses on board, but it is very difficult.	N/A	Not necessarily (most are white and low educated)
SBAW	Unemployed women	Werk for Life	Get low educated women to work. Work in the neighbourhoods.	Trying to get businesses on board, but very difficult.	N/A	Not necessarily
SBAW	Low educated women	Women empowerment (national programme)	Now hiring more unexperienced (young) people who will stay in the company longer. Siemens has their own training company (focus both on soft and hard skills). Also they liaise with local schools.	N/A	N/A	May involve migrants

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SPIOR	Young people 17-23	Rotterdam's got talent	Training for skills - together with TempoTeam. Teaching the kids how to present themselves (for internships and jobs), about professional orientation (for example, port or care sector). Get the parents more involved (those in the community). One of the activities consists of taking youngsters to visit the port.	SPIOR, Oranje Fonds, Zadkine, Gemeente,	Support young people in getting start qualification at MBO level – the most difficult group. Work together with Zadkine and the young people office at the Gemeente (identify those who are on social benefits). Also work with member organizations. Results of the project – 150 youth at the end of the 3 years. Success measured by them obtaining a start qualification.	Focus is not only on Muslim youngsters. Participants and peer coaches are from different backgrounds. Not specifically (only 30% of students are allochtonen) also aims at retention of international students.
STC	Students and recent graduates	Internships and job placement	STC has an outstanding relationship with businesses to place students in internships and in jobs once they graduate.	Businesses in shipping and transport, captains of industry.	Guaranteed employment for students, and staff for the businesses	
	Potential employees for partner companies	Training programs	Develop specific training programmes to meet company needs for skills.	Businesses in shipping and transport.	Meeting the business demand.	Not specifically
Tafel Van Zeven	Migrant women	Education/Training	The project devises special types of education/training focused on the women's dreams and talents. Mainly focused on hospitality and cooking. They work mostly with women who have no chance: i.e.. Older, no language skills, low self-esteem, no social networked (most live in a very small world). Women tell their stories to create a connection – initiate entrepreneurship.	N/A	N/A	Involves migrant women

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Talents XL	Companies, potential interns/trainees	Agency	Talents XLI mediates quality work placements for trainees and employers who want to learn from and with each other. Talents eXcel identifies and analyses the organization's needs , organizes and supervises quality trainee places for college students and - starter through a " master-apprentice " program.	N/A	N/A	N/A
Tornante Trainingen	Non-native Dutch speakers & their employers	Language courses	Tornante Trainingen offer various long or short language courses to develop or brush up on the language proficiency of the staff: this would include reporting, presenting, from meetings to reports and language skills. Language can be improved at any level, in every position. Tailored solutions for business and employees.	Blik op werk	N/A	Yes
VluchtelingenWerk Maasdelta Rotterdam	Refugees	Several programmes guiding refugees towards the labour market. One-on-one coaching and mediation.	Job coaching for refugees. Mediating between employers and refugees (voluntary work, paid work or vocational training). Women and Work project which aims to place at least 27 refugee women in employment or education in the healthcare sector over the next two years. Target to get 12,000 people employed or with more than a social income in 4 years. Working with Open Source Mushroom growing. Aiming to create entrepreneurs (get people a staple income). Work with people's talents.	UAF	N/A	Yes/refugees
Werkgevers service punt	People with uitkering	Pilot for employment		N/A	N/A	Not necessarily

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WMO Radar	Individuals with large distance to the labour market	Programme to get people into work	People spend 9 months on education and work for WMO Radar in cleaning, catering, security in exchange. Training is done with companies and on the job. I.e. a cleaning company trains beneficiaries of the programme so that they can do the cleaning themselves. All WMO Radar budget for these activities is geared towards the programme.	Businesses (Incluso, Facilicum), Gemeente	N/A	Focus is not on migrants, but 75% of target group are migrants
Young Up	Youth, vulnerable groups	Talent Development	Sales workshop: new – meant to meet needs of employers. Also teach guerrilla marketing strategies for presentation. Young professional plan. Network meeting where kids get to talk to professionals – invite companies according to interest of youth. Also work with vulnerable groups: jail, police trouble, etc. Project mainly aimed at school leavers. Workshops include information on how to present oneself, how to network with companies. Contacts with companies: initially banks and corporations. Now other companies as well. Sometimes work on assignments directly related to company needs.	Young Up and businesses that were not mentioned	Get youth to start projects in their own environment. Aims at activating thinking process. Encourage to plan goals and develop a business plan through a reflection process and with the help of feedback from the organization. Aim to work in a project on practical environment. Discover skills. Internships: connect businesses to youth. Deal with first impressions / discrimination.	Allochtoon dropouts, generation 1.5 from Ethiopia.
Bootcamp	Well-trained technical personnel	The boot camp is a facility for companies that are looking for technical professionals, where potential jobseekers are pre-screened intensively.	8 week training program provided for pre-screened individuals, so they get to acquire the necessary knowledge and skills.	Maintenance Sector, the Port, Deltalinqs Vomi and City of Rotterdam.	Organizational and financial benefits.	N/A
Account Manager	People who are receiving social assistance	There is a project in the harbour to get people who are receiving social assistance introduced to the technical sector. They are given anti-racism training.	Roundtables were organized between MBO students and employers. It is important for them to get to know each other.	Account Manager, The Harbour.	To acquire more technical workers.	N/A

