



INTERCULTURAL DIVERSITY AND INTEGRATION

in the district of Weilheim-Schongau

Updated on 23/07/2021



Image 1

**Live diversity
Seize opportunities
Shape the future**

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Editorial



Image 2

Dear citizens,

We all benefit from freedom of movement within the European Union, international markets and our many opportunities to work, study and travel the world abroad. In turn, our district is also highly attractive to many people. Currently, citizens with a total of 132 nationalities live in the 34 municipalities of the district.¹ Their reasons for coming here are as diverse as they are. Whether it is to work here, for love and family, or because they want to spend their leisure time and retirement in our beautiful surroundings. However, particularly in recent years, many people have fled to us from war and persecution. Others have left their home countries out of poverty and lack of prospects in the hope of building a better future here or being able to support their families back home.

Many of our foreign fellow citizens work in local businesses, organisations, or are self-employed, thus contributing to prosperity of our region. Entire sectors such as nursing, health care, food and beverage, logistics and tourism have long been unable to do without foreign workers.

“One person waits for the times to change,
the other seizes the day and acts!”

Johann Wolfgang von Goethe

Immigration brings with it major challenges for all involved. This integration concept is intended to help us rise to these challenges together. We have therefore set positive goals that we want to achieve together with our foreign fellow citizens, the towns and municipalities, and many committed stakeholders and partners. Our motto is therefore:

Live diversity – Seize opportunities – Shape the future

With this integration concept, the district of Weilheim-Schongau has embraced its responsibility for this important issue.

My thanks go out to all those who have contributed to the creation of this integration concept and who are committed to the implementation of the goals and measures outlined.

The District Administrator

A handwritten signature in blue ink that reads "A. Jochner-Weiss".

Andrea Jochner-Weiss

¹ Updated on 31/12/2020 - Source: Department 33 Foreigners' Affairs

Foreword by the Welfare Associations

"Consequently, you are no longer foreigners and strangers, but fellow citizens with God's people and also members of his household"

This is how the "Good News" Bible beautifully translates the verse from the Letter to the Ephesians (Eph 2:19).

The basic attitude of placing shared humanity above one's differences beautifully characterises the integration concept of the district of Weilheim-Schongau presented in this document. This attitude also unites all those involved in the important task of integrating newly arrived people in the district - regardless of whether they are among the committed volunteers from the heart of civil society, those with political responsibility in government offices and state departments, or full-time staff in the church, Caritas and Diakonie. First and foremost, we are not Syrian or Turkish, Bavarian or Prussian, Pakistani or South Tyrolean, but human beings endowed with inviolable dignity.

The integration concept points out with remarkable clarity and circumspection not only the common attitude, but also existing challenges, shortcomings and problems. Regardless of whether it is a lack of housing, access to basic education, intercultural competence that is in clear need of significant improvement, or opportunities for social participation during an ongoing asylum procedure – the integration concept specifies goals, measures and responsibilities very clearly and concisely. It thus forms an excellent basis for further work in this field, which is of exceptional socio-political importance for social peace and the common good in the district.

The non-statutory welfare organisations are very happy to contribute to the success of the major social task of integration with considerable resources – both in terms of manpower and women-power, as well as in terms of financial resources. We are grateful for all the forms of cooperation that have developed between the public sector, volunteers and welfare representatives, and which are proving to be resilient. We also thank all people with an immigrant background for trusting in us and for their willingness to make life in our communities colourful, diverse, respectful and mindful.

We hope that the concept will become widely known and that all those responsible will be consistently guided by the spirit and the letter of this concept.

For the independent welfare sector:

Wilfried Knorr, Diakonie Herzogsägmühle, March 2021



Foreword – Civil Society

Our district has become more diverse in the last 20 years. This became particularly visible starting in 2013, when numerous refugees found refuge in the Oberland. Statistically, however, immigrants from Eastern Europe, China and India play a far greater role than refugees.

In recent years, we have gained a variety of experience in the region with regard to immigration and integration. These are now reflected in this integration concept.

Integration cannot be imposed from above

Integration can only succeed if many stakeholders show goodwill and work together: Neighbourhoods, associations, religious communities, authorities, associations, civil society, business, sports, immigrants... With this in mind, more than 200 people have worked on this integration concept in various working groups. Even if some of the decision-making and formulation processes were arduous: In our eyes, it was and is good to involve as many people as possible from the very beginning.

Integration requires competence in pluralism

No person can be expected to completely give up their previous way of life, their experiences, and their culture. Integration therefore does not mean the assimilation of one culture by another, but rather the willingness to question one's own thinking and actions and to find a way to live together peacefully. So it is important to approach each other, to get to know each other and to try to understand the other culture and the big picture. The foundation of this concept is therefore the appreciative encounters between cultures and the certainty that a society becomes "richer" as a result.

Integration means enabling participation

You can only feel integrated when you see yourself as part of a whole and are able to contribute to society. There are often major hurdles to overcome in this respect. Starting with the language, followed by job opportunities, and involvement in voluntary work. The concept pursues this goal in many ways.

Integration requires commitment

Integration does not take place on its own. It demands commitment from many sides. This commitment, including the financial aspect, pays off. The authors of the integration concept are convinced of this.

Jost Herrmann
Honorary member of the Steering Team

What do we mean by integration?

We see integration as a long-term, society-wide process. Our goal is to enable equal and full participation of all persons in economic, social, cultural and political life. Learning the German language is an essential part of this.

Successful integration is a prosperous coexistence of persons, both with and without a migratory background. The process of integration consists of reconciliation, mutual interaction and communication, finding commonalities and differences, and the assumption of joint responsibility by immigrants and members of the host society alike. Everyone should be ready for change.

We value cultural diversity and see it as an enrichment of our society. We respect different personal needs and promote the inherent potential of diversity.

Integration is successful when everyone feels accepted in society and that they belong to it. This preserves social peace, reduces discrimination, enables civic participation and shapes a vibrant civil society overall. The basis of our coexistence is mutual respect and appreciation.

The basis for all is, of course, the Basic Law of the Federal Republic of Germany and the Universal Declaration of Human Rights of the United Nations. The dignity of each person, personal freedom, equality and equal rights for all, the right of every individual to a self-determined but also self-reliant life, our free democratic basic order, our principles of the rule of law and the separation of church and state form the foundations of our legal and social order.

"More important than our different origins
is our common future"

Dr Winfried Kösters

Publicist

Why an integration concept?

Immigration has shaped our society for many centuries. Around 25 per cent of the German population has a migratory background. A person has a migratory background “if they themselves or at least one parent do not have German citizenship by birth”². Without immigration, Germany would not have achieved its current level of prosperity in the past decades. Integration is a core task. It is becoming more and more important due to demographic change.

The significant rise in the migration of refugees to our district from 2013 to 2016 was why we decided to develop an integration concept, but ultimately it is about the overall view of the topic. If integration is to succeed on the ground, a reliable framework is needed that enables and supports structured and targeted action by all those involved.

This integration concept is a guideline for action specifically for our district of Weilheim-Schongau and forms the basis for intercultural dialogue and civic participation. Integration is understood as a dynamic process. That is why our concept is constantly reviewed and updated.

With our integration concept, we make a municipal and regional contribution to successful integration in the district of Weilheim-Schongau. In the same way, we expect the Free State of Bavaria and the federal government to contribute to a coordinated and comprehensible integration policy. Together, integration will succeed.

Recommended reading:

Title	Kommunale Integrationskonzepte [<i>Municipal integration concepts</i>]
Author	Hubertus Schröer
Publisher	Verband für Interkulturelle Arbeit in Bayern e.V. (VIA)



² Microcensus 2016

Notes for better understanding

For ease of reading, the following text does not use the masculine and feminine forms simultaneously. All references to persons apply equally to all genders. This form of language does not imply any judgement.



QR code explained
in 100 seconds

In this concept, you will find recommended literature and links to interesting websites in many places. We also use QR codes for this purpose. To access the specified locations on the internet, you need to scan these QR codes with your mobile phone camera. If you don't know how exactly to do this yet, simply enter "scan QR codes" in the search field of your internet browser. This will provide you with a variety of descriptions and videos that are sure to help you. It is not difficult.

On the fast-paced internet, the links provided may change or be deleted from time to time. One or more QR codes may therefore lead nowhere or to other content. Unfortunately, we have no influence over this. In a new edition of the integration concept, we will also review and update the QR codes.

Glossary

In the glossary starting on page 94 you will find the definitions of the technical terms used in this concept.

We hope we have succeeded in presenting the thematic fields of intercultural diversity and integration in the district of Weilheim-Schongau in a clear and generally understandable way. We would be very pleased to receive your praise, constructive criticism as well as ideas and suggestions for further development.

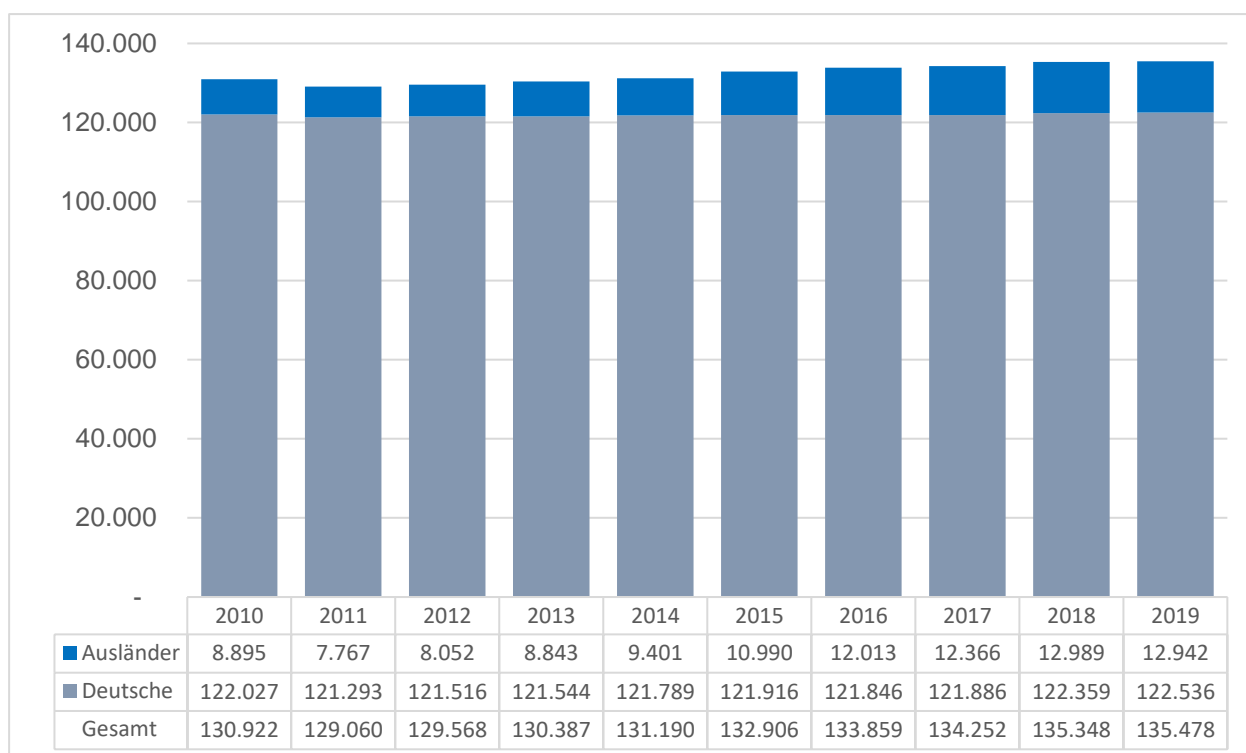
The Members of the Steering Team

Fact check

The following statistics show the population trends of the district from 2010 to 2019. Overall, the population of the district has grown by 4,556 people (= 3.48 per cent) in the period shown. The grey bars represent the population with German citizenship. This has increased by 509 persons (= 0.42 per cent) during this period. The blue bars represent the district population without a German passport. This has increased by 4,047 persons (= 45.5 per cent) in the period shown. The growth of the district's population is thus quite predominantly (88.83 per cent) due to the foreign population. In total, people from about 130 countries currently live in the district.

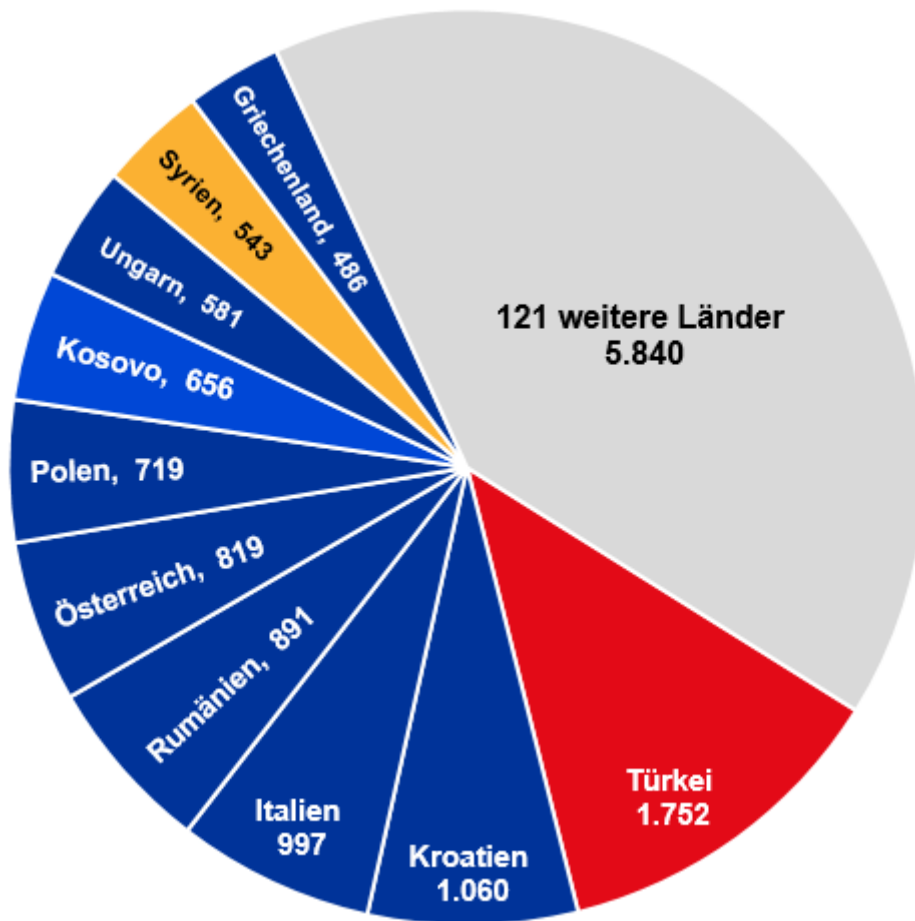
Change in district population from 2010 to 2019

Source: Bavarian State Office for Statistics - Table 12411-005r / Last updated: 31/12/2019



TOP 10 countries of origin in the Weilheim-Schongau district

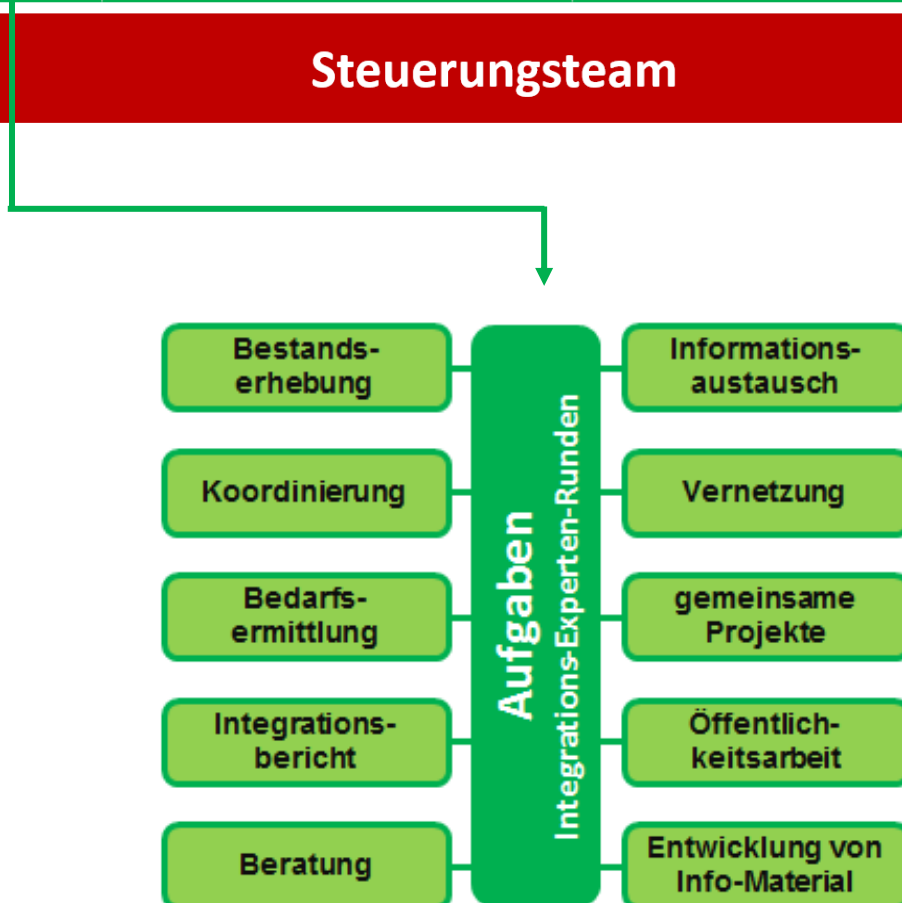
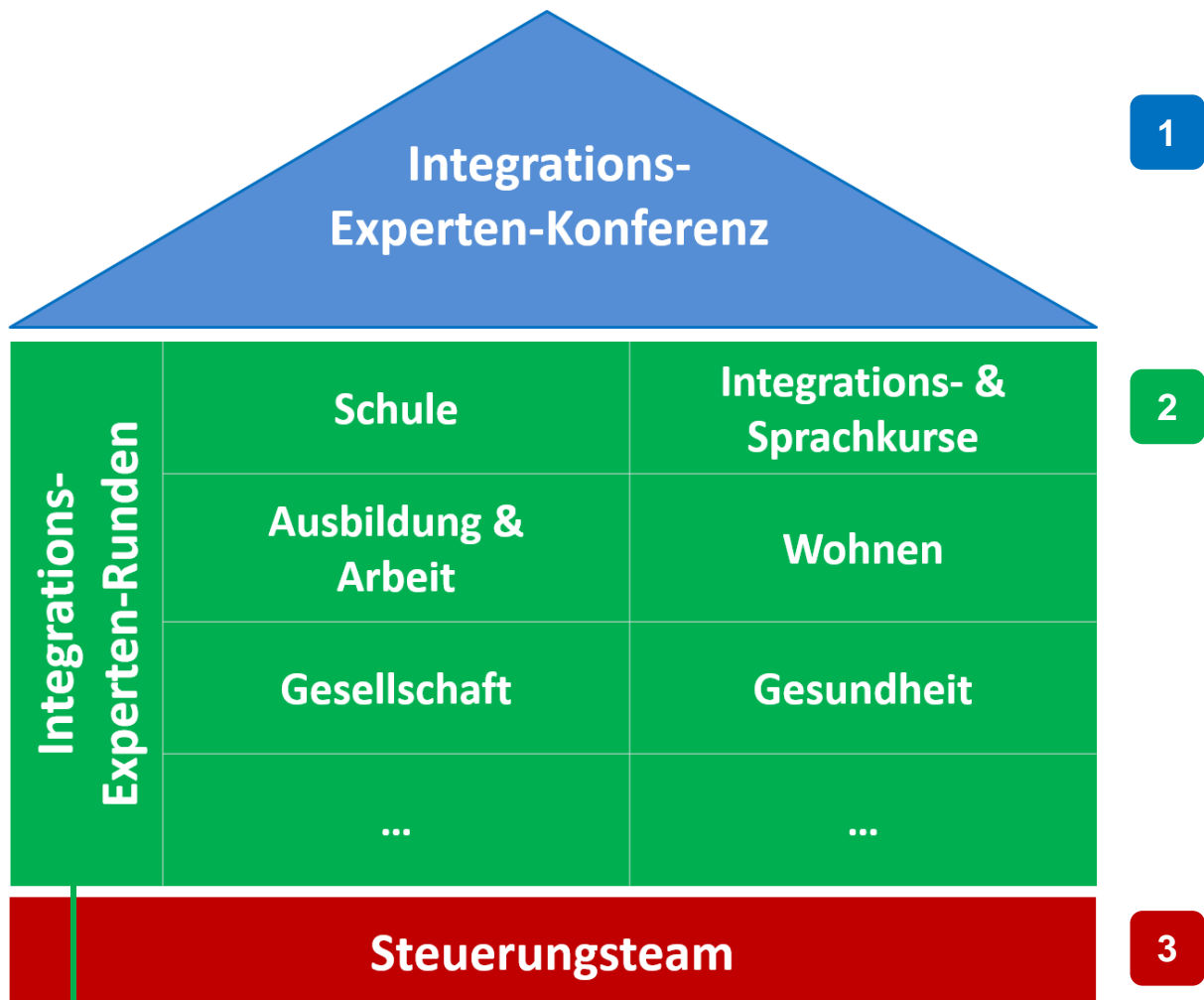
Source: Department 33 Foreigners' Affairs / Updated on: 31/12/2020



By far, the largest migrant population group has Turkish roots. However, this group no longer plays a role in current-day immigration. Their share of the population is even showing a slight declining trend. The main immigration to the district is currently from Southern/Eastern Europe. Immigration from refugee countries currently plays a subordinate role in the population trends of the district. Syria is the only "refugee country" among the TOP 10, ranking ninth with 543 persons.

