




Please find below the questions to ask during the interview.

Some of you will be in charge of asking questions while others will take notes of the answers given by today's speakers (check your names).

THOSE ARE NOTES: make them short and simple, we don't need a full transcript as the interview is recorded

	QUESTIONS	INTERVIEWER	ANSWERS	SCRIBES
	Short introduction of our project, acknowledgements to our speakers	Moritz/ Tom		
1	What type of studies did you undertake prior to your job?	Rafaela/ Anna-Maria	- studied social management	Camille (+Max)
2	Which experiences with the refugees have impacted your career?	Melisa	- refugees are very willing to learn and find a job in the labour market - they are very hardworking	Gustavo
3	What language do you mainly speak with refugees? How do you get in touch with them?	Esteban	- language: mainly german, but there are interpreter to translate and help in the dialogue when there are people who do not speak german - they come voluntary to get an advice for a job (interview)	Chiara
4	Are refugees willing to be helped?	Carla	- he's happy to receive help - interesting in getting advice	Ben (+Max)
5	What remains to be done to help refugees? Do you usually succeed in finding jobs for them?	Laura	- Since they aren't helping the refugees to find a job but instead they provide support during or organize further educational projects - They also provide language support and accompany the refugees - also companies sometimes provide their own company "godfathers/-mothers"	Oskar

6	Are demands from refugees as well as their social background considered during the job search?	Felix	<ul style="list-style-type: none"> - yes they are respected and considered, try their best to fulfill their wishes - difference between the talk about career counseling(refugees decide what they want to talk about) and searching for a job (first looked what is needed on the labor market) 	Anna-Maria
7	What is common among refugees who come to Europe in the experiences they share with you?	Isabel	<ul style="list-style-type: none"> - the experiences are very different and are not comparable to each other - difficult to see similarities and differences because there are not so much conversations with refugees 	Sara (+Max)
8	How old are the refugees you try to help usually?	Oskar	<ul style="list-style-type: none"> ● Usually, below 25 ● The youngest are about 14 (discuss their future school route) ● Even young people that already have a degree 	Felix
9	Do you or companies have specific programs designed for refugees?	Henriette	<ul style="list-style-type: none"> - german language courses on different levels for people with a migration background (not only for refugees, also european people coming to germany) - long-term placement (EQ) before the apprenticeship - sponsorship program especially for refugees in the companies 	Jeanne (+Max)
10	Which kind of companies are more willing to offer a job to refugees?	Noann	<ul style="list-style-type: none"> - large companies employ refugees because they have international relation (e.g. VW) - also a lot of small (family-sized) companies concerning crafts need people 	Charlotta

			and offer apprenticeships for refugees	
1 1 .	Is the German job market designed for refugees?	Marzia	<ul style="list-style-type: none"> - the german labour market tries its best - the biggest lack are the german speaking skills - differences in cultures (culture clash) 	Ilaria-Maria
	Are applications from refugees rejected more frequently than those from German counterparts?		<ul style="list-style-type: none"> - depends on their qualification , speaking skills (there is no single answer) - many companies are impressed by the knowledge of refugees - some companies prefer refugees, because they have a better multicultural competence (e.g. speak several languages-> sometimes even needed for studying.) 	
	Can refugees hope for the same career chances that Germans have?		<ul style="list-style-type: none"> - yes, they have the same chances as long as they have the needed qualification -depends on personality-> if you're willing to educate yourself further, work ethic... 	
	Do you have a defined process at the "Arbeitsamt" (job center) that is common for everybody or do they differ for refugees?		<ul style="list-style-type: none"> - counselling universally the same - consider the special backgrounds of everyone (individualized) - reporting procedure is standardized 	

	Closing statement	Shaïna		

You'll find all the other questions down below



**Questionnaire/ Fragebogen für die Interviews mit Frau XXX, Expertin des
Arbeitsamtes**

Tasks before the interviews:

1. Revise the questions with your new information.
2. Can you think of more questions to compare them with the other countries?
3. Which questions do you want to ask? Which ones are less important?
4. Decide on a ranking of questions and speakers.

