





Co-founder, Impact Evolution gGmbH
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Winter is coming





They don't know what to ask – or where to ask?

A vibrant, cartoon-style illustration of a diverse group of people, including men and women of various ethnicities and ages, all smiling and looking towards the viewer. The background is a colorful, abstract pattern. Overlaid on this image is a large, orange, cloud-like shape containing the text "Not to test, but to help." in white, bold, sans-serif font.

**Not to test,
but to help.**

Living & Studying in Ilmenau

Living & Studying in Ilmenau



Studium General Department

Technical University of Ilmenau

Credit – 1 (as non-technical course)

Offered every semester

HOW NOT JUST STUDY, BUT NOT TO FREEZE TOO.

+

Life in Ilmenau & Germany
Cultural Etiquette





The Nazi Swastika



The Nazi Triskle



The Nazi Sun Cross



Strasserism



The Totenkopf (Skull)



"The Skull is the reminder that you shall always be willing to put your self at stake for the life of the whole community."



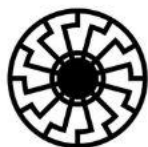
The flag of the confederacy who fought for the preservation of slavery



Blood drop cross used by the KKK



Jood Star, sometimes used on edits of celebrities



The Black Sun



The (White Power) Celtic Cross



The Valknut Symbol



The Iron Cross (often with a swastika)

Reichsführer-SS Heinrich Himmler

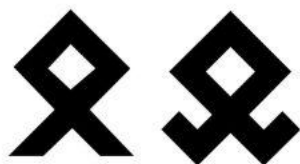
WPWW

Literally "White pride world wide" a slogan used by far right neo-Nazi groups.

"Sieg Heil"

Used by Nazis in war, literally "Hail Victory"

*Paramilitary Fascist
Flags and Symbols*



The Othala & Odal Rune



SS Bolts

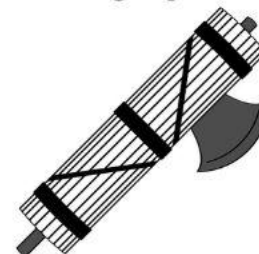


The Heilszeichen Symbols



Sturmabteilung

The "stormtroopers" who were a Nazi paramilitary group used for intimidation.



The "Fasces", where Mussolini derived his ideology of fascism.

1488

Or

14/88

The 14 words "We must secure the existence of our people and a future for white children." and 8th letter of the alphabet (h) twice for "Hiel Hitler"



