COWORKING SPACES for inclusion

RES-MOVE

Resources On The Move

WORK PACKAGE 2 – Research

T2.7 Data Collection and Reporting – Field research

LOCAL REPORT

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1. The context of the research

The field research was conducted across several regions in Slovenia, focusing on both urban and rural areas to explore the role and development of CWCS in different environments. Interviews were carried out in four primary locations: Ljubljana, Koper, Nova Gorica, and Ajdovščina. Ljubljana, Slovenia's capital, with a population of over 250,000, serves as the country's economic and cultural hub. As the most significant urban centre, it is home to many CWCS, which cater to a wide range of professionals, including migrants. Most interviews were conducted in the capital, as the city represents both a centre for innovation and a focal point for migrants seeking employment and entrepreneurial opportunities. Ajdovščina is a smaller town with a population of around 6,000, a less developed collaborative centre and fewer spaces. Koper, a coastal city with a population of approximately 26.305, is an example of an urban area where transport, logistics, trade and tourism play an essential role in the local economy. While the town's coworking scene is still in its infancy, there is a growing interest in creating spaces that cater to various existing business and social initiatives in the region. Nova Gorica is located near the Italian border, has a population of around 13,000, and provides a middle ground between urban and rural areas. The interviews were conducted in person, engaging both migrants and CWCS to gather insights into how these spaces are utilised in different settings.

1.1 Migrants and migrant communities in the field and in the labour market

The migrant population in Slovenia is diverse and includes asylum seekers, refugees, TP beneficiaries, labour migrants, irregular migrants and foreign students. In 2023, Slovenia experienced significant migration flows, with 60,587 irregular border crossings reported by the Slovenian police. Of these, 7,216 individuals applied for asylum, and 129 were granted international protection status. The country has a limited infrastructure to accommodate asylum seekers, with the primary asylum centre on the outskirts of Ljubljana offering a capacity of up to 250 people. Another facility on Kotnikova Street in Ljubljana is smaller and situated in the city centre. Ljubljana also has an Integration house with 3-4 apartments where people with international protection can spend up to one year. Another Integration house is situated in Maribor. There is also a family-oriented asylum home in Logatec, a city about 30 km away from Ljubljana. Additional facilities are small and include the Centre for Foreigners and Unaccompanied children and youth Centre in Postojna. Debeli Rtič Centre hosts individuals with temporary protection status. The Ukrainian conflict has had a significant impact on the migrant population, with 9,367 individuals receiving temporary protection status since February 24, 2022. Of these, 9,254 were granted to Ukrainian nationals and 113 to third-country nationals. Work migration is also a notable aspect of Slovenia's migrant population, with foreign workers contributing significantly to various sectors, including construction, agriculture, and hospitality. The country attracts migrants from neighbouring countries, such as Serbia, Bosnia and Herzegovina, North Macedonia, Kosovo, and other EU member states, as well as from India, Nepal, the Philippines, and Bangladesh. Additionally,

Slovenia hosts many foreign students, particularly from neighbouring countries and those, as mentioned earlier, former Yugoslav republics.

Slovenia has several policies to support migrant integration, primarily targeting asylum seekers, refugees, and temporary protection holders. The Office for the Support and Integration of Migrants is a central institution responsible for coordinating integration efforts. The country's integration programs are often linked to broader EU frameworks, aiming to create standardised processes across member states. Language skills are essential for migrant integration. The state offers Slovenian language courses, especially for those with temporary protection or asylum status, although access can be inconsistent. Many migrants, particularly those with a lower level of education or from non-EU countries, face significant language barriers that hinder their ability to access services and enter the workforce. As far as employment is concerned, migrants are encouraged to enter the labour market through the Employment Service of Slovenia, which helps connect them with available job opportunities. However, challenges exist, particularly regarding discrimination, lack of recognition of foreign qualifications, and language barriers. Many migrants initially find work in low-skill sectors, such as construction, hospitality, and agriculture. NGOs are instrumental in the integration process. They provide a wide range of services, including language courses, cultural orientation, and legal assistance. These organisations often bridge the gap between governmental structures and migrants by offering services that are flexible and more responsive to the immediate needs of migrants. For instance, Slovene Philanthropy, Pravno informacijski center (PIC), ADRA, Odnos and The Peace Institute are key players in supporting social and economic integration. Also, Infokolpa and Ambasada Rog, two important activist collectives, are involved in day-per-day activities with irregular migrants, asylum seekers and persons with refugee status.