Tasks after the interviews:

5. Integrate the important aspects and results of the interviews. Decide in your group if you want to design a prezi presentation, an information paper or an explanation video.

Fragen auf Deutsch	Questions in English
Persönliche Fragen an Ihren Werdegang	Questions about your personal career
<ol style="list-style-type: none"> 1. Welche Ausbildung haben Sie für Ihren Job absolviert? 2. Welche Aspekte Ihres Jobs mögen Sie am meisten? 3. Hat Ihnen das Umfeld ihrer Universität/Schule, die Sie besucht haben, gefallen? 4. Wieso haben Sie sich für diesen Werdegang entschieden? 5. Nach dem Abschluss, waren Sie mit den Jobangeboten, die sich Ihnen boten, zufrieden? 6. Was hat Sie dazu bewegt, geflüchtete Menschen zu helfen? 7. Welche Erfahrungen mit geflüchteten Menschen zeichnen Ihren Werdegang aus? 8. Was sind Ihre Ziele für die nächsten 5 Jahre? 	<ol style="list-style-type: none"> 1. What type of studies did you undertake prior to your job? 2. Which aspects of your job do you like the most? 3. Did you enjoy the environment of the university/school you attended? 4. What made you choose this career? 5. After graduating, were you satisfied with the job opportunities you had? 6. What made you decide to help refugees? <ol style="list-style-type: none"> a. Which experiences with the refugees have impacted your career? 7. What are your goals for the next 5 years?
Fragen zu Ihrer persönlichen Arbeit mit geflüchteten Menschen	Questions about your personal work experience with refugees

<ol style="list-style-type: none"> 1. Wie kommen Sie in den Kontakt mit den Flüchtlingen? <ol style="list-style-type: none"> 1.1 Ist der Kontakt freiwillig von Seiten der Flüchtlinge? 2. Was kann immer noch getan werden, um geflüchtete Personen zu helfen? 3. Wie fühlt es sich an, Geflüchteten zu helfen? 4. Welche Aktivitäten organisieren Sie für sie? 5. Inwiefern hat sich Ihre politische Arbeit mit geflüchteten Menschen während der Covid-Pandemie verändert? 6. Wann haben Sie verstanden, dass es wichtig ist geflüchteten Menschen zu helfen? Und wieso? 7. Glauben Sie, dass jeder etwas in der Flüchtlingskrise tun kann? Und wie? 8. Sind Sie gewöhnlich erfolgreich, einen Arbeitsplatz an Flüchtlinge zu vermitteln? 9. Glauben Sie, dass sich die Bedingungen der Geflüchteten, wenn sie nach Europa kommen, sich zukünftig ändert? 10. Hat sich, Ihrer Meinung nach, die Lage europäischer Geflüchteter im Vergleich zu der Vergangenheit verändert? 	<ol style="list-style-type: none"> 1. How do you get in touch with the refugees? <ol style="list-style-type: none"> 1.1 Are refugees willing to be helped? 2. What remains to be done to help refugees? 3. How does it feel to help refugees? 4. What activities do you organise for refugees? 5. How has your political work with refugees changed since Covid-19? 6. When did you realise that helping refugees is important? And why? 7. Do you think that everybody can do something for the refugees crisis? And how? 8. Do you usually succeed in finding jobs for refugees? 9. Do you think that the conditions of refugees coming to Europe can be changed in the future? 10. In your opinion, has the situation of European refugees changed in comparison to the past?
<p>Allgemeines zur Situation der geflüchteten Personen</p>	
<ol style="list-style-type: none"> 1. Was erzählen Ihnen die Menschen, die nach Europa kommen? 2. Wieso kommen sie her? 3. Was erwarten Sie von der europäischen Gesellschaft? 	<ol style="list-style-type: none"> 1. What do the people who come to Europe tell you? 2. Why do they come here? 3. What do they expect from the European society? 4. How old are usually the refugees you try to help?

