

Selected Innovations Compendium

Deliverable D002.004

SIMPLE: Social Innovation Models to Promote Learning and
Employability

Project ESF-SI-2024-UA-01-0028



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Rationale for selection

The *Selected Innovations Compendium* constitutes **Deliverable 2.4** of the SIMPLE project and represents the culmination of an analytical process implemented under Work Package 2: *Assessment of the existing evidence and building the foundation of a new approach/model*.

In line with the project proposal and the methodological framework outlined in Deliverable 2.1, the Compendium aims to provide a rigorously filtered and thematically coherent set of innovative practices that can serve as the empirical base for the development of the SIMPLE model and the Theory of Change. The purpose of this document is to present a curated collection of the most promising social innovation best practices focused on education and migrant employability, accompanied by a transparent justification of their selection and an explanation of why they constitute innovative solutions for enhancing the education and employability of migrants.

The process of identification and selection followed a **multi-stage, partner-driven and analytically robust methodology**, designed to ensure transparency, comparability, and practical relevance. As foreseen in the Methodology (Deliverable 2.1), the mapping phase was carried out through a division of labour among partners, each of whom was assigned specific EU programmes and instruments to screen - such as EaSI, Urban Innovative Actions, Interreg, Erasmus+, and Horizon - applying a common set of nine filters: social innovation, migrants/refugees, integration, skill development/education, employability/entrepreneurship, inclusion, multistakeholder collaboration, long-term integration, and women/gender. This ensured that the preliminary pool contained initiatives consistent with the project's objectives and policy focus. Following this structured approach, partners collectively identified **82 practices** that demonstrated potential as promising social innovation solutions for migrant education and employability. These were systematically compiled into a shared **repository on the project's platform**, forming a comprehensive database of initiatives across Europe.

At this initial stage, all identified practices were analysed in a general and descriptive manner. Partners filled in a standardised template developed under the WP2 Methodology, collecting key information on each initiative's title, geographical scope, funding instrument, budget, implementation period, target groups, and references to available documentation. A particular focus was placed on identifying whether the practice was supported by **evaluation reports, impact studies, or other forms of external assessment**, a criterion that later became decisive in the filtering process. This allowed the consortium to distinguish between projects with anecdotal claims of success and those demonstrating **documented evidence of effectiveness**, sustainability, and potential for transferability.

Through a participatory review session, partners cross-validated the analytical findings and assessed the strategic fit of each practice with their own organisational expertise, local ecosystem, and capacity to mobilise stakeholders in future implementation. Each partner provided structured feedback on their potential to pilot or scale up a given practice—considering their existing networks, operational experience, and access to relevant target groups. This qualitative dimension complemented the analytical scoring, ensuring that the **final shortlist of 13 practices** was not only methodologically sound but also feasible for replication in the local contexts represented by the consortium.

This blended methodology combining documentary analysis, comparative assessment, and participatory validation guarantees both scientific credibility and operational relevance. The process led to a selection that balances diversity of themes (education, VET, entrepreneurship, inclusion, housing, and digital empowerment) with consistency in methodological rigor and evidence-based impact. The resulting Compendium therefore stands as the outcome of a transparent, multi-level and partner-engaged analytical process, providing a reliable and actionable foundation for the development of the SIMPLE innovative model for Ukrainian migrants' employability.

Innovation profiles

The thirteen practices presented in this Compendium represent the outcome of the analytical and participatory process described above. Together, they illustrate the diversity and richness of social innovation in Europe, showcasing models that effectively combine education, training, employability support, and social inclusion measures for migrants and refugees. Each practice reflects a distinctive approach - ranging from local community-based interventions to transnational frameworks - yet all share a strong evidence base, demonstrated impact, and clear potential for transferability. They constitute the foundation for the SIMPLE project's innovative model and provide concrete reference points for future piloting and scaling activities within the consortium and beyond.

1. FIER - Fast track integration in European Regions

Field	Integration in the labour market - Developing quality competence assessment strategies, training curricula, self-empowerment initiatives, and a workplace language learning concept
Country/Region	SE, BE, DE, NO, AT, TR
Lead organisation	Region Västra Götalan
Project period	2018 - 2019
Funding source(s)	EaSI VP/2016/015/00
Total budget	€ 2,319,163
Target Group Definition	<p>FIER specifically targeted disadvantaged groups among refugees and asylum-seekers, including:</p> <ul style="list-style-type: none"> • Women • Young unaccompanied minors • Older refugees • Migrants with low levels of education and far from the labour market <p>The project aimed to provide fast-track pathways to labour market integration for these groups, combining skills recognition, language training, and employer engagement.</p>

<p>Size of Target Group</p>	<ul style="list-style-type: none"> • 2,600+ refugees supported (vs. target of 1,000) • 2,300+ stakeholders engaged (vs. target of 500) • 254 companies contacted (vs. target of 500) • 417 staff members trained in mutual learning activities (vs. target 250) • 283 volunteers involved (vs. target 250) <p>In Volkshochschulverband Baden-Württemberg with 90 % of the participants integrated into the labour market – many of them into full-time employment.</p> <p>Source: EC Final Assessment Study (2021), pp. 193–200</p>
<p>Stakeholders Involved</p>	<p>Describe actors involved, ideally classified via the quadruple helix model:</p>
	<p>Public sector / authorities: Coordinator: Region Västra Götaland Partners:</p> <ul style="list-style-type: none"> • Public Employment Service (PES) and the City of Mölndal in Sweden • Baden-Württemberg BW Ministry of Education and the City of Stuttgart in Germany • Oslo VO Rosenhof and The City of Oslo adult education in Norway • Land Salzburg, Austria • GO! Community Education in Belgium • European Association of Regional & Local Authorities for lifelong learning
	<p>Civil society / NGOs: SGN Vänersborg (Sweden – associated partner); VHS Baden-Württemberg (Germany); YUVA (Turkey); refugee organisations, volunteer groups.</p>
	<p>Business / employers: 254 employers engaged through placements, mentorships, and language-at-work models</p>
	<p>Academia / research organisations: Partner: Pädagogische Hochschule Weingarten (PHW), (Germany)</p>
<p>Main Objectives of the Initiative</p>	<p>To develop and test innovative fast-track labour market integration strategies for disadvantaged refugee groups through:</p> <ul style="list-style-type: none"> • Competence assessment • Training curricula • Self-empowerment models • Workplace-based language learning

<p>Key Activities</p>	<ul style="list-style-type: none"> • Regional labour market and skills mapping • Pilot projects in 12 regions • Competency profiling and soft skills validation • “Train the trainer” and empowerment sessions (refugees training refugees) • New in-company language mentor concept and programme • Joint development of civic education paths and workplace training schemes • Mutual learning activities and cross-regional knowledge sharing
<p>Level of Innovation</p>	<p>Focused on process and service innovation: each region tested new integration formats adapted to local needs</p> <p>Notable innovations include:</p> <ul style="list-style-type: none"> • Workplace language mentorship models (e.g., Baden-Württemberg, Oslo, Salzburg) • Empowerment training delivered by refugees themselves • Integration coordinators and new job profiles created • Blended civic and vocational curricula <p>Innovation was self-assessed per partner; no centralised tool or methodology was developed</p> <p>Despite the lack of a unified framework, interregional learning inspired cross-transfer (e.g. Oslo adapting Stuttgart’s model)</p>
<p>Evidence of Evaluation or Impact</p>	<p>Is there a project or third-party evaluation? Tick box:</p> <p><input type="checkbox"/> Internal</p> <p><input checked="" type="checkbox"/> External: Final EC study confirms the project exceeded most activity targets. However, the EC mentions that there was lack of robust quantitative impact measurement at project level due to fragmented monitoring across pilots. Evaluator was part of lead partner team, which may limit perceived independence</p>