1.2 CWCS in Slovenia

CWCS in Slovenia displays distinct patterns based on geographical location, clearly contrasting urban and non-urban regions. In urban areas, especially in Central Slovenia (primarily Ljubljana), CWCS are abundant and cater to a wide variety of professionals, from freelancers to startups. These spaces typically provide a range of services, including creative hubs, innovation labs, and specialised facilities like FabLabs and maker spaces. Many of these urban coworking spaces focus on networking, innovation, and community-building, supporting a thriving startup ecosystem. Key urban centres like Ljubljana host well-known spaces, such as Impact Hub, Regus, Roglab and various maker and tech labs that encourage tech development and collaboration.

In contrast, non-urban regions of Slovenia, such as Upper Carniola, Prekmurska, and Savinja, have fewer CWCS spaces but are increasingly embracing this trend. The spaces in these regions tend to serve more localised communities and focus on fostering local entrepreneurship and innovation. For instance, areas like Kranj, Murska Sobota, and Celje have emerging spaces that

support small businesses, creative entrepreneurs, and local startups. These non-urban coworking environments often offer a more intimate setting compared to the bustling urban hubs, with an emphasis on practical business support and community-driven development. Non-urban spaces also tend to combine coworking with other functions, like living labs and maker spaces, which can encourage more specialised types of collaboration.

2. Results from the Field Research

2.1 Migrant`s population and the CWCS

2.1.1 Characteristics and experiences of migrants interviewed

In the research, we included ten migrant respondents. Most of the respondents were in the age category of 26-35 years (4). The others were 18-25 (3) and 36-45 (3). Most of the respondents were male (8), and two of the respondents were female (2). Regarding legal status, four were asylum seekers (4), three of the respondents were students (3), one was a person with subsidiary protection (1), and two were in the category of “other” (2). One is in the process of acquiring a residency permit, and the other is a resident artist. Most of the respondents had a high school degree (6), one had finished primary school (1), two had a bachelor’s degree (2), and one had a master's degree (1). Respondents' length of stay in Slovenia varied greatly. Three respondents were in Slovenia for 1 month, two for 2 months, one for 3 months, one for 2 years, one for 5 years, one for 8 years and another for 13 years.

The average length of stay was a bit more than two and a half years, but the average length of stay is not representative due to the large variety of respondents' situations. Most respondents were male (8), and the most common age group was from 26-35 years. The average education degree of the respondents was high school (6).
Five of the respondents indicated that they had no experience with the labour market in Slovenia. This can be attributed to the short length of their stay in Slovenia at the time of the interview. Of the five respondents who had experiences with the Slovene labour market, two noted the negative influence of their ethnicity when accessing work. Two respondents said that their ethnicity or race had no influence on their previous labour experiences. One respondent noted a positive impact of their ethnicity as she is an artist and includes her cultural heritage in her work. Regarding the negative impact, one respondent noted that asylum seekers usually can only acquire work through work agencies, which take a part of their pay. He noted that work agencies have created a monopoly over access to labour, and it is very hard for asylum seekers to get directly employed by the companies. Another negative experience a respondent noted was that in his previous jobs, he noticed that foreigners were the first to be fired when a company reduced labour costs. Foreign workers are usually in the

most vulnerable position due to poor language skills and the precarious status of their stay in the country.

In general, the respondents had mixed experiences with the labour market. Half of the respondents had no experience with work in Slovenia due to the short length of stay in Slovenia at the time of the interview. Five had some experience with the labour market. Two respondents noted negative experiences with the labour market, which can be attributed to their ethnicity. The negative experience is not directly tied to their specific ethnicity (Afghan and Moroccan) but rather to their position as a foreigner in the country who has fewer rights and fewer connections and is thus in a more vulnerable position in the labour market. One experience was positive, as the respondent is an artist who includes her cultural identity in her work.