These and many more statistics can be found in the Annex "Fact check".

Shaping integration - Our committees



1 Integration Expert Conference

The Integration Expert Conference forms a common umbrella over all bodies. It takes place annually or more frequently if necessary. The Integration Expert Conference is a major event held at changing locations in the district. Possible agenda items include films, expert presentations, panel discussions, short reports from the integration expert roundtables (see 2 below), honorary awards or workshops (e.g. future workshop, Open Space). The events are accompanied by a cultural programme or thematic exhibitions.

2 Integration expert roundtables

The integration expert roundtables are platforms for the mutual exchange of ideas, for discovering challenges and for developing approaches to solutions in the respective field of action. They meet about two to three times a year or as needed and are composed of experts from the respective field of action as follows:

Members of the steering team (see 3 below) - Persons with a migratory background – volunteers from the support groups – refugee and integration counselling – migration counselling – Youth Migration Services - Department 34 Asylum and Integration - the relevant departments of the District Office - authorities (Job Centre, Federal Employment Agency ...) - towns and municipalities - independent organisations and church institutions - migrant organisations - education providers
Schools - kindergartens - clubs - associations - initiatives ... (see Participating organisations starting on page 89). The tasks of the integration expert roundtables can be found in the diagram (page 11).

3 Steering Team

The steering team is responsible for operational steering and management. It meets approximately every two months and its tasks include the following:

Planning and organising the integration expert roundtables - determining their members - searching for and arranging speakers - moderating - recording results - motivation - coordinating between the integration expert roundtables - organising the Integration Expert Conferences - reporting and advising the political decision-making bodies and the association of providers - helping to draw up the integration concept and controlling the implementation of the measures.

Title	Kommunales Integrationsmanagement [<i>Municipal integration management</i>]
Subtitle	From the brochure series: Kommune interkulturell [<i>Intercultural municipality</i>]
Publisher	NIKO – Netzwerk Interkulturelle Öffnung Kommunen [<i>Network for the Intercultural Openness of Municipalities</i>] Verband für interkulturelle Arbeit e.V. Bayern (VIA)
Year	2016



Members of the steering team



Image 3

Helmut Hartl
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Adapt to the situation – dare to try new things



Image 4

Jost Herrmann
Chairman
Asyl im Oberland e.V.
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Strangers are friends that you
just haven't gotten to know yet.



Image 5

Andreas Ginger
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Our future depends on
how we shape our present.

Dalai Lama



Image 6

Susanne Seeling
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Strength results
from differences,
not from similarities.

Stephen R. Covey



Image 7

Johanna Greulich
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Many little people in many
small places who take many small
steps can change the face
of the world.

African proverb



Image 8

Ingeborg Bias-Putzier
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Unity lies in diversity.



Image 9

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tion
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Be the change
that you wish to see in the world.

Mahatma Gandhi



Image 10

Martin Herzog
Volunteer Coordinator
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The quality of a free society proves it-
self not least in the way refugees and
migrants are treated with and how they
feel in a society.³

³ Based on a quote from Wolfgang Schäuble, February 2006

Basic principles of our work

The following principles were and are guiding principles for us in the creation of this integration concept and its implementation:

- **Diversity**
as an opportunity and normality
- **Sustainability**
from project work to an overall concept
- **Prevention**
act instead of react
- **Effectiveness and efficiency**
by pooling available resources
- **Networking**
trusting cooperation on equal footing
- **Participation**
broad involvement of all stakeholders
- **Transparency and openness**
in the offerings and structures
- **Strengthening regular offerings**
instead of creating divisive special offerings
- **Evaluation**
regular review of the impact of the measures
- **Helping people to help themselves**
Strengthening the personal responsibility of each individual
- **Solidarity and helpfulness**
towards those who are weaker and people in need
- **Resource orientation**
focus on existing strengths
- **Migrants are not favoured,**
but obstacles are removed and objective disadvantages are compensated for
- **Positive developments benefit all citizens,**
whether with or without a migratory background
- **Global responsibility**
our actions have an impact in the world

Fields of action and measures

Description of measures

Sorting:

The measures were assigned to fields of action and structured within them according to priority (see below). If the priority was the same, the further ranking was done according to a point evaluation by the members of the steering team.

Description of measure (What?):

In the second line (below the number and the name) the measure was described as concretely as possible.

What we want to achieve (Why?):

Here are the goals that the district wants to achieve through successful implementation of the measure.

Identifying our success (Based on what?):

The criteria defined at this point can be used to recognise and check whether the measure has been successfully implemented.

Responsible for implementation (Who?):

The organisation, department, person etc. responsible for implementation of the measure is named here.

Initiative (By whom?):

Under this item, you will find the parties who provided the idea for the measure.

Possible partners (With whom?):

Under possible partners, organisations/institutions are listed that should/could contribute to successful implementation.

Deadline (By when?):

The measure is to be successfully implemented by the date specified here. After that, the results can be evaluated.

Priority (How important?):

A	Measures that are absolutely necessary are groundbreaking for intercultural diversity and integration in the district.
B	Important measures significantly advance intercultural diversity and integration in the district.
C	Recommended measures are helpful for intercultural diversity and integration in the district.

Costs (Who pays?):

Here - if costs arise - reference is made to the budgets from which they are borne.

QR codes

The QR codes refer, for example, to successful projects, funding opportunities, concepts, organisations or specialist literature. They can be clicked on in the digital edition by holding down the Ctrl key or scanned using a smartphone with an internet connection.

Overview of the fields of action and measures

EDU Education Page 18	LAN Language Page 25	T&W Training and work Page 30	HEL Health Page 38	H&M Housing and mobility Page 42	PoM Promotion of migrant women Page 49
EDU-1 Information events for schools Priority B / Page 21	LAN-1 Digital civic engagement for migrants Priority A / Page 28	T&W-1 Central contact point for employers Priority B / Page 34	HEL-1 Introducing the MiMi health project in the district Priority C / Page 40	H&M-1 Establishment of an Integration Expert Roundtable on Housing Priority A / Page 44	PoM-1 Training opportunities, vocational guidance and coaching for migrant women Priority A / Page 51
EDU-2 Taking stock of integration in the schools Priority B / Page 23	LAN-2 Contact point for integration/ language courses Priority B / Page 29	T&W-2 Sponsorship programme Priority B / Page 35	HEL-2 Offerings for people with trauma Priority C / Page 41	H&M-2 Sponsorships for the follow-up care of unaccompanied minor refugees Priority A / Page 45	PoM-2 Empowerment and prevention services for migrant women Priority C / Page 53
EDU-3 Multilingual forms for support services Priority C / Page 24		T&W-3 Modular Short Vocational Qualification (MbK) Priority C / Page 37		H&M-3 "InfoPoint Wohnen" Priority A / Page 46	PoM-3 Integration Expert Roundtable for Women Priority C / Page 53
				H&M-4 Neighbourhood management Priority C / Page 47	

MUN Municipalities Page 55	D&P Diversity and participation Page 62		GR Global responsibility Page 72	ASYL Asylum Page 76	A&S Actors and structures Page 80	
MUN-1 Strengthening intercultural Competence Priority A / Page 57	D&P-1 Integration Advisory Council Priority A / Page 64	D&P-2 Integration awards Priority B / Page 66	GR-1 Series of events on inter-cultural and global issues Priority B / Page 75	ASYL-1 Strengthening full-time and voluntary structures Priority B / Page 78	A&S-1 Strengthening the integration expert roundtables Priority A / Page 83	A&S-2 Greater use of subsidies Priority A / Page 84
MUN-2 Welcome folder Priority C / Page 59	D&P-3 Naturalisation ceremonies Priority B / Page 67	D&P-4 Support for intercultural cultural/civic festivals Priority B / Page 68		ASYL-2 Enabling participation Priority C / Page 79	A&S-3 Making job support permanent Priority B / Page 85	A&S-4 Integration Expert Conferences Priority B / Page 86
MUN-3 Translation tool for multilingual website of the district Priority C / Page 60	D&P-5 Targeted promotion of volunteering among migrants Priority B / Page 69	D&P-6 Advice and support for cultural associations Priority C / Page 69			A&S-5 Digital collaboration platform for integration Priority C / Page 87	
MUN-4 Meeting of the integration officers of the towns/municipalities Priority C / Page 61	D&P-7 Making cultural interpreters permanent Priority C / Page 70	D&P-8 Meeting of the religious representatives Priority C / Page 71				

Field of action: Education



Image 11

There is only one thing that is more expensive in the long run than education –
no education.

John F. Kennedy

Education is crucial for an individual's opportunities in life. Access to education is the central prerequisite for social participation and later professional success. Not only for the individual, but also for the sustainable economic development of our country, good and equal educational opportunities for all and the acquisition of intercultural competences are of utmost importance. This applies equally to social peace and cohesion in a globalised world.

Situational descriptions

Early education

Child day care facilities (KiTas) have an important function for education and participation in society and the promotion of language acquisition. This is especially true for children with a migratory background and their parents. But it is precisely these children who are still underrepresented in day care. For example, according to the Bertelsmann Foundation,⁴ the childcare rate for children up to the age of three from immigrant families was only 20 per cent across Bavaria in 2019, compared to 34 per cent for German children. For three- to six-year-olds, it was higher at 82 per cent, but it was still well behind practically full care (98 per cent) for German children. Obviously, there are still various barriers to access on both sides. These may include family attitudes and norms, daycare or travel costs, religious beliefs, the need for information and transparency, the fear of alienation or the sponsorship of the daycare.

"According to Art. 12 of the Bavarian Child Education and Care Act (BayKiBiG), child day care facilities have the task of promoting readiness for integration and enabling children from families with a migratory background to integrate. The pedagogical staff must take into account the special needs of children with language support requirements in their pedagogical work. An increased subsidy of 1.3 is granted for the higher education, upbringing or care requirements. Special language support must be ensured for children from families with a migratory background who have no or insufficient knowledge of German, as well as for children with other language support needs. Child day care facilities and primary schools ensure through preparatory courses that children with a migratory background acquire sufficient German language skills by the time they start school. For some time now, a special and new target group in this context has been the asylum seeker or refugee children, who need to be integrated into corresponding offerings."⁵

"A total of 143 asylum or refugee children are currently being cared for in the facilities in the district. Although this is a manageable number, the influx of asylum seekers and refugees has posed and continues to pose great challenges to the municipalities, especially in terms of accommodating and caring for children. In the long term, this development will continue to challenge the municipalities in particular with regard to integration, social participation and peaceful coexistence. The early admission of children with a refugee background to child day care facilities and child day care has immense potential to contribute to the successful integration of children with a refugee background at pre-school age and to promote their development and later educational and participation opportunities. But it also opens up opportunities for the parents, both in terms of social and professional integration."⁶

School education

The number of our pupils with asylum and migratory backgrounds has also increased significantly in recent years. In the last school year, there were 1,355 primary and secondary school pupils with a migratory background in the district (= 17.9 per cent). About two thirds of them need and receive German language support. Despite considerable rates of increase, the district is still well behind the Bavarian average of about 27 per cent.

The immigrant pupils come to the district from very heterogeneous cultural and educational backgrounds. The spectrum ranges from no school education at all to a university entrance qualification acquired in the home country. They come from collectivist countries, some of which have completely different writing systems, religions, gender roles and state/social systems as well as

⁴ <https://www.laendermonitor.de/de/vergleich-bundeslaender-daten/kinder-und-eltern/betreuungsumfang> – Retrieved on 28/09/2020

⁵ Bedarfsplanung Kindertagesbetreuung [Child Day Care Needs Planning] 2020, Youth welfare planning, page 97

⁶ Bedarfsplanung Kindertagesbetreuung [Child Day Care Needs Planning] 2020, Youth welfare planning, page 94

from German-speaking neighbouring countries with negligible cultural differences. Whereas a few years ago it was mainly refugee pupils who were newly immigrated, more and more children from southern/eastern European families are currently coming to the schools. Newly immigrated children and young people are usually first placed in secondary schools. At our schools (Realschule, Fachoberschule and Gymnasium), on the other hand, new immigrants play only a minor role in comparison.

Despite unchanged rising numbers, the State Education Authority does not currently see any major challenges with regard to integration at primary and secondary schools. For decades, there have been tried and tested structures and procedures that work well. The number of teachers with DAZ (German as a Second Language) training is also steadily increasing.

A whole range of offerings are available for the integration of primary and secondary school pupils with a migratory background:

Language proficiency survey in KiTas: In the first half of the penultimate year of kindergarten, the German proficiency level of all children is assessed. If a need for support is identified, participation in the preparatory German course or an equally suitable language support measure is recommended.

Preparatory German course: Children with special support needs receive targeted German language support. The preparatory courses comprise 240 hours and are conducted in equal parts by educational specialists from the day care centres and primary school teachers.

German classes: In the two German classes in the district, pupils acquire basic knowledge of the German language and receive, among other things, cultural education and values education. The aim is to transfer to a regular class with additional support measures.

DeutschPLUS: In regular classes, there is the possibility of being placed in the DeutschPLUS (lit. "GermanPLUS") stream. In selected subjects, classes are held separately from the core class. In addition, DeutschPLUS courses can be attended as a supplementary support measure.

Advisors and commissioners: In the district, there is a migration advisor and a kindergarten-primary school cooperation officer, as well as a DaZ officer for each primary/middle school. Regardless of their origin, all pupils/parents can use the services of the school psychological counselling, the counselling teachers and, where available, Youth Social Work at Schools (JaS). The migration counselling centres (MBE) are available for pupils with migration biographies aged 0 to 12. From age 12, they can turn to the Youth Migration Services (JMD) for help.

Third-party staff for supplementary language support services: The funds for third party staff are used to employ people who run language and literacy courses as well as intercultural projects alongside lessons. However, this offer is only taken up by a small part of the schools.

Other classroom and extra-curricular activities: Islamic lessons, migration classes⁷, volunteer learning mentors such as pupil coaches and tutoring models are available on a small scale.

Extracurricular activities: Consular mother-tongue instruction in Croatian, Portuguese and Turkish is provided at six primary and two secondary schools in the district.

Thanks to the wide range of support services, the integration of children and young people often works well. The permeable Bavarian school system also offers the possibility of continuing one's education after graduating from secondary school.

Vocational integration classes play a significant role in the integration of slightly older young people. Refugees who are required to attend vocational school and asylum seekers without a training placement are educated in these centres if they have no or only limited knowledge of German. The basic aim of the two-year measure is to acquire skills for successful vocational training and

⁷ If the number of pupils exceeds 25 and more than 50 % of pupils have a migratory background, the classes are divided

integration. Unfortunately, this is not always successful, because in two years it is almost impossible to make up for what is often a complete lack of school life. Many graduates can only take up jobs as helpers afterwards. Those who make it into an apprenticeship often fail because of the requirements of vocational school.

Many other aspects of the connection between education and integration would clearly go beyond the scope of this concept, but shall at least be briefly touched upon:

- According to the PISA study, first-generation migrants are more likely to feel that they do not belong at school and complain more often than native youth about school anxiety.
- Many refugees have had stressful experiences in their country of origin or on their way to Germany. Studies show that for about 22 per cent of these children and young people have been traumatised.
- Just as with German pupils, the educational level of the parents is often decisive for the educational success of children with a migratory background.
- Parental work is in some cases complicated by lack of language skills, cultural differences, unfamiliarity with the school system or other role expectations.
- Statistics on school-leaving qualifications also show that foreign pupils do not achieve the same results in the district. In 2017, foreign pupils in the district were 6.5 times more likely to leave school without a diploma than their German classmates (12.8 versus 2.0 per cent). A total of 45 per cent of the foreign pupils achieved a secondary school leaving certificate (incl. qualifying certificate), but "only" 16.1 per cent of the Germans. The ratio is reversed for higher school-leaving qualifications.
- The principle is that the younger the newly arrived pupils, the easier it is for them.
- School and university degrees obtained abroad can be recognised.
- Regardless of their background, children of needy parents receive support under the education and participation package (e.g. for lunchtime supervision, school supplies, school trips).
- Many schools organise intercultural projects/events and have pledged to combat racism and xenophobia (e.g. School without Racism).
- Many other stakeholders should be mentioned at this point, e.g. special educational support centres, Youth Migration Services, refugee and integration counselling centres, voluntary helpers, Family Office, job counsellor of the Federal Employment Agency, Office for Youth and Family (keyword: unaccompanied minor foreigners), youth welfare planning...
- To provide advice on these and other education-related topics, the education coordination for asylum in cooperation with the integration guide of Diakonie Herzogsägmühle founded the Integration Expert Roundtable for Schools in April 2018. It meets every six months.



Refugee children
in day care



Integration of
migrant families



Equal opportunities
through early education



Educational success
and
migratory background

EDU-1 Information events for schools

Department 34 Asylum and Integration offers information events for schools in the district (headmasters, teachers, parents' councils, administrators, youth social workers...), e.g. on the following topics:

- Pupil coaches and tutoring project Schüler helfen Schüler [*Pupils help pupils*]
These and possibly other offerings are presented as good examples. In this thematic field, financing models are developed in advance and presented to the schools.
- Funding opportunities, e.g. according to the education and participation package e.g. for learning support, school supplies, excursions, social participation, free communal lunch...
- Funding opportunities under the Guideline on counselling and integration (BIR) e.g. extracurricular homework help with a focus on German language support, special measures...

Assistance is provided for filling out funding applications. The organisers of the projects or the employees from the responsible authorities introduce themselves personally as contact persons and respond to questions and suggestions for improvement.

What we want to achieve	<ul style="list-style-type: none"> • Successful projects become known to all schools and are imitated • The staff of the school administration know the funding possibilities and can support teachers, parents and pupils in the application process. • More use is being made of funding opportunities and they are having the intended effect. • The contact persons in the responsible authorities are known personally. • Ideas for improvement from the field are taken up and find their way into the application procedures. 		
Identifying our success	<ul style="list-style-type: none"> • Financing options were listed and clearly presented. • Information events have taken place in all parts of the district. • There are pupil coaches and tutoring models in other places/schools. • Suggestions from the field have been incorporated into the application procedures. • The number and quality of applications have increased. 		
Responsible for implementation		Initiative	
District Integration Officer		Integration Expert Roundtable for Schools Education coordination	
Possible partners	<ul style="list-style-type: none"> • State Education Authority, school administrators, teachers, Youth Social Work at Schools • Migration counselling for adult immigrants • (Joint) parents' council • Existing pupil coaches and tutors, Weilheim multi-generational house • Job Centre / Department 34.2 Asylum benefits / Department 20 Social Welfare Office 		
Deadline	31/12/2023	Priority	B
Costs	None		

EDU-2 Taking stock of integration at schools in the district

An (online) survey is being conducted among the schools in the district to determine which measures, offerings and further training are available on the topics of intercultural diversity and integration and what support the schools may still need. Existing statistics on the scholastic success of pupils with a migratory background are evaluated. If the results show that measures are necessary, recommendations for action will be developed.

What we want to achieve	<ul style="list-style-type: none"> • Regardless of their background, all pupils have the same opportunities. • It shows what schools can do to contribute to intercultural diversity and integration. • The best ideas are known to all schools. • There are recommendations for action for common problems. 		
Identifying our success	<ul style="list-style-type: none"> • A project group developed and tested the (online) survey. • School administrators and parent councils were informed about the survey. • The survey was conducted and evaluated. The results, conclusions or inferences were discussed and evaluated in the Integration Expert Roundtable for Schools with the school administrators and in the school committee. • A report was prepared on the results. This will be made available to the schools and presented at a press conference. 		
Responsible for implementation		Initiative	
District Integration Officer		Integration Expert Roundtable for Schools Education coordination	
Possible partners	<ul style="list-style-type: none"> • School Committee/Social Committee • State Education Authority, migration counselling for primary/secondary schools • Headmasters, teachers, Youth Social Work at Schools, (joint) parents' council • Integration Expert Roundtable for Schools 		
Deadline	31/12/2023	Priority	B
Costs	One-off, about €500 for an online survey tool. These are included in the budget planning of Department 34 Asylum and Integration.		