<p>Follow-up Activities / Sustainability</p>	<p>Some activities successfully continued post-funding, supported by regional or national sources:</p> <ul style="list-style-type: none"> • Stuttgart: empowerment and fast-track training scaled and adopted in new sectors (healthcare, sales) • Salzburg: all five pilots continued with provincial/LEADER funds • Oslo: vocational training model aligned with national policy and continued • YUVA (Turkey): continued work with SGN in new project under Civil Society Dialogue Programme <p>However, no formal or centralised upscaling or transfer plan was implemented by the consortium. Sustainability success depended on local policy support and funding availability.</p>
<p>Transferability Potential</p>	<p>Is there evidence that this could be adapted to other contexts?</p> <p>Tick box:</p> <p><input checked="" type="checkbox"/> Yes (with conditions) <input type="checkbox"/> No</p> <p>While the project's tools and models were designed with adaptability in mind, actual transfer and replication outside the original partners has been limited.</p> <p>Barriers include:</p> <ul style="list-style-type: none"> • Lack of dedicated transfer strategies • Limited documentation of practices in a form that could guide external adoption • General recommendations not sufficiently detailed for direct replication <p>That said, several partners:</p> <ul style="list-style-type: none"> • Submitted new Erasmus+ and AMIF applications to extend project ideas • Reported interest from external actors (e.g. Spain, Italy) • Developed training models adaptable across sectors (e.g. PH Weingarten's "Train the Trainer")

2. FORWORK - Fostering Opportunities of Refugee Workers

Field	Integration in the labour market - Developing a regional model of labour market integration for refugees in reception centres (skills assessment, individualised action plan, mentoring and cultural mediation, language and professional training, and individualised job placement services)
Country/Region	IT, AL
Lead organisation	National Agency for the Active Labour Market Policy (ANPAL)
Project period	2018 - 2021
Funding source(s)	EaSI VP/2016/015/00
Total budget	€ 2,339,568
Target Group Definition	<ul style="list-style-type: none"> Asylum seekers and refugees, hosted primarily in <i>CAS centres</i> in the Piedmont region (Italy) A smaller number of beneficiaries in Albania Special attention to vulnerable sub-groups, including women (28% of participants, above the 23% CAS average)
Size of Target Group	<ul style="list-style-type: none"> Italy: 623 beneficiaries (plus 641 in control group for evaluation) Albania: 30 participants Gender: 28% women (Italy) Job mentors engaged with 735 individuals; 535 formally joined the project 358 beneficiaries underwent profiling and skills assessment 240 received individualised action plans 310 received job coaching 216 started training; 66 completed vocational/Italian language workshops 120 completed civic education courses
Stakeholders Involved	Describe actors involved, ideally classified via the quadruple helix model:
	Public sector: ANPAL (coordinator), Piedmont regional employment agency (APL), Italian Ministries of Labour and Interior, multiple prefectures
	Civil society/NGOs: Forcoop, Kairos Mestieri Social Enterprise, cultural mediators and social mentors
	Business/employers: Employers in the Piedmont region engaged via job coaching and placement initiatives
	Academia/research organisations: FRDB (Fondazione Rodolfo Debenedetti – impact evaluator), ITC-ILO (training and dissemination)

<p>Main Objectives of the Initiative</p>	<p>To develop and test an innovative early integration model for asylum seekers, combining mentoring, training, and public-private cooperation, with the ultimate aim of influencing national integration policy and scaling to other regions.</p>
<p>Key Activities</p>	<ul style="list-style-type: none"> • Screening and profiling using the EU Skills Profile Tool • Creation of Individualised Action Plans for each participant • Mentoring by job coaches and social operators • Vocational and Italian language training • Civic education • Cooperation with PES and private employers • Pilot tested in 264 CAS reception centres • Dissemination events targeting policymakers
<p>Level of Innovation</p>	<p>FORWORK’s innovation lies in:</p> <ul style="list-style-type: none"> • Being one of the first large-scale counterfactual social experiments in Italy’s migration policy • Introduction of individual mentoring in PES services, typically not tailored for migrants • Integration of administrative and qualitative data to track outcomes • Cross-sector collaboration: third sector organisations delivering mentoring services typically outside PES remit • Use of EU Skills Tool to support validation and profiling <p>While mentoring itself is not new, its integration into mainstream PES practice for asylum seekers was unprecedented in the Italian context.</p>
<p>Evidence of Evaluation or Impact</p>	<p>[x] Internal: by FRDB [x] External: EC review and extended peer scrutiny</p> <ul style="list-style-type: none"> • A counterfactual evaluation was designed (623 in treatment vs. 641 in control group) • Full results expected by late 2021 (delayed due to COVID) • Preliminary data indicates: <ul style="list-style-type: none"> ○ Strong uptake by participants ○ Effective targeting of women ○ Increased institutional learning among PES and prefectures <p>However, final causal impact results were not available at project closure, limiting policy uptake at that stage</p>

<p>Follow-up Activities / Sustainability</p>	<p>Activities continued post-project in limited form:</p> <ul style="list-style-type: none"> • Institutional actors (e.g. Piedmont APL) retained capacity • No national-level upscaling yet, despite initial plans to expand to 12,000 beneficiaries <p>Barriers to scaling:</p> <ul style="list-style-type: none"> • Shifting political context and migration policies (e.g. 2018 “Security Decrees”) • Limited regional engagement beyond Piedmont • No transfer or pilot adaptation occurred outside Italy during project runtime <p>However, methodologies and evaluation tools remain relevant and available for use in similar contexts</p>
<p>Transferability Potential</p>	<p>Tick box:</p> <p><input checked="" type="checkbox"/> Yes, but limited so far <input type="checkbox"/> No</p> <p>Reasoning:</p> <ul style="list-style-type: none"> • The model is highly relevant for other countries with large CAS-like reception systems (e.g., Spain, Greece) • The robust methodology (counterfactual design + cost analysis) makes it suitable for policy testing and adaptation • However, no active transfer or structured dissemination beyond Italy occurred • The absence of international partners beyond Albania, and limited updates to the project website, weakened the transfer framework • National scale-up was envisioned (via ESF/AMIF), but no follow-up confirmed to date

3. COPE

Field	Services offer for vulnerable groups - Implementing and evaluating an integrated intervention for the social engagement of young people
Country/Region	IT, PT, HU, UK
Lead organisations	Provincia Autonoma di Trento
Project period	2022 - 2024
Funding source(s)	EaSI VP/2020/015/00
Total budget	€ 798 692

<p>Target Group Definition</p>	<p>COPE targets NEETs (young people aged 15–29 not in education, employment, or training). The intervention is particularly focused on individuals with multiple and complex vulnerabilities, including:</p> <ul style="list-style-type: none"> • Mental health challenges • Social isolation • Lack of access to networks and services • Cultural and structural barriers to participation
<p>Size of Target Group</p>	<ul style="list-style-type: none"> • At least 600 NEETs referred for inclusion • At least 380 NEETs followed up six months after the start of the intervention • Additional qualitative interviews with 30 NEETs planned • Targeted across four countries, with an emphasis on regional implementation in Italy and Portugal
<p>Stakeholders Involved</p>	<p>Describe actors involved, ideally classified via the quadruple helix model:</p>
	<p>Public sector: Autonomous Province of Trento (lead, Italy), regional/local employment and social services, European Foundation for Philanthropy and Society Development (Croatia)</p>
	<p>Civil society/NGOs: COGES Don Milani Group (Italy), Federation of Cooperatives of Trento</p>
	<p>Business/employers: SHINE 2Europe (Portugal)</p>
	<p>Academia/research organisations: University of New Lisbon, University of East London</p>
<p>Main Objectives of the Initiative</p>	<ul style="list-style-type: none"> • Implement an inclusive intervention based on relational proximity, fostering social and labour inclusion of NEETs • Evaluate how this model can be integrated into public employment and social service systems • Improve mental health, well-being, and community engagement as enablers for employability
<p>Key Activities</p>	<ul style="list-style-type: none"> • Assigning “link workers” to establish trust relationships with each participant • Creation of local community networks to support NEETs • Mixed-methods evaluation (qualitative + quantitative) • Use of self-assessment and validated psychometric tools (EuroQoL EQ-5D-5L, Rosenberg Self-Esteem Scale, SWEMWBS) • Involvement of at least 600 NEETs, with longitudinal follow-up of outcomes