The Wolfsangel Rune



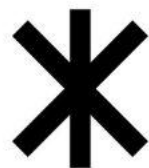
The Eif Rune



The Death Rune



The Ger Rune



The Hagall Rune



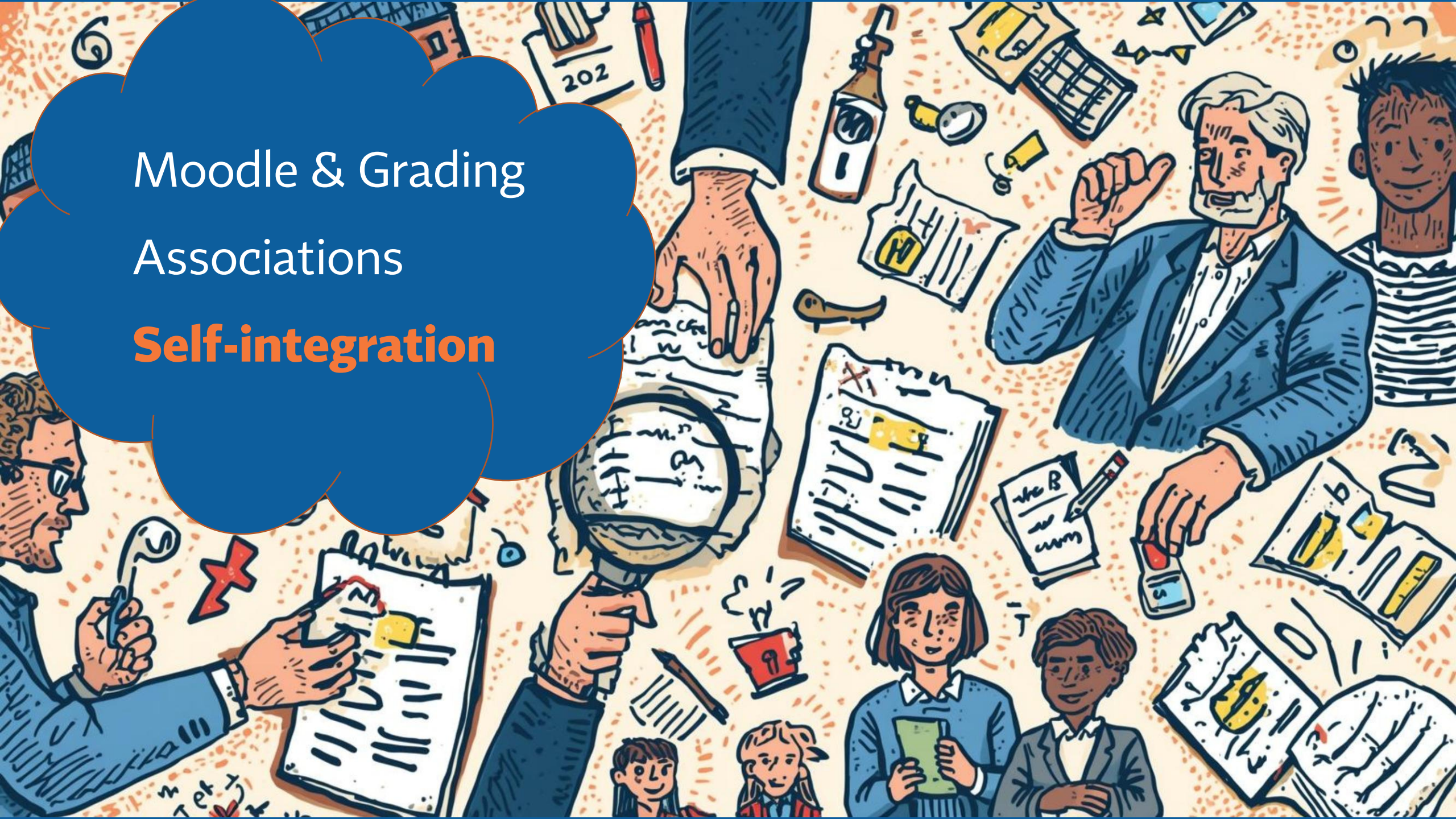
The Life Rune

§86a

FORBIDDEN SYMBOLS

No-Go's & Penalties
Driving & Riding in
Germany
(License details)





Moodle & Grading Associations

Self-integration

A close-up, high-angle shot of a diverse group of young people, primarily of Asian descent, smiling and laughing joyfully. The group is tightly packed, with their faces filling the frame. The lighting is bright and natural, suggesting an outdoor setting. A semi-transparent blue rectangular box is overlaid in the center, containing the text "Integration begins when people stop surviving and start belonging." in white and orange font.

Integration begins when people
stop surviving and start belonging.



"YOU THOUGHT IT WAS YOUR
MONEY?"



THINK AGAIN."

TAX &
Insurance

Visual breakdown of a German payslip

Payments / Brutto - Bezüge

- Salary / Gehalt
- Car allowance / Kfz-Pauschale
- Pension allowance / Renten-Pauschale

Tax-Social Security / Steuer Sozialversicherung:

- Taxable gross income / Steuer-Brutto
- Wage Tax / Lohnsteuer
- Church Tax / Kirchensteuer
- Solidarity Surcharge / Solidaritätszuschlag

- Gross Health Insurance - KV-Brutto
- Gross Pension Insurance - RV-Brutto
- Gross Unemployment Insurance - AV-Brutto
- Gross Long-Term Care - PV-Brutto
- Health Insurance Contribution - KV-Beitrag
- Pension Insurance Contribution - RV-Beitrag
- Unemployment Insurance Contribution - AV-Beitrag
- Long-Term Care Insurance - PV-Beitrag

Statement of earnings / Verdienstbescheinigung:

- Total gross income - Gesamt-Brutto
- Tax. gross income - Steuer-Brutto
- Wage Tax - Lohnsteuer
- Church tax - Bayern nad Baden-Württemberg percentage is 8%, all other states pay 9% - Kirchensteuer
- Solidarity surcharge - 5.5% - Solidaritätszuschlag
- Non-tax. payments - Steuerfreie Bezüge
- Life ins./PI, tax. flat - P. verst Zuk.sich.
- Att. of earnings, bal. - Pfändung Rest
- Loan, balance - Darlehen Rest

