

## **POIM by ICA™ – Summary**

Path Oriented Integration Method / Management

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### **A scientifically grounded model for systemic integration with impact**

**Path Oriented Integration Method (POIM)** is a structured approach to the integration of international skilled workers – developed by the Inside Culture Academy. The method builds on established theories from migration research, organizational development, social capital theory, and systems research, and combines them with practical implementation in regional contexts.

POIM does not view integration as an exception but as a repeatable, systemic process. It supports companies, institutions, and regions in opening structures, organizing processes, embedding skilled workers, and anchoring integration for the long term. In this way, diversity turns from a challenge into a routine – and skilled labor integration becomes a sustainable strength for employers and regions alike.

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### **Why POIM?**

Many small and medium-sized enterprises (SMEs) in Germany would like to hire international skilled workers. Yet many hesitate: bureaucracy feels overwhelming, everyday integration is uncertain, and clear structures are missing. What is needed is not another isolated project but a reliable pathway that makes integration transparent, repeatable, and sustainable.

This is where POIM comes in. It provides a clear framework that employers, authorities, and regional actors can follow step by step.

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### **COME™ + POIM™: A dual framework**

Integration in Germany is often difficult – not because services are missing, but because existing systems were historically not designed for integration. Their purpose has always been to ensure order and structure, not belonging. For a long time, integration was treated as an exception and addressed only through projects.

With **COME** and **POIM**, a dual framework is now available:

- **COME** support humans: orientation, reflection, agency, and belonging.
- **POIM** support systems: opening structures, linking processes, building routines.

Only through the interaction of these two levels – individual and system – can a holistic integration logic emerge that empowers people and makes structures resilient.

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## The 4 steps of POIM

POIM structures integration into four clear phases:

1. **Open** – Curiosity instead of uncertainty. Employers, institutions, and regions develop openness and readiness for diversity.
  2. **Organize** – Clarity instead of coincidence. Processes, responsibilities, and documents are structured so that everyone knows what to do.
  3. **Integrate** – Cohesion instead of parallel lives. Skilled workers are actively included in teams, networks, and everyday life.
  4. **Maintain** – Routine instead of exception. Standards, guidelines, and simple checks ensure long-term success.
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## What makes POIM unique?

- **Systematic instead of isolated:** POIM connects all actors - employers, recruiters, authorities, and skilled workers – into one coherent pathway.
  - **Practical instead of abstract:** POIM translates complexity into concrete tools – checklists, onboarding modules, mentoring systems.
  - **Transferable instead of one-off:** What works in Bremen can be replicated in other regions and sectors.
  - **Dual applicability:** As a *Method*, POIM provides scientific grounding; as *Management*, it offers a hands-on steering tool.
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## Benefits for stakeholders

- **For companies:** Less fear of bureaucracy, clear responsibilities, faster onboarding, stronger retention.
  - **For skilled workers:** Orientation, everyday security, social belonging.
  - **For policymakers & funding bodies:** A scalable, modular integration framework that is fundable and measurable.
  - **For regions:** Diversity becomes a strength – visible, embedded, and future-proof.
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## POIM in practice

The **FachkräftePfad Bremen** is the first implementation of POIM. It demonstrates how integration can be made modular, transparent, and sustainable – making Bremen a model region for skilled labor integration.

POIM is more than a project. It is both a method and a management tool that makes skilled labor integration systematic, practical, and sustainable for skilled workers, for employers and for the region.

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