<p>Level of Innovation</p>	<ul style="list-style-type: none"> • Introduces the “relational proximity” approach (a community-based, trust-building method) to the NEET population for the first time • Innovation exists at both service design and governance level, by embedding informal community actors in formal intervention pathways • Focus on individual empowerment through social connection, not only job readiness • Relational networks serve as new service infrastructures to be tested for possible policy integration
<p>Evidence of Evaluation or Impact</p>	<p>[x] Internal: [x] External: EC Final assessment study</p> <p>The project is ongoing, with most results pending A comprehensive evaluation strategy is in place, covering:</p> <ul style="list-style-type: none"> • Social and health outcomes • Mental well-being, quality of life, self-esteem • NEET status changes, employment entry • Qualitative insights through interviews and focus groups <p>A process evaluation will examine implementation drivers and barriers across local contexts. No impact results are available yet, but the design reflects best practice in social experimentation methodology</p>
<p>Follow-up Activities / Sustainability</p>	<p>Too early to assess, as the project is still under implementation</p> <p>Early indicators suggest strong potential for sustainability through:</p> <ul style="list-style-type: none"> • Integration with local social services (particularly in Trento and Lisbon) • Planned scaling in new sites within Italy and Portugal <p>Stakeholders are already planning how to embed the model within existing service systems.</p>

Transferability Potential	<p>Tick box:</p> <p><input checked="" type="checkbox"/> Yes, (conditional on successful implementation) <input type="checkbox"/> No</p> <ul style="list-style-type: none"> • Conceptually transferable due to: <ul style="list-style-type: none"> ○ Flexibility of the relational proximity model ○ Emphasis on community-based support and soft outcomes • Project team is already working on expansion strategies • Limitations: <ul style="list-style-type: none"> ○ No international transfer or cooperation with other EaSI projects observed so far ○ The approach may require cultural adaptation and strong local actor engagement, which may vary by country
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4. SIREE

Field	Improving the social and economic integration of refugees through education and self-employment.
Country/Region	United Kingdom, Belgium, Netherlands, France
Lead organisation	University of Greenwich
Project period	Project start date: 2018-03-01 Project end date: 2021-12-31
Founding source(s)	Interreg Funds
Total budget	EUR 4 840 080.95
Target Group Definition	Refugees, migrant families, teachers and school communities across France, Belgium, the Netherlands and the UK, particularly those affected by social exclusion and limited access to education and the labour market.
Size of Target Group	<ul style="list-style-type: none"> • 40 new learning communities established • 10% increase in parental involvement in education • 20% increase in preschool attendance • 10% increase in adult education • 450 teachers trained • 50 new refugee businesses created • 40 new jobs generated

	<ul style="list-style-type: none"> • 4 refugee business networks established
Stakeholders Involved	Describe actors involved, ideally classified via the quadruple helix model:
	Public sector: Stad Mechelen, Gemeente Middelburg.
	Civil society/NGOs: ADICE - Association pour le Développement des Initiatives Citoyennes et Européennes, Huis van het Leren, Medway Plus.
	Business/employers: Local entrepreneurs engaged in mentoring and refugee business networks.
	Academia/research organisations: University of Greenwich (Lead Organisation), University College Roosevelt (UCR), VIVES Hogeschool, ARhus (vzw Het Portaal).
Main Objectives of the Initiative	To improve refugees' social and economic integration by fostering engagement in education and self-employment through a co-creation model connecting refugees, teachers and local communities.

<p>Key Activities</p>	<ul style="list-style-type: none"> • Demonstration actions using co-creation in schools to increase refugee student and parent involvement. • Teacher training on integrating refugees and unaccompanied minors in education. • Support for refugees to recognise entrepreneurial skills and start businesses. • Creation of 40 learning communities and several local learning centres. • Development of guides and films for migrant students and parents. • Production of the “Plats Divers” cookbook through intercultural cooking workshops. • Establishment of refugee business networks and a virtual incubator with self-employment guidance. • Publication of an e-book and three demonstration guides to transfer lessons learned.
<p>Level of Innovation</p>	<p>The project introduced a co-creation model directly involving refugees, parents and teachers in designing education and entrepreneurship actions. It established cross-border learning communities and promoted refugee-led initiatives as part of formal and non-formal education systems.</p>
<p>Evidence of Evaluation or Impact</p>	<p><input checked="" type="checkbox"/> Internal: <input type="checkbox"/> External: EC Final assessment study</p> <p>Monitoring and evaluation reported within the project’s final documentation and outputs. The project exceeded participation targets.</p>

Follow-up Activities / Sustainability	Continuation through “SIREE in Action” (2021), highlighting refugee success stories and promoting inclusion in society. 4 policymakers signed a commitment letter integrating SIREE’s results into regional policies. The co-creation approach and training modules were embedded in 3 educational institutions’ curricula.
Transferability Potential	<p>Tick box:</p> <p><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Reasoning: the co-creation methodology, training tools and business-support materials are publicly accessible and designed for replication across other EU regions seeking to enhance refugee integration through education and entrepreneurship.</p>

5. U-RLP

Field	Integration of migrants & refugees; social innovation; entrepreneurship courses and English lessons for both neighbourhood members and asylum seekers; Theory of Change (ToC).
Country/Region	The Netherlands
Lead organisation	Municipality of Utrecht
Project period	2016–2019
Founding source(s)	ERDF – Urban Innovative Actions (1st Call)
Total budget	€ 2,778,313.32
Target Group Definition	Asylum seekers and neighbourhood members participating in entrepreneurship courses and English lessons.
Size of Target Group	<ul style="list-style-type: none"> • 296 asylum seekers (40.9% from Syria, 12.2% from Eritrea, and others from Iran, Iraq, Pakistan, Afghanistan and Ethiopia) • 229 participants in business incubation programme • 200 participants in entrepreneurship classes • 281 participants in flexible education and training activities.

Stakeholders Involved	Describe actors involved, ideally classified via the quadruple helix model:
	Public sector / authorities: Municipality of Utrecht (Lead Organisation)
	Civil society / NGOs: <ul style="list-style-type: none"> • Dutch Council for Refugees, Welcome in Utrecht • Het Wilde Westen • The Voorkamer • Stut Theater • Radio Einstein • Eet Mee • De Buitenkamer • New Dutch Connections
	Business / employers: <ul style="list-style-type: none"> • Marcelliens Good Company • Oscar van der Ende Business Training & Advisory Services
	Academia / research organisations: <ul style="list-style-type: none"> • Utrecht University • Hogeschool Utrecht
Main Objectives of the Initiative	To promote integration and social cohesion by regenerating a reception centre into a shared living and learning environment (“Plan Einstein”), combining education, entrepreneurship, and community engagement between asylum seekers and local citizens.
Key Activities	<ul style="list-style-type: none"> • Reception centre regeneration to create co-housing and shared learning spaces. • Co-design process involving asylum seekers and young NEET residents. • Business incubation programme (229 participants). • Entrepreneurship classes (200 participants). • Flexible education and training activities (281 participants). • 117 social activities promoting interaction and integration between asylum seekers and local citizens.
Level of Innovation	Developed an inclusive model that combines reception centre regeneration, entrepreneurship training, and community-building activities within a shared living and learning environment, fostering interaction between asylum seekers and local youth.

<p>Evidence of Evaluation or Impact</p>	<p>Is there a project or third-party evaluation? Tick box: <input type="checkbox"/> Internal <input checked="" type="checkbox"/> External</p> <p>*Based on the Final Evaluation Report (2019) and Assessment Study of the UIA 2014–2020. The project achieved full completion of planned activities and demonstrated high participation and engagement.</p>
<p>Follow-up Activities / Sustainability</p>	<p>Partly sustained:</p> <ul style="list-style-type: none"> • The project transferred its site to another COA reception centre with adaptations. • Several community activities and collaborations between local organisations and refugees continue. • National policy constraints have limited large-scale replication, though the Parliament approved testing in other centres.
<p>Transferability Potential</p>	<p>Is there evidence that this could be adapted to other contexts? Tick box: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Reasoning: Publicly available manuals and evaluation reports provide guidance for municipalities and NGOs. The model has been recognised as transferable within the Urban Innovative Actions framework.</p>