2.1.2 Migrants' interaction and expectations of CWCS

Five respondents noted that they were unfamiliar with the concept of the CWCS, and five said they were familiar with it. Two of the five who were familiar with the CWCSs noted that they knew the idea but did not have any real experiences working in these spaces. One of the respondents noted that she had an active role in establishing and using a CWCS in her local environment in Kazakhstan. She explained that they provided in her CWCS space for organising events of different groups. Two respondents noted that they have been to CWCS when attending NGO meetings. They noted that they received important information regarding the asylum system in Slovenia. One said that he also received counselling regarding documents and that it was a place for socialising and meeting new people. None of the respondents had any experience working in a CWCS in a strictly business sense (like organising a start-up company).
The respondents who first heard the concept of CWCS expressed interest in such spaces. All five respondents who were unfamiliar with the term were happy to learn about the project and wanted to be informed about the RES-MOVE project activities about including migrants in the work of CWCSs. Some of them also expressed concern about a possible lack of their own skills or knowledge and their precarious position as asylum seekers who had not yet received a definite decision on the request for international protection. Due to the relatively low rate of acceptance of asylum requests, many asylum seekers do not view Slovenia as a country where they can stay for a long time.

The majority of respondents noted the biggest appeal for them to join a CWCS was the option of cooperating with other people with different skills and the fact that you save on expenses by not renting a space full-time. One of the responses to the appeal to join a CWCS was that by making work cooperative, your work becomes more productive ("*It is a good thing. You know, one hand doesn't clap. Two have to work together. Together we can make work more productive if we have the same direction."*) The same respondents noted that his motivation to join a CWCS was the option to have the freedom to set his own goals. Another respondent mentioned that the appeal of the CWCS for her was that people come to work with others outside of their standard social environments and, at the same time, save on rent. ("*They enable us to be outside of our bubbles. And co-working also helps us to save resources because you don't pay high expenses for rent. So being part of a co-working space is very practical."*). One of the respondents mentioned that the appeal for him was the

dynamic environment of CWCS as opposed to regular work in an office. Another respondent noted that his appeal of CWCSs was that they enable people to share useful experiences. Regarding motivation to join a CWCS, he noted that a friendly environment and the willingness of people to help were very important.

In general, all respondents mentioned cooperation and savings factors as an appeal to join a CWCS. Another important factor was the freedom to work and set goals. While cooperation in shared working spaces is important, personal preferences regarding the topics of workshops or events remain high on the list of factors determining the appeal and motivation to join a CWCS.

2.1.3 Conditions of getting involved

Respondents noted various ideas and projects they would like to develop in CWCS, usually connected to their already established interests. Only one person noted that he does not know what he would like to work on. One of the respondents noted that he wished to work in a gym that would be focused on community-building efforts. Another respondent noted that he would like to work on sports management and use CWCS for the purpose of planning and giving lessons about training and physical development. Two of the respondents noted that they would like to work on research of art and medicine. One of the respondents noted that he would like to work on the development of digital security of information, and another noted that he would like to work on the production and sale of traditional Moroccan dance clothes (tarwa). Another respondent noted that she would like to work on projects involving craftsmanship or urban development. Two of the respondents noted that they would like to develop ideas that address societal problems. One of them gave a specific idea that he would like to work on ideas for social activation, like providing migrants with language courses or options to receive certificates and work qualifications (for example, a licence to drive a forklift).