<p>4. Wie alt sind gewöhnlich die Flüchtlinge, denen Sie helfen?</p>	
<p>Qualifikationen der geflüchteten Personen</p>	<p>Refugee's qualification</p>
<p>1. Werden die Schulabschlüsse und die Berufsausbildung der Flüchtlinge anerkannt? 2. Welche Optionen und Berufsmöglichkeiten haben die Flüchtlinge, wenn ihr Schulabschluss und die Berufsausbildung nicht anerkannt werden? 3. Müssen die Flüchtlinge bestimmte Anforderungen erfüllen?</p>	<p>1. Are qualifications and transcripts of records of refugees recognised by the state and the companies? 2. What options and career opportunities do the refugees have when their qualifications are not recognised? 3. Do you have certain requirements the refugees need to meet?</p>
<p>Integrationsmöglichkeiten auf dem Markt</p>	<p>Possibilities of integration on the labor market</p>
<p>1. Wie gut finden Sie die Integration geflüchteter Menschen im Beruf? Was muss ggf. geändert werden? 2. Ist es für Flüchtlinge schwieriger in den Unternehmen integriert zu werden? 3.</p>	<p>1. What do you think about the integration of refugees in their professions? What needs to be changed? 2. Is it harder for refugees to be integrated in companies?</p>

<p>3. Ist der Arbeitsmarkt auch für Flüchtlinge ausgelegt?</p> <p>4. Haben Sie oder die Unternehmen bestimmte Konzepte und Programme, die auf Flüchtlinge ausgelegt sind?</p> <p>5. Bieten eher große oder kleine Unternehmen Jobs für Flüchtlinge an?</p> <p>6. Was ist der häufigste Grund, weswegen die Integration von Geflüchteten in den Arbeitsmarkt scheitert oder schleppend verläuft?</p> <p style="padding-left: 40px;">4.1 Sind Sprachkenntnisse die größte Barriere?</p> <p>7. Werden geflüchtete Personen im Arbeitsmarkt gleichberechtigt behandelt, oder gibt es dahingehend Probleme wie z.B. Diskriminierung bei der Arbeitswahl/ Bewerbungen/ Ausbildung</p> <p style="padding-left: 40px;">5.1 Werden Bewerbungen von geflüchteten häufiger abgelehnt als von deutschen Bürgern?</p> <p style="padding-left: 40px;">5.2 Können geflüchtete Bewerber auf dieselben Karrierechancen hoffen wie deutsche Bürger?</p>	<p>1. Is the job market also designed for refugees?</p> <p>2. Do you or the companies have specific concepts and programs designed for refugees?</p> <p>3. Which kind of companies are more willing to offer a job to refugees?</p> <p>4. reason that leads to refugees not being integrated well enough or at all in the current job market?</p> <p style="padding-left: 40px;">4.1 Could language be the main reason?</p> <p>5. Are refugees being treated equally in today's job market compared to their German counterparts or are there issues e.g. intolerance, discrimination</p> <p style="padding-left: 40px;">5.1 Are applications from refugees rejected more frequently than those from German counterparts</p> <p style="padding-left: 40px;">5.2 Can refugees hope for the same career chances that Germans have?</p>
<p>Vorgehen im Arbeitsamt</p>	<p>working process in the job center</p>

<ol style="list-style-type: none">1. Werden auf Wünsche und den sozialen Hintergrund der Flüchtlinge Rücksicht genommen?2. Haben Sie allgemein eine feste Abfolge beim Arbeitsamt oder unterscheidet sich diese bei einem Geflüchteten?3. Welche Sprache sprechen Sie meistens mit den Betroffenen?	<ol style="list-style-type: none">1. Are wishes from refugees as well as their social backgrounds considered during the job search?2. Do you have a defined process at the "Arbeitsamt" (job center) that is common for everybody or do they differ for refugees?3. What language do you mainly speak with refugees?