



## From arrival to joining the labor market **Bosch supports the integration of refugees**

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Almost 1.3 million asylum seekers arrived in Germany between 2015 and the first half of 2017. Integration is a challenge, especially with a view to the German labor market. It can only succeed if politics, business, and society work together. Bosch believes it has a responsibility to play an active role here in cooperation with its associates – in part because Bosch, as an international employer, views fellow human beings from other cultures as an enrichment and, following in the footsteps of its founder, combines entrepreneurial action and social responsibility.

Since late 2015, Bosch has been supporting refugees through a variety of measures that rest on three pillars: associate involvement, activities at the Bosch locations in Germany, and corporate initiatives. The types of support provided are geared toward local needs. Until early 2016, Bosch focused on helping meet the immediate needs of newly arriving refugees, making donations, and supporting local initiatives. For example, unused property and company-owned housing were made available for refugee accommodation. Today, the focus is on the long-term integration of refugees into society and the labor market.

### **Supporting volunteer work**

Many Bosch associates volunteer in projects involving refugees. To support this dedication, the company launched the “Bosch hilft” donation campaign. As part of the campaign, Bosch matched employee donations to the organization [Primavera – Hilfe für Kinder in Not](#) until the end of January 2016. The total of 820,000 euros was subsequently used to support 113 projects that were suggested by Bosch associates and were aimed at both children and adults. Many of them are focused on facilitating the integration of refugees in Germany through additional language courses, shared athletic and leisure activities, and support in dealing with authorities, to name just a few examples. In addition, individual Bosch locations are also supporting local initiatives with non-cash donations.

## **Preparing people to work in Germany**

Planning certainty and a stable social environment are crucial to the integration of refugees in society. Career prospects make an important contribution to both factors. Here, Bosch is leveraging its strengths as a company that provides occupational training and preparing refugees for the labor market in a targeted manner. At around 30 locations in Germany, the company is offering company tours, additional internships, and introductory training programs to prepare participants for occupational training. The focus is on careers such as machine operator and metalworking professions.

The introductory training programs aim to help refugees achieve the same level of educational attainment as their German counterparts. In addition to German language skills, many refugees lack schooling and a clear picture of the possible professions in Germany, which are essential to successfully completing occupational training. Bosch's qualification programs aim to help close this gap. The respective local vocational training departments, which design the programs in close cooperation with local and regional institutions and authorities, are responsible for the measures. Bosch is making a total of 1 million euros in special funding available for these projects in 2016 and 2017. So far, 750 refugees have benefited from the projects. Those looking to start occupational training at Bosch after the program go through the regular selection process. Currently, seven refugees are receiving occupational training at Bosch in Germany. In addition, Bosch is supporting three scholarships for Syrian refugees as part of a program by the German state of Baden-Württemberg.

## **Dedication in networks**

Along with these measures at its own locations, Bosch is working with other companies in regional initiatives that offer refugees information and training programs, including [Ausbildungscampus](#), a project by Bürgerstiftung Stuttgart involving Bosch and 15 other companies and institutions which provides refugees with language courses, career guidance, and support in writing job applications, among other services.

To pool integration activities throughout Germany, Bosch joined forces with 35 other companies in February 2016 to found the [Wir zusammen](#) network. The initiative gives various different integration projects by German businesses a platform. In doing so, it aims to encourage additional companies and organizations to offer support themselves and share their experience.

## **Help in crisis-stricken regions**

Integration in Germany is just the last step of a long escape. Many people still continue to suffer in crisis-stricken regions in the Middle East and Africa. Bosch

therefore also supports organizations that provide emergency relief on the ground. One example of this is the outpatient clinic run by the German surgeon Hassan Naggar, who himself has Syrian roots. He treats up to 500 refugees a day near the Syrian border in Antalya, Turkey – free of charge. Children, pregnant women, and elderly people in particular seek out his services. Thanks to a donation from Bosch, the clinic was able to afford six months' worth of medication.

**Additional information:**

Primavera Hilfe für Kinder in Not e.V. <http://www.primavera-ev.de/en/>

Robert Bosch Stiftung, Migration and Inclusion: <http://bit.ly/2uX9LXb>

Ausbildungscampus: [www.ausbildungscampus.org](http://www.ausbildungscampus.org)

Wir zusammen: [www.wir-zusammen.de](http://www.wir-zusammen.de)

Federal Office for Migration and Refugees: [www.bamf.de](http://www.bamf.de)

Federal Association of Volunteer Agencies: [www.bagfa.de](http://www.bagfa.de)

Handbook for refugee relief: <http://bit.ly/1QsODth>

Nationwide overview of ARD refugee projects in Germany: <http://bit.ly/2tL7wor>

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