

Integration through apprenticeship

Kuratorium Wiener Pensionisten-Wohnhäuser

Innovation in the project idea - a novelty

Does the project deal with new solution approaches?

New is the integration and thus the assimilation of unaccompanied young minors and asylum seekers due to the possibility of a chef-apprenticeship in the *Kuratorium Wiener Pensionisten-Wohnhäuser* since September 2016.



Welcome cook apprentices, September 5, 2016

Does the project deal with new social problems?

Candidates for asylum are condemned to idleness. They are looking for activity, meaning and a perspective. We take remedial measures.

Does the project deal with previously less observed target groups?

The group is noticed, the people want to do something meaningful. The target group is not only little noticed, but even discriminated by a problematic social development.

Innovation in the access to the target group - participation

What specific and sustainable benefits has the project for the target group?

Training, integration, perspective, recognition, the opportunity to finance the living expenses.

Are the potentials of the target group promoted by the project?

Yes, aside from potential and suitability there is a desire on the part of the young people to make themselves useful in the host country.

The young people have every opportunity to prove themselves in the comprehensive *KWP* apprentice promotion program.

The current status of the young people: the linguistic development is progressing, they are described as being courteous and very interested.

How is the target group involved in the project?



The target group - currently a total of 10 people or 10 percent of all *KWP* apprentices - is actively involved in the project by training in the company and in the vocational school. At the same time, many positive contacts arise through activities in the apprentice group and through the exchange with the heterogeneous group of a total 4,200 *KWP* employees, who come from over 50 different countries. Diversity is lived in everyday life.

Welcome cook apprentices on September 7, 2017

Does the project contribute to the social appreciation of the target group?

Absolutely. Countless multipliers arise for the residents and employees in the seminary, in the school with the classmates, in the teachers college, etc. At the same time, a change of image takes place: Instead of being perceived as needy recipients of social benefits, the participants (even in their own perception) are seen as active and committed young people who contribute to social coexistence and further develop their professional knowledge and social skills. They see into a future instead of the past.

Innovation in the implementation - effectiveness

Is the implementation of the project idea imaginative, creative, creative and courageous?

The creative approach sees itself in the opening of an approved method for a new target audience. To integrate asylum-seekers and persons entitled to vocational training requires the willingness not only to recognize and take account of special requirements of this target group. Moreover, the above-mentioned need for "opening" concerns especially the local society. Bureaucratic hurdles, the lack of existing helpful structures and last but not least prejudices must be overcome again and again to ensure success.

What effects for social innovation can be observed for whom?

Apprentices experience themselves as valuable members of the society and the respective team, gain self-efficacy experiences through the training with customers and colleagues.

Does the project react to changed demands, for example, with the target group, the problem definition and the framework conditions?

In 2017, in the second year of the project, we started to involve young people from the traditional refugee countries (Afghanistan, Syria, Somalia), who came with relatives, into the project.

Is there cooperation between different disciplines / competences / professional groups?

The young people also receive support in the form of German courses, tutoring for the vocational school and the contact with various authorities. This support is coordinated and carried out by employees of the company.

Innovation in the outside visibility – a model example

How will the project be integrated into local and regional environments?

The apprentice program includes an annual rotation of all apprentices for a period of three months, which is made possible by thirty locations in Vienna. This change shows a positive effect on all those involved, both among the trainees as well as among the employees involved and the residents of the "Häuser zum Leben".

Are other organizations, media, funders, politicians made curious?

The internal communication has been pushed ahead and is running, the external communication is in the build and still expandable. That means: now or never "SozialMarie".

Are there new ways of dealing with the "outside world"?

Since autumn 2016, one of the company's employees has been working on an EU project to develop simplified learning materials for teaching in the catering trade schools in Italy, Germany and Austria.

We are currently launching an eLearning program for smartphones that aims to improve the theoretical knowledge of all apprentices. The program was developed by students of the HTL-Ottakring.

All the apprentices in the company benefit from the results of this work, both those who are completing a standard apprenticeship, the integrative apprentices and the young people described in the project.