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Port of Rotterdam	Students	Program in partnership with educational institutions aiming to have students "experience the port". Derives from the need for technicians.	Connection between companies and schools to cater to transitioning job profiles. The STC (Shipping and Transport College) prepares students to work in logistics, as dock workers, and ship agents.	STC (Shipping and Transport College), The Educational Information Institute (EIC).	To acquire more workers in logistics, dock workers, and ship agents.	N/A
Port of Rotterdam	Mother of second generation migrants	Organized excursions to the port.	Presentations are made by companies to show what the work in the port is about.	Port of Rotterdam	To acquire more workers.	Second generation migrants
Port of Rotterdam	Unemployed Problematic Migrant	Bootcamp in the maintenance sector.	Train the unemployed to work in maintenance companies. There were 10 applicants from the Antilles who had a technical background (6 are now in employment). A lot of money is being spent on training.	Port of Rotterdam	To acquire more workers in the maintenance sector.	Some Antilleans
Gemeente	Youth	Mentor project by Altarnmia.	To introduce migrants to companies.	Altarnmia	To acquire workers.	Problematic migrant youth
Gemeente	EU Migrants	Dutch courses by Hefgroep.	Introduce the Dutch language in the labour market.	Hefgroep	To acquire more workers.	EU migrants

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Hamrah + JWC	Social enterprise	Newly arrived migrants and youth with a distance to the labour market	Seedz is a social and economical incubator consisting of various mini-co-operations (business units), in which the newcomers and youth participate in labour and economical activities of different mini-co-operations. Each mini-co-operations operates independently and generates its own income. Each mini-co-operations is being managed by a group of people with different cultural backgrounds and with entrepreneurial skills. They will guide and support the other new participants. So, Seedz tries to remove barriers that the newcomers face. That allows the participant to focus on what they are good at. From that point, they learn different skills and competitions they need in order to find a job or to start their own business. Seedz' (central) team provides support to all mini-co-operations in the areas of accounting, legal counselling, PR, marketing, etc. Companies play a big role in further training programmes together with the customers. Randstad works with the schools. Most clients are filling in classrooms on their own.	Gemeente and National government.	N/A	Newly arrived migrants
Randstad Groeneveld	All workers	70% of trainings required are basic, only 30% of trainings are directly related to processes from the customer side. The industry sector has an education and development fund, which allows them to invest in training for workers.	The port tries to connect the companies in an attempt to establish intersectoral cooperation and mobility.	N/A	N/A	N/A
Port of Rotterdam	All workers	The SIC (Shipping and Transport College) prepares students to work in logistics, as dock workers, and ship agents.	Connection between companies and schools to cater to transitioning job profiles.	N/A	N/A	N/A