6. MILMA

<p>Field</p>	<p>Integration of migrants & refugees; entrepreneurship; employability – creation of Business Challenges Labs in high-demand areas for migrants and unemployed people (local companies and social enterprises engaged in skills development training programmes).</p>
<p>Country/Region</p>	<p>Spain</p>
<p>Lead organisation</p>	<p>Municipality of Fuenlabrada</p>
<p>Project period</p>	<p>2018–2021</p>
<p>Funding source(s)</p>	<p>ERDF – Urban Innovative Actions (2nd Call)</p>
<p>Total budget</p>	<p>€ 3,593,342.20</p>
<p>Target Group Definition</p>	<p>Migrants, refugees, and unemployed people participating in Business Challenges Labs and training activities.</p>

Size of Target Group	40% of refugees involved in the project acquired employment (total number of people involved not available).
Stakeholders Involved	Describe actors involved, ideally classified via the quadruple helix model:
	<p>Public sector / authorities:</p> <ul style="list-style-type: none"> • Municipality of Fuenlabrada (Lead Organisation) • CIFE - Fuenlabrada Centre for Entrepreneurship and Innovation (public agency)
	<p>Civil society / NGOs:</p> <ul style="list-style-type: none"> • Santa María la Real Foundation • ASALMA • CESAL • Islamic Culture Centre of Fuenlabrada.
	<p>Business / employers: Local companies and social enterprises engaged in skills development training programmes</p>
	<p>Academia / research organisations: not specified</p>
Main Objectives of the Initiative	To promote employability and social integration of migrants and unemployed people by developing public-private partnerships through Business Challenge Labs, connecting participants with local enterprises and social innovation initiatives.
Key Activities	<ul style="list-style-type: none"> • Establishment of seven Business Challenge Labs (BC Labs) focusing on niche, high-demand employment sectors. • Development of public/private partnerships supporting training, entrepreneurship and intercultural integration. • Creation of “Experimental Teams of Employment and Integration (ETEIs)” combining locals and migrants to strengthen social cohesion. • Implementation of intercultural training activities and vocational programmes in collaboration with local companies.
Level of Innovation	The project introduced an innovative labour integration model that links entrepreneurship, vocational training, and intercultural dialogue through collaborative BC Labs, co-managed by public authorities, NGOs, and private partners.

Evidence of Evaluation or Impact	<p>Is there a project or third-party evaluation? Tick box: <input type="checkbox"/> Internal <input checked="" type="checkbox"/> External</p> <p>*Evaluation in the EC Assessment Study of the Urban Innovative Actions 2014-2020. The project achieved all intended outputs and demonstrated significant employment results (40% of refugee participants gained jobs).</p>
Follow-up Activities / Sustainability	<p>Partly sustained:</p> <ul style="list-style-type: none"> • The project sought additional funding to continue and scale up activities. • Some BC Labs were maintained by local companies, though SME capacity limited broader sustainability. • Established connections to local businesses provide potential for long-term funding mechanisms beyond traditional training models.
Transferability Potential	<p>Is there evidence that this could be adapted to other contexts? Tick box: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Reasoning: Publicly available documentation and reports at https://www.uia-initiative.eu/en/uia-cities/fuenlabrada and https://portico.urban-initiative.eu/uia/final-report-bridging-gap-innovative-financing-schemes-european-cities/milma-project-migrants-labour-integration-model-based-acculturation-project</p>

7. MiFRIENDLY Cities – Migrant Friendly Cities in Coventry

Field	<p>MiFRIENDLY Cities operated in the field of urban social innovation for migrant and refugee integration, combining inclusive city-development, participatory governance and employment/social-inclusion pathways. In essence, it sought to transform the city ecosystem into a “migration-friendly” space by mobilising migrants as active participants and by aligning employment, housing, civic engagement and legal/health access under a co-designed model. The initiative is therefore relevant as a holistic, multi-sectoral urban experiment in integration.</p>
Country/Region	United Kingdom
Lead organisation	Coventry City Council
Project period	2018–2021

Funding source(s)	ERDF – Urban Innovative Actions (2nd Call)
Total budget	€ 4,280,639.20
Target Group Definition	The primary target groups were migrants and refugees residing in the West Midlands region. This included newly arrived asylum seekers, established migrants, stateless persons and those at risk of exclusion. The project explicitly emphasised vulnerable sub-groups: women, youth, individuals experiencing language and employment barriers, and those with limited access to services.
Size of Target Group	<ul style="list-style-type: none"> • At least 1,370 participants were directly engaged across the 3 cities • The participants came from at least 99 different countries, representing a broad spectrum of ages and statuses • Outputs: e.g., 394 “Share My Language” sessions, 95 rights awareness sessions, 16 new social enterprises, 79 Citizen Social Scientists trained
Stakeholders Involved	Describe actors involved, ideally classified via the quadruple helix model:
	<p>Public sector / authorities:</p> <ul style="list-style-type: none"> • City councils (Coventry, Birmingham, Wolverhampton), local housing & community services
	<p>Civil society / NGOs:</p> <ul style="list-style-type: none"> • Migrant-led organisations, voluntary sector, community associations
	<p>Business / employers: Social enterprises, local SMEs participating in training, employment and enterprise creation</p>
	<p>Academia / research organisations: Coventry University (Centre for Trust, Peace and Social Relations) – evaluation and research partner</p>
Main Objectives of the Initiative	<ul style="list-style-type: none"> • To co-design and implement community-led, sustainable approaches to migrant and refugee inclusion, across employment, training, housing, civic participation, health and legal access. • To strengthen migrant voice and citizenship, by enabling migrants to become ambassadors, social entrepreneurs, community researchers. • To develop an inclusive urban model (a “MiFriendly City”) that recognises migration as a positive asset to urban social, cultural and economic life.

<p>Key Activities</p>	<ul style="list-style-type: none"> • Training of migrant ambassadors, citizen social scientists and health champions. • Employment and enterprise pathways: languages, digital skills, business start-up support. • Refurbishment/housing-based actions: e.g., migrant volunteers refurbishing empty homes for skills and employability. • Civic and community engagement: story-telling campaigns, co-creation workshops, policy forums. • Production of tools and guides: a publicly available “Guide to Developing a MiFriendly City”.
<p>Level of Innovation</p>	<p>MiFRIENDLY Cities demonstrates high levels of innovation in multiple dimensions:</p> <ul style="list-style-type: none"> • Migrants were participants, designers and implementers—not mere recipients. The guidebook emphasises migrants “at the heart of city development” • The initiative brought together multiple sectors—public, private, third sector—in new partnerships around migrant integration. • Integrated services across employment, housing, civic participation and health, rather than siloed programmes. • The approach aligns with Urban Living Labs and testbeds for migrant integration.
<p>Evidence of Evaluation or Impact</p>	<p>Is there a project or third-party evaluation? Tick box: <input checked="" type="checkbox"/> Internal <input type="checkbox"/> External</p> <p>Conducted by Coventry University; methodology includes theory of change, quantitative and qualitative data.</p> <p>Positive outcomes: many of the 31 distinct actions delivered; the executive summary reports 26 of 30 areas achieved or over-achieved targets. Participants: improved confidence, new businesses started (16+), high participant satisfaction. Challenges: Data issues flagged (demographics, long-term tracking); legacy and sustainability still uncertain.</p>
<p>Follow-up Activities / Sustainability</p>	<ul style="list-style-type: none"> • The guidebook explicitly sets out three phases for deployment of the model and provides tools for scaling. The guidebook outlines legacy planning as Phase 3 and emphasises embedding actions into city policy and systems. • The evaluation report notes some components have been mainstreamed and further funds secured; however, other actions have been wound down or ceased. • The UK context (Brexit, funding changes) posed additional external sustainability risks.

Transferability Potential	<p>Is there evidence that this could be adapted to other contexts? Tick box: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>The guidebook was explicitly developed to support other cities in adopting the MiFriendly model. Modular and phased deployment model (partnership creation, planning & participation, implementation & legacy) makes adaptation feasible in different city contexts.</p> <p>Key conditions for successful transfer: strong local authority leadership, multi-sector partnership, migrant empowerment and long-term commitment.</p> <p>Potential pitfalls: contextual differences (legal, funding, social) may limit direct replication; robust documentation and toolkits help mitigate this.</p>
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8. Women online

Field	Addressing unemployment of immigrant women from Ukraine who arrived as refugees in Latvia and Estonia; economies of the Baltic states still recovering from the Covid-19 outbreak.
Country/Region	Latvia, Estonia
Lead organisation	Latvijas Biozinātņu un tehnoloģiju universitāte
Project period	Project start date: 2023-09-01 Project end date: 2024-11-30
Funding source(s)	Interreg Funds
Total budget	€ 213 469.28
Target Group Definition	Immigrant women from Ukraine who have arrived in Latvia and Estonia as refugees, facing economic exclusion and lack of employment due to profession-specific regulation, insecurity, low self-confidence and financial difficulties.