Regarding mentorship, all of the respondents, except two, noted that they would benefit from having a mentor as they could learn new things or improve existing ideas. One of the respondents also noted the need for a variety of mentors with different skills, as each can contribute his own share in the development of the ideas shared in CWCS. (“A Mentor might have knowledge you might not have. If there are more mentors, they can offer diversification of activities.). One of the respondents noted that he is unsure if he needs a mentor since he has no clear idea what his role in CWCS would be, and another gave a negative answer regarding the need for a mentor.
None of the respondents gave a negative answer regarding their views on spending their free time in a CWCS. Eight respondents said that they would go to CWCS to work and socialise there. Some added that they would go to such activities if they did not have some other obligation, and one respondent said that he would like to join a CWCS, but his current work schedule does not permit him to be a part of such activities. Two of the respondents said that they would maybe join a CWCS. One of them said that she would join if the content would

interest her. She noted that she was interested in participating in events, happenings and discussions. The other respondent gave no further clarification.
In general, the respondents gave favourable answers and expressed interest in spending their free time in CWCS. The respondents viewed the possibility of spending their free time in a more social way as a good thing. They considered CWCSs as a possible space for socialisation, meeting new people, meeting friends and being a part of an active community. Some respondents noted the need to work together and for a common goal in order to create opportunities for further social or professional development.
The respondents generally noted that they would prefer to work in urban areas. Four of the respondents said that they would prefer to work in cities. One of these four noted that there is a different culture in the cities compared to rural areas that might contribute to better professional opportunities and that there are more customers in the cities since there is a larger population density. Four of the respondents said they do not feel any preference towards the work location. Two of these four specifically mentioned that the possibility of working in rural areas depends on the distance from home and the possibility of transport. Two of the respondents noted a clear preference to work in the rural areas. Both said the deciding factor was less stress in rural areas and more time to concentrate on work.

Only one respondent noted that he would benefit from having childcare facilities on CWCS premises as he has a young son. Two of the respondents said that they would benefit indirectly by being in contact with other families and kids and learning new skills and languages. Other seven respondents noted that they personally would not benefit from childcare facilities as they do not have kids of their own. One respondent also added that she thinks this kind of practice of childcare options is very important for the inclusion of women.
Most respondents noted that the relations in the CWCS are a key component that would make them feel welcomed. The respondents mentioned that it is important for them that the environment is friendly, that people in the CWCS are willing to help each other and are motivated to work, that there is a "stress-free" mentality, and that no discrimination is allowed. One respondent mentioned that the staff working in the CWCS should not be "too formal" in their work relations and suggested that CWCS should organise get-to-know-each-other events in order for people to feel more included. One respondent mentioned the need for outside activities and options to express oneself as a means that would make him feel welcomed. Another respondent mentioned the importance of co-working rooms being spacious, which would allow freedom of expression. One respondent mentioned that CWCS should enable the possibility of getting to know both migrants and Slovene residents and provide options for working together.
In general, the respondents answered that to feel welcome, the CWCS should be organised in a way that builds on a friendly atmosphere and relations with both the composition of the spaces (not too clustered) and the role of the staff in CWCS. The respondents noted that the personnel of the CWCS should be welcoming and motivated to support users of the CWCS.

2.2 CWCS and migrant population

2.2.1 Characteristics and experiences with migrant users

We interviewed 10 CWCS from almost the entire country/territory (Slovenia), half of which are settled in urban settings (Ljubljana, Kranj, Koper, Novo mesto), and half in non-urban areas (Ajdovščina, Trbovlje, Škofja Loka). Around half of CWCS operate as private or informal entities (6), while others are public spaces.

Six (6) respondents replied that their spaces are conventional coworking spaces, while five (5) operate as collaborative spaces. Three (3) identified their spaces as either maker spaces or accelerators, and two (2) as incubators/business hubs. The other typologies they listed are fab labs, creative hubs, arts and science labs and educational spaces. Their memberships also vastly differ, from 1700 users of one of the fab-labs (mostly paid workshops) to a CWCS that recently stopped operating due to project closing or collaborative spaces with only up to 30 beneficiaries. The average size of members in all the CWCS we interviewed is 66.

Gender representation in all the CWCS we interviewed is almost balanced, with 50,7% favouring women CWCS members and 49,3% male members. The number of women in CWCS is more favourable in collaborative, fab-labs, and maker spaces, while conventional coworking spaces include more men. Four (4) of the CWCS respondents replied they did not have information on their members' average ages, while the average age of the rest is 34 years.