Bank

- Account Number / Konto

- Employer Social Security Contribution / SV-AG-Anteil
- Employers Additional Cost / Zus. AG-Kosten

Abrechnung der Brutto/Netto-Bezüge für März 2019 08.03.2019 Blatt: 1

Personal-Nr. | Geburtsdatum | SK/Faktor | Kfz.Frtzr. | Konfession | Freibetrag jährl.¹ | Freibetrag mit.¹ | DBA | Gleitzone | St.-Tg. | VJ | Urt. üb. | Urt. Anspr. | Urt. Tg. gen. | Resturlaub

SV-Nummer | Krankenkasse | KK %⁸ | PGRS | BGRS | Um. SV-Tg. | Anw. Tage | Urlaub Tage | Krankh. Tg. | Fehlz. Tage

Eintritt | Austritt | Anw. Std. | Urlaub Std. | Krankh. Std. | Fehlz. Std.

Steuer-ID | MFB⁷ | Zeitlohn Std. | Übersd. | Bez. Std.

*Pers. -Nr.
*Abz. -Nr.

Hinweise zur Abrechnung

Brutto-Bezüge		Einheit ²	Menge ³	Faktor ³	Prozentsatz	St ⁴	SV ⁴	GB ⁵	Betrag
0000	Gehalt					L	L	J	9.000,00
0000	Kfz-Pauschale					L	L	J	750,00
0000	Renten-Pauschale					L	L	J	450,00

Steuer/Sozialversicherung							
St ⁴	Steuer-Brutto	Lohnsteuer	Kirchensteuer	Solidaritätszuschlag	SV ⁴	KV-Brutto	RV-Brutto
L	10.200,00	2.416,16		118,58	L	6.700,00	6.700,00
						AV-Brutto	PV-Brutto
						6.700,00	
						KV-Beitrag	RV-Beitrag
						623,10	837,5
						AV-Beitrag	PV-Beitrag ⁶

Verdienstbescheinigung		Netto-Bezüge/Netto-Abzüge	
Gesamt-Brutto	39.600,00	SV-Brutto	20.100,00
Steuer-Brutto	39.600,00	KV-Beitrag	
Lohnsteuer	11.028,48	RV-Beitrag	1.869,30
Kirchensteuer		AV-Beitrag	251,25
Solidaritätszuschlag	563,27	PV-Beitrag	
Steuerfreie Bezüge		VWL gesamt	
P. verst. Zuk.sich.		Kug-Auszahlung	
Pfändung Rest			
Darlehen Rest			

Bank	SV-AG-Anteil	Zus. AG-Kosten	Gesamtkosten	Auszahlungsbetrag
Konto	1.123,17	308,2	11.353,99	6.542,10

¹ H = Hinzurechnungsbetrag
² Std = Stunden, T = Tage, Km = Kilometer, St = Stück
³ EUR = Euro, Tsd = Tausend Euro, Mio = Million Euro
⁴ Gebührenerfalls Netto-Lohn/Netto-Stundenlohn
⁵ AFP Form-Nr. LKGN13
⁶ L = Laufender Bezug, S = Sonstiger Bezug, F = Fiet,
⁷ E = Einmalbezug, P = Pauschalierung, A = Abfindung,
⁸ M = mehrjährige Versteuerung, N = Nachbereinigung
⁹ V = Vorjahr, W = Entgeltzuhaben
¹⁰ Dies ist eine Entgeltbescheinigung nach § 108 Abs. 3 Satz 1 der Gewerbeordnung

Name

- Personal Number - Personal-Nr
- Date of Birth - Geburtsdatum
- Religion - Konfession - Determines if Employee is subject to church tax.
- Start Date / Length of service / Employee number
- Cost center / Department / Role / Payscale /
- Tax class / Child tax exemption / Annual tax allowance / Monthly tax allowance /
- Insurance fund number / Social security number / Pension special fund / Child allowance /
- Holidays / Days / Hours / Overtime /