Development plan
Education and Integra-
tion of the City of Mann-
heim
from page 32

EDU-3 Multilingual forms for support services

The forms of the District Office for applying for assistance for pupils (e.g. according to the education and participation package) are available in German as well as in the most important foreign and refugee languages.

What we want to achieve	<ul style="list-style-type: none"> • The existing support services are used more often by people with a migratory background, and are thus more successful. • Relieves the burden on the authorities, counselling centres and volunteers. 		
Identifying our success	<ul style="list-style-type: none"> • All forms of the District Office for pupils and parents were collected and reviewed. • The forms were expertly translated and it was checked whether the parents have difficulty filling out the forms. • The multilingual application forms are available at schools, counselling centres, the authorities, on the internet and on the INTEGRATE app. • The new services were presented to the public. • It was checked whether the services were well received. 		
Responsible for implementation		Initiative	
District Integration Officer		Integration Expert Roundtable for Schools	
Possible partners	<ul style="list-style-type: none"> • Integration Expert Roundtable for Schools • Job Centre / Department 34.2 Asylum benefits / Department 20 Social Welfare Office • State Education Authority and (joint) parents' council • Refugee & integration counselling 		
Deadline	31/12/2022	Priority	C
Costs	One-off, approx. €2,000 for translation and printing. These are included in the budget planning of Department 34 Asylum and Integration.		



Federal Employment Agency
Family subsidies
Multilingual applications



Flyer: Education and participation package
in Arabic

Field of action: Language



Image 12

For integration to succeed, it is particularly important to learn the German language quickly and well. The language serves a key function. The sooner language skills are acquired in the new home country, the better the chances of developing all of one's potential and leading a self-determined life through full participation in society. Knowledge of German helps people when they are looking for work, have to fill out forms, support their children at school or want to be a part of clubs and associations, as well as integrate into the neighbourhood. However, successful integration requires more than just language skills. Thus, it is of great importance that immigrants learn about the history, culture and values of the host society at an early stage.⁸

⁸ BAMF website: Retrieved on 05/01/2021

Situational descriptions

It is often not easy for new immigrants to learn a new language from scratch, especially if their mother tongue is very different from German, or sometimes when they have little or no prior knowledge of written language. Learners must invest effort in learning German over long periods of time, often while simultaneously pursuing a profession, obtaining further educational qualifications, caring for children, caring for relatives in war/crisis zones, being traumatised themselves, living in accommodation that is not conducive to learning, or waiting in uncertainty for their asylum decision. Where possible, we should remove or minimise the above-mentioned barriers to learning. Furthermore, public perception should not only focus on weak points, but also positively acknowledge their successes and commitment.

The district has an experienced network of providers for integration and language courses. The organisation and implementation of integration and language courses poses great challenges for course providers and teachers. These should also be made more visible to the public. The focus of the offerings is in the town of Weilheim. Some courses also take place in Schongau, very few in Penzberg. The problems of a large rural district are particularly evident in the integration and language courses. For example, all attempts to offer a youth integration course or an integration course with childcare have so far failed due to the number of participants required by the Federal Office for Migration and Refugees (BAMF), poor accessibility or overly high structural requirements. The same applies to an implementation of the BAMF project Learning and Social Support in the integration course. In order to increase the success rates of integration and language courses, it is in particular the local framework conditions (e.g. the public transport network, the residential situation, childcare) which must be given greater attention. These factors significantly determine the willingness and ability to participate in and successfully complete the courses. Here, the district can provide important impetus thanks to its knowledge of local conditions and its relationship with volunteer structures.

New immigrants from the European Union also want and need to learn the German language or, if necessary, improve it in a job-specific way. Unlike other migrant groups, however, they have to pay for the integration and language courses themselves, unless their employers or projects cover the costs.

However, all immigrants are entitled to counselling on the possibilities and offerings for language acquisition:

Specialist counselling centres: Migration counselling, Youth Migration Services, Refugee and integration counselling

Counselling on offerings and possibilities of language acquisition and the legal framework of the Residence Act are core topics for migration counselling and the Youth Migration Services as well as refugee and integration counselling. In this close-meshed counselling situation, continuous monitoring of attendees' language acquisition is possible - both progress and problems are monitored and it is possible to react quickly to impending course drop-outs (in most cases, multidimensional issues are of importance in the background, which lead to insufficient attendance of language courses).

Networking

A proven approach to networking all relevant stakeholders are the half-yearly integration expert roundtables. In addition, according to many experts (e.g. integration ministers of the federal states, Robert Bosch Foundation), the districts should take on a larger role in planning according to demand and the allocation of integration courses. Successful model projects have already been undertaken elsewhere.

There are migrants in the district who need support in learning the German language, with their homework or with their schooling or apprenticeship. It takes constant accompaniment, encouragement, affirmation for these people and an attitude that it is in their own interest to communicate with others, even if they do not yet speak the German language fluently.

Voluntary support services for language acquisition

- The volunteer agency "Anpacken mit Herz" and the multi-generational house of the Caritas Association of Weilheim-Schongau offer language mentorships to practise speaking German.
- Depending on the local situation, the local support groups under the association "Asyl im Oberland" offer voluntary language courses and support services such as tutoring for new immigrants.
- BürgerInfo Weilheim e.V. organises voluntary tutoring for pupils whose parents cannot afford regular tutoring.



Overview of language promotion measures and integration



Decision of the Integration Minister to strengthen the role of the districts



Study by the Robert Bosch Foundation on the further development of integration courses



Model: Regional coordination of integration support

LAN-1 Digital civic engagement for migrants

Volunteers support persons with a migratory background online in learning German, with homework and in education. Older students mentor younger students online. Retired employees of companies support apprentices. The support activities are carried out in whole or in part via the internet from the home computer or while on the road. The development of digital civic engagement is initiated, supported and promoted by the district.

What we want to achieve	<ul style="list-style-type: none"> • Migrants' educational/vocational performance improves. • Civic engagement is encouraged. • Relieves the burden on education providers, schools and apprenticeship companies. • Discussion groups are formed to practise the German language. • There is a low-threshold opportunity for intercultural exchange. 		
Identifying our success	<ul style="list-style-type: none"> • The concept for the project was developed with the network partners. • Two schools and four companies support the project. • Ten mentors for discussion rounds were found through public relations work. • The mentees' motivation for school and training has increased. • Friendships were forged. 		
Responsible for implementation		Initiative	
Integration guides		Integration guides of the district and Diakonie Herzogsägmühle, KOBE	
Possible partners	<ul style="list-style-type: none"> • Multi-generational House Weilheim • Companies and businesses • Schools and education providers • Robert Bosch Foundation (for concept development) 		
Deadline	31/12/2022	Priority	A
Costs	Financing within the framework of the annual budget planning of Department 34 Asylum and Integration.		



Digital engagement:
Marginal phenomenon or
voluntary work of the fu-
ture?



Service:
Learning



Companies and
Engagement
Corporate volunteering

LAN-2 Contact point for integration/language courses

There is a contact point for integration/language courses in Department 34 Asylum and Integration. Authorities issuing entitlements/obligations for integration/language courses refer course participants to this contact point. There, persons will find information about courses and education providers and be referred to placement tests. The data required for effective and efficient course planning (e.g. desired course location, course start date, compatibility with family and work) are collected on a voluntary basis. This data serves as a planning basis for the meetings with the education providers. They report their course offerings and available places to this contact point. Course participants are also referred - on request - to voluntary tutoring, language mentors and online courses.

What we want to achieve	<ul style="list-style-type: none"> • A demand-oriented range of courses is guaranteed (no similar course starts at the same time, shorter waiting times, course offerings for certain target groups and in certain places become easier). • Course participants have a central point of contact for questions and problems. • Relieves the burden on other departments and the authorities; Job Centre and Federal Employment Agency are able to direct potential course participants more quickly. • Relieves the burden on education providers, giving them greater planning security. 		
Identifying our success	<ul style="list-style-type: none"> • The concept for the contact point was developed with the network partners. • The contact point has been set up and is used by course participants. • Regular planning meetings are held with the education providers. • District statistics on course successes are compiled annually. 		
Responsible for implementation		Initiative	
District Integration Officer		Job Companion – Diakonie Herzogsägmühle	
Possible partners	<ul style="list-style-type: none"> • Integration Expert Roundtable on Integration and Language Courses • (education providers, Job Centre, Federal Employment Agency, Department 33 Foreigners' Affairs, job companions, refugee & integration counselling, Youth Migration Services...) • Federal Office for Migration and Refugees • Robert Bosch Foundation and Deutscher Landkreistag (for concept development) 		
Deadline	31/12/2025	Priority	B
Costs	The meetings are funded as part of the annual budget planning of Department 34 Asylum and Integration.		



Model: Regional coordination of integration support



Integration in rural areas
Deut. Landkreistag



Integration course offerings in rural areas
Robert Bosch Foundation



Integration courses – Annual Report – BAMF

Field of action: Training and work



Image 1/Ausb/Adobe Stock/File No. 177032670/auremar

If you give a man a fish, he eats once.
If you teach him to fish, he will feed himself for life.

Zhuangzi

Chinese philosopher
3th century BC

Situational descriptions

In addition to traditional and at the same time innovative crafts, the district is home to numerous well-known manufacturing trading companies, service providers, and international industrial groups. This healthy mix of industries forms the economic foundation of the district.

The existing business structure offers diverse employment opportunities and results in a low unemployment rate of only 2.8 percent.⁹ In many sectors, workers both with and without recognised vocational qualifications are urgently needed, such that people with a migratory background also have good chances of successfully gaining a foothold in the labour market.

Prerequisites for long-term employment include the acquisition of the German language and the openness of employers and colleagues in the company.

Immigration of skilled labour and recognition of foreign professional qualifications

The new Skilled Workers Immigration Act, which came into force on 1 March 2020, is intended to make it much easier for international skilled workers to relocate to the country. In particular, employers who already have contact with skilled workers in third countries stand to benefit from the possibility of an accelerated procedure for skilled workers. Trainees and workers with a migratory background who have already acquired a vocational qualification abroad can have their foreign qualifications recognised by the Chamber of Industry and Commerce (IHK) as a fully-fledged German vocational qualification. The recognition procedure checks whether the foreign qualification corresponds to a German reference occupation (equivalency assessment). According to the Chamber of Industry and Commerce, foreign skilled workers make a valuable contribution to the success of our economy and to the prosperity of our region.

Dual education

For people with a refugee or migratory background, occupational training opens up professional and

social perspectives. In 2018, both demand from young people for apprenticeships and the number of apprenticeships offered in Germany increased once again. As a result of these positive developments, more new training contracts were concluded than in the previous year. However, many of the available apprenticeship positions offered by the companies could not be filled. The staffing problems have even worsened.

The proportion of applicants with a migratory background for an apprenticeship position has risen across Germany since 2012 from 24% to 36% in 2018. Vocational counsellors and teachers in the vocational integration classes, however, unanimously report that many refugees urgently need to be made aware of dual education options. Many want/need to earn money as quickly as possible. The fact that an apprenticeship pays off financially in the medium and long term then becomes difficult to convey. Irrespective of a migratory background, young people often do not have an overview of the variety of occupations with an apprenticeship. There is still a lot of work to be done to convince and educate people in this respect.

Job fair and Schongau apprenticeship fair

There are many job and training opportunities in the district. In order to make these known, the annual job fair takes place in Weilheim. Since 2016, there has been a comparable offering in the

⁹ <https://statistik.arbeitsagentur.de/Auswahl/raeumlicher-Geltungsbereich/Politische-Gebietsstruktur/Kreise/Bayern/09190-Weilheim-Schongau.html?> / Retrieved on 05/01/2021

western part of the district in the form of the Schongau apprenticeship fair. Both fairs are aimed at students of all school types and offer them comprehensive information on a wide range of apprenticeships and companies offering them in the region.

Vocational Information Centre (BiZ)

Anyone who wants to orientate themselves professionally, is looking for jobs or intends to start a business will find media at the BiZ Weilheim that provide answers to occupational questions. In addition to a digital offering, there are, for example, informational folders with an overview of the various occupational fields and reports from the field.

Vocational guidance of the Federal Employment Agency

Pupils, trainees, students and graduates of universities and colleges, as well as anyone who is seeking vocational training for the first time or who wants to reorientate themselves professionally, can obtain advice. Vocational guidance helps, for example, to find and apply for a suitable profession, course of study or apprenticeship.

There is a migration officer at the Federal Employment Agency in Weilheim.

Vocational German lessons

The occupational German lessons serve to expand attendees' existing knowledge of German with occupation-specific technical vocabulary and grammatical structures. The courses also convey knowledge about communicative rules in the workplace. The legal basis is the German Language Support Ordinance (DeuFöV). The Federal Office for Migration and Refugees (BAMF) is responsible for implementation. Under its leadership, the requirements are determined in quarterly meetings with the participation of the Federal Employment Agency, the Job Centre and the course providers, and a course plan is drawn up. Courses pursuant to the DeuFöV are offered in the district by Kolping-Akademie, Bildungskolleg Oberbayern and BIB gGmbH.

Career start and vocational assistance

To ensure the success of vocational training, there are offerings such as assisted vocational training (AsA) or vocational training support (abH). Alongside in-company vocational training or entry-level qualification, trainees receive additional support free of charge, e.g. German lessons or tutoring for vocational school subjects. With abH, an education provider draws up a personal support plan and also helps with preparation for exams and problems with the apprenticeship company. AsA and abH will be merged into one offering (AsA flex) from autumn 2021. The offerings will then be available to all apprentices. However, they are particularly helpful for apprentices with a refugee or migratory background to ensure successful completion of their vocational training. Counselling and application takes place via the Federal Employment Agency and the Job Centre. Other services in the district include Bridge to Work (BzB), KomPass, Youth Social Work at Schools (JaS), Career Start Support (BerEB), Vocational Training in Extra-Company Facilities (BAE) and the Practical Class in Huglfing. The above-mentioned services and projects are run by Kolping-Akademie, Brücke Oberland e.V., BIB Augsburg gGmbH, KJF Kinder- und Jugendhilfe, KJF Berufsbildungs- und Jugendhilfezentrum Sankt Elisabeth, bfz Weilheim, Gesellschaft zur Förderung beruflicher und sozialer Integration (gfi) and AWO Oberbayern. The JoA network meeting takes place two to three times a year in the district. JoA stands for "young people without education" in German. At the invitation of the vocational guidance service of the Federal Employment Agency, representatives of the District Office (Youth Welfare Office, Asylum and Integration), the vocational schools and the counselling centres for migrants (JMD, MBE) take part in the meeting in addition to the above-mentioned providers of counselling and support services.

Youth Migration Services (JMD)

The Youth Migration Services help people to find their way in Germany. Whether it's problems at school, looking for an apprenticeship or questions about formalities: JMDs guide young migrants on their path in life. Competent and free of charge, with a variety of services and in different languages. In the district, the Youth Migration Services are offered by Diakonie Oberland and Diakonie Herzogsägmühle.

Chamber of Industry and Commerce (IHK) Integration counselling

Finding the right apprenticeship occupation, looking for an apprenticeship position, having foreign qualifications recognised - the IHK is there to help refugees and migrants before, during and after they start their apprenticeship.

Chamber of Skilled Crafts for Munich and Upper Bavaria (HWK)

People with a migratory background are an important pillar in securing new talent in the skilled crafts sector. It will therefore be crucial in future to get as many young people with migratory or refugee backgrounds as possible interested in vocational training in the skilled crafts and ultimately to join these professions. The Chamber of Skilled Crafts employs training canvassers who want to pass on precisely this enthusiasm for a career in the skilled crafts to young people. In addition, they advise the apprenticeship companies on site on the special aspects of the target group, for example in legal terms (requirement of a residence permit, etc.) or on funding opportunities.

IdA navigators of the Bavarian Business Association (vbw)

Integration succeeds above all when asylum seekers find their way into training and employment. That is why Bildungswerk der Bayerischen Wirtschaft gGmbH has what they call IdA navigators (Integration through Training and Work). The task of the IdA navigators is to network the diverse project activities on site and to be the contact person for companies and asylum seekers. The core tasks of IdA navigators include:

Assistance, counselling and information for companies on current projects, regional networking, e.g. with the Federal Employment Agency, regional offices, and initiatives, guidance on the organisation of suitable measures and instruments, and the organisation of informational events and business speed dating for companies.

Training compass

The training compass has been published annually as a print brochure since 2017 and is a high-quality compilation for career guidance and the search for apprenticeship positions. It contains informative profiles of occupations that can be learned in the district through an apprenticeship or dual studies.¹⁰

MigraNet – IQ Network Bavaria

Vocational integration is successful above all when labour market actors network and pool their efforts. MigraNet – IQ Network Bavaria has been networking organisations, facilities, institutions, companies and migrant organisations since 2005 in order to sustainably improve the labour market integration of persons with a migratory background in Bavaria. As one of the 16 state networks, MigraNet is part of the nationwide funding programme Integration through Qualification (IQ). The point of contact for the district is Tür an Tür – Integrationsprojekte gGmbH in Augsburg.

¹⁰ <https://www.mein-ausbildungskompass.de/ausgabe/landkreis-weilheim-schongau.html> / Retrieved on 05/01/2021

T&W-1 Central contact point for apprenticeship companies and employers

When training/employing foreign employees, a lot has to be considered and communicated with several authorities. Is an employment permit required? Is the knowledge of German sufficient? May the place of residence be freely chosen? Are there funding opportunities? Who helps with difficulties...? Employers who would like to train young foreign persons or employ them have a a contact point in the district. It advises and mediates on all questions that arise and clarifies difficult issues with the competent authorities. It refers to counselling/help services, assists with applications and, if necessary, helps with problems on site. The contact point organises practical intercultural further training events to improve integration in the workplace.

What we want to achieve	<ul style="list-style-type: none"> • The willingness to train foreign young people grows. • Apprenticeships that are not promising are avoided. Dropouts from apprenticeships and dismissals for behavioural reasons decrease. • Problems can be responded to quickly. For example, inter-company tutoring services can be organised. • Relieves the burden on other departments and the authorities in terms of enquiries. • Avoiding/eliminating culture-related misunderstandings leads to better work results and more harmonious cooperation. • Intercultural training contributes to attracting/securing skilled workers. 		
Identifying our success	<ul style="list-style-type: none"> • A concept for the contact point was developed with the network partners. • The central contact point has started its work. Employers, network partners and the public are informed and make use of the offerings. • The range of courses is known to the companies, was developed in consultation with them, and is geared to their interests and needs. • There are approximately two courses per year. They are accepted and positively evaluated by the companies and their employees. 		
Responsible for implementation		Initiative	
Staff Unit II District Development, District Integration Officer, Federal Employment Agency		Integration Expert Roundtable for Training/Labour Volunteer coordination	
Possible partners	<ul style="list-style-type: none"> • Chamber of Industry and Commerce, Chamber of Skilled Crafts, bfz, Bildungswerk der Bayerischen Wirtschaft • IQ Network Bavaria, MigraNet • Schools, vocational schools and education providers • Refugee and integration counselling, Youth Migration Services, Job Companions 		
Deadline	31/12/2023	Priority	B
Costs	Will be included in the annual budget planning of Department 34 Asylum and Integration or the support programmes of the Federal Government/Free State of Bavaria.		



Employment of foreign workers



Employer service of the Federal Employment Agency



IQ Network Bavaria



Bildungswerk der Bayerischen Wirtschaft

T&W-2 Sponsorship programme

Volunteers, professionally experienced and socially well-integrated mentors support apprentices and young professionals. The aim is to support the trainees in their professional and personal development, especially at the interface between work life and language/culture. The mentor is in contact with the trainee to ask about challenges in the apprenticeship (company, vocational school, etc.) and to provide support if necessary. Organised exchange and networking meetings between the sponsors take place as needed.

What we want to achieve	<ul style="list-style-type: none"> • Trainees can better develop their potential. • There are confidants who can help with or mediate apprenticeship-related conflicts in the family or company. • The number of apprenticeship drop-outs falls. 				
Identifying our success	<ul style="list-style-type: none"> • The sponsorship programme was designed. • Volunteer mentors were found and placed with trainees. • The drop-out rate of trainees who are accompanied by mentors is below average. 				
<table border="1" style="width: 100%;"> <tr> <td style="width: 50%;">Responsible for implementation</td> <td style="width: 50%;">Initiative</td> </tr> <tr> <td>Staff Unit II District Development/KOBE</td> <td>Integration Expert Roundtable for Training and Work Volunteer coordination</td> </tr> </table>		Responsible for implementation	Initiative	Staff Unit II District Development/KOBE	Integration Expert Roundtable for Training and Work Volunteer coordination
Responsible for implementation	Initiative				
Staff Unit II District Development/KOBE	Integration Expert Roundtable for Training and Work Volunteer coordination				
Possible partners	<ul style="list-style-type: none"> • Education provider • Integration guides from Diakonie Herzogsägmühle and the District Office • Companies • Vocational schools 				
Deadline	31/12/2023	Priority	B		
Costs	The costs for press and public relations work, information and exchange events are financed within the framework of the annual budget planning of Staff Unit II District Development.				