<p>Size of Target Group</p>	<ul style="list-style-type: none"> Originally planned: 70 immigrant women from Ukraine, who arrived to Latvia and Estonia as refugees, and reside in Zemgale, Riga and Riga region in Latvia and Põhja-Eesti region in Estonia. Actual achievement: 86 Ukrainian women participated in the training course in Latvia and Estonia: 78 completed successfully.
<p>Stakeholders Involved</p>	<p>Describe actors involved, ideally classified via the quadruple helix model:</p>
	<p>Public sector / authorities: Latvia University of Life Sciences and Technologies (lead partner)</p>
	<p>Civil society / NGOs: local associations and community organisations supporting Ukrainian refugee women’s social and professional integration, collaborating in training delivery and outreach activities.</p>
	<p>Business / employers: external marketing professionals, motivational speakers from the business community, small companies involved as training bases in the final phase.</p>
	<p>Academia / research organisations: Latvia University of Life Sciences and Technologies, education & social development faculty and training material handbook co-developed by project partners.</p>
<p>Main Objectives of the Initiative</p>	<p>To design and deliver a Digital Marketing training course for immigrant women from Ukraine in Latvia and Estonia, thereby increasing their competitiveness on the labour market and enabling them to secure employment.</p>
<p>Key Activities</p>	<ul style="list-style-type: none"> Two rounds of the Digital Marketing training course, each 88 hours. 10 cross-border workshops: 5 face-to-face + 5 online sessions + 3 online masterclasses. Use of top-tier professionals and business motivational speakers in the training. The course included final projects, internship/practical components with small companies, and certificate of completion signed by the Latvian University of Life Sciences and Technologies.
<p>Level of Innovation</p>	<p>The project introduced a cross-border cooperative model between Latvia and Estonia focused specifically on immigrant Ukrainian women (a group at high risk of economic exclusion) and up-skilled them in a high-growth profession (digital marketing). It used blended delivery (face-to-face + online masterclasses), business community involvement and certification transferable into formal education credit points.</p>

Evidence of Evaluation or Impact	Is there a project or third-party evaluation? Tick box: <input checked="" type="checkbox"/> Internal <input type="checkbox"/> External
Follow-up Activities / Sustainability	The project materials (training handbook) developed for the two rounds may support continuation or replication. However, the source does not provide detailed data on follow-up employment outcomes beyond completion.
Transferability Potential	Is there evidence that this could be adapted to other contexts? Tick box: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Reasoning: the model is documented (training handbook, cross-border workshop design) and focuses on a transferable topic (digital marketing) for a refugee/immigrant women target group in a multilingual region. The cross-border nature (Latvia & Estonia) builds an experience of replication in similar Baltic/European contexts.

9. BSI_4 WOMEN

Field	Empowerment of refugee women affected by military conflicts through entrepreneurship and innovation; creation of a transnational mechanism supporting women entrepreneurs and innovators from Ukraine and other countries in similar situations.
Country/Region	Poland, Estonia, Norway, Lithuania, Latvia, Sweden, Denmark, Estonia
Lead organisation	Rzeszowska Agencja Rozwoju Regionalnego Spółka Akcyjna
Project period	Project start date: 2023-01-01 Project end date: 2025-12-3
Funding source(s)	Interreg Funds
Total budget	€ 2, 100, 976.70
Target Group Definition	Refugee women affected by recent military conflicts, primarily from Ukraine but also from other regions facing comparable displacement and socio-economic instability. These women face compounded barriers to employment, including trauma, cultural and language differences, limited access to finance and networks, and unfamiliarity with local market systems.
Size of Target Group	8 partner countries involved; target group composed of refugee women entrepreneurs across the Baltic Sea Region (exact number of individual beneficiaries not specified).
Stakeholders Involved	Describe actors involved, ideally classified via the quadruple helix model:
	Public sector / authorities:

	<ul style="list-style-type: none"> • Rzeszowska Agencja Rozwoju Regionalnego S.A. (lead organisation) • national and regional development agencies participating through the Interreg Baltic Sea Region network.
	<p>Civil society / NGOs:</p> <ul style="list-style-type: none"> • Associations and community organisations engaged in refugee support and women’s empowerment (specific entities not yet listed).
	<p>Business / employers:</p> <ul style="list-style-type: none"> • regional business incubators • entrepreneurs • mentors <p>All contributing to training, incubation, and market-entry support.</p>
	<p>Academia / research organisations:</p> <ul style="list-style-type: none"> • universities and training institutions in partner countries cooperating on skills development, entrepreneurship education and monitoring.
Main Objectives of the Initiative	<p>To foster the economic integration and independence of refugee women through the creation of an enabling entrepreneurial ecosystem across the Baltic Sea Region. The initiative seeks to establish a transnational fund, mechanism and network that provide training, mentoring and access to business opportunities, empowering refugee women to become active contributors to regional economic resilience.</p>
Key Activities	<ul style="list-style-type: none"> • Creation of a comprehensive transnational support network connecting stakeholders from Poland, Estonia, Norway, Lithuania, Latvia, Sweden, Denmark and Estonia. • Design and delivery of entrepreneurship and innovation programmes for refugee women, including training, mentoring and incubation. • Needs assessment and consultations with target groups to tailor interventions to specific barriers such as trauma, language and limited access to capital. • Development of business-support instruments (fund/mechanism/network) promoting women’s participation in local and regional economies. • Engagement with local businesses, educational institutions and entrepreneurial mentors to guide participants from ideation to market entry.
Level of Innovation	<p>Introduces a transnational mechanism focused on refugee women’s entrepreneurship in the Baltic Sea Region (a first of its kind within the Interreg framework). Its integrated approach combines cross-border collaboration, capacity building, psychological empowerment and business incubation to create a scalable model for inclusive economic growth.</p>

Evidence of Evaluation or Impact	<p>Is there a project or third-party evaluation? Tick box: <input checked="" type="checkbox"/> Internal <input type="checkbox"/> External *Initial consultations with representatives of the target group have confirmed high interest in training and increased awareness of entrepreneurial potential, validating the project's approach and design. These early results indicate a strong basis for sustainable future impact.</p>
Follow-up Activities / Sustainability	<p>The project will consolidate its cross-border collaboration and extend the established network beyond its initial implementation period. Continued Interreg funding will support further scaling and replication, ensuring long-term sustainability and strengthening refugee women's entrepreneurial ecosystems in the Baltic Sea Region.</p>
Transferability Potential	<p>Is there evidence that this could be adapted to other contexts? Tick box: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No Reasoning: the project provides a replicable, scalable framework for empowering refugee women through entrepreneurship and innovation. Its cross-border model, supported by Interreg, can inform similar efforts in other regions aiming to integrate displaced women into sustainable local economies.</p>

10. MICADO

Field	Digital social innovation for migrant integration – development of AI- and data-driven solutions to improve the accessibility, efficiency, and coordination of integration services in European cities.
Country/Region	Germany, Belgium, Italy, Spain, Austria
Lead organisation	City of Hamburg (Germany)
Project period	2019 – 2022
Funding source(s)	Horizon 2020 – SC6-MIGRATION-2018-2020 (Transformations-04-2019: Innovative solutions for inclusive and sustainable urban environments)
Total budget	€ 3,300,000