Most members are self-employed or employed (full-time/temporarily), while the rest were listed as unemployed, volunteers, or even retired (in collective centres). Most CWCS users also have higher/university education; the rest have secondary-level or technical/vocational degrees.

Only one out of ten respondents answered that CWCS has never had an experience of having users/members from migrant or minority communities. The respondents from the remaining nine CWCSs mentioned their users came from cca. 30 countries from around the globe. They mostly mentioned countries such as Ukraine, Russia, the USA, Belarus, Kosovo, and Bosnia and Herzegovina. The other countries mentioned are Afghanistan, Albania, Algeria, Argentina, Australia, Burundi, Cameroon, Congo, Germany, Iran, Latvia, North Macedonia, Mexico, Moldova, Morocco, Palestine, Philippines, Portugal, Serbia, Syria, Tunisia, Turkey, and Venezuela.

In most cases, users used English as their working language or Slovenian (mostly members from ex-Yugoslav countries). Their education also varied, from secondary to university level. They also mostly attended maker workshops, integration courses for migrants and vulnerable groups, business courses, artist residences, or were regular users of coworking desks.

To retain or increase future migrant membership, the respondents proposed more community-based events and enhancing community engagement, an increase in active migrant membership, child care, accessible and practical workshops, and better cooperation with relevant stakeholders, such as NGOs, in the field of migrant integration, employment and

coordination (Centres for Social Work, Centres for mental health, Employment Agencies, etc.). Some also suggested some mentorship, where the CWS would follow their work from the beginning to the final product/presentation of the idea, which would increase their local language skills, making them more comfortable to network. Another strong incentive was ensuring support from legal experts and even more intercultural mediators.

Almost all of the CWCS respondents (9 out of 10) offer a workspace, workshops/classes, and a collaborative community for their members. Half (5) replied they can also offer internship opportunities, mentorship, professional support, and technical advice, while the rest offer legal advice and artist residences.

To ensure better inclusion of migrant users, the respondents proposed a general support and social orientation to new CWCS users, tailored involvement in their activities (vocational training, social entrepreneurship, for example), and advocacy/awareness-raising of this potential new workforce among the stakeholders. More maker space-oriented CWCS respondents also proposed workshops in which migrant beneficiaries would produce new products (through laser printing, 3D printing, woodwork, etc.) or work with volunteers or support groups who could provide mentorship and consulting.

2.2.2 Perceptions and perspectives for a future engagement

Most respondents who have experience with migrant users in their CWCS replied they have had positive experiences and that there are benefits to having a multicultural and multilingual membership. Gmajna Collective, for example, believe that benefits are reciprocal: “Migrants benefit by getting to know new people and information, and they bring new dynamics to our space and even neighbourhood. We always deal with something new.” Another fab lab, Rog Center, mentioned that they continually benefit from migrant knowledge, which often pushes their staff beyond their comfort zones – another benefit. Others also remarked that locals, who are part of the membership, can learn new cultures, traditions, customs, etc. However, three (3) respondents added that CWCS need to put an effort to continue such benefits. Among them, they commented that inclusion programmes should be community-oriented and facilitate the connection of migrants with local entrepreneurs, collaborating on company-led projects, preparing an integrated offer for clients, etc.

Among the main risks, the respondents mentioned failing to achieve financial stability and liquidity since membership payments are crucial, as well as over-reliance on a single coordinator and short project durations. A potential risk for CWCS would be low participation in workshops, lack of experiences on the part of migrants, and challenges for mentors in addressing diverse migrant needs. One respondent from a regional CWCS also mentioned that, in the past, language competence, independence, self-initiative and incomplete engagement proved to be a struggle for migrant users. Another respondent remarked that potential risks involve cultural shocks, confronting public prejudices and bigoted remarks on the nationality and ethnicity of these users.