Sponsorships for
integration



VERA – Preventing ap-
prenticeship drop-outs
District of Ostallgäu

T&W-3 Modular Short Vocational Qualifications (MbK)

The MbK provide low-skilled jobseekers with knowledge and skills in a specific occupational field in each case (e.g. care, skilled crafts, food and beverage, logistics, production). This will enable them to take up a job as a helper in one of these areas. The modules teach practical skills, common safety regulations, selected job-related language skills and common rules in the working relationship. The learning modules have low language requirements and are promoted and set up as short-term measures. They complement and expand existing measures, especially in areas that represent a potential for placements.

What we want to achieve	<ul style="list-style-type: none"> • Integration into work life is facilitated or made possible through qualification. • Additional perspectives open up for migrants for whom a dual education is not possible. • Auxiliary staff are qualified for occupational fields with high demand. • The social security systems will be unburdened in the medium to long term. 		
Identifying our success	<ul style="list-style-type: none"> • The MbKs were designed and set up. • The companies are aware of the MbK and hire those who have completed the modules. • MbK are coordinated with the professional associations and certified accordingly. • Long-term/permanent employment relationships have been established. 		
Responsible for implementation		Initiative	
Job Centre, Federal Employment Agency		Job Companion – Diakonie Herzogsägmühle Integration guides	
Possible partners	<ul style="list-style-type: none"> • Staff Unit II District Development • Chambers, education providers and vocational schools • Apprenticeship companies 		
Deadline	31/12/2022	Priority	C
Costs	As part of the budget planning of the Job Centre/Federal Employment Agency.		



Modular qualification



Caregiver qualification



Migrants in care

Field of action: Health



Image 13

"Successful integration of migrants requires that they can develop to the best of their abilities; for this, they must be as healthy as possible. For the best possible health, people who have immigrated (temporarily or permanently) to Germany must be integrated as well as possible in all health-related areas in the sense of equal participation."

"Health and adequate medical care are often decisive for the entire life situation, professional opportunities or social participation. Health is seen as a human right, with a resulting obligation to provide full and fair opportunities for health."¹¹

¹¹ Report of the Expert Commission of the Federal Government on the Framework Conditions for Integration Capacity (page 170) <https://www.fachkommission-integrationsfahigkeit.de/resource/blob/1786706/1787474/fb4dee12f1f2ea5ce3e68517f7554b7f/bericht-de-data.pdf?download=1> / Retrieved on 29/01/2021

Situational descriptions

Integration Expert Roundtable (IER) on Health

The IER Health met for the first time in January 2020. Under the leadership of the Integration Guide of Diakonie Herzogsägmühle, representatives of the support groups, the refugee and integration counselling, the public health department and other stakeholders in the field of migration and health met. The meetings take place every two to three months.

Health status of migrants in the district

The challenges and opportunities identified by IER Health correspond to those also identified at a higher level for Germany.¹² It demonstrated that there was e.g. no striking difference in how the health system is used by people with and without a migratory background - this difference is more likely to be related to social status and education.

Language and cultural challenges

Language barriers are a major challenge in the health system. New immigrants with no or insufficient knowledge of German often have difficulties making themselves understood or understanding the doctor. In addition, there are cultural pitfalls and misunderstandings. They lie, for example, in different perceptions of the roles of men and women or in insufficient knowledge about treatment methods, structures and responsibilities in health care.

Special situation of refugees

Refugees are a special target group. In this group, post-traumatic stress disorder is a common disorder. This is often associated with other mental illnesses. Many of those affected have experienced great suffering. For example, they have lost relatives, had to leave their homes or endure physical pain.

For many migrants with mental illness, in addition to the challenges faced by German patients, there are also e.g. language and cultural barriers and misunderstandings. Due to a lack of therapy slots and to some extent a lack of cost coverage - health services are not fully accessible during the asylum procedure - the care of those affected is only possible to a limited extent. Furthermore, complaints are often exacerbated in ongoing asylum procedures due to long, uncertain waiting times and difficult accommodation situations. This results in a particularly stressful situation for families and individuals.

¹² (among others in the 12th Integration Report of the Federal Commissioner for Migration, Refugees and Integration).

HEL-1 Establishing the MiMi health project in the district
(MiMi = Migrants for Migrants)

The health mediators of the MiMi health project from the neighbouring district of Landsberg/Lech also offer workshops and information events on health topics for new immigrants in the district of Weilheim-Schongau. Interested and suitable persons with a migratory background from our district can also be trained as multipliers. The local actors organise events which are conducted by the mediators, also in their mother tongue.

What we want to achieve	<ul style="list-style-type: none"> • The health literacy of newly arrived immigrants is strengthened by imparting knowledge (also in their mother tongue). Topics include, for example, a healthy lifestyle, information on diseases and the right way to handle them, as well as the roles and responsibilities in the German health system. • The health system is better understood, used and thus also unburdened without creating gaps in care. • Volunteer work by migrants for migrants is promoted. 		
Identifying our success	<ul style="list-style-type: none"> • Every year, about six information events take place in different places in the district, which are advertised locally and well attended. • In the district, about five people are being trained as MiMi multipliers. • The local organisations and stakeholders know about the project, support it and organise workshops and information events on individual health issues. 		
Responsible for implementation		Initiative	
Integration guides District Office & Diakonie Herzogsägmühle		Integration Expert Roundtable on Health	
Possible partners	<ul style="list-style-type: none"> • Department 6 Health Department • Welfare organisations and corresponding specialised agencies, especially migration counselling, refugee & integration counselling, Youth Migration Services • Volunteer support groups • (Vocational) schools 		
Deadline	31/12/2022	Priority	C
Costs	Financed within the framework of the annual budget planning of Department 34 Asylum and Integration. The costs for the training and compensation of the multipliers are covered by the MiMi programme.		



MiMi Health Project Bavaria



Flyer MiMi project



Health literacy among migrants



MiMi Landsberg/Lech

HEL-2 District becomes TAFF location

There is a special need for therapy for people who have had traumatic experiences during their flight. Suitable therapy slots are hardly available. To bridge the lack of care or to replace it, alternative services are organised and coordinated through the TAFF project (TAFF = therapeutic services for refugees of Diakonisches Werk Bayern e.V.). "The aim of the project is to build a therapeutic network of educational specialists, therapists, doctors, interpreters and health care institutions. All professional groups involved are prepared and supported for these intercultural challenges through appropriate measures.

In addition, staff and volunteers are empowered to recognise mental illness in refugees in time to enable treatment."

What we want to achieve	<ul style="list-style-type: none"> • People who have had traumatic experiences during their flight are stabilised in low-threshold bridging measures. • In the medium to long term, professional structures will be created so that traumatised refugees (and others) can be supported. • Transition to a "normal" life and social integration are facilitated.
Identifying our success	<ul style="list-style-type: none"> • A pilot project was tested in a larger town in the district with the help of freelancers or a position created for this purpose and, in the event of success, extended to other towns. • Relevant specialist counselling centres were informed about the project and trained on the method and the subject. • Staff and volunteers were trained.
Responsible for implementation	
Diakonie Herzogsägmühle	
Initiative	
Integration Guides District Office & Diakonie Herzogsägmühle	
Possible partners	<ul style="list-style-type: none"> • Welfare organisations and corresponding specialised agencies, especially migration counselling, refugee & integration counselling, Youth Migration Services • Mental Health Steering Group • Social psychiatric service, day clinic and institute outpatient clinic for psychiatry and psychotherapy of the kbo-Lech-Mangfall-Klinik in Peissenberg • Volunteer support groups • Health Department
Deadline	30/06/2022
Priority	C
Costs	The costs are borne by the "Connecting Worlds" Foundation.



TAFF therapeutic services for refugees



Further training from Refugio



Refugio Munich Psycholog. Consulting



TAFF - Diakonie Herzogsägmühle

Field of action: Housing and mobility



Image 14

You cannot love a house that is without a face
and in which your steps have no meaning.

Antoine de Saint-Exupéry

Housing plays a central role in people's lives and is therefore of fundamental importance for their quality of life. One's own home is essentially seen as a place of security, self-determination, safety and community and is thus perceived as a central location that serves as a counterpoint to the workplace.¹³

"Mobility" is freedom in action. The ability to overcome the distance between home, work, leisure and shopping is a prerequisite for self-determination in all aspects of life.¹⁴

¹³ SDK indicators for municipalities, 2018 - SDG 11 - Sustainable towns and municipalities

¹⁴ <https://fdp-frankfurt.de/aktuelles-thema/mobilitaet-neu-denken/>

Situational descriptions

There is too little affordable housing in the district. Many recognised refugees are therefore also unable to find affordable housing. They often stay in asylum accommodation for years in very cramped conditions. In most cases, this situation has a negative impact on the integration process. Children cannot do their homework in peace, parents have little contact with locals to actively use the German language, and trainees and employees arrive at their workplace tired from lack of sleep. But not only refugees, but also many other needy people, with and without a migratory background, are often unsuccessful in their search for housing for a long time. The situation is aggravated by the fact that public transport is expensive and not sufficiently developed everywhere. The social participation of people who do not own a car is enormously limited. This is especially true for their children and young people. Educational opportunities and work opportunities cannot be taken up or can only be taken up with considerable effort.

Currently, there are many refugees who would have to leave the asylum shelters after their application is recognised. However, due to the tough housing market and rising cost of rent, this does not succeed in many cases. For lack of alternatives, large numbers of already recognised refugees remain in asylum accommodation as "false occupants". This fact stands in the way of successful integration for many reasons. The district, some welfare organisations, as well as many volunteers support this group of people, e.g. through tenant qualification courses, a housing portal, help in finding accommodation, accompanying them to flat viewings and through renovation and relocation assistance.

In view of sharply rising rents and land prices as well as the aforementioned tough housing market, a stronger commitment to constructing social housing by housing associations, private developers and municipalities would be urgently needed.

In addition, the local public transport network should be expanded and made denser in the near future and also made more attractive by lowering prices and increasing frequency. Especially in the early morning and evening hours. It would then also be possible to live without a car in more remote places with cheaper rents. To improve the situation, a local transport concept is currently being drawn up on behalf of the district.

Minors without parents or close relatives have increasingly entered Germany in recent years. As a rule, they were then cared for by the youth welfare offices until the age of 18, and in some cases until the age of 27. After that, some of them, mainly young men, lost their "grip". During the increased immigration, a few young people have been given a place to live with families and a corresponding family connection there. The resulting rent was financed from funds of the state budget in the amount of the local rent at fair market value.



BAMF brief analysis
Housing situation
of refugees



Federal Anti-Discrimina-
tion Agency
Discrimination in the
housing market

H&M-1 Establishment of an Integration Expert Roundtable on Housing

The Integration Expert Roundtable on Housing is founded under the umbrella of "Shaping Integration". Representatives of all stakeholders working in the field of housing participate in this integration expert roundtable, including migrants, municipalities and volunteers and full-time workers from the field of integration.

What we want to achieve	<p>The Integration Expert Roundtable on Housing...</p> <ul style="list-style-type: none"> • Pursues the goal of helping people in need, with and without a migratory background, find a place to live. To this end, it networks the actors active in the field of housing. • Is the body for exchanging information, formulating common goals and developing new offerings and projects. • Ensures that the available resources are used sensibly. • Develops innovative investment models and ensures a transparent and quick overview of the responsible stakeholders. • Develops ideas and approaches to ensure affordable mobility that promotes integration (e.g. to school, to work, to health and care facilities, to clubs and associations...), including for people with a migratory background. 		
Identifying our success	<p>The Integration Expert Roundtable on Housing has started its work and meets at least twice a year.</p>		
Responsible for implementation		Initiative	
Integration guide – District Office		Integration guide – District Office	
Possible partners	<ul style="list-style-type: none"> • Towns and municipalities belonging to the district • Wohnbau GmbH • Helpers' groups and housing guides • Welfare organisations (refugee & integration counselling centres, migration counselling for adults, Youth Migration Services, housing projects) • District Office Department 34 Asylum and Integration • Staff Unit II District Development/Public Transport 		
Deadline	31/07/2021	Priority	A
Costs	None		

H&M-2 Sponsorships for the follow-up care of formerly unaccompanied minor refugees

Department 34 Asylum and Integration rents rooms with family connections and is looking for sponsors for young asylum seekers through the media and word of mouth. These sponsors are sought both in the context of rentals and on a caregiver-only basis without living together at home. Volunteer support is managed by the refugee and integration counselling, migration counselling for adult immigrants, the Youth Migration Services and/or the district social services. In case of irreconcilable disharmony, the refugees are moved to other accommodation.

What we want to achieve	<ul style="list-style-type: none"> • The integration of young people is promoted through social contacts. • They learn the basic principles of the rule of law. • Their physical and psychological situation improves. • This relieves the burden on the social benefits system and the health insurance funds in the long term. • There is mutual respect for both cultures. 		
Identifying our success	<ul style="list-style-type: none"> • An advertising campaign to recruit sponsors has been successful. • Five volunteer mentors were found and prepared for their task. • Five rooms with a family connection were rented. • Full-time supervision of the volunteer sponsors/landlords is ensured. 		
Responsible for implementation		Initiative	
Integration guide – District Office		Head of Department 34 Asylum and integration	
Possible partners	<ul style="list-style-type: none"> • Youth Welfare Office • Refugee and integration counselling centres • Integration guides • Youth Migration Services • Migration counselling for adults • Police stations 		
Deadline	30/03/2022	Priority	A
Costs	Within the framework of material expenses (rental costs) of the state budget.		

H&M-3 “InfoPoint Wohnen”

To avoid homelessness, many recognised refugees continue to live in asylum accommodation as "false occupants". In the tight housing market, they cannot find flats on their own. "InfoPoint Wohnen" is a neutral, low-threshold meeting place for a simple, non-binding exchange of information between tenants and landlords. It advises on the topic of finding accommodation. People who are interested in renting out housing in the district can contact "InfoPoint Wohnen" with questions about "new" forms of housing, home exchanges, tenant certifications, etc. If a tenancy agreement is concluded, "InfoPoint Wohnen" helps, for example, in dealing with authorities or in applying for relocation assistance. A free housing portal brings landlords and tenants together. In order to maintain the tenancy agreements in the long term, follow-up support for the tenants is offered if required. In addition, help for self-help can be provided in individual cases when moving into a new home.

What we want to achieve	<ul style="list-style-type: none"> • Hurdles between tenants and landlords are broken down, contacts are established. • Concerns of landlords are taken seriously. Together, we will find viable solutions. • Creative ideas (housing in exchange for help, exchanging flats, making vacant buildings habitable...) are developed and implemented. • Private housing is an essential success factor for successful integration and the way out of the social security systems. 		
Identifying our success	<ul style="list-style-type: none"> • The concept for "InfoPoint Wohnen" was created. • The necessary personnel are available. • "InfoPoint Wohnen" was opened and made public. • "InfoPoint Wohnen" cooperates with the network partners. • The free tenant-landlord portal is used successfully. • Tenancies were established. 		
Responsible for implementation		Initiative	
Integration guide – District Office		Integration guide – District Office	
Possible partners	<ul style="list-style-type: none"> • Diakonie Herzogsägmühle • Landlords of (social) housing • Homeowners' and landowners' associations, tenants' associations 		
Deadline	01/10/2021	Priority	A
Costs	Within the framework of the budget planning of Department 34 Asylum and Integration.		



H&M-4 Neighbourhood management

Social housing is being built in various places in the district. These flats are given to people in need, both with and without a migratory background. After moving in, there is a very high need for on-site counselling and support on the part of the new tenants. Before the first occupancy, all stakeholders are brought to the table and a counselling and support concept is drawn up. Specific contact persons are named who are available for questions and conflicts. All social housing applicants receive an invitation to participate in a tenant certification course before moving in.

What we want to achieve	<ul style="list-style-type: none"> • Neighbourhood management contributes to a low-conflict and integration-promoting coexistence. • The residents of these neighbourhoods form communities that promote integration, feel responsible and take care of the facilities and amenities. • Cultural differences are experienced as enrichment, not as a burden. • Social hotspots are defused or avoided. 		
Identifying our success	<ul style="list-style-type: none"> • A coordinated counselling and support concept was created. • The cooperation partners are well networked and work hand in hand. • A counsellor is available to answer any questions that may arise. • Tenant certification courses take place. 		
Responsible for implementation		Initiative	
Integration guide – District Office		Integration guide – District Office	
Possible partners	<ul style="list-style-type: none"> • Wohnbau GmbH Weilheim, Graf von Deym'sche Immobilien GmbH, WBG • Helpers' groups and housing guides • Welfare organisations (refugee & integration counselling centres, migration counselling for adult immigrants, Youth Migration Services, housing projects) • Department 34 Asylum and Integration 		
Deadline	30/06/2023	Priority	C
Costs	Included in the annual budget planning of Department 34 Asylum and Integration.		



Press report about tenant certification course



Tenant qualification according to the Neusässer Model



BAMF brief analysis on the housing situation of refugees

Field of action: Support for migrant women



Image 15

The progress of a society is evident
in the status of its women.

August Bebel 1879

Women play a key role in the integration process. Their attitude, willingness and readiness to integrate are crucial not only for their own, but for the success of the whole family when it comes to integration. They are often highly motivated, especially with regard to the welfare and success of their children. Women are anchors of integration for their families. They convey role models, values and norms that shape future generations.

Situational descriptions

Women with an immigrant background often have a harder time on the labour market than men and are less likely to participate in integration offerings. As a possible reason, a 2020 study by the German Institute for Economic Research cites "that women more often flee together with their family. At the same time, more traditional role distributions prevail in the countries of origin". It is crucial for the integration process of women that the employment of migrant women is made possible through special, gender- and needs-based counselling and coaching measures. Language, further education and qualification courses are essential building blocks for the furthering and self-empowerment of migrant women. Incentives are thus created for the acquisition of education so that it can be successfully supported.

Particular attention should be paid to reconciling course offerings and family situations. Women face significantly higher barriers and burdens than men when taking up integration courses (co-education, course times, simultaneous responsibility for childcare, dealing with absenteeism due to childrearing, non-existence of special integration courses with childcare in the local area, etc.).

These barriers often have an exclusionary and demotivating effect on women - consciously or unconsciously - which leads to a lack of social contacts in the medium term, as well as consolidating or reinforcing classic role models. Because this is the case, migrant women need informal and in particular gender-oriented offerings for language acquisition and practical application outside the non-formal education sector (integration courses), e.g. in the context of regional intercultural outreach. Unlike men, who can apply and deepen the knowledge and skills they have acquired in the integration course in the work context - and the social context that often results from this - women lack this opportunity due to their sole responsibility for family duties and the limitation to the "home".

Migrant women also usually experience considerable cultural differences between their old and new homes. It is therefore of great importance to convey the knowledge that in Germany the legal equality of women and men is enshrined in law. Migrant women must be informed about their rights in Germany. The expansion of offers for the prevention of violence and the protection of migrant women is imperative.

The opportunities for social and cultural participation of migrant women are equally important framework conditions for their integration process. Even though the native population and migrants have gotten closer in recent years and there is increasing and regular contact with each other, migrant women account for a smaller percentage of these encounters. The intercultural opening up of clubs, associations and organisations, especially with regard to migrant women, is for this reason - together with private initiatives - highly desirable and of particular importance and urgency. In addition to structural prerequisites, the creation or opening up of meeting spaces for migrant women so they feel welcome and comfortable in their new home is a central step towards integration. Projects in the district:

Zuflucht Oberland e.V.

The association has been setting up the Information and Communication Centre for Migrant Women (IKoF) in Weilheim since December 2019. IKoF empowers migrant women and creates encounters. Areas of support are defined with the women, whose implementation they help to shape.

Project NeNaLaWei (New Neighbours in Landsberg Weilheim)

The aim of the project by Diakonie Herzogsägmühle is to encourage and strengthen the presence of women in public. Through the encounters and in the group, women from all countries of origin are given more courage to make themselves visible in public life.

PoM-1 Training opportunities, career guidance and coaching for migrant women

Special training and counselling services are being developed for migrant women in the vocational sector, which are offered free of charge for participants. The consideration of an individual's life situation is ensured in all offerings. Particular attention is paid to the compatibility of childcare and the job. Priority is given to learning everyday language, building on this with vocational communication and computer skills. In addition, offerings to discover unused skills and resources would be conceivable. In addition, access to the offerings of the Federal Employment Agency, the Job Centre and the education providers is simplified.