- Amount / Betrag

- Total gross income

- Tax deductions / Steuerrechtliche Abzüge

- Soc. sec. Deductions / SV-rechtliche Abzüge

- Net income / Netto-Verdienst

- Amount / Betrag

Non-taxable - non-contributory payments and deductions / Netto-Bezüge - Netto-Abzüge:

- Voluntary Employer Contribution to Savings Plan
- Voluntary Health Insurance / AG-Ant. freiw.Krankenvers
- Total Voluntary Health Insurance / Gesamtbetr.freiw.Krankenv
- Voluntary Nursing Insurance / AG-Ant. Pflegevers.b.freiw
- Total Voluntary Nursing Insurance / Gesamtbetr.Pflegev.b.freiw

- Net pay / Auszahlungsbetrag

Finanzamt Musterstadt 12345 Musterstadt 29.04.2022
 IdNr. Ehemann 12 345 6788 IdNr. Ehefrau 12 345 6787
 Steuernummer: 123/456/789 (Bitte bei Rückfragen angeben)

Contact information of your tax office. The date top right shows you when the Bescheid has been issued. This is important in case you want to appeal against it. You have one month to do this

Finanzamt Musterstadt, 12345 Musterstadt

Herrn und Frau Mustermann Musterstraße 456 12345 Musterstadt

Bescheid für 2021 über Einkommensteuer und Solidaritätszuschlag

Information about the Bescheid: In this case, this is the tax statement for the year 2021

Festsetzung

Art der Steuerfestsetzung
 Der Bescheid ist nach § 165 Abs. 1 Satz 2 AO teilweise vorläufig.

	Einkommen- steuer €	Solidaritäts- zuschlag €	Kirchen- steuer €	Verspätungs- zuschlag €
Festgesetzt werden	12.284 €	0 €	276,00 €	100 €
ab Steuerabzug vom Lohn	9.827 €	0 €	255,96 €	0 €
verbleibende Steuer	2.457 €	0 €	20,04 €	100 €

This is how much you have to pay
 This is how much you've paid already
 Difference from above

A b r e c h u n g (Stichtag 22.04.2022)

Bereits getilgt	0 €	0 €	0 €	0 €
mithin sind zu wenig entrichtet	2.457 €	0 €	20,04 €	100 €
Bitte zahlen Sie spätestens am 03.06.2022	2.457 €	0 €	20,04 €	100 €

Den Gesamtbetrag von 2.577,04 € zahlen Sie bitte bis zum angegebenen Fälligkeitstag auf eines der angeführten Konten.

Calculation of your actual tax refund or tax back payment. In this example, not enough was paid, so a back payment is due. The last sentence at the bottom mentions the total amount due and what needs to be done next.

Bank accounts of your tax office. If you have to pay back taxes, you can transfer the amount to one of those accounts.

Kreditinstitut:
 Berliner Sparkasse
 IBAN: 0891 2000 0000 0000 0000 0000 BIC: BELADE33XXX
 Postbank Berlin
 IBAN: 0891 2000 0000 0000 0000 0000 BIC: PBNKDE33XXX

Finanzamt Musterstadt
 IdNr. Ehemann 12 345 6788, Ehefrau 12 345 6787, Steuernummer 123/456/789 Seite 3

Bescheid für 2021 über Einkommensteuer und Solidaritätszuschlag vom 29.04.2022

Gesamtbetrag der Einkünfte (Übertrag) 76.405

Sonderausgaben

ab beschränkt abziehbare Sonderausgaben 14.128
 davon 92% 12.433 Retirement provision
 ab Arbeitgeberanteil zur Rentenversicherung 7.063
 verbleiben 5.370 5.370

Beiträge zur Krankenversicherung
 - Ehemann 4.179 Health insurance
 - Ehefrau 1.393
 Summe zur Krankenversicherung 5.572 5.572
 ab Kürzungsbetrag nach § 10 Abs.1
 Nr. 3 Buchstabe a Satz 4 EStG 208
 verbleiben 5.364

Beiträge zur Pflegeversicherung
 - Ehemann 828 Long-term care insurance
 - Ehefrau 276
 Summe zur Pflegeversicherung 1.104 1.104