Many of the respondents mentioned similar stakeholders or, rather, stakeholders with similar backgrounds in the field of migrant integration and support. Among them are also listed:

- Housing initiatives
- NGOs that are involved in migrant integration activities (humanitarian, cultural and art associations)
- Established associations within existing migrant communities (African community, Latin American community, etc.)
- Educational institutions (schools, kindergartens, secondary and vocational schools, adult education facilities)
- Individual municipalities or local authorities
- Youth centres

In most interviews, respondents remarked that their CWCS welcomes further collaboration with such entities but would require better coordination and support from institutional actors, especially in economic integration. One respondent also commented that such collaborations could improve development in the region.
When asked about the RES-MOVE project's role in improving such actions, three respondents did not provide an opinion or a suggestion, and one respondent declared they were not interested in collaborating.
The rest of the respondents (6) commented that the project pilot actions could strive towards enhancing networking migrant opportunities and provide some infrastructure improvements, especially in the form of providing media support, materials and access to mentors (retaining the existing and recruiting new ones). Also, further education for mentors and a provision of translation services or cultural mediation were mentioned. A respondent from a regional collective space also remarked that the project could focus on advocacy for migrant inclusion in CWCS through collaboration with local authority actors.

3 Reflection and strategic considerations

There are differences among CWCS in Slovenia, as most are privately owned and business-oriented spaces offering office space and networking for their paying members. The CWCS, included in the field research, demonstrated varying commitment to creating inclusive and safe environments for migrants and marginalised groups. Collectives, maker-space and fab-lab-oriented CWCS have taken steps to support migrants through social orientation, advocacy and community-based events in multilingual environments. Their activities focus on skill-building and inclusion through integration courses, practical workshops, and mentorship opportunities. Such practices are not country-specific and might have already been or should be further developed elsewhere in Europe. However, they aim to be tailored to migrant's needs, emphasising partnerships with NGOs or other inclusion institutions.
The interviews reveal that migrants generally perceive CWCS as spaces with potential inclusion and community-building, though their experiences and expectations vary. The positive experiences of those familiar with CWCS were mainly social and collaborative environment, friendly and supportive relationships, and no discrimination. However, they recognised possible limitations and prejudices that may arise with their inclusion, such as precariousness towards certain legal statuses and ethnicities, limited skills and lack of familiarity.
Throughout the research, we recognised that despite the internationality and openness of CWCS, language and cultural barriers still exist, so they should be addressed and supported by employing migrant facilitators and translators and by creating networks with local institutions, such as municipalities or local authorities. Furthermore, there should be more effort to engage migrant women in various CWCS activities and open and informal mentorships. There are also persistent challenges, such as financial constraints to maintain CWCS membership, recognised by both respondent groups and prejudices about how much migrants can contribute or cope with the already set CWCS activities.

Many of the respondents we interviewed in Slovenia already had experience working with migrants. However, their recognition and use of migrants' skills and knowledge varies significantly. The types in which individual CWCSs operate vary. Some are more of a collaborative space kind, other maker spaces and fab labs or accelerators, but they all emphasise inclusivity and skill utilisation. Several spaces, for example, actively involve migrants in their activities to highlight their potential contributors.

In some cases, migrant engagement comes through integration through advocacy and awareness activities, while others focus on providing integrated mentorship and even legal advice for entrepreneurial ventures. Targeted programs like skill-building workshops, community-based activities and entrepreneurship courses can also help improve migrants' employability. Even so, respondents remarked that language barriers and lack of self-initiation persist throughout these efforts. Overall, individuals from migrant communities are seen as enriching to CWCS dynamics because they bring out diversity and new perspectives in an

existing membership. Two respondents remarked on their mixed learning experience when evolving migrant communities and the value of new technical expertise they might bring.

Migrant respondents, on the other hand, commented that their skills and knowledge recognition in CWCS largely remain inconsistent, as they are often limited to the specific CWCS's structure and mission. Half of the respondents were unfamiliar with the concept of CWCS, which is an indication that even collective spaces and skills-building CWCS have limited outreach and awareness. Some respondents even expressed doubts about whether their skills would be applicable within the CWCS framework, and they further expressed that such endeavour might lead to limited employment security and even more precarious work conditions. They would, however, appreciate an all-rounded and tailored mentorship programme that can better leverage their skills in the employment market.

