

Workshop 1 : The Immigrant's Business Plan Questionnaire

Athens : November 2009

In order to have a good overview of our way of working and the area each organization is acting, a short questionnaire has been sent to each organization before Athens meeting. The objective of this questionnaire was to help each partner to prepare an oral presentation.

In which fields does your organisation operate?

Partners were ask to put a X in the corresponding boxes.

	Germany Team training	Germany Initial	Greece Ekpospo Nostos	France ITG	France Sud Concept	Czeck Republic Rekval	Belgique EU Warehouse
Career Guidance	X	X	X	X	X	X	X
Job placement	X	X	X		X	X	
Education/ Training	X	X	X	X	X	X	X
Psycho- social support	X		X		X	X	
Other (please define)							

The common fields of activity our partnership are acting, are Education or Training and Career Guidance.

Although our way or acting might be very different, as describe in our first meeting in Paris.

How often you face the following tasks in your work, putting in circle the corresponding number in the right columns.

(4=very often, 3=often, 2=occasionally, 1=never)

In this document, is describe how the majority of our partners have answered to these questions. It describes in everyday life how our coaches are working with people aiming at creating a company.

It is

	In my work...	Very often	Often	Occasionally	Never
1	I provide information on educational and training opportunities	4	3	2	1
2	I assist clients to start their own business	4	3	2	1
3	I provide information on available jobs	4	3	2	1
4	I assist clients to develop appropriate professional behavior (e.g. punctuality, responsibility)	4	3	2	1
5	I use tools and other supporting material of career guidance	4	3	2	1
6	I contact potential employers in order to promote job placement	4	3	2	1
7	I assist clients while they implement their career decisions	4	3	2	1

4. Which are your target groups?

Note X in the corresponding boxes.

Students/Trainees	
Employees	
Women	X
Unemployed	X
Migrants - Refugees	X
Young at risk of social exclusion	X
People with disabilities	
People with mental illnesses	X

People with addictions	
Other	

Here is the kind of target groups our organization are working with. It was important for us to define what is common to every partners and what is specific. Working with people with mental illnesses is a specialty of our Greek partners. Even if very important in their organization's way of working, we won't put it as a common target groups.

This workshop, has helped us to define the real target groups our "Coach" are working within the project "migrants business plan".

It has been though decided that our coaches are of course working with any people wanted to create a company, but in our case, we shall only be interesting in people describe as the following :

- Men or women,
- Migrants (first generation for most partners, but even second or third generation for France)
- Low level of qualification
- Wanting to create a small business, even self employment company.

Tools or methods used by partners and defined as a best practice

These tools have been presented by the different partners during the meeting, thanks to internet, a more detailed description of them is made on the web site of our project.

Czech Republic (Rekval) : Birth of structures for immigrants

France (ITG) : Tool Proxim

France (Sud Concept) : Step by step procedures

Germany (Initial) : Success stories

Germany (Team-Training) : Hamburg or Berlin example, the "fire" personality

Greece (Ekpospo Nostos) : The long term counselling method

If you work with Migrants/Refugees, do you think they need special support/assistance?

The answer to this question has been : YES

Partners are asking themselves before giving the right tool to create a company, how to give the right guidance in order to help them.

It seems to our partnership that our target groups need a special help before starting their business.

Some of them are related to the fact, they should integrate the market they want to work in...

- Cultural habits,
- Administrative obligations and rules,
- Security and health standards,
- ...

Then some specific questions are to be dealt, they are related to the 5 P principal...

Product	Should migrants specialised themselves in “Ethnic” products or not ?
Price	How should they define the right price for the right product ?
Place	Should they create a company or a shop in the Ghetto or out of the ghetto ?
Promotion	How should they use the right promotion-method in order to get clients ?
People	Thank to other Ps, how do they define what is the “perfect” client for them

If you assist clients to start their own business, in which kind of setting do you do that?

One on one counseling	X
Counseling in small groups (up to five persons)	X
Training Courses	X
Via telephone or internet	
Other (please specify)	

Most partner are working the same way, small groups training for technical support, training courses for very general information and one to one counselling when requested.

Our partnership is offering all this kinds of following up. Then due to financing matters (public supports), it can be organised with more counselling hours or courses in groups. It might depend on the rules defined by financing organisation (state, regional government, sponsors, ...).

Regarding to the other questions coming from this questionnaire it has been decided that the partnership was going to deal with them along next meetings and that for some of them, it was too early to put in common the right answer.

It has been decided to answer to these question along the project. Answering to these questions was in a way too early. Some of these questions will be tackled in our meeting in Corsica.

These questions were :

- Describe the needs of Migrants/Refugees in the field of further education
- Describe how you support them

- How do you identify special supports
- What kind of methods do you use? Please describe:
- Is it easy to create a company for migrants in your country? Is there any help, programs or grants?
- What are you missing (examples, experiences, knowledge) you could get from other EU partners as a trainer to improve your work?