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Port of Rotterdam	Unemployed and migrants	Bootcamp in the maintenance sector – train unemployed to work in maintenance companies.	The Educational Information Institute (EIC) welcomes students for early information.	N/A	N/A	There were 10 applicants from the Antilles who had a technical background (6 are now in employment).
Deltalinqs	School leavers, skilled workers, potential for migrants.	Bootcamps have been organized for this target group (Jorrit Hellemons) with funds provided by the city and the businesses.	Training skilled, unskilled and potential migrants.	N/A	N/A	Potentially
NS Utrecht	Refugees with a degree	They are offering semi professional traineeships (mentoring, development programmes, language).	The UAF is an organization for refugees with a degree. They are helped financially. They have about 1600-2000 clients. Many in HBO level.	N/A	N/A	Refugees, Iranians, Turks, Armenians.
In Holland	Entrepreneurs	Educational institutions (like In Holland) are organizing courses such as: communication skills for businesses, international business, cross-cultural aspects, cross overs. This will lead the way to trainings and masterclasses for entrepreneurs, leadership, communication, cross-cultural entrepreneurship. It is difficult to teach different cultural attitudes.	The institute (and lectorate) is also conducting new research about entrepreneurship.	N/A	N/A	There may be some migrant element if they are focused on cross cultural entrepreneurship
DoordeWijks	Everyone	They are now also starting to provide doordewijkers with workshops - How to set borders with customers - How to get new customers - How to work with people with Alzheimer	Different workshops 4 months are necessary to change people's mind-sets towards the labour market. There is a general lack of capacity to solve problems.	N/A	N/A	N/A
Red Fabric	Everyone	Provide individual and generalized trainings – works with the reintegration bureaus.		Reintegration bureaus.	To change people's mind towards the labour market.	N/A

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Red Fabric	Everyone	It all starts with a company need. They then design courses, coaching and internships and more to make sure this need is met.	They receive subsidies from the city in order to do this. They work mostly with companies with a larger demand for people – working in training groups of people. For example had to train security people for a chemical factory. Also people to conduct maintenance and installations.	Gemeente	To fulfil the company needs.	N/A
Red Fabric	Middle Management	For hard skills they often work with partners to provide the training. For soft skills they often do in company training.	The companies are the ones to determine the design of the training programmes. Some businesses are even willing to pay for the studies. This is mostly among big companies in the technical and economics sectors. They are mostly searching for students in the MBO 4 level.	Temping Agencies	To train staff.	N/A
Zadkine Shipping and Transport College	Students	The school has some agreements with businesses to ensure students can go in the BBL track or get an internship.		Businesses	To get more technical workers.	N/A
Zadkine Shipping and Transport College	Everyone	The STC offers VMBO (pre-vocational), MBO (vocational) and master of science courses.	Mostly in the shipbuilding, port, logistics and process industries.	N/A	N/A	N/A
Shipping and Transport College	Everyone	The STC also develops specific trainings for companies (for example currently providing training for the APMT – where they train people during both day and night shifts).	Trainings.	APMT, and other companies	To get trained staff.	N/A
RET	Bus drivers, young people	There are many learning jobs at the RET, particularly for bus drivers (like BBL).	This kind of opportunity is also available for the technical department.	N/A	N/A	N/A
RET	Bus drivers, students	They work closely with the STC – they developed a special course for the next 20 bus drivers.	Also work with the Zuiderpark school work with them to manage trainees. They also provide tours of the company and technical lessons in loco. It is important to teach students (and future potential employees) about the company. .	STC, Zuidepark	To get more bus drivers.	N/A

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RET	Drivers	They are hiring new drivers and also providing trainings.	These will mostly be in company trainings. They currently have 20 people in traineeships for 1,5 years. This is part of the contract signed with Minister Asscher for the public service sector. They may be hiring 20 more people in addition. They have a training department and simulation equipment. At a higher level they communicate in terms of the labour market with the Amsterdam public transport company.	Minister Asscher, Amsterdam Public Transport Company	To get more drivers	N/A
Ministry of Social Affairs	Everyone	They have also provided special training for employers on how to recognize stereotypes and how to deal with it.	They have also taken a very strong stance against discrimination. They have made a communication campaign aimed at eliminating stereotyping. They also organize information markets to inform students on their career choices.	N/A	N/A	N/A
SBB	Students	VMBO: provide training and vocational orientation tests.	VMBO	VMBO	To get trained staff.	N/A
ELM	Expats	Train people on what employers are looking for, how to apply for jobs.	Recently developed the Phillips "Keep it" project. Focuses on reintegration of expats, expats who are here, their partners, people who are looking for work, and networking opportunities. Also have a cultural focus to the labour market. 26 Oct there was an event with the Gemeente for women entrepreneurs. It shows how the Gemeente can help them.	Sometimes they also work with temping agencies. Work with a diversity of sectors including the tech companies, the financial sector, the healthcare sector, and consumer goods.	To get trained staff.	Expats
Bright Ideaz	Women entrepreneurs	They organize workshops with companies like Rabobank and the Notary.	Rabobank, Notary, Gemeente.	Rabobank, Notary, Gemeente.	To train entrepreneurs	N/A
Bright Ideaz	Migrant entrepreneurs	Provide training for entrepreneurs on how to start a business, language, improving networks (migrants often don't know what other networks are, they don't know they exist or how to access them).	Training for entrepreneurs.	Accenture Holland; was also involved with the DELI Project.	To teach migrant entrepreneurs how to start a business.	Migrant entrepreneurs