9 out of 10 CWCS respondents shared they would benefit from the RES-MOVE project contributions, particularly in the form of media and mentorship support, infrastructure and networking efforts, such as forming a diverse stakeholder group that involves migrant-led initiatives, NGOs and local authorities, as well as translation services and advocacy activities that would help bridge prejudice from business and local communities.

We do not see any distinct policies or recommendations in place that would address this topic. However, non-urban local initiatives, such as Rural Move in Portugal, that work towards establishing all-inclusive integration activities from migrant communities, which involve language learning, business development through CWCS, and housing solutions, might be the best practice worthy of developing elsewhere.

Responses from migrant respondents show limited mentorship programmes and training opportunities for migrants in CWCS in Slovenia, even though there are notable gaps in inclusivity and outreach from specific accelerators and collaborative spaces. Most respondents recognised the potential benefits of mentorship and expressed interest in receiving guidance to develop their ideas or improve existing skills. They also emphasised the importance of having mentors with diverse expertise because they can enhance their learning opportunities - beyond developing their business ideas. There was, however, little evidence of structures and consistent mentorship programmes tailored specifically to migrants' needs. The respondents also expressed their appreciation of the goal to create a more cooperative environment, which would foster their skills through collaboration. Still, most were unaware of such opportunities. This again shows the lack of proactive outreach to migrant communities, even those with highly skilled and well-educated individuals. Furthermore, most respondents were interested in more practical activities and workshops focusing on (tailor-made) entrepreneurship, language acquisition and certification skills (e.g. forklift operation). Notably, the last one aligns with their desire for more practical and employability-oriented training.

As for recommendations, respondents disclosed the following suggestions: tailored programmes, including mentorship and training programmes specifically designed for

migrants (language support, cultural adaptation workshops and targeted skills training); outreach initiatives that enhance the inclusivity of migrant and minority communities through NGOs and local networks, while raising awareness about available opportunities and how to access them; childcare and better gender representation to ensure geographic accessibility, especially in non-urban areas, and promote competence and skill building among young migrant and NEET women; community integration activities, such as intercultural networking events and get-to-know-each-other workshops to foster a welcoming and safe atmosphere.
The responses from CWCS respondents show that coworking and collaborative spaces in Slovenia have varying levels of collaboration with external stakeholders, such as NGOs, companies, local authorities or labour agencies. In cases including migrant and minority communities, such collaborations are virtually non-existent. Their responses, however, show an inclination for deeper cooperation. The potential of creating a relationship with relevant local stakeholders or even forming a multi-stakeholder group that includes a variety of actors has several potentials:

- Honing already existing networks, where CWCS already collaborate with local NGOs, educational institutions and municipalities; however, the project could help introduce private companies or business ventures that could broaden the array of current activities to more entrepreneurial ones.
- Forming a group of supportive stakeholders, such as municipal authorities, local businesses and NGOs, especially in more rural areas, that collaborate with local CWCSs in providing mentorship, funding and specialised training for vulnerable communities (including migrants) while promoting the development of new technologies and business opportunities for the entire region.
- Improving challenges in collaboration, where CWCS has somewhat formed or established connections with other stakeholders, requires better support in coordinating with state or non-governmental institutions to avoid fragmentation.

The field research in Slovenia has shown that, at the local level, the CWCSs interested in becoming migrant-inclusive spaces would largely benefit from a centralised platform which includes them, local authorities, non-governmental actors and especially labour agencies. They would need to develop better sector-specific training and mentorship programs in collaboration with employment agencies and companies to align migrants' skills with the employment market needs. On top of that, local authorities should not only retain an integral part of the platform but also become focal points of advocacy and policy support for such initiatives.

To achieve that, the RES-MOVE project can act as a bridge to strengthen collaboration among stakeholders. The pilot activity, in particular, can provide resources to the CWCSs by offering guidance to enhance inclusivity initiatives. At the same time, the shared consortium knowledge can encourage best practices to promote successful models of collaboration (e.g. integration courses for mentors).

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List any external references you used in this report that are not part of the T2.6 Questionnaires in an alphabetic order.

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