What we want to achieve	<ul style="list-style-type: none"> • Our society benefits from the skills, talents and competences of migrant women. • Good framework conditions make it easier for migrant women to enter professional life. • Migrant women have a better chance of becoming economically independent and thus also independent of state benefits. • Life satisfaction and self-esteem of migrant women grow and their role as integration anchors is strengthened. 		
Identifying our success	<ul style="list-style-type: none"> • There is an easily accessible and wide range of courses, further training as well as coaching measures for migrant women in the professional field. • The offerings are in demand and have high numbers of participants. • Successful completions (certificates) are achieved. • There are good placement rates in the labour market. 		
Responsible for implementation		Initiative	
Federal Employment Agency, Job Centre		Integration Guides of Diakonie Herzogsägmühle	
Possible partners	<ul style="list-style-type: none"> • Job Companions • Charities • Education providers, adult education centres • Associations and organisations relevant to the target group 		
Deadline	30/06/2023	Priority	A
Costs	The courses, trainers, advertising costs, etc. are financed by the Job Centre and the Federal Employment Agency within the framework of the budget planning.		



Robert Bosch Foundation
Country. Home. Future.

PoM-2 Empowerment and prevention services for migrant women

Many migrants experience considerable cultural differences between their old and new homes. For women in particular, it is often a completely new experience that women and men have the same rights and obligations in Germany. In some countries of origin, this is not the case. The transfer of knowledge in this regard takes place in low-threshold, free-of-charge offers. It takes place in a gender-homogeneous, protected setting. Participants are educated about violations of the right to sexual self-determination, violence and oppression and learn where to get help for themselves and their children. Migrant women also experience empowerment through cultural, sporting and educational activities run by trained freelancers.

What we want to achieve	<ul style="list-style-type: none"> • The social and societal integration of migrant women is promoted and facilitated by new empowerment and prevention services. • Migrant women know their rights in Germany and receive support with educational and life issues. • The right to non-violence and self-development is taught. Victims of (sexual) violence receive help. • Migrant women are self-determined and self-confident members of society. 		
Identifying our success	<ul style="list-style-type: none"> • A needs analysis was carried out through a survey of migrant women. • Concepts for prevention and empowerment services were developed. • The offering has been publicised and is being taken up. 		
Responsible for implementation		Initiative	
Integration Guides of Diakonie Herzogsägmühle		Integration Guides of Diakonie Herzogsägmühle	
Possible partners	<ul style="list-style-type: none"> • Zuflucht Oberland e. V. • Integration Expert Roundtable on Health • Welfare organisations (NeNa La Wei) • Women's emergency hotline 		
Deadline	30/06/2023	Priority	C
Costs	Costs for trainers, courses, advertising, childcare are financed within the framework of the annual budget planning of Department 34 Asylum and Integration and the budget planning of Diakonie Herzogsägmühle.		



PoM-3 Founding of an Integration Expert Roundtable for Women

The Integration Expert Roundtable for Women is founded as a women-only roundtable. The background is that many women find it easier to talk about women-specific or controversial issues in a protected setting.

The committee sees itself as a source of impetus for taking the relevant topics to the other IERs or initiating its own projects. Existing networks are involved and contribute to the success of the IER Women.

What we want to achieve	<ul style="list-style-type: none"> • Give migrant women a voice and supporting them in developing a self-determined integration perspective. • Make gender-specific needs and special protection interests of migrant women visible. • Showcase our own networking and participation structures and support migrant women in establishing and maintaining them themselves. 		
Identifying our success	<ul style="list-style-type: none"> • An integration expert roundtable has been established in which voluntary and full-time - female - staff are involved who are concerned about improving the living situation of migrant women and their children. • The committee meets twice a year. • If necessary, working groups can be defined and become active. • The IER helps migrant women to network and become active. 		
Responsible for implementation		Initiative	
Integration guides		Zuflucht Oberland e.V. Encounters, prevention & help for women	
Possible partners	<ul style="list-style-type: none"> • Voluntary/full-time staff in refugee, migration and integration work • Individuals who feel connected with the objectives of the board and are qualified for this purpose • Participants from other IERs with high affinity to the topic 		
Deadline	30 November 2022	Priority	A
Costs	None		

Field of action: Municipalities

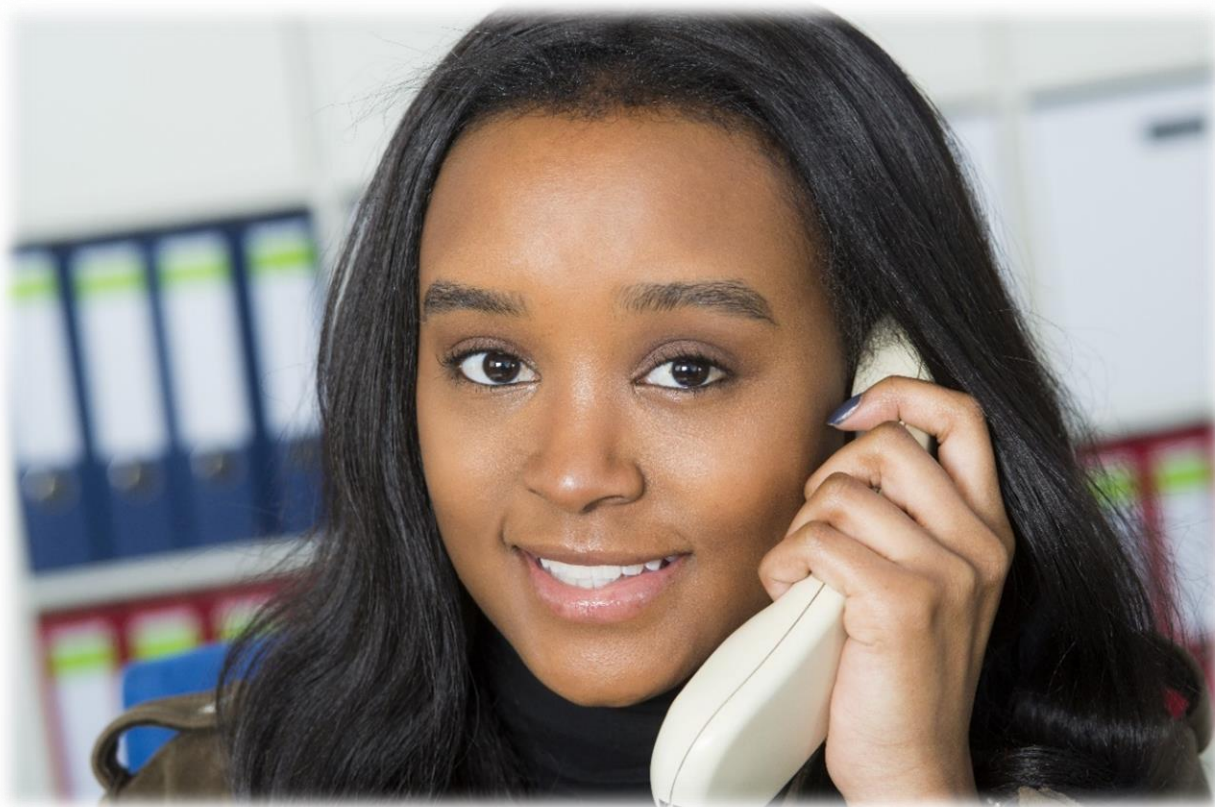


Image 16

Integration happens on the ground. This sentence illustrates the central role of the local level in involving migrants in social coexistence, whether at school, in associations, businesses, in public places or in the neighbourhood. Currently, more and more districts and their associated municipalities and towns are recognising the strategic importance of integration work. Factors such as demographic development, structural change and the increased immigration of refugees are driving this development.¹⁵

The growing diversity of our country must also be reflected in the civil service. With their language skills – and often their own cultural experiences as well – people from immigrant families are important bridge builders.¹⁶

¹⁵ Kommunale Integrationspolitik: Zusammenarbeit von Landkreisen und angehörigen Gemeinden sowie Städten stärken [*Municipal integration policy: Strengthening cooperation between districts and associated municipalities and towns*] - Brief expert report by the Robert Bosch Foundation

¹⁶ CLAVIS 01/2012 https://zwh.de/wp-content/uploads/2017/06/2012_01_clavis.pdf / Retrieved on 05/01/2021

Situational descriptions

The percentage of foreigners within the district municipalities varies greatly, ranging from 20.1 per cent in Schongau to 2.4 per cent in Wildsteig. With an average of 15.6 per cent, the three towns in the district have a significantly higher percentage of foreigners than the 31 (market) municipalities with an average of 7.4 per cent. Only a few towns and municipalities have their own integration concepts, integration officers in the town/market town/municipal council and/or integration officers in their administrations. In many places, there are voluntary helpers' groups or neighbourhood helpers whose commitment is valued and supported by the towns and municipalities. According to recent surveys, the number of volunteers has declined significantly almost everywhere.

For years, the municipalities have been making important contributions to integration and peaceful social coexistence of the different groups within the population within the framework of municipal self-governance. The integration capacity of the municipal level has been impressively demonstrated, not least in connection with the influx of refugees. Through the integration of refugees, towns, districts and municipalities have shown how much strength, energy and commitment can be mobilised in the municipalities. This can be continued in the future.¹⁷

However, in part due to a lack of intercultural competence among the population and on the part of the authorities, too many misunderstandings and points of friction still arise.

A particular aspect of integration work in rural areas is the division of tasks between districts and the associated municipalities and towns. Integration is usually managed at district level and implemented at local level. This requires very good cooperation and coordination between the stakeholders involved within the local administration, but also with partners such as independent organisations, associations or voluntary initiatives. As a point of contact for the municipalities belonging to the district, there is the Integration Office in the District Office and in particular the Contact Point for Asylum and Integration.

People with (ascribed) non-German origin are particularly exposed to discrimination risks. Discrimination has many faces. It happens in everyday life and at work, in the neighbourhood, on the open street, when shopping, looking for a flat, at work, when visiting restaurants and in the digital space (keyword: cyberbullying). Since 2006, the General Equal Treatment Act (AGG) has protected against discrimination.

¹⁷ cf. Declaration by the Federal Association of Central Municipal Organisations on the National Action Plan on Integration

MUN-1 Strengthening intercultural competence

Employees and their supervisors who work in positions with interactions between people of different cultures are urged to attend a basic intercultural course promptly when they first start work. In addition, practical educational offers are regularly offered to further strengthen intercultural competence.

What we want to achieve	<ul style="list-style-type: none"> The employees of the municipal administrations know the cultural differences and can successfully use this knowledge in their daily work with people with a migratory and refugee background. Prejudices are reduced and understanding for people from other cultural backgrounds grows. Culture-related disputes are avoided or detected at an early stage. This facilitates the work and increases friendliness towards citizens. The employees feel confident in interactions between people of different cultures. 		
Identifying our success	<ul style="list-style-type: none"> The posts with interactions between people of different cultures were identified. A concept for intercultural training/further training in local government is available. Many staff members have participated in a basic intercultural course. An annual intercultural training programme is attended. The training sessions are conducted by speakers with practical experience or intercultural trainers with a migratory background, so that specific cases from day-to-day work can be covered. The towns and municipalities belonging to the district were informed about the offering, included if they wished, and are taking the opportunity to participate. 		
Responsible for implementation		Initiative	
Department Z10.3 Personnel Administration		Education coordination	
Possible partners	<ul style="list-style-type: none"> Staff Council Bavarian School of Administration Human resources departments of the towns and municipalities belonging to the district Verband für interkulturelle Arbeit e.V. Bayern (VIA)/ Project NIKO 		
Deadline	30/06/2024	Priority	A
Costs	The costs are financed within the framework of the training budgets of the district and, if applicable, of the towns and municipalities belonging to the district.		



Bavarian School of Administration



Working paper More diversity in the public service



Verband für interkulturelle Arbeit e.V. Bayern (VIA)



IQ Specialised Body Intercultural

competence develop-
ment and anti-discrimina-
tion

MUN-2 Welcome folder

In order to get to know our district, all newcomers are given a welcome folder when they register at the residents' registration offices. The folder provides a compact overview of important information. It can and should serve as an orientation. The welcome folder offers information e.g. on doctors, educational and day-care centres, authorities, counselling centres, educational institutions, leisure facilities, clubs, churches, and public transport schedules. Thanks to pictorial representations, illiterate people can also use the welcome folder. The welcome folder refers to the app INTEGRATE, which is being introduced in the district, with the costs being shared by the health department.

What we want to achieve	<ul style="list-style-type: none"> • The district extends a warm welcome to all its new citizens with a welcome folder. New immigrants feel valued right from the start. • The welcome folder makes a major contribution to the independence of new immigrants. Getting their bearings is made easier. • The INTEGRATE app is advertised through the welcome folder and increasingly used. 		
Identifying our success	<ul style="list-style-type: none"> • The welcome folder was created and translated into several languages. • The welcome folder was distributed to the residents' registration offices. • It is read by new immigrants because the information is helpful. • New immigrants are able to find their way around the district right from the start. 		
Responsible for implementation		Initiative	
Department Z10.1 Central Affairs and Public Relations		Contact Point for Asylum and integration	
Possible partners	<ul style="list-style-type: none"> • Pfaffenwinkel Tourist Office • BAYregio GmbH, Gauting • Citizen Service Points of the town halls in the district • Citizen Service Portal of the Weilheim Schongau District Office • Other municipalities that already have welcome folders (e.g. Ebersberg, Schwäbisch Gmünd and Augsburg Land) 		
Deadline	31/12/2022	Priority	C
Costs	The costs of preparation, translation, printing and distribution are covered by the annual budget of Department 34 Asylum and Integration.		



Welcome Brochure District of Ebersberg



Mein Weilheim



BAYregioWM



Welcome Folder Augsburg District

MUN-3 Translation tool for multilingual website of the district

The website of the district (and, if applicable, of the towns and municipalities belonging to the district with a high proportion of migrants) is multilingual. The most common languages of origin in the district are included. A suitable method or tool for the implementation is researched and technically implemented. A cost-effective and simple option is offered by e.g. Google Translate (see Landsberg district website). The new offering is presented and advertised to the public.

What we want to achieve	<ul style="list-style-type: none"> • New foreign citizens are welcomed in their own language. • Their knowledge of contact points and responsibilities increases because they can get an overview of offerings and services in their own language. • Misunderstandings are minimised. • Administrative procedures are faster and more efficient. This will relieve the burden on employees. 		
Identifying our success	<ul style="list-style-type: none"> • The translation of the district's website and the technical implementation has taken place. • The launch was presented to the public. • The towns and municipalities were, among other things, invited to a meeting with the mayor and informed about the possibilities and the costs. • The offer is used intensively and has a positive effect on administrative processes. 		
Responsible for implementation		Initiative	
Department Z10.1 Central Affairs and Public Relations		Head of Department 34 Asylum and integration	
Possible partners	<ul style="list-style-type: none"> • Department Z10.4 IT and Digitalisation • Towns, market towns and municipalities 		
Deadline	30/06/2022	Priority	C
Costs	Costs incurred can be covered either by the budget of Department Z10.4 IT and Digitalisation or by the budget of Department Z10.1 Central Affairs/Public Relations.		



Website
Landsberg/Lech district
(Selection of several languages unfortunately only possible in some browsers and not on mobile phones)



Website
City of Munich

MUN-4 Meeting of the integration officers of the towns and municipalities

The Contact Point for Asylum and Integration invites the integration officers in the administrations of the towns and municipalities belonging to the district to a meeting every six months to exchange ideas. During these talks, for example, new developments, changes in the law and funding opportunities are presented. Upon request or if necessary, expert speakers are invited (e.g. refugee and integration counselling centres, Youth Migration Services, integration course providers, new projects).

What we want to achieve	<ul style="list-style-type: none"> • The integration officers of the administrations get to know each other and share information about their work. • Up-to-date information is passed on promptly in the district. • The municipalities belonging to the district know the support offerings and contact persons in the district administration. • Towns and municipalities that do not yet have an integration officer or representative will find it easier to access information in this subject area. 		
Identifying our success	<ul style="list-style-type: none"> • In Department 34 Asylum and Integration, there is a list of all integration officers and integration representatives in the municipalities belonging to the district. • Regular (biannual) meetings for exchanging information are well attended. • Other district municipalities designate integration representatives and appoint integration officers from their administrations. • Knowledge about funding opportunities, legal foundations, current statistics, contact points in the towns and municipalities belonging to the district is increasing. 		
Responsible for implementation		Initiative	
Contact Point for Asylum and Integration		Head of Department 34 Asylum and Integration	
Possible partners	<ul style="list-style-type: none"> • Towns, market towns and municipalities • Verband für interkulturelle Arbeit e.V. Bayern (VIA) • Main counselling centres in the district • Education providers, welfare organisations 		
Deadline	31/12/2021	Priority	C
Costs	None		

Field of action: Diversity and participation



Image 17

Integration does not end with language acquisition, educational qualifications or a job. The social, cultural and political integration of immigrants and their descendants is crucial for harmonious co-existence in a society with immigrants.

In this context, active political participation strengthens migrants' ties to society. It is a catalyst for integration.

Culture builds identity and contributes to integration and mutual understanding, and thus to social peace. It enables integration into the social, economic and cultural fabric of our society.

Religions must not be part of the problem, but part of the solution to the problem.

Civic engagement is democracy in action and makes an indispensable contribution to social cohesion.

Situational descriptions

Culture

For decades, Germany has not seen itself as a country of immigration. On the other hand, for decades, the presence of the foreign working population was built on the premise of their return.

Therefore, for a long time, there was no widespread interest in understanding or participating in their culture. As a result, different cultures often live in parallel. Lack of understanding, indifference and prejudice are often the result.

Participation

Due to these and other reasons, people with a migratory background have so far participated to a below-average extent in the democratic decision-making process in Germany.

Volunteering

Volunteering is an important component of society in Germany. According to the principle of subsidiarity, civil society assumes important tasks in the state. Welfare organisations, churches and religious communities, municipalities, sports and cultural clubs, the fire brigades, the Federal Agency for Technical Relief, foundations, migrant organisations and numerous aid organisations also make a decisive contribution toward integration.

A higher level of voluntary engagement by migrants is desirable because of demographic changes and problems in recruiting new talent. Associations that open up culturally benefit from new, very often younger members and the perspectives they bring with them. The voluntary involvement of the migrants promotes mutual intercultural understanding and reduces inhibitions on both sides. In addition, individual migrants in the clubs and associations can be bridge builders for the ethnic community. It must be kept in mind that in many countries, our forms of volunteering are unknown.

Cultural

interpreters

Authorities and institutions of the social, educational and health care system are often overwhelmed with foreign-language clients or patients - and vice versa. In the absence of a common language, services and benefits of the social, educational and childcare system cannot be adequately understood and utilised in many cases. Even family members who act as spontaneous interpreters or multilingual colleagues often cannot guarantee linguistic and intercultural understanding, or experience role conflicts. Therefore, both information in simple language, translations into other common languages and the use of professional or lay interpreters should be sought.

There are neither sufficient professional interpreter/translation services in the district, nor does the target group of refugees have the financial means for the majority of the services required. This is why the low-threshold offer of well-trained volunteer cultural interpreters possessing the right cultural awareness is extremely useful and necessary. The Cultural Interpreter project was founded and implemented by the volunteer agency "Anpacken mit Herz" in 2017. Thirty volunteer cultural interpreters have now been trained. They all have a refugee or migratory background themselves, have lived in the region for a while and have a very good knowledge of German. They support other migrants, such as with visits to the authorities, doctors or teacher-parent meetings, thereby facilitating intercultural communication. The volunteer cultural interpreters from various countries of origin are role models for other migrants in voluntary work.

D&P-1 Integration Advisory Council

In order to take into account the diversity of people from over 130 nations in the district, an Integration Advisory Council is being created. It represents their interests, bundles professional and intercultural competences, and helps shape politics and society. The Integration Advisory Council works in many ways to promote peaceful and equal coexistence in our district. It acts as a point of contact, bridge builder and stakeholder, and gets involved in all issues concerning the integration of people with migrational biographies. It awards an annual integration prize (see measure D&P-2, page 65) and is the point of contact in cases of discrimination. Barriers to equal treatment should thus be reduced.