<p>Target Group Definition</p>	<p>MICADO focused on migrants, refugees, and asylum seekers newly arrived or recently settled in European cities, with the dual goal of supporting them directly and empowering local authorities and communities that serve them.</p> <p>The platform was designed to facilitate access to services in housing, healthcare, education, and employment, while also strengthening the capacity of public administrations, NGOs, and community organisations to manage integration data and communicate with migrant populations effectively.</p>
<p>Size of Target Group</p>	<p>A total of 6,970 individuals directly interacted with or benefited from the platform during the pilot phase.</p> <p>Among them, 52% were women and 48% men, representing a balanced gender distribution.</p> <p>In addition, hundreds of public servants, NGO staff, and community mediators took part in training and co-design activities across the four pilot cities (Hamburg, Bologna, Madrid, Antwerp), contributing to the creation of user-informed and gender-sensitive digital tools</p>
<p>Stakeholders Involved</p>	<p>The initiative brought together a wide range of actors following the quadruple helix model:</p>
	<p>Public authorities: 15% of participating stakeholders, including municipalities, integration departments, and local policy makers.</p>
	<p>Civil society / NGOs: 78% of stakeholders – migrant organisations, community centres, and volunteer associations acting as co-design partners.</p>
	<p>Business / employers: 1% – technology SMEs and service providers contributing to platform design and data architecture.</p>
	<p>Academia / research organisations: 3% – universities and data science institutes developing the algorithms and evaluation frameworks</p>

<p>Main Objectives of the Initiative</p>	<p>MICADO aimed to leverage data science and digital technology to streamline migrant integration into European social systems such as housing, education, and healthcare.</p> <p>Its specific objectives were:</p> <ul style="list-style-type: none"> • To empower public authorities with intelligent tools for evidence-based policy design and service coordination. • To support migrants directly through digital platforms offering reliable, multilingual, and localised information about rights, services, and opportunities. • To foster trust and cohesion between newcomers and host communities through transparent and accessible information ecosystems.
<p>Key Activities</p>	<ul style="list-style-type: none"> • User-centred co-design: iterative workshops with migrants, NGOs, and municipal staff to define platform features and usability. • Development of a modular digital platform combining chatbots, automatic translation, and geo-referenced service directories. • Data integration and visualisation: creation of dashboards (“cockpits”) for local authorities to monitor integration dynamics. • Local pilots in four European cities (Hamburg, Bologna, Madrid, Antwerp) testing technical functionality and user engagement. • Dissemination events (conferences, workshops, webinars) to transfer learning across European cities.
<p>Level of Innovation</p>	<p>MICADO represents a technological and organisational breakthrough in migrant integration management. It introduced an integrated, AI-powered digital ecosystem that connects migrants, public administrations, and civil society actors within one shared interface.</p> <p>Key innovation aspects include:</p> <ul style="list-style-type: none"> • AI and natural language processing for real-time translation and interactive guidance.

	<ul style="list-style-type: none"> • Smart dashboards visualising anonymised data on service uptake and integration trends. • Co-design methodology embedding migrants and NGOs in all development phases. • Open-source architecture, enabling scalability and cost-efficient adaptation by municipalities without dependence on proprietary software. • Cross-city comparability, harmonising data from diverse institutional systems. <p>Through these features, MICADO transformed fragmented, paper-based service ecosystems into smart, inclusive, and participatory digital environments.</p>
<p>Evidence of Evaluation or Impact</p>	<p>Internal evaluation: conducted continuously by research partners, focusing on usability, user satisfaction, and data accuracy.</p> <p>External evaluation: undertaken by Horizon 2020 reviewers and external migration policy experts, confirming the project’s excellence in citizen engagement and policy relevance</p> <p>Quantitative outcomes:</p> <ul style="list-style-type: none"> • More than 6,900 users tested or interacted with the platform; • Municipalities reported improved coordination among service departments; • NGOs noted faster and more accurate information-sharing with beneficiaries. <p>Qualitative outcomes:</p> <ul style="list-style-type: none"> • Migrants reported greater autonomy in navigating services and understanding administrative procedures; • Policy actors identified increased trust between migrants and institutions, as information became more transparent and multilingual.
<p>Follow-up Activities / Sustainability</p>	<p>MICADO evolved into a modular, scalable platform, adaptable to different urban and policy contexts across Europe.</p> <p>Following project completion, several partner</p>

	<p>cities continued to maintain and expand the platform architecture using local resources.</p> <ul style="list-style-type: none"> • The system’s open-source code allows replication without licensing costs; • Agile co-creation cycles ensure continuous improvement based on local feedback; • Institutional ownership by municipal administrations guarantees independence from private providers. <p>This combination of technological openness and policy embeddedness has positioned MICADO as a long-term reference model for smart integration system</p>
<p>Transferability Potential</p>	<p>MICADO has already been tested in four countries (Germany, Italy, Belgium, Spain) and demonstrates strong adaptability across governance and linguistic context.</p> <p>The project’s documentation includes replication guidelines, open-source repositories, and implementation manuals available for other cities wishing to deploy the platform.</p> <p>Transfer success factors:</p> <ul style="list-style-type: none"> • Existence of a digitalisation strategy in local public administration. • Availability of multi-stakeholder partnerships including NGOs and migrant associations. • Commitment to privacy, ethics, and data protection in migration management. <p>Its modular design makes MICADO particularly relevant for mid-sized cities that lack large-scale ICT systems but face significant integration challenges.</p>

11. UPBEAT

Field	Integration of immigrants and refugees; upskilling in entrepreneurship and business planning through Artificial Intelligence (AI) technologies to foster social inclusion and economic participation across the Central Baltic region.
Country/Region	Finland, Estonia
Lead organisation	Haaga-Helia ammattikorkeakoulu Oy
Project period	Project start date: 2024-08-01 Project end date: 2026-01-31
Funding source(s)	Interreg Funds
Total budget	€ 213 299.98
Target Group Definition	Young newcomers (15-29), immigrants and refugees living in Finland and Estonia who wish to start their own business or work as light entrepreneurs. The project focuses on those facing barriers to employment and integration due to skill mismatches, limited digital literacy and lack of entrepreneurship competences.
Size of Target Group	3 beneficiaries/partner organisations (number of individual participants not specified).
Stakeholders Involved	Describe actors involved, ideally classified via the quadruple helix model:
	Public sector / authorities: local and regional agencies supporting immigrant integration and employment policies in Finland and Estonia.
	Civil society / NGOs: organisations active in-migrant support, entrepreneurship mentoring and social inclusion initiatives.
	Business / employers: start-up communities, business incubators and companies providing expertise and potential placement opportunities.
	Academia / research organisations: Haaga-Helia ammattikorkeakoulu Oy (lead organisation).
Main Objectives of the Initiative	To reduce unemployment and social exclusion among immigrants and refugees by leveraging AI-assisted upskilling in entrepreneurship and business planning. The project promotes inclusion by empowering newcomers to develop entrepreneurial skills, explore self-employment and engage in cross-border business opportunities between Finland and Estonia.

<p>Key Activities</p>	<ul style="list-style-type: none"> • Review and analysis of existing upskilling opportunities in entrepreneurship and AI capabilities in Finland and Estonia. • Curriculum design and requirements analysis tailored to the needs of immigrants and refugees. • Customization of AI-driven digital tools to support individualized learning and business-planning guidance. • Creation of AI-based learning programmes for entrepreneurship and business development. • Implementation of training sessions for immigrant participants, combining theory and practice in digital entrepreneurship. • Active involvement of participants in all phases of the project to ensure co-creation and responsiveness to real needs.
<p>Level of Innovation</p>	<p>It is a pioneering initiative that integrates AI technology into immigrant upskilling for the first time within the Central Baltic framework. Through the transformation of traditional business development guides into AI-driven, interactive formats, it provides accessible, personalized entrepreneurship training. The project's cross-border collaboration between Finland and Estonia extends its innovative scope by enabling shared expertise, cross-border entrepreneurship and sustainable business development opportunities.</p>
<p>Evidence of Evaluation or Impact</p>	<p>Is there a project or third-party evaluation? Tick box: <input checked="" type="checkbox"/> Internal <input type="checkbox"/> External</p> <p>*Impact is monitored through the creation of AI-based training tools, implementation of pilot courses and participant engagement in all phases of the project.</p>
<p>Follow-up Activities / Sustainability</p>	<p>The AI-driven upskilling model, digital tools and training materials developed in the project are designed for continued use after project completion. Public access to these resources through the project website ensures the long-term availability of the learning programme and supports the replication of the approach in other EU regions.</p>
<p>Transferability Potential</p>	<p>Is there evidence that this could be adapted to other contexts? Tick box: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Reasoning: the AI-assisted upskilling model and cross-border collaboration framework can be adapted by other countries seeking</p>

innovative, technology-based solutions for immigrant integration and entrepreneurship promotion.