Summe der Beiträge nach § 10 Abs.1 Nr.3 EStG 6.468
 ab Beitragsrückerstattung 350
 ab steuerfreie Arbeitgebererstattungen 0
 verbleiben 6.118 Total
 Summe der abziehbaren Vorsorgeaufwendungen 11.488 11.488

unbeschränkt abziehbare Sonderausgaben

gezahlte Kirchensteuer 256 Further special expenses, e.g. church tax
 ab erstattete Kirchensteuer 0
 im Kalenderjahr 2021 geleistet Zuwendungen § 10b EStG 140
 im Veranlagungszeitraum abziehbar 140 Total
 Summe der unbeschränkt abziehbaren Sonderausgaben 396 396

außergewöhnliche Belastung 827
 - zumutbare Belastung 2.279 extraordinary expenses
 Überbelastungsbetrag 0

Einkommen / zu versteuerndes Einkommen 64.521

Berechnung der Einkünfte, die nach § 32 d Abs. 1 EStG besteuert werden (Abgeltungsteuer)

Kapitalerträge 493
 noch nicht ausgeschöpft
 Sparer-Pauschbetrag 0
 Einkünfte aus Kapitalvermögen
 i.S.d. § 32 d Abs. 1 EStG 493

The amount of tax due is finally calculated based on your taxable income listed here.

WORK MOVEMENTS

When is a move work-related?

- You can reduce your daily travel time by at least **1 hr** (outward and return journey) by moving to a new home
- You are starting your very first job
- You are moving due to a transfer or relocation of the place of work by your employer
- Your move is related to a double household for work reasons
- You are moving into or out of a company flat as a result of your work

STUDENTS: WHICH COSTS CAN I DEDUCT?

Expenses for studying that you can deduct from your taxes include, for example:

- Tuition fees
- Semester fees
- Course and examination fees
- Travel costs
- Computer/laptop
- Technical literature & stationery
- Student loan interest
- Travel, board and lodging costs for study trips
- Home Office

TREATMENT COVERED

- Hospital treatment
- Visits to General Practitioner (GPs) and doctors
- Rehabilitation, such as home care or physiotherapy
- Health checks from the age of 35
- Cancer screening
- Medicines, dressings, therapies and aids such as hearing aids or wheelchairs
- Dental check-ups
- Dentures and crowns
- Orthodontic treatment up to age 18

basic rate 14,6%

Employer: 7,3%
 Employee: 7,3%

maximum limit
 5.175€/month

TAX-ID & TAX NUMBER

The Tax ID
 your lifelong companion

- It-digits
- does not change for life
- unique and permanent
- The Federal Central Tax Office (Bundeszentralamt für Steuern)

The Tax Number

- It-digits
- assigned by responsible tax office.
- if it is not permanent - for example, if you move to another federal state, you will receive a new tax number.
- used for identification purposes & as a file number for their internal organization.

New Tax number

- Relocation
- Marriage (in the case of joint assessment)
- Application for individual assessment after previous joint assessment
- Divorce
- Taking up a self-employed activity

Several Tax numbers

For example, if you have a joint tax ID number with your spouse and are self-employed, you will have two tax ID numbers. For your work as a self-employed person, you only use the corresponding number.



PRESENTATION AND PUBLIC SPEAKING

Confidence is the best integration tool.



Guest session with
Frau Lena Dembowski
on various issues/concerns
related to change in jobs, or
course bringing family, permanent
stay and prospect of future in
Germany.



**IMMIGRATION
OFFICE**

Session on labor rights and work rights especially as an international student

Job-market

CV & Cover letters

Interviews – know how's

Company on-boarding

**EMPLOYMENT
AGENCY**



SALARY EXPECTATION

"Taking into account my experience and XXX certifications, which you mentioned earlier would be very helpful to the team, I'm looking for somewhere between 000 and 000 annually for this role. But for me, benefits definitely matter as well. Your free on-site gym, the commuter benefits, and other perks could definitely allow me to be a bit flexible with salary."

"I'm currently earning \$00,000 and I'd like an increase in compensation but I'm willing to consider other forms of compensation, including paid time off and bonuses, to increase that number."



BEHAVIORIAL QUESTIONS

GOOD RESPONSE

*"In my previous role, I encountered a situation where a customer **requested** a refund that was against company policy. When I brought the matter to my manager and **requested permission** to grant the refund, