

## **We qualify skilled workers in the context of migration**

### **FRIMAP – explained in three minutes (Pitch)**

#### **1. problem definition**

Flight and migration pose huge challenges for Europe and Germany. People from different ethnic and cultural backgrounds come together. Serious and complex conflicts are inevitable - in and around the central accommodation facilities (ZUE) and in hostels, but also in the neighbourhood, on buses and trains, in authorities, in companies, hospitals and above all in schools. We have to deal with these conflicts, beyond the question of recognising and integrating people seeking protection.

#### **2. business model**

The FRIMAP business model builds on experience gained in 2015 as part of the "Grünes Netz Mediation e. V. - Vermitteln in der Flüchtlingskrise" initiative. It is based on the scientific study "Selection of suitable mediators in asylum seeker accommodation centres and central accommodation facilities - field test in an asylum seeker accommodation centre", which Peter Kuschmierz prepared with the support of Malteser NRW and submitted for the academic degree "Master of Mediation" at the FernUniversität in Hagen in 2022, as well as on several successfully implemented pilot projects with Malteser NRW, as a major provider of migration facilities, the professional fire brigade in Magdeburg, the professional fire brigade in Bochum, the city of Bochum (public transport, social welfare office, immigration office and job centre) and the Dortmund North Clinic.

The core of the idea is to offer standardised and customised training courses for dealing with and preventing migration-related conflicts. The aim is to (further) qualify specialists within this framework. The business idea should contribute to solving social problems, can promote the integration of people seeking protection and make a contribution to social progress (social entrepreneurship).

FRIMAP sees itself as a course and training partner and offers a combination of (intercultural) conflict management skills, training content and an innovative concept for empowering those involved (unique selling proposition) that is unique in Germany and Europe. The tools include mediation, non-violent and intercultural communication, early detection of radicalisation, violence prevention, de-escalation and self-protection (protected mediation).

A particular focus is on the completely new mediation training programme developed by FRIMAP, which incorporates the conflict resolution traditions of the countries of origin (e.g. Sulh/Sulha process for the Arab region or Ubuntu for the South African region) while

respecting the German legal and value system (FRIMAP Hybrid Mediation Arbitration (see also 3. a. below)).

The courses and training programmes take place in person and online, in the "in-house" variants at the company/authority or at a selected FRIMAP location.

### **3. target groups**

The following target groups are primarily addressed:

**a.** Social counsellors and language mediators (people with their own refugee biography)

As a rule, only people who belong to the same ethnic group, or at least a related cultural group, have access to conflicts between refugees: only an Iraqi can mediate between two quarrelling Iraqis, but not a German. It is extremely important that all parties speak the same language.

The sponsors of the ZUE and hostels already employ so-called social workers and language mediators in their refugee work who have their own refugee biography and have been socialised in Germany. In addition to English and German, these people speak at least two or three other languages (or dialects) from their country of origin.

FRIMAP wants to tap into this potential and utilise and further develop the cultural and linguistic expertise of local social workers. They are selected in a tried and tested process and trained and (further) qualified for conflict work. Traditional conflict management methods from the countries of origin are explicitly included (see above).

This results in a number of advantages: The sponsors of the ZUE and residential centres save on external staff and therefore costs. They can significantly reduce conflicts in their institutions. The professional image of the social counsellor is upgraded and sharpened. This opens up the prospect of (further) qualification for other fields of work and the labour market (help for self-help). In the course of the training, a pool of experts will be formed (e.g. specialising in certain countries of origin and specific topics), from which FRIMAP will recruit lecturers for the trainer base (high multiplier effect).

**b.** Employees of institutions, who are confronted with conflicts on a daily basis, particularly in the context of migration.

Enquiries and commissions already received show that the need for training and further education in conflict resolution, particularly in the context of migration, is almost incalculable. It exists, for example, with authorities and administrations in the fields of migration, asylum and integration; with fire brigades, rescue services, youth welfare offices, hospitals, public transport companies; NGOs or companies that send development

workers and employees to crisis countries; with Malteser, Johanniter, DRK and especially in schools.

#### **4. company**

The company operates under the name FRIMAP Partner UG (haftungsbeschränkt) with the additions "Training and Consultancy" and "We qualify specialists in the context of migration".

The equal founders are Peter Kuschmierz, graduate sociologist, Master of Mediation (M.M.) and special education teacher (for training & sales, networks), Marc-A. Nicolas Hermann, Dipl.-Jurist, Master of Mediation (M.M.), Harvard Law School-certified negotiation specialist, Program on Negotiation, Cambridge, Ma., (for training & product development) and Dr. Friedrich Dauner, fully qualified lawyer and mediator, Managing Director of the Master of Mediation course at the FernUniversität in Hagen (for administration, organisation & training).

The company is supported by an interdisciplinary advisory board, which includes the university professor and President of the Constitutional Court for the state of North Rhine-Westphalia, Prof. Dr. Dr. h.c. Barbara Dauner-Lieb (Chairwoman), the neurosurgeon and clinic director, Prof. Dr. Oliver Müller, Klinikum Dortmund gGmbH, the specialist in neurosurgery and President of the Hamburg Medical Association, Dr. med. Pedram Emami, the Islamic law expert, Prof. Dr. Çefli Ademi, University of Münster, the Managing Director of G.I.B. NRW - Gesellschaft für in-novative Beschäftigungsförderung mbH, Torsten Withake, and the former Chairman of the Think Tank and Foundation for the Rights of Future Generations, Carl-Georg Luft.

The aim is also to continuously develop an interdisciplinary competence and cooperation network for intercultural conflict management. The start-up project is self-financed, already generates income through contracts and requires no outside capital.