12. WELDI

Field	Urban and community social innovation: empowering local authorities to develop human rights-based and inclusive approaches to migrant reception and integration through transnational cooperation and participatory governance.
Country/Region	Netherlands, Spain, Romania, Portugal, Italy, Belgium, Croatia, France, Poland
Lead organisation	Municipality of Utrecht (Netherlands)
Project period	June 2023 – December 2025
Funding source(s)	Interreg Programme 2021–2027 – Interreg VI-C URBACT IV Network
Total budget	Not publicly disclosed (URBACT standard network budget framework)
Target Group Definition	<p>WELDI targets newly arrived migrants, refugees, and asylum seekers, together with municipal administrations and local communities involved in their reception and integration.</p> <p>The project works on both sides of the integration equation: empowering migrants to access their rights and actively participate in shaping local policies and strengthening the institutional capacity of cities to design inclusive, human rights-based integration frameworks.</p> <p>It also includes local NGOs, migrant-led associations, and citizen groups in a co-creation process that promotes participation, equality, and anti-discrimination.</p>
Size of Target Group	<p>The network involves ten participating cities across nine EU countries, engaging approximately 1,200-1,500 direct stakeholders (migrants, local officials, civil society actors).</p> <p>Preliminary figures show that around 60% of migrant participants are women, reflecting the feminisation of recent migration flows, including those from Ukraine.</p>

	Beyond the core participants, WELDI's outputs (such as the Human Rights-Based Approach toolkit) are accessible to hundreds of municipalities through the wider URBACT platform, amplifying its indirect reach.
Stakeholders Involved	Describe actors involved, ideally classified via the quadruple helix model:
	<ul style="list-style-type: none"> • Public sector / authorities: municipalities and local administrations from nine EU countries (e.g. Utrecht, Bologna, Zagreb, Cluj-Napoca, Ghent).
	<ul style="list-style-type: none"> • Civil society / NGOs: local associations, migrant-led organisations, and advocacy groups focused on human rights and diversity.
	<ul style="list-style-type: none"> • Business / employers: private organisations supporting integration via corporate social responsibility and inclusive employment practices.
	<ul style="list-style-type: none"> • Academia / research organisations: universities and research centres contributing to capacity-building, data collection, and evaluation.
Main Objectives of the Initiative	<p>WELDI aims to build inclusive and welcoming cities where migrants and local residents co-create policies and services that respect human dignity and equality. Its specific objectives include:</p> <ul style="list-style-type: none"> • Strengthening local authorities' capacity to design and implement human rights-based approaches (HRBA) to migration governance. • Empowering migrants to participate in decision-making, ensuring their voices shape municipal strategies. • Fostering peer learning and policy transfer among European cities on inclusive reception and integration models. • Embedding the HRBA framework in local policy cycles (linking inclusion, participation, and accountability mechanisms).

<p>Key Activities</p>	<ul style="list-style-type: none"> • Transnational learning exchanges among partner cities on inclusive policy-making and service design. • Local capacity-building workshops for municipal staff on applying human rights-based approaches. • Co-creation sessions involving migrants, residents, and service providers to identify barriers and propose solutions. • Development of policy roadmaps to implement HRBA principles within local integration plans. • Publication of practice-oriented deliverables, such as the URBACT HRBA Guide and WELDI journals. <p>These activities aim to institutionalise inclusive governance practices that transform integration from ad hoc support into systemic, participatory local policy.</p>
<p>Level of Innovation</p>	<p>WELDI is a pioneering example of governance and social innovation in migration management. Its innovation lies in translating human rights-based principles (legality, participation, non-discrimination, accountability) into concrete municipal practice. Distinctive innovation features:</p> <ul style="list-style-type: none"> • Introduction of the HRBA framework as an operational model for local authorities. • Integration of migrants as active partners in the co-design of services, not passive beneficiaries. • Cross-national peer learning within a city network, accelerating mutual capacity-building and policy convergence. • Linking local experimentation with EU-level policy frameworks (New Pact on Migration and Asylum, EU Action Plan on Integration and Inclusion 2021-2027). <p>By shifting focus from service provision to rights realisation and participation, WELDI redefines what “welcoming cities” mean in the European context.</p>
<p>Evidence of Evaluation or Impact</p>	<p>Is there a project or third-party evaluation? Tick box: <input checked="" type="checkbox"/> Internal <input checked="" type="checkbox"/> External</p> <p>WELDI is currently under implementation (2023-2025). The project features both internal monitoring mechanisms and external policy review conducted</p>

	<p>under the URBACT evaluation framework. Preliminary results, as documented in the project’s URBACT Journal No. 4 (2025) and the HRBA Toolkit (2024), highlight the following:</p> <ul style="list-style-type: none"> • Increased institutional capacity among local authorities to integrate HRBA principles into policy planning. • Greater awareness and participation of migrant communities in municipal consultations. • Improved cooperation between local administrations and NGOs in the delivery of integration and reception services. <p>Impact assessment tools focus on institutional change rather than quantitative service delivery, in line with the network’s governance innovation objectives.</p>
<p>Follow-up Activities / Sustainability</p>	<p>WELDI’s sustainability strategy is built into the URBACT framework:</p> <ul style="list-style-type: none"> • Each participating city is required to develop a Local Action Plan translating transnational learning into concrete municipal policy commitments. • The HRBA Toolkit and policy roadmaps are designed for open access, ensuring broader replication across non-partner cities. • The network’s methodology will feed into URBACT capitalisation outputs, integrating lessons learned into future EU programmes on inclusion and diversity. • The approach has potential continuity through national URBACT contact points and local integration networks supported by the EU Urban Agenda. <p>This model ensures that the HRBA methodology becomes part of the institutional culture of cities, not only a project output.</p>
<p>Transferability Potential</p>	<p>Is there evidence that this could be adapted to other contexts?</p> <p>Tick box: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No</p> <p>Reasoning: the WELDI framework has high transferability potential, as it offers:</p> <ul style="list-style-type: none"> • A replicable, process-based model for integrating human rights into local policy. • Clear methodological guidance (HRBA Toolkit) and peer-learning structures.

	<ul style="list-style-type: none"> • Tested examples from diverse local contexts: large metropolitan areas and smaller municipalities across 9 EU countries. <p>Its adaptability to different governance systems and demographic profiles makes it relevant for both Western and Central-Eastern European contexts, particularly where municipalities are at different stages of developing inclusive integration policies.</p>
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13. SIE4P

Field	Inclusive education and social innovation – developing the first framework, resources, and training modules for integrating Social Innovation Education (SIE) into classrooms for students with Additional Educational Needs (AEN).
Country/Region	Cyprus, France, Greece, Ireland, Romania
Lead organisation	ADOSEN Prévention Santé MGEN (France) – Non-governmental organisation / social enterprise
Project period	2022 – 2024
Funding source(s)	Erasmus+ Programme
Total budget	€400,000
Target Group Definition	<p>SIE4P.Inc directly engages students with Additional Educational Needs (AEN) (including learners with disabilities, learning difficulties, or social disadvantages) across mainstream and special schools.</p> <p>It also targets teachers and school leaders, building their capacity to deliver Social Innovation Education (SIE) in inclusive classroom environments.</p> <p>The approach positions AEN learners as active co-creators and changemakers, promoting empathy, civic engagement, and innovation literacy within an inclusive education framework.</p>
Size of Target Group	<p>Across the five partner countries, the project involved 176 students (approximately 40% girls and 60% boys) and 51 teachers participating in the pilots and training activities.</p> <p>Indirect beneficiaries include hundreds of educators and policymakers reached through dissemination events and the open-access online toolkit.</p> <p>The gender balance reflects efforts to ensure equal</p>

	<p>participation of female learners in innovation-oriented activities traditionally dominated by boys, thus reinforcing the project's commitment to gender-sensitive inclusion in education.</p>
Stakeholders Involved	<p>Describe actors involved, ideally classified via the quadruple helix model:</p> <ul style="list-style-type: none"> • Public sector / authorities: ministries or agencies responsible for education and inclusion, local education boards, and special education support services. • Civil society / NGOs: ADOSEN (lead organisation) and other inclusion-focused associations promoting innovative and participatory pedagogies. • Business / employers: social enterprises and local community organisations engaged in co-design of social innovation challenges for students. • Academia / research organisations: universities and pedagogical institutes supporting research-based development and evaluation of the SIE framework.
Main Objectives of the Initiative	<p>The SIE4P.Inc project seeks to empower students with Additional Educational Needs to become agents of social change, through a transformative education approach that embeds social innovation competences in inclusive classrooms.</p> <p>Its specific objectives include:</p> <ul style="list-style-type: none"> • Designing and testing the first framework for inclusive Social Innovation Education in Europe. • Equipping teachers with pedagogical strategies for fostering creativity, empathy, collaboration, and problem-solving among all learners. • Promoting participatory, experiential learning that allows AEN students to design and implement micro social innovations. • Creating accessible training materials and open educational resources (OERs) to mainstream SIE across schools and education systems.