What we want to achieve	<ul style="list-style-type: none"> • Citizens with a migratory background are structurally involved in the political decision-making process of the district. • Needs and concerns of citizens with a migratory background will be better perceived and taken into account by local politics. • A retreat into the groups of origin is counteracted. • The ideas and commitment of people with a migratory background are made visible and beneficial to society. 				
Identifying our success	<ul style="list-style-type: none"> • The IER Society has proposed a transitional advisory council consisting of about ten people. The committee represents the diversity of migrants living in the district (e.g. in terms of origin, age, gender and social status). The proposal of the IER Society was confirmed by the District Administrator. • The elected transitional advisory council has drafted rules of procedure and submitted them to the Social Committee for a vote. • The goals and tasks of the committee were made known to the population in order to motivate people with a migratory background to participate. • The appointment of an Integration Advisory Council was successfully carried out in accordance with the rules of procedure drawn up. 				
Responsible for implementation			Initiative		
IER Society			Jost Herrmann		
Possible partners	<ul style="list-style-type: none"> • Staff Unit II District Development/KOBE, Staff Unit III Equal Opportunities Unit • District Integration Officer • Social Committee of the District Council • Working Group of Foreigners'/Migrants'/Integration Advisory Boards of Bavaria (AGABY) 				
Deadline	Transitional advisory council: 30/11/2021	Advisory Council: 30/09/2023	Priority	A	
Costs	Up to €5,000 for the period of activity of the transitional advisory council				



D&P-2 Integration awards

The Integration Advisory Council (see measure D&P-1, page 64) awards integration prizes annually, e.g. to individuals, clubs, associations, education providers, public authorities, day-care centres and schools. Outstanding achievements, projects, events and persons who have rendered outstanding services to cultural diversity and integration in the district are honoured.

What we want to achieve	<ul style="list-style-type: none"> • The district gets an overview of successful projects and committed actors in the fields of intercultural diversity and integration. • Compelling projects and committed actors are honoured and receive financial support. • Intercultural diversity and integration are perceived positively by the public.
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Identifying our success	<ul style="list-style-type: none"> • Rules for the awarding of the Integration Prize were drawn up and adopted, and a panel of judges was appointed. • The prizes are awarded annually at the Integration Expert Conference. • The press reports on the award winners.
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Responsible for implementation	Initiative
Integration Advisory Council (see measure D&P-1 , page 64)	Jost Herrmann Education coordination

Possible partners	<ul style="list-style-type: none"> • Integration Expert Roundtable on Society • Social Committee of the District Council • Department 34 Asylum and Integration
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Deadline	30/06/2023	Priority	B
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Costs	€750 per year for prize money from the budget of Department Z10.1 Central Affairs and Public Relations
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National
Integration Award



Bavarian
Integration Award



Integration Award
Dachau district

D&P-3 Naturalisation ceremonies

Naturalisation is not just a bureaucratic procedure or the handing over of a document. It is a commitment to Germany and a sign of a successful integration process. With naturalisation, new citizens commit themselves to our state, to our values and to our free democratic legal system. All citizens who were naturalised within the past (half) year in the district are invited to a naturalisation ceremony. There, they receive their naturalisation certificates in a festive setting.

What we want to achieve	<ul style="list-style-type: none"> • The district recognises and appreciates this decision and the commitment required. • The identification of the new citizens with Germany, with Bavaria and in particular with our district is intensifying. • Through positive public relations work, awareness is created among the population for the process of naturalisation. • Role models for successful integration become visible. 		
Identifying our success	<ul style="list-style-type: none"> • A concept for the naturalisation ceremony was drawn up and adopted. • Naturalisation ceremonies are held regularly, on a(n) (semi-) annual basis. • The press reports on the naturalisation ceremonies and on the new citizens. 		
Responsible for implementation		Initiative	
Department 33 – Foreigners’ Affairs		Education coordination	
Possible partners	<ul style="list-style-type: none"> • New Integration Advisory Council to be established (see measure D&P-1, page 64) • Verband für Interkulturelle Arbeit Bayern e.V. (VIA) in the creation of the concept 		
Deadline	31/12/2022	Priority	B
Costs	Max. €1,500/year in organisational costs for the naturalisation ceremonies of Department 33 Foreigners’ Affairs.		



New citizens' reception,
Minister of the Interior



Naturalisation reception,
Kleve district



Naturalisation ceremonies
A Guide for Municipalities

D&P-4 Support for intercultural cultural events/civic festivals

KOBE advises and supports the organisers of intercultural civic and cultural festivals. These are events where migrants and locals meet, as well as cultural events where cultural contributions such as music, dance, art, theatre, readings etc. are presented to the entire population.

What we want to achieve	<p>The organisers of the aforementioned events are encouraged, supported and advised.</p> <p>Through intercultural cultural events and civic festivals,</p> <ul style="list-style-type: none"> • Encounters between different cultures are made possible. In this way, prejudices and fears are reduced and mutual understanding strengthened. • All citizens in the district learn more about other cultures. • Migrants have the opportunity to cultivate their own culture and to be able to present their customs in public. • The cultural life of the district is enriched. 		
Identifying our success	<ul style="list-style-type: none"> • Existing intercultural events are surveyed. • Potential organisers are identified and motivated. • Potential organisers are aware of the advisory and support services and are happy to make use of them. • Information events and consultations have taken place. • The number of intercultural events in the district has increased significantly. 		
Responsible for implementation		Initiative	
Integration guides		Integration Expert Roundtable on Society	
Possible partners	<ul style="list-style-type: none"> • Staff Unit II District Development/Kobe • Newly established Integration Advisory Council (see measure D&P-1 on page 64) • Cultural circle associations (see measure D&P-6, page 69) • Migrant associations • Förderverein Asyl im Oberland and support groups • Local history associations 		
Deadline	30/06/2023	Priority	B
Costs	None		

D&P-5 Targeted promotion of volunteering among migrants

Voluntary engagement in civil society contributes significantly to social participation and has great potential for integration. However, the joining of voluntary work must be advertised to migrants. A survey determines the level of awareness and reveals what conditions must be met for migrants to become involved in voluntary work. In addition, good, proactive press and public relations work are essential to arouse migrants' interest in volunteering.

What we want to achieve	<ul style="list-style-type: none"> • More migrants participate in civic engagement. • Through their commitment, they experience recognition and appreciation, and their linguistic and social skills are fostered. • In interactions with other active parties, the cohesion and sense of belonging is increased due to common interests and goals. 		
Identifying our success	<ul style="list-style-type: none"> • There is multilingual information (flyers, brochures, notices) from associations and clubs. • Volunteering is advertised in public institutions, kindergartens and schools and migrants are specifically approached by "door openers". • The INTEGRATE app is used to inform and promote civic engagement to immigrants. 		
Responsible for implementation		Initiative	
Staff Unit II District Development/ KOBE		Integration Guides of Diakonie Herzogsägmühle	
Possible partners	<ul style="list-style-type: none"> • Department 34 Asylum and Integration • Integration Guides of Diakonie Herzogsägmühle • Migrant organisations • Asyl im Oberland • State Working Group of Volunteer Agencies in Bavaria (Iagfa Bayern e.V.) • District Youth Ring 		
Deadline	31/12/2021	Priority	B
Costs	Within the framework of the annual budget planning of Staff Unit II - District Development/Coordination Office for Civic Engagement (KOBE).		



Federal Alliance of Associations and Volunteer work (e.V.)



Academy for Volunteer Work Germany



Volunteer Finder 2.0 Johanniter Accident Assistance

D&P-6 Advice and support for cultural associations

The district advises and supports the establishment of non-profit, democratic, non-partisan and non-religious migrant cultural associations. These cultural associations cultivate the customs and cultural identity of their region of origin. They support newly arrived migrants (e.g. with visits to the doctor or authorities). They enrich social and cultural life through cultural and regional events. They are available as cultural mediators to district politicians, the administration, clubs and associations as well as the local economy. The cultural associations work together in partnership in an overarching body. Together, they coordinate and plan events in this body and develop policy recommendations.

What we want to achieve	<ul style="list-style-type: none"> • Migrants are motivated to found cultural associations, and are supported and receive advice for doing so. • In the cultural associations, migrants actively participate in social, cultural and political life. They feel welcome with their culture in the district. • International understanding and peaceful coexistence are promoted. • The cultural diversity in our district is enlivened and presented in a positive light. • The voluntary commitment of migrants is promoted. Cultural mediators are available as "bridge builders between cultures". 		
Identifying our success	<ul style="list-style-type: none"> • Information events for migrant groups have taken place. • Several cultural associations have been founded. • A cultural associations body has been formed and statutes/ rules of procedure drawn up, and a board of directors elected. • The press reported on the establishment/work of the cultural associations. 		
Responsible for implementation		Initiative	
Staff Unit II District Development/KOBE		Education coordination	
Possible partners	<ul style="list-style-type: none"> • District Integration Officer • Integration guides, volunteer coordination, refugee/integration counselling • Existing migrant associations, cultural interpreters • Asyl im Oberland, support groups • State Working Group of Volunteer Agencies in Bavaria 		
Deadline	30/06/2023	Priority	C
Costs	Within the framework of the budget of Staff Unit II District Development/KOBE		



Comparable structure
to associational
youth work (BJR)

D&P-7 Making cultural interpreters permanent

The "Cultural Interpreters" project, which has already been successfully established in the district, will be consolidated and expanded. Existing cultural interpreters receive further training, new ones are trained. The focus is particularly on regions or countries of origin that have not yet been covered (e.g. Southeastern Europe). Press and public relations work will raise the profile of the project.

What we want to achieve	<ul style="list-style-type: none"> • Intercultural understanding is facilitated. • Cultural and linguistic obstacles are eliminated and overcome at authorities, doctors and other institutions. • New arrivals receive needs-based assistance. Knowledge about the processes and procedures in Germany is imparted. • Misunderstandings and prejudices are reduced on all sides. 		
Identifying our success	<ul style="list-style-type: none"> • At least ten new cultural interpreters from at least five "new" regions of origin are found and trained. • Approximately two training sessions for active cultural interpreters are held annually. • The project is reported on in regular press reports and new cultural interpreters are approached (active public relations). • Approximately 100 cultural interpreter assignments are arranged each year. 		
Responsible for implementation		Initiative	
Diakonie Herzogsägmühle		Integration Guides of Diakonie Herzogsägmühle	
Possible partners	<ul style="list-style-type: none"> • Coordination Office for Civic Engagement (KOBE) • Youth Migration Services, refugee & integration counselling centres, Migration counselling for adult immigrants • Protestant/Catholic Educational Association • Voluntary support groups, migrant organisations, religious communities • Department 33 Foreigners' Affairs (for figures, statistics or for directly addressing suitable migrants) 		
Deadline	31/12/2022	Priority	C
Costs	Only within the framework of the subsidy.		



Cultural interpreters
Anpacken mit Herz



Interpreter pool, Donau-
Ries district



Integration facilitators,
Landsberg district

D&P-8 Meeting of the religious representatives

The Christian churches and mosque associations are committed to social peace in the district and want to make their contribution with this measure. The religious representatives meet at regular intervals to exchange views on common concerns, to build trust and, if necessary, to coordinate joint events. They are drafting a joint statement which makes it clear that no one who sows hatred and violence, stirs up prejudice and sows discord can invoke religion. The statement as well as the meetings will be accompanied by joint public relations work in and outside the communities in order to reach as many people as possible.

What we want to achieve	<ul style="list-style-type: none"> • The trust between the religions and denominations in the district is increased and thus the peaceful coexistence is promoted for all. • Religious representatives publicly distance themselves from violence and discrimination. • In cases of crisis, a network can be quickly called upon. 		
Identifying our success	<ul style="list-style-type: none"> • Regular meetings of the religious representatives take place. • An official proclamation was signed with publicity. • There was extensive and positive coverage of the meetings and the outcome in the press and within the religious communities. 		
Responsible for implementation		Initiative	
Jost Herrmann		Jost Herrmann	
Possible partners	<ul style="list-style-type: none"> • Muslim religious communities • Christian religious communities 		
Deadline	31/12/2021	Priority	C
Costs	None		

Field of action: Global responsibility



Image 18

"It is the municipalities where the struggle for sustainable development is won or lost."¹⁸

More and more municipalities are setting out to make their contribution to sustainable development and the implementation of the United Nations 2030 Agenda. It is in the towns, districts and municipalities that it will ultimately be decided whether sustainable development will be a success. Therefore, the way in which municipalities approach the topic of sustainability and the implementation of the SDGs (Sustainable Development Goals of the United Nations) is of central importance.

¹⁸ SGD indicators for municipalities Chapter 1 - The most important facts in brief

Situational descriptions

We live in a globalised world - knowledge, goods and services are exchanged internationally; people move around the world. This development has accelerated rapidly in recent decades - but it already began several hundred years ago with the explorers and conquerors of the early modern era. This also marked the beginning of the era of colonialism and imperialism, which seems to have been overcome today, but continues to have an impact on many structures. There is a strong North-South divide on earth: resource-rich countries, e.g. in South America and Africa, are among the economically poorest nations in the world. Production takes place in countries of the Global North, where most of the value creation also takes place. This goes hand in hand with a unilateral travel and visa exemption: as the owner of a German passport, one can enter 187 countries without a visa.¹⁹ However, only those who come from one of 88 countries can enter Germany.²⁰

Inequitable economic structures are now being exacerbated by climate change: Extreme weather events such as droughts, floods and storms are on the increase, especially in tropical regions around the equator - i.e. in countries that are not only economically worse off, but have also contributed much less to man-made climate change than northern industrialised nations. In 2018, for example, Germany's per capita CO₂ emissions were 8.8 tonnes per year, Nigeria's were around 600 kg, and Afghanistan's were 230 kg. Burundi is at the bottom of the list with 40 kg of CO₂ emissions per person per year.²¹

Assuming responsibility

It is all the more important that we in Germany, one of the richest countries in the world, with a functioning constitutional state, health and education system, take responsibility. On an individual level, each person can make a difference by informing themselves and making conscious choices. At the institutional level, recommendations for action can be developed to give individual employees appropriate options. And on the (municipal) political level, decisions should be reviewed and discussed in terms of their global implications.

Fighting the causes of flight

Taking in people seeking protection is a humanitarian imperative and is also enshrined in the German Basic Law. However, it would be even better if no people had to flee at all. Therefore, we try, within the scope of our possibilities, to identify the causes of flight and to use our influence on them in the best possible way so that people can stay in their home countries.

Recognising and exploiting opportunities

Municipalities have a central importance for the realisation of sustainability. Many key sustainability issues are decided and/or have an impact locally. Examples are topics such as mobility, agriculture and forestry, energy or social change. Education for Sustainable Development (ESD) enables all people to understand the impact of their own actions on the world and to make responsible, sustainable choices. Especially in times of change and greater challenges for integration, this can be crucial for social cohesion.

Municipalities have the opportunity to systematically and comprehensively anchor ESD. They can also set an inspiring example in their own administration, for example in the area of personnel or procurement, and implement aspects of sustainable development. A holistic implementation of

¹⁹ <https://www.welt.de/wirtschaft/article196259071/Der-deutsche-Pass-ist-einer-der-wertvollsten-der-Welt.html> / Retrieved on 05/01/2021

²⁰ <https://www.auswaertiges-amt.de/de/service/visa-und-aufenthalt/staatenliste-zur-visumpflicht/207820> / Retrieved on 05/01/2021

²¹ <https://www.laenderdaten.info/co2-nach-laendern.php> / Retrieved on 05/01/2021

ESD is also promoted when it is integrated into the mission statement of the municipality. Suggestions for possible implementations of ESD are offered by international collaboration, for example, with partner towns of the municipalities or internationally active networks²²



National Action Plan on Education for Sustainable Development
The German contribution to the UNESCO World Action Programme



SDG indicators for German municipalities

²² <https://www.bne-portal.de/de/bundesweit/kommunen> / Retrieved on 05/01/2021

GR-1 Series of events on intercultural and global issues

In several places in the district and for different target groups, there are educational/information/cultural events from the thematic areas of globalisation, sustainable development, intercultural diversity, integration, etc. Possible formats include country-specific evenings, intercultural training, film and book reviews, cabaret, socio-political discussion rounds, planning and role-playing games or excursions. For this purpose, the cooperation partners draw up a joint programme in autumn of the previous year.

What we want to achieve	<ul style="list-style-type: none"> • Citizens of the district are informed about global, socio-political and migrant issues. Broad public dialogue takes place. • One's own values and lifestyle are questioned. Sustainable and climate-friendly behaviours are introduced and adopted. • The cultural and political life of the district is enriched. • The local education providers network and are supported. This can, for example, open up new target groups for their programmes. 		
Identifying our success	<ul style="list-style-type: none"> • Meetings with interested cooperation partners have taken place. • A concept, including public relations, was developed. • A programme booklet and logo were created. • The events take place roughly monthly and are well received. 		
Responsible	Staff Unit II District Development District Integration Officer Integration Guides Herzogsägmühle	Initiative	Integration guide Diakonie Herzogsägmühle Education coordination
Possible partners	<ul style="list-style-type: none"> • Asyl im Oberland, helpers' groups, migrant organisations • Welfare organisations, churches and religious communities • Adult education centres (VHS), education providers, clubs and associations (KJR, IHK, HWK, Rotary...) • Integration expert roundtables, departments of the District Office, authorities 		
Deadline	31/12/2023	Priority	B
Costs	Within the framework of the budget of Staff Unit II District Development.		



Virtual Academy
Sustainability



JULEICA-
Academy



Climate Spring
Oberland

Field of action: Asylum



Image 19

The inclusion of asylum seekers and the creation of opportunities for meeting, exchange and participation is a social task. In addition to the most suitable measures possible for access to training, work and language skills, social participation is a core need of asylum seekers. No one may be excluded from the community for a long period of time.

Therefore, asylum seekers and refugees who do not yet have a long-term right of residence in Germany should be given the opportunity to participate in societal, social and cultural life.

Situational descriptions

From 2015 up to and including 2019, around 1.8 million asylum applications were submitted in Germany.²³ Asylum seekers are first distributed to the federal states according to a fixed distribution key and assigned from the initial reception centres there (in Bavaria anchor centres) to the districts or the state district offices. The latter are obliged to provide living space for the asylum seekers in the form of “follow-up” accommodation. This is done either in central shared accommodation or decentralised in individual flats. In our district, these are mostly decentralised accommodations. The few larger community shelters are located in Weilheim, Rottenbuch, Altstadt and Steingaden.

For the duration of the asylum procedure, asylum seekers receive a temporary refugee visa (Aufenthaltsgestattung). Until the asylum procedure is completed, they are subject to different legal requirements than other migrants. For example, they usually need the approval of the Foreigners' Office to take up an employment or an apprenticeship. They only have access to integration courses during the asylum procedure if they come from countries with good prospects of staying or can prove that they are likely to succeed on the labour market. Many asylum seekers, especially if they come from countries with a low recognition rate, live with a relatively high level of uncertainty about their subsequent residence status during the procedure.

Those who have successfully completed the asylum procedure receive a residence permit. With the recognition of protected status, the refugees then become flat-seekers with relatively poor chances on the already overcrowded rental housing market. Sadly, it is too often the case in our district that many recognised refugees and family members who may have joined them still live as “false occupants” in asylum accommodation. A circumstance that is usually not conducive to their integration.

Persons whose asylum application has been rejected and who cannot fulfil their obligation to leave the country for various reasons (health risk, danger to life on return to the home country) or whose deportation cannot be enforced, e.g. because of missing documents, receive a ban on deportation or a “tolerance” (Duldung). Often, this unresolved status persists over a long period of time.

During the refugee influx in recent years, full-time and voluntary helpers in authorities, welfare organisations, churches, migrant organisations, associations but also individuals have been heavily involved. They all contributed/contribute to overcoming the challenges regarding care and accommodation, but also social integration. Not only state institutions are responsible; voluntary work makes a valuable contribution to integration, is a bridge to society and serves the common good.



BMAS chart
Terminology
in the asylum procedure



BAMF chart
Asylum Procedure
In Germany



StMI
Diagram of accommoda-
tion for asylum seekers
in Bavaria

²³ Federal Office for Migration and Refugees 2020

ASYL-1 Strengthening full-time and voluntary structures

The framework conditions for employees are improved by setting and maintaining realistic support ratios. If this cannot be done by the appointing agencies and the district, joint recommendations/resolutions will be sent to the appropriate ministries. As a basis for determining realistic counselling/support ratios, the welfare organisations conduct organisational reviews for their project/counselling centres. The association of providers coordinates the objectives and implementation of the activities. Volunteer work continues to be promoted by the Contact Point for Asylum and Integration, volunteer coordination bodies and the integration guides.

What we want to achieve	<ul style="list-style-type: none"> • Reducing the workload of staff in the counselling centres and services leads to greater job satisfaction and high staff retention. • Realistic caseloads lead to better counselling results and thus facilitate the integration of new immigrants. • Asylum seekers and migrants receive appropriate support during their first time in their new homeland. • Meaningful projects can be started and monitored. 		
Identifying our success	<ul style="list-style-type: none"> • Organisational reviews have been carried out, among other things, to determine realistic support ratios. • The positions were filled according to the results of the investigation and are usually permanent positions. • The positions of integration guides and volunteer coordinators will remain permanently in place at the current scope in order to maintain and further expand the existing close contact with volunteers. 		
Responsible for implementation		Initiative	
Association of providers (Welfare organisations and District Office)		Refugee and integration counselling centres	
Possible partners	<ul style="list-style-type: none"> • District and relevant ministries • Asyl im Oberland 		
Deadline	31/12/2022	Priority	B
Costs	Cost recovery within the framework of the annual budget of Department 34 Asylum and integration.		



Asyl
im Oberland



Diakonie Herzogsägmühle
Assistance for refugees,
migrants and integration



Caritas Association
Weilheim-Schongau



Diakonie
Oberland

ASYL-2 Enabling participation

Many refugees spend a lot of time waiting – waiting for the outcome of the asylum procedure, waiting for a work permit,... In order to provide a structured daily routine for these people as well, which help them to bridge these uncertain times in a good and meaningful way, appropriate offerings are created or supported, especially in the larger asylum shelters in the district. These can be (voluntary) German courses and sports and leisure activities, but also cultural and educational offers. This also includes the creation of work opportunities.

What we want to achieve	<ul style="list-style-type: none"> • Refugees with poor prospects of staying and/or without a work permit can spend their time meaningfully (for themselves and society). • Social peace is maintained by providing refugees with the offer of a regular daily routine and be able to contribute in a meaningful way. • Refugees can find their way into working life more quickly after recognition and thus also integrate more easily into society. • Refugees feel respected and needed. 		
Identifying our success	<ul style="list-style-type: none"> • Regular services are offered in the large asylum shelters in the district. These are known and used by the residents. • Municipalities and associations provide work opportunities. • The offerings act as violence prevention in the shelters and increase life satisfaction there. • The offer is perceived positively by the public. • After successfully completing the asylum procedure, it is easier to start a life in Germany; if their stay here is terminated, the chances of a successful new start in their country of origin are increased. 		
Responsible for implementation		Initiative	
Department 34 Asylum and Integration Refugee and integration counselling centres		Refugee and integration counselling centres	
Possible partners	<ul style="list-style-type: none"> • Towns and municipalities belonging to the district • Charities and associations • Asylum support groups 		
Deadline	30/06/2022	Priority	C
Costs	Priority must be given to tapping into funding sources that result from the measure Fundraising body. In addition, the costs are covered within the annual budget of Department 34 Asylum and Integration.		



Our country
Sonnenäcker project



Schongau revived



e.g.
TSV Weilheim

Actors and structures



Image 20

Competent and motivated employees in long-term and secure jobs with clear structures form the backbone for successful integration. They open up perspectives for new immigrants and promote their social participation in all areas of life. They ensure the coordination and continuity of the services, take over the networking of the regional actors and ensure the necessary professionalism through their specialist expertise. Full-time staff members think outside the box, recognise and react to changes. They develop and perpetuate effective projects. Other essential tasks are the recruitment, support and training of volunteers. For these tasks, they are indispensable points of contact and competent contact persons. As a field of activity, integration poses special challenges for the staff. On the one hand, it is technically and legally extremely extensive and fast-moving; on the other hand, the fates of the clients can also be emotionally very stressful.

Situational descriptions

Integration - Cross-sectional task & leadership responsibility

The issue of integration affects all areas of a municipality and is therefore a cross-sectional municipal task. Integration work is not only language promotion or social work. It plays an important role in every department and area of action and at every level of administration, from grassroots to leadership. Because of this great importance and responsibility, it is part of municipal management activities and thus, as a task of planning, control and design, it is an essential management responsibility.²⁴

Department 34 Asylum and Integration

Department 34 Asylum and Integration is home to Department 34.1 Accommodation and District Social Services, Department 34.2 Asylum Benefits Law, as well as the Integration Office.

Education coordinator

This project position is funded by the Federal Ministry of Education and Research. It ensures a strategic organisation of educational opportunities for new immigrants. The education coordinator bundles local resources and promotes community cooperation. It helps to relieve the burden on the municipality, optimise workloads and develop sustainable structures through strategic action. The aim is to facilitate access to the education, training and care system for new immigrants and to open up educational and professional perspectives.

Contact Point for Asylum and Integration

This office primarily serves as a contact point for mayors, volunteers and interested citizens. It organises multiplier meetings, meetings of key officials and information events and publishes the newsletter of Department 34 Asylum and Integration. It mediates between volunteers, asylum seekers, recognised refugees and the administrative staff of the authorities.

Integration guide

Integration guides are tasked with coordinating the volunteers working in the field of asylum and integration, but also to provide practical support. The aim is to create reliable framework conditions for voluntary work, to strengthen the networking of regional actors, to provide further training for volunteers and to recruit and efficiently place more volunteers.

Volunteer coordination

This office is the central point of contact for volunteers, support groups, initiatives and organisations for volunteer support and mentoring in the district. In places where, despite the need, there is still insufficient or no volunteer infrastructure for the field of asylum, there is a special focus on support, volunteer recruitment and retention, as well as targeted networking and support.

Migration counselling for adult immigrants - MBE

The aim of migration counselling is to support and accompany residents with long-term leave to remain, to offer counselling and orientation in all areas of life that are related to a necessary integration. Together with those seeking advice, MBE develops measures that are suitable to enable rapid integration and help them to master all areas of daily life independently. Language

²⁴ https://migranet.org/images/NIKO/VIA_NIKO_Int-Man_Broschuere_2016.pdf / Retrieved on 05/01/2021

acquisition and professional integration play a special role here. Counselling also includes the concerns of children aged 0 to 12 years.

Refugee and integration counselling - FIB

The Free State of Bavaria has regulated the counselling of persons with a migratory background who are entitled to stay long-term as well as asylum seekers in the Guideline on counselling and integration (BIR). Within the framework of this directive, a uniform, professional counselling instrument was created with the FIB. Social work with protection seekers poses special challenges for counsellors. This is due both to the complexity of the issues of flight, asylum and leave to remain on humanitarian grounds, and to the often emotionally very stressful fates of those affected. The work requires comprehensive knowledge of a variety of legal foundations.

Youth Migration Services - JMD

The Youth Migration Services support young people with a migratory background aged 12 to 27 in their integration process in Germany. Individual support, professional counselling, group and educational offers as well as a strong network in schools and apprenticeship companies are among the main tasks. The focus is on school, vocational and social integration.

Office for Youth and Family

Unaccompanied minor foreigners (umA) are a specific target group within the youth welfare system for whom it is particularly important to ensure cross-jurisdictional needs-based structures and services in cooperation with other assistance systems.

Projects of Diakonie Herzogsägmühle (selection)

"Neighbourhood Housing Aid Weilheim-Schongau WoW"

Finding housing in the district is difficult. Moreover, refugees usually lack the necessary contacts and a personal network. This project helps refugees to find and arrange suitable accommodation and accompanies them to viewings and meetings with landlords. If required, help with moving, skilled crafts training for cosmetic repairs and small maintenance measures are also offered. In thematic seminars, they can acquire the "tenant certificate" showing that they are ready for everyday life as a tenant in Germany.

"InWork Through Job Companions"

This project integrates recognised refugees as well as asylum seekers and persons with exceptional leave to remain (Geduldete) aged 25 or above with good prospects of staying into working life. Following this civic participation project, several employers expressed very positive opinions about it and pleaded for a continuation.

A&S-1 Strengthening the integration expert roundtables

Experts from many organisations active in the respective field of action and in the area of integration in and for the district meet and network in the integration expert roundtables. There are integration expert roundtables on the topics of school, apprenticeships, and work, health, housing and mobility, society as well as integration and language courses. If necessary, further integration expert roundtables can be formed. In them, existing challenges are identified, analysed and concrete approaches to solutions are developed. In doing so, the integration expert roundtables can both very quickly respond to current situations as well as professionally advise on long-term developments. With the budget provided by the district, the integration expert roundtables quickly and unbureaucratically develop and promote concrete measures and offerings in the respective field of action.

What we want to achieve	<ul style="list-style-type: none"> • The living situation of migrants is improved directly and concretely. • Quick and professional responses to current situations are possible. • The willingness of the organisations involved to contribute their expertise, their commitment, and their time to the committees is increased. • New stakeholders find access to the network very quickly. 		
Identifying our success	<ul style="list-style-type: none"> • The integration expert roundtables are provided with unbureaucratic funding to take concrete measures within their field of action and to be able to carry out the work quickly and in a targeted manner. • The participation of the relevant stakeholders in the respective integration expert roundtables is high. • Projects are carried out that improve the living situation of migrants (and others) or improve social coexistence. 		
Responsible for implementation		Initiative	
Department 34 Asylum and Integration		Education coordination	
Possible partners	<ul style="list-style-type: none"> • Experts from the participating organisations • Volunteer experts • Migrants who have become experts because of their own backgrounds 		
Deadline	31/12/2022	Priority	A
Costs	Within the framework of the annual budget of Department 34 Asylum and Integration for the integration expert roundtables for School, Society, Training and Work, Health, Housing and Mobility, Integration/Language Courses../.		

A&S-2 Greater use of subsidies

Funding programmes of the EU, the federal government, the Free State of Bavaria, the district of Upper Bavaria and public and private foundations for integration projects are being used more intensively. Department Z10.6 LAG Secretariat identifies corresponding funding opportunities and creates a funding database for this purpose. The LAG Secretariat establishes the necessary contacts, supports the active stakeholders in the district with the application process and with all administrative tasks. It helps in the search for cooperation partners within and outside the district, e.g. from business or universities. The LAG Secretariat advises citizens on the legal possibilities of setting up foundations themselves and shows ways in which donations and bequests can support charitable and integrative projects in the district. Finally, it carries out public relations work so that the funding opportunities become known.

What we want to achieve	<ul style="list-style-type: none"> • The district gains additional financial leeway for performing its duties • The district creates significant added value for the towns and municipalities belonging to the district and for many civil society stakeholders engaged in the district. The thematic areas of intercultural diversity and integration benefit from this advice/support. • The LAG Secretariat offers advice and support on all issues about funding opportunities, e.g. for the following institutions and initiatives: District Council and its committees, District Office administrations, towns and municipalities belonging to the district, welfare associations, schools, youth associations, volunteer helpers' groups and other relevant actors for the community in the district. • Citizens receive a transparent and target group-oriented overview of the funding opportunities relevant to them. 		
Identifying our success	<ul style="list-style-type: none"> • The LAG Secretariat is being expanded in line with demand • Support programmes were surveyed and communicated. • Applicants were advised and accompanied. • Public relations work was carried out. 		
Responsible for implementation		Initiative	
Department Z10.6 LAG Secretariat		Head of Department 34 Asylum and Integration	
Possible partners	<ul style="list-style-type: none"> • Diakonie Herzogsägmühle • Department 34 Asylum and Integration 		
Deadline	31/12/2022	Priority	A
Costs	Within the framework of the budget planning of Department Z10.6 LAG Secretariat.		

A&S-3 Making job support permanent

Diakonie Herzogsägmühle's Job Companion project, which is funded by the Bavarian State Ministry of the Interior, Sports and Integration (StMI), helps refugees and people with a migratory background find work. Existing and new employment relationships are stabilised through holistic support. The target groups are adult refugees (over 25 years of age) with good prospects of staying or asylum recognition, as well as migrants with barriers to integration. The project will be continued in order to maintain the existing contacts and networks as well as the expertise, to consolidate the existing placement successes and to achieve new ones.

What we want to achieve	<ul style="list-style-type: none"> • The number of unemployed refugees and migrants decreases. Among other things, this also leads to financial relief for the district and federal budgets. • Local businesses are supported in finding and retaining suitable workers. This secures existing employment relationships. • Social integration is facilitated through work. 		
Identifying our success	<ul style="list-style-type: none"> • The Job Companion project will be continued as a permanent institution. • Job companionship is in demand by employers and employees. • Consistently good placement rates continue to be achieved. • There are fewer employment drop-outs among migrants and refugees. 		
Responsible for implementation		Initiative	
Association of providers, welfare associations		Job Companions	
Possible partners	<ul style="list-style-type: none"> • Bavarian State Ministry of the Interior, for Sport and Integration (StMI) • Job centre and Federal Employment Agency • Diakonie Herzogsägmühle 		
Deadline	31/12/2021	Priority	B
Costs	The association of providers and the welfare associations take care of follow-up financing at an early stage.		



Job Companions
Diakonie Herzogsägmühle



StMI funding
Job Companions



StMI specifications
Job Companions

A&S-4 Integration Expert Conferences

The Integration Expert Conference forms a common umbrella for the thematic integration expert roundtables. It takes place once a year at different locations in the district. Possible agenda items are e.g. expert presentations, panel discussions, films, brief reports from the integration expert roundtables or workshop methods (e.g. Open Space and World Café, future workshop). The events are accompanied by a cultural programme (music, dance, cabaret, readings...) or thematic exhibitions. If applicable, the integration awards (see D&P-3, page 66) will be presented at or after the Integration Expert Conference.

What we want to achieve	<ul style="list-style-type: none"> • At the Integration Expert Conferences, the voluntary and full-time integration actors network with each other and with the political representatives of the district council and the towns and municipalities belonging to the district. • Through the Integration Expert Conferences, intercultural diversity and the importance of integration for the district become visible. The commitment of the actors is valued. • The Integration Expert Conferences also serve as a forum for professional exchange on relevant integration topics. Input, ideas and perspectives from external speakers will enable us to look beyond our own horizons. • Successes are presented and acknowledged at the Integration Expert Conferences, thus generating positive public relations. 		
Identifying our success	<ul style="list-style-type: none"> • An Integration Expert Conference is held annually. • As many integration stakeholders as possible and representatives of the district council as well as the mayors of the towns and municipalities belonging to the district take part in the integration expert conferences. • The press reports positively on the Integration Expert Conference. 		
Responsible for implementation		Initiative	
Department 34 Asylum and Integration		Education coordination	
Possible partners	<ul style="list-style-type: none"> • Integration expert roundtables • Social Committee/Social Advisory Council of the District Council • Welfare organisations, Asyl im Oberland and voluntary helpers' groups • Department Z10.1 Central Affairs and Public Relations 		
Deadline	31/12/2021	Priority	B
Costs	Within the annual budget of Department 34 Asylum and Integration with max. €5,000/event for room rental, speakers, catering, material, and the programme.		

A&S-5 Digital Collaboration Platform for Integration

In the thematic fields of intercultural diversity and integration, numerous people with and without a migratory background from public authorities, from independent organisations, from voluntary structures, from clubs and associations and from the business community work together in partnership. Organising and ensuring this networking effectively and efficiently is a challenging task. To this end, a central digital collaboration platform is being set up in the district, where, among other things, information can be shared, cross-sectional issues can be worked on together, results can be made available, feedback given and initiatives launched. At present, comparable solutions are being introduced in the schools of the district or are already being used successfully in some cases (e.g. Microsoft Teams, Mebis or Der Schulmanager [*The School Manager*]).

What we want to achieve	<ul style="list-style-type: none"> • All integration actors in the district are optimally networked via an easily accessible, digital exchange platform. • Information and support services are transparent and accessible to target groups at all times. All network partners always have the latest information and are kept updated at all times. • The organisational effort for the integration expert roundtables is significantly reduced, the distribution of tasks is optimized and the logging of results is permanently ensured. When working together, physical distance can be maintained even with the high infection numbers, • New employees are quickly trained and integrated into the network. 		
Identifying our success	<ul style="list-style-type: none"> • A concept for the digital collaboration platform was created. • The collaboration platform was purchased, set up and tested. • The users were created, instructed and trained. • The platform is operational and is used intensively (high user numbers). 		
Responsible for implementation		Initiative	
Department 10.4 IT and Digitalisation		Integration expert roundtables and steering team	
Possible partners	<ul style="list-style-type: none"> • Department 34 Asylum and Integration • IT Department Diakonie Herzogsägmühle 		
Deadline	31/12/2022	Priority	C
Costs	As part of the budget planning for Department 10.4 IT and Digitalisation.		



Microsoft Teams

Schulmanager-Online

Mebis Bayern

Overviews and directories

Participating organisations

In the integration expert roundtables, in the steering team, in the association of providers and our working groups, experts from the following organisations are involved:

- Federal Employment Agency Weilheim
 - Employer service
 - Employment placement
 - Vocational guidance
- Asyl im Oberland e.V. and the asylum helpers' groups in the district
- Bauer Group of Companies
- Vocational schools in the district
 - Albrecht-Schnitter-Schule-Herzogsägmühle
 - Berufliches Schulzentrum Schongau
 - Private Oberlandsschulen Weilheim e.V.
 - Staatliche Berufsschule Weilheim
- bfz MÜNCHEN - Berufliches Fortbildungszentrum der Bayerischen Wirtschaft, Weilheim campus
- BIB Augsburg gGmbH, Weilheim site
- Bildungskolleg GmbH
- Bildungskolleg Schumann
- Bildungswerk der Bay. Wirtschaft gGmbH
- Bildungszentrum Weilheim of the Chamber of Skilled Crafts for Munich and Upper Bavaria
- Biomichl oHG, Weilheim
- Brücke Oberland e.V.
- Federal Office for Migration and Refugees
- Caritasverband Diözese Augsburg e.V.
 - Refugee and integration counselling
- Caritasverband Weilheim-Schongau e.V.
 - Refugee and integration counselling
 - Volunteer agency
 - Integration guide
 - Cultural interpreters
 - Multi-generational House
- Chancenwerk e.V.
- German-Turkish initiative to promote the integration of all foreign fellow citizens, Schongau
- Diakonie Herzogsägmühle gGmbH
 - Volunteer coordination
 - Specialist unit for the prevention of homelessness
 - Refugee and integration counselling
 - Youth Migration Services
 - Migration counselling for adult immigrants
 - Refugee work in rural areas project (now discontinued)
 - Project "InWork through Job Companions"
 - Integration guide project
 - Project "Mensch. Macht. Heimat." [*Humans. Power. Home.*]
 - Neighbourhood housing aid project
 - NeNa LaWei project
 - Psychosocial counselling/treatment centre for people with addictions
- Diakonie Oberland
 - Refugee and integration counselling
 - Youth Migration Services
 - Migration counselling for adults
- Kolping-Akademie, Weilheim site
- DITIB Turkish Islamic Culture Association e.V., Weilheim
- ELTERNTALK
- Evangelical Church
 - Protestant adult education in the Weilheim Deanery
 - Evangelical-Lutherian parish of Peissenberg
 - Evangelical-Lutherian church community of Schongau
- Gemeinsamer Elternbeirat e.V. [*Joint Parents' Council*]

- Primary schools in the district
 - Grundschule Altenstadt
 - Grundschule Bernbeuren
 - Grundschule St. Johann, Peissenberg
 - Staufer Grundschule Schongau
- Grammar schools in the district
 - Gymnasium Penzberg
 - Gymnasium Weilheim
 - Welfen-Gymnasium Schongau
- Neidhart Heimwerker GmbH & Co. Betriebs KG
- Chamber of Skilled Crafts for Munich and Upper Bavaria
- Hilfe von Mensch zu Mensch e.V.
- Chamber of Industry and Commerce for Munich and Upper Bavaria (IHK)
- IHK Office Weilheim
- INSIEMEDICAL, Seeshaupt
- Islamic communities
 - Islamische Gemeinde Penzberg e.V.
 - Islamische Gemeinschaft Millî Görüş e.V., Peissenberg
 - DITIB Türkisch Islamische Kultur Verein e.V.
- Job Centre Weilheim-Schongau
 - Commissioner for Equal Opportunities
 - Education and participation
 - Market and integration
- Catholic Church
 - Catholic Deanery of Weilheim
- Kinderhilfe Oberland gGmbH
- KJF Child and Youth Welfare Weilheim-Schongau
 - Youth Social Work at Schools
- Kolpingfamilien Peissenberg und Schongau
- Towns and municipalities belonging to the district (mayor, administration, integration officers)
- District Office of Weilheim-Schongau
 - Department 21 Youth and Family Office
 - KoKi Network for Childhood

- Youth welfare planning
- Family Office
- Department 30 Public transport
- Department 33 Foreigners' Affairs
- Department 34 Asylum and Integration
 - Department 34.1 Accommodation and District Social Support
 - Department 34.2 Asylum Benefits
 - Education coordination (funded by the Federal Ministry of Education/Research)
 - Integration guide (funded by the Bavarian State Ministry of the Interior, for Sport and Integration)
 - Contact Point for Asylum and Integration
- Department 6 Health Department
 - Health promotion
 - Gesundheitsregion^{plus}
- Staff Unit II District Development
 - KOBE
- Disability Officer and Executive Director, Participation Advisory Council
- Maria Filina Mediation
- Secondary schools in the district
 - Mittelschule Schongau
 - Wilhelm-Conrad-Röntgen-Mittelschule Weilheim
 - Josef-Zerhoch-Mittelschule Peissenberg
- NFTE Germany e. V. Network for Teaching Entrepreneurship
- Peter Seeling Gardening and Landscaping, Tree Care
- Ramboll Management Consulting GmbH
- Secondary modern schools in the district
 - Pfaffenwinkel-Realschule, Schongau
 - Staatliche Realschule Weilheim
- Regionalverkehr Oberbayern GmbH
- Robert-Bosch-Stiftung GmbH
- SchülerCoaching Weilheim
- SCHUNK Montageautomation GmbH
- Special education support centres

- Janus-Korczak-Schule Penzberg
- Schönach-Schule, Altenstadt
- Schule am Gögerl, Weilheim
- Language Centre Penzberg
- State Technical Secondary School and Vocational high school, Weilheim
- State Education Authority in the district
 - Migration officers for primary/middle schools
 - School Psychology Service
- Office for Regional Promotion, Culture and Tourism, City of Weilheim
- TSV 1847 Weilheim e.V.
- Tür an Tür - Digitalfabrik gGmbH

- Türkischer Elternverein Schongau-Peiting und Umgebung e.V.
- University of Hildesheim
Project management Land.Zuhause.Zukunft [Land.Home.Future]
- Entrepreneurial Circle Weilheim-Peissenberg
- Verein für Standortförderung Weilheim e.V.
- Verein zur Förderung der Bildung in der digitalen Welt e.V.
- Vias Coaching
- Adult Education Centre Murnau - Department of Integration
- Volkshochschule Weilheim e.V.
- Wohnbau GmbH Weilheim
- ZARGES GmbH
- Zuflucht Oberland e.V.