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JINC	Children aged 8-16	Training and schooling them on vital skills needed on the labour market.	The classes also involve other young kids who act as a kind of role model for the others.	N/A	N/A	N/A
JINC	Kids	JINC therefore gives trainings on how to write CV's and motivation letters.	They also organize very brief internships (one or just a couple of days long) so kids can get a feeling of what work would be like at a certain company.	N/A	N/A	Potentially
JINC	Everyone	Company provides schooling and training to people that are trying to enter the labour market.	Schooling and training.	Start College	To improve skills of future workers.	N/A
JINC	Everyone	Technical firm that trains its prospective employees the skills they need to successfully enter the labour market.	Training on technical skills.	Croon, croon.nl	To train technical workers.	N/A
Seedz	Migrants	In addition to learning by doing, the participants will get various theoretical and practical training related to labour market and entrepreneurship.	The training will be jointly financed by the revenues they generate. In this process they become familiar with Dutch work ethics and business know how.	N/A	N/A	Migrant entrepreneurs
Seedz	Migrants	During their participation in the co-operation, they are guided and supported by the peer coaches with different cultural background, who are trained by Hamrah.	Language and Cultural Training.	Hamrah	To improve language skills of migrant entrepreneurs.	Migrant entrepreneurs
Seedz	Youngsters	So far, Seedz is starting up 5 mini-co-operations (business units), Patisserie, Lunch room, Catering, Sports school with mixed martial art training, a music ensemble and a large training centre (classical training, blended and E-learning).	The youngsters from JWN will fill their daily activities within these mini-co-operations and participate in the various training. The counselling will be organized by JWN.	JWN	To train youngsters for jobs.	Potentially

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Seedz	Immigrants	Hamrah is the holder of "blik op het werk certificate" (Focus on work) which allows them to provide the newcomers with Dutch language as well as integration courses. There are also courses for women who want to start a business	Hamrah's activities is language and civic integration. The newcomers receive language coaching in their mother tongue. Learning a foreign language from mother tongue is the most effective way. To this purpose, Hamrah developed training material in the areas of language and participation which is based on practical experience of our network.	Hamrah	To improve elementary skills of immigrants.	Immigrants
PRIO Erasmus University	Migrant female entrepreneurs	(vrouwen zaak): 60% of women who join the training are not native Dutch speakers. They had trainings on habits about the clinical setting.	Train migrant female entrepreneurs	N/A	To mobilize female migrant entrepreneurs.	Migrant female entrepreneurs
Ottoworkforce	Polish workers	Otto provides housing, transport, insurance and language courses to polish workers.	There was also a programme for refugees to become doctors	N/A	Help refugees get to the top.	Refugees
Ottoworkforce	Immigrants	They are creating courses for jobs (communication, leadership, management).	Otto provides basic training for new recruits: 20 language lessons for 2 weeks. The goal is to make them more comfortable with the language and culture. Language is also a problem for technical workers. They need to be able to communicate.	Manpower, Tempo Team, Adecco, Randstad.	Train polish workers.	Polish workers
Ottoworkforce	Immigrants	They are also in the implementation phase of online programmes for developing good habits (together with leaders in the sector of online education).	They are also in the implementation phase of online programmes for developing good habits (together with leaders in the sector of online education).	N/A	Train immigrant workers.	Immigrant workers
WMO Radar	Migrants	They use they budget for cleaning, security, catering to train migrants.	There is a partnership with cleaning, security and catering companies in which they train the migrants for 9 months. They are trained on the job. The companies monitor the cleaning and provide the products to be used. There are also sector organization trainings.	Function in Buurts, cleaning, security and catering companies.	To train migrants.	Migrants

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WMO Radar	Young migrants	The coaching regards different jobs – logistics, crane handling, etc.	Training for jobs.	Port of Rotterdam	To train technical workers.	Young migrants
WMO Radar	Majority consists of migrants aged 18-21	Cooking courses. WMO gives these migrants extra training through regular activities – social training. They are trained in groups.	There was a 45 year old Surinamese woman who started her own cooking business and is now also offering courses to others.	Surinamese cooking business.	To get workers.	Majority migrants
WMO Radar	Migrants		Social Training.	N/A	N/A	Migrants