	<p>The project thus redefines inclusion as not only access to education, but also active participation and empowerment within learning processes.</p>
<p>Key Activities</p>	<ul style="list-style-type: none"> • Development of the Inclusive SIE Framework: establishing the theoretical and methodological foundation for Social Innovation Education tailored to students with AEN. • Teacher Training Programmes: upskilling teachers in inclusive, experiential pedagogies and co-creation methodologies. • Pilot Testing in Classrooms across five countries, involving teachers and students in designing small-scale social innovation projects. • Creation of an Online Toolkit and OERs, freely accessible at https://sie4p-inc.eu. • Transnational Meetings and Dissemination Events to promote the model and gather feedback from educators and policymakers. <p>These activities fostered the integration of social innovation principles into inclusive education, while also promoting teacher collaboration at the European level.</p>
<p>Level of Innovation</p>	<p>SIE4P.Inc is the first European initiative to operationalise Social Innovation Education specifically for students with Additional Educational Needs.</p> <p>Its innovation lies in the combination of pedagogical inclusion and social innovation capacity-building, creating an entirely new learning domain: <i>Inclusive Social Innovation Education</i>.</p> <p>Distinctive innovation elements include:</p> <ul style="list-style-type: none"> • Development of a novel SIE pedagogical framework centred on inclusion, accessibility, and active citizenship. • Introduction of social innovation labs within classrooms, enabling AEN students to identify real-world challenges and prototype solutions. • Empowerment-based pedagogy that positions students with learning difficulties as problem solvers and changemakers. • Integration of teacher training, digital OERs, and school-based practice in a unified system of support.

	<p>By embedding social innovation competences (creativity, collaboration, empathy, civic responsibility) within special education, SIE4P.Inc expands the boundaries of both fields and offers a transformative model for inclusive schooling.</p>
<p>Evidence of Evaluation or Impact</p>	<p>Is there a project or third-party evaluation? Tick box: <input checked="" type="checkbox"/> Internal <input type="checkbox"/> External</p> <p>Although the project is still ongoing (2022–2024), early evidence from pilot evaluations demonstrates:</p> <ul style="list-style-type: none"> • Significant improvement in teacher self-efficacy regarding inclusive pedagogies and SIE methodologies. • Enhanced student engagement and confidence among AEN learners participating in co-creation exercises. • Increased school-level collaboration around inclusion, innovation, and experiential learning. • Positive feedback from educators and stakeholders, confirming the project’s relevance for EU inclusion and education policies. <p>Evaluation data is being collected through teacher feedback forms, observation protocols, and participant self-assessments, ensuring continuous improvement of the model.</p>
<p>Follow-up Activities / Sustainability</p>	<p>SIE4P.Inc has developed an open, scalable framework designed for transfer to schools beyond the initial partnership.</p> <p>Sustainability is ensured through:</p> <ul style="list-style-type: none"> • Freely accessible OERs and the online toolkit for teacher training. • Integration of project outcomes into national and regional inclusion strategies. • Ongoing engagement of the partner network in disseminating the model across the Erasmus+ School Education community. • Planned post-project multiplier events to promote adoption at policy and practitioner levels. <p>Given its alignment with EU inclusion and innovation agendas, the framework is expected to inform future Erasmus+ and ESF+ initiatives on inclusive education.</p>
<p>Transferability Potential</p>	<p>Is there evidence that this could be adapted to other contexts? Tick box:</p>

Yes

No

Reasoning: the SIE4P.Inc model has high transferability potential, as its framework and digital toolkit are publicly available and adaptable to diverse educational contexts.

The combination of open resources, tested methodology, and modular training design allows schools in other countries to replicate the approach with minimal adaptation.

Key enabling conditions include:

- Teacher willingness to adopt participatory pedagogies.
- Institutional support for inclusive and project-based learning.
- Local networks connecting schools with community partners.

Its adaptability across different cultural and policy contexts makes SIE4P.Inc a valuable model for the inclusive education dimension of the SIMPLE project.

Innovative solutions

The practices presented in this Compendium demonstrate how social innovation can effectively bridge education, employability, and social inclusion for migrants and refugees, transforming fragmented interventions into systemic solutions. Their innovative nature does not lie in isolated tools or pilot actions, but in the way they reconfigure existing resources, actors, and delivery models to generate structural change. Each of the thirteen selected initiatives introduces a distinctive innovation dimension, whether through new forms of collaboration across the quadruple helix, participatory co-design with beneficiaries, or the integration of digital and community-based learning methods. Taken together, they embody the core principles of the SIMPLE approach: inclusiveness, transferability, and sustainability.

A first group of practices introduces **pedagogical and methodological innovation** in the field of education and vocational training for migrants. Initiatives such as **FIER** and **FORWORK** operationalise integrated pathways combining formal training, mentoring, and on-the-job learning, linking public employment services, training providers, and private employers. Their strength lies in the systematic use of competence mapping and individual learning plans, which enable faster and more tailored transitions to employment. Similarly, projects such as **U-RLP**, **CORE**, and **Curing the Limbo** innovate by embedding language acquisition, civic participation, and community-building within employability programmes, demonstrating that social and educational integration can be mutually reinforcing when delivered through participatory and place-based models.

A second group demonstrates **organisational and governance innovation** by redefining the way public, private, and civil society actors collaborate. Initiatives like **MiFriendly Cities** and **Hobelab** transform local ecosystems into laboratories of inclusion, where municipalities, NGOs, and businesses **co-create services with refugees** themselves. Their innovation lies in governance mechanisms that shift from top-down assistance to **shared ownership**, encouraging migrants to act as mentors, trainers, or social entrepreneurs. Such participatory governance ensures both legitimacy and sustainability and directly anticipates the SIMPLE project's emphasis on the quadruple-helix model as a driver of system-level impact.

A third cluster introduces **technological and digital innovation**, extending opportunities for inclusion through accessible, scalable solutions. Projects such as **BSI_4WOMEN**, **Women Online**, and **UPBEAT** empower refugee and migrant women through digital and entrepreneurial literacy, bridging gender and skills gaps while leveraging technology as a catalyst for social and economic empowerment. These initiatives illustrate how digital transformation can serve not only efficiency but also equity, expanding access to learning, mentoring, and employment for groups facing multiple forms of vulnerability.

Across these diverse experiences, innovation emerges as a multidimensional process encompassing **service design**, **capacity-building**, and **policy learning**. All selected practices adopt a user-centred approach, co-creating interventions with beneficiaries and adapting them to specific territorial or socio-economic contexts. They also share a commitment to evidence-based evaluation and continuous learning, as most have undergone external assessments demonstrating measurable effects on skills acquisition, employability, and social participation.

By integrating pedagogical, organisational, and technological innovation, these initiatives offer concrete models of how education and employability can be jointly addressed through social innovation.

Collectively, the practices validate the SIMPLE consortium's vision that migrant integration and labour inclusion require holistic, flexible, and collaborative approaches. They showcase the capacity of social innovation to generate **systemic solutions**, ones that not only enhance the employability of migrants but also strengthen the resilience, openness, and inclusiveness of European societies. These experiences thus provide both the empirical foundation and the inspirational reference for the SIMPLE model and its Theory of Change, guiding the project's next phases of piloting, stakeholder engagement, and scaling.



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