In addition, many people with and without a migratory background (e.g. trainees, doctors, district/municipal councillors...) have also worked in our integration expert roundtables.

We thank the experts who have worked in the above-mentioned fields of action for the benefit of the citizens of the district who, with their expertise and ideas, have helped us to put together this comprehensive action plan for the coming years.

We are very much looking forward to implementing the above measures together with you.

Citizen participation

From 21/05/ to 18/06/2021, the drafts of the integration concept and the fact check were published on the website of the District Office. Press releases and the newsletter of Department 34 Asylum and Integration invited citizens to submit comments. We received a good dozen praising and critical comments. We thank everyone for their valuable feedback. We have discussed them in detail in the steering team and - wherever possible - incorporated them into the integration concept.

Support

For their help and support, we would also like to thank...

- Working Group of Foreigners', Migrants' and Integration Councils of Bavaria (AGABY)
- Bavarian State Ministry of the Interior, for Sport and Integration (StMI)
- Education coordinators and integration guides from neighbouring districts
- Federal Office for Migration and Refugees (BAMF)
- Federal Ministry of Education and Research (BMBF)
- Integration Commissioner of the Bavarian State Government

- Lindau District, Mr Walch
- Transferagentur Bayern Süd
- VIA Bayern - Verband für Interkulturelle Arbeit e.V., Project NIKO

List of abbreviations

Abbrevia- tion	Meaning
AGABY	Working Group of Foreigners' and Integration Councils in Bavaria
BAMF	Federal Office for Migration and Refugees
bfz	Vocational Training Centres of Bavarian Industry (bfz) gGmbH
BIR	Guideline on counselling and integration (funding by the StMI)
BiZ	Vocational Information Centre
BMBF	Federal Ministry of Education and Research
DaZ/DaF	German as a Second Language/German as a Foreign Language
EU	European Union
FIB	Refugee and integration counselling
HWK	Chamber of Skilled Crafts
IdA	Integration through work
IHK	Chamber of Commerce and Industry
IKoF	Information and Communication Centre for Migrant Women
JaS	Youth Social Work at Schools
JMD	Youth Migration Services
KiTa	Day care centre
KOBE	Coordination Office for Civic Engagement - Staff Unit II District Development
LAG	Local Action Group
MBE	Migration counselling for adult immigrants
MbK	Modular short vocational qualifications
MiMi	With Migrants for Migrants (health initiative)
NIKO	Network for the Intercultural Openness of Municipalities in Bavaria
ÖPNV	Public transport
OR code	QR = Quick Response
SDG	Sustainable Development Goals The 17 United Nations Sustainable Development Goals
STARK	Skills training for affect regulation - a culturally sensitive approach
StMI	Bavarian State Ministry of the Interior, for Sport and Integration
TAFF	Therapeutic services for refugees
umA	Unaccompanied minor foreigners
WoW	Project: Neighbourhood assistance for housing in the district of Weilheim-Schongau

Legal bases

Abbreviation	Law
AGG	General Equal Treatment Act
AsylbLG	Asylum Seekers' Benefits Act
AsylIG	Asylum Act
AsylVfG	Asylum Procedure Act
AufenthG	Residence Act
AZRG	Law on the Central Register of Foreigners
BayEUG	Bavarian Education and Teaching Act
BayIntG	Bavarian Integration Act
BayKiBiG	Bavarian Child Education and Care Act
BayStatG	Bavarian Statistics Act
BBiG	Vocational Training Act
BeschV	Employment Ordinance
BFDG	Federal Volunteer Service Act
BIR	Guideline for the promotion of social counselling, care and integration of people with a migratory background
BSO	Vocational School Regulations
DeuFöV	Ordinance on the Promotion of German as a Foreign Language
FachKrEG	Skilled Workers Immigration Act
Freedom of Movement Act/EU	EU Freedom of Movement Act
GCR	Geneva Convention on Refugees
GG	Basic Law
IntG	Integration Act
IntTestV	Integration Course Testing Ordinance
IntV	Integration Course Ordinance
KommZG	Law on Municipal Cooperation
SGB	Social Security Code
SGB II	SGB II - Basic benefits for jobseekers
SGB III	SGB III - Promotion of employment
SGB IV	SGB IV - Common provisions
SGB VIII	SGB VIII - Child and Youth Welfare Act
StAG	Nationality Act

Glossary

Term	Explanation
Anchor centres	Initial reception centre for asylum seekers in Bavaria. The name is an abbreviation for "Centre for Arrival, Decision, Repatriation" in German.
Work opportunities	According to Section 5 of the Asylum Seekers' Benefits Act (AsylbLG), work opportunities are intended to give the assigned beneficiaries the opportunity to pursue regular employment. Work opportunities can be provided by state, municipal and non-profit organisations, provided that the work performed is additional, i.e. it would otherwise not be performed, not to this extent or not at this time.
Percentage of foreigners	Proportion of foreigners in the total population
Stress disorder	Vague collective term for mental or physical reactions to one-off or continuing forms of stress (e.g. war, rape, natural disasters, accidents).
Childcare rate	Proportion of children in care (e.g. in day care centres or schools) out of all children in the same age group
Education and participation opportunities	Likelihood of successfully completing school or vocational training, or of being successful in an association or political party.
Education and participation package	The various benefits for education and participation (BuT) support children, youths and young adults from families who have little money. With these benefits, those entitled can take advantage of offers at school and in their free time if they would otherwise not be able to afford the costs, for example, participation in day trips for the class, joint lunches at school and kindergarten, music, sports and games in clubs.
Education provider	Integration and language course providers
Prospects of staying	Colloquial term for the prospect of an asylum seeker or refugee obtaining long-term legal residence
Civic engagement	Voluntary engagement of citizens to achieve common goals that promote the common good
Coaching	Professional counselling, guidance and support for individuals
Controlling	Collective term for planning, coordination and control within organisations, teams or projects
Cyberbullying	Cyberbullying is the insulting, threatening, exposing or harassing of people using communication media such as smartphones, emails, websites, forums, chats and communities.

Term	Explanation
Demography	Science of population development (e.g. birth rates, age distribution, gender distribution, proportion of foreigners)
Discrimination	Unequal treatment, discrimination or belittling of groups or individuals, e.g. on the basis of their age, gender, religion, or appearance
Third countries	States that are not members of the European Union
Dual education	Vocational training in Germany generally takes place at two learning venues, the company and the vocational school.
Immigration	In this context: People from other countries come to Germany to settle here long-term or at least for an extended period of time.
Society with immigrants	In this context: Term for the concrete coexistence and interaction of people who already live in Germany and those who come from other countries and want to stay long-term.
Country of immigration	Country to which people prefer to immigrate or whose population has a relatively high proportion of (former) immigrants.
Empowerment	Empowerment is oriented towards the strengths and possibilities of people/groups, not their weaknesses. The aim is to make these resources visible and to develop them in order to (re)achieve self-reliance and self-determination.
Ethnicity	Group of people (especially tribe or people) with a uniform culture. Ethnic groups have e.g. a common past (tradition), language, religion, clothing and/or the same living habits.
False occupant (<i>Fehlbeleger</i>)	In this context: We speak of false occupants when persons entitled to asylum or persons recognised as refugees occupy a flat or a room in asylum accommodation because they cannot find a flat on the free housing market.
Refugee and integration advice	Uniform, professional counselling tool funded by the Free State of Bavaria for people with long-term leave to remain with a migratory background and for asylum seekers.
Free democratic basic order	Inviolable fundamental principles of the Federal Republic of Germany. Specifically, these are human dignity, democracy and the rule of law.
Freedom of movement for Union citizens	Freedom of movement means that every citizen of the Union has the right to move freely within the European Union, to enter and reside in any Member State and to engage in economic activity, i.e. to be employed or self-employed, on a permanent or temporary basis.
Gender	Critical consideration of cultural or societal attributions, activities and behaviours that are evaluated as feminine or masculine.

Term	Explanation
Equivalency assessment	The equivalency assessment is a procedure for the recognition of foreign professional qualifications in Germany.
Globalisation	Increase in global interwovenness between people, organisations, states... in many areas (e.g. economy, politics, culture, environment, communications)
Informal learning	Self-organised, goal-directed learning (as opposed to purely incidental learning)
Integration	The definition in the context of this integration concept can be found on page 14.
Integration expert roundtable	See page 12
Integration expert conference	See page 12
Integration courses	Introduced in 2005 as part of the Immigration Act. They aim to teach immigrants with long-term residency and a residence permit language skills and information about Germany (aspects of living together in society, legal system, history, values such as religious freedom, tolerance and equal rights for women and men).
Intercultural Competence	Ability to interact and cooperate successfully and appropriately with people and groups from other cultures.
Intercultural openness	The growing diversity of society is only partly reflected in companies, organisations and administrative bodies. Different barriers to access prevent equal representation of people with a migratory background (among others) be it as employees, managers or as users of services. Intercultural openness means the willingness to adapt one's own institution or one's own processes in such a way that people from other cultures are integrated or can participate on an equal footing.
Intercultural diversity	UNESCO Universal Declaration on Cultural Diversity 2001: "Cultural diversity is embodied in the uniqueness and plurality of the identities of the groups and societies making up humankind. As a source of exchange, innovation and creativity, cultural diversity is as necessary for humankind as biodiversity is for nature. In this sense, it is the common heritage of humanity and should be recognized and affirmed for the benefit of present and future generations."
Youth welfare planning	In this context: According to Section 80 of the Child and Youth Welfare Act (<i>Kinder- und Jugendhilfegesetz</i>), the district has a planning responsibility as the responsible body for public youth welfare. It must identify the available facilities and services, determine the needs and plan the necessary projects in a timely and sufficient manner.
Youth Migration Services	See page 82.

Term	Explanation
Coeducation	In this context: Men and women are taught together (unusual in some cultures).
Collectivism	Form of society in which the individual puts aside his or her personal needs and desires and treats them as subordinate to the interests of the community/group.
Municipal self-government	A constitutionally protected right of municipalities (communities, counties, districts) to carry out their tasks within the scope of their own sphere of action independently and on their own authority, without instructions from superordinate bodies.
Municipalities	In this context: the towns, market towns and municipalities belonging to the district. The district is also a municipality.
Consular education	The consulates general and embassies of several countries (including Turkey, Italy, Spain, Portugal, Croatia) offer voluntary mother-tongue tuition at Bavarian schools. The curriculum and textbooks are the responsibility of the consulates in terms of content and funding.
Collaboration platform	A collaboration platform allows tasks and projects to be worked on together across organisations, time and locations.
Cultural interpreter	See page 63
Cultural circle	A cultural circle is a spatio-temporal construct that is characterised by certain values, social norms, customs and traditions and thus differs from other cultural groups. Well-known classifications are "Christian West", "Orient", "Western Culture", "Far Eastern Culture", "Islamic World" or "Arab World".
Mediator	A mediator is a facilitator in a communication process. The independent and impartial mediator guides the parties of the conflict in their solution process. He does not make any decisions of his own regarding the conflict; instead, he is only responsible for the procedure.
Mentor/mentee	A mentor is available to the person he or she is mentoring, the "mentee" with (professional) advice, information and guidance, typically in an area where the mentor is well versed and the mentee has less experience.
Migrant	A migrant is someone who leaves their home country for political, religious or economic reasons to live temporarily or long-term in another country.
Migration counselling	Migration counselling for adult immigrants (MBE) / see Page 81
Migratory background	A person has a migratory background "if they themselves or at least one parent do not have German citizenship by birth".
Monitoring	Systematic monitoring of operations. This is to determine whether they are taking the desired course. If not, this enables us to be able to intervene and guide their course.
Multiplier	Person/organisation that can successfully pass on important information to others and thus contribute to its desired dissemination.

Term	Explanation
Sustainable	In this context: Actions and measures that are not only successful in the short term, but have a longer-term or lasting effect.
New immigrant	In this context: person who has immigrated to Germany, as long as they are still in the social and personal orientation phase here.
Low-threshold	A service or offer is low-threshold, for example, if it can be easily reached by the target group, has opening hours that are suitable for the target group, does not require a lot of prior knowledge or bureaucratic applications, and takes cultural or linguistic characteristics into account.
Non-formal education	<ul style="list-style-type: none"> • Formal education: within the state education system (primary school to university) • Non-formal education: out-of-school education, such as within youth groups (principles: voluntary, interest- and needs-oriented, accessible to all, holistic)
Open Space	Creative method for moderating groups (approx. 20 to 2,000 participants) and structuring conferences
Organisational review	An organisational review is a systematic examination of organisations or of individual departments. The aim is to draw up a concept for improving task fulfilment. In particular, the tasks, processes, structures and personnel requirements are taken into account.
Participation	Involvement of ("affected") people, groups and organisations in decision-making and deliberation processes that are significant for them
PISA studies	The PISA studies are international surveys comparing the school performance of fifteen-year-old students in OECD member states and partner countries. These studies have been conducted regularly every three years since 2000.
Post-traumatic	Condition of persons after (co-)experiencing one or more highly stressful events (e.g. serious accident, act of violence, war)
Prevention	Measures to avoid risks or minimise harmful consequences. Examples are drug prevention, violence prevention, accident prevention, fire prevention, and pandemic prevention.
Neighbourhood management	When larger social housing projects are first occupied or in the case of conflicts in existing neighbourhoods, the stakeholders involved, e.g. from the administration, politics, business, associations, are brought together at one table. Above all, the residents take an active part in the improvement process. Among other things, this is intended to strengthen personal responsibility for the residential environment and create a tolerant and helpful community.
Racism	People are assigned to a supposedly "inferior" race because of their appearance (skin colour, body size), their clothing, and their customs, for example. Depending on its form, racism leads and has led to prejudice, discrimination and racial segregation, even to pogroms and genocide. According to modern biology, the division of people into races is not scientifically justifiable.
Reference occupation	The reference occupation refers to the occupation in Germany with which a foreign vocational qualification is compared when examining equivalence on the basis of defined criteria. Before an application for recognition of the foreign professional qualification can be submitted, the reference occupation must first be determined.
Sensitisation	In this context: People/groups are made receptive to perceive social conditions, difficulties, risks but also opportunities earlier and more clearly. Only when the population develops problem awareness will measures to solve the problem be accepted and implemented. This integration concept is intended to contribute to making people more aware of the situation of persons with a migratory background.

Term	Explanation
Social security	Includes all state benefits/measures to protect against or help with standard risks, e.g. illness, accident, old age, death, or unemployment. In Germany, these include statutory pension, health, unemployment, accident and long-term care insurance as well as social aid.
Social peace	State in which all social groups accept the existing conditions in a state to such an extent that they do not attempt to change them in their favour through violence or uprisings. Maintaining a satisfactory balance of interests and thus "social peace" is one of the main tasks of the welfare state.
Social housing	Social housing is the term used to describe the state-subsidised construction of housing, especially for social groups that cannot meet their housing needs on the open housing market. "Every resident of Bavaria is entitled to adequate housing. Promoting the construction of cheap housing for the masses is the task of the state and the municipalities." Art. 106 of the Bavarian Constitution
Steering Team	See page 12
Subsidiarity principle	Principle that tasks should be taken over by the smallest "responsible" unit if possible. Higher-level units only intervene when the lower-level units are overwhelmed. See also Municipal self-government.
Participation	Participation in this context means that as many citizens as possible can actively take part in political, cultural and social life. It is an important task of the state to remove existing barriers (e.g. lack of financial resources, cultural barriers, educational deficits, barriers in case of disability). See also Education and participation package.
Association of providers	Cooperation between the district, Diakonie Oberland, Diakonie Herzogsägmühle and Caritasverband für den Landkreis Weilheim-Schongau e.V., with the aim of supporting the many volunteers working in the areas of asylum and refugee work and integration of people with a migratory background in the district and strengthening their commitment long-term via the operation of a volunteer coordination body for asylum and integration advisors.
Trauma	Psychology understands trauma as a strong psychological shock that continues to have an effect (on the subconscious) for a long time. Triggers include stressful events or situations of extraordinary threat or of catastrophic magnitude that would profoundly upset almost anyone. Such events include mortal fear, serious injuries or (sexualised) violence. Witnesses or aid-givers can also become traumatised.
Tutor	In this context: Pupils from higher grades who help the youngest or new pupils in particular with getting their bearings in a new type of school. They act as contact persons and confidants. In some cases, tutors also supplement lessons, e.g. in homework help, aid with providing learning support or exam preparation. They are to be prepared for their tasks through tutor training.
Future workshop	Structured method to stimulate the imagination and develop new creative solutions to social problems. Experience shows that it is suitable for participants of all ages (from kindergarten children to senior citizens and across all ages) and all levels of education. A future workshop is a procedure that is very well suited for the participation of citizens in local projects.
Allocation	Controlled assignment of compulsory and eligible participants to the integration and language courses of the education providers.

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Summary and outlook

If you want to go fast, go alone.
If you want to go far, go with others.

African proverb

"Municipalities (towns, districts and communities) have had practical experience in integration work for several decades. They are the places of direct coexistence. The coexistence of people is regulated and organised within a relatively small spatial unit. However, social developments, growing diversity and rising immigration figures, especially of people with refugee experience, are increasingly confronting municipal administrations with new tasks. In perspective, it must therefore be a matter of developing a new culture of coexistence that builds on what already exists and incorporates the social change processes of the past decades.

The basis for this is a social attitude that values diversity, promotes recognition, prevents exclusion and thus promotes peaceful coexistence in a world dominated by global changes. Such a social attitude does not arise by itself. It is a task for politics and society alike, but it requires encouragement, support and promotion. Politics and administration bear special responsibility for this. They can rise to this challenge through exemplary behaviour, legal frameworks, targeted support policies and appropriate strategies."²⁵

With the concept "Intercultural Diversity and Social Participation" presented here, the district of Weilheim-Schongau fulfils this responsibility. The situational descriptions and goals listed therein have been developed in partnership with many stakeholders from almost all sectors of society. Also, and in particular, the involvement of people with a migratory background, migrant associations and volunteers was particularly important to us from the very beginning. Great thanks are due to all participants for their commitment and their many good contributions. We feel that this broad participation is a particular strength and an outstanding feature of this concept.

The measures described here in detail are intended to ensure that this does not remain a mere declaration of intent. When it comes to implementation, we draw inspiration wherever possible from tried and tested successful projects and ideas. It is good to know that we have reliable, motivated and efficient partners at our side. This concept is not an end product. Rather, it forms the foundation on which we will build our further work and is a part of the district's social planning.

In the district of Weilheim-Schongau we live with respect, openness to the world, democracy, transparency, tolerance, helpfulness, peace and integration. These are the building blocks for the world we want to live in today and in the future. With clear objectives, a detailed map, a precise compass and good companions, we would like to

²⁵ Kommunales Integrationsmanagement [*Municipal Integration Management*] - As part of the brochure series: Kommune interkulturell, NIKO - Network for Intercultural Opening Municipalities Bavaria, VIA Bayern e.V. - Association for Intercultural Work, 2016, page 4

live diversity, seize opportunities
and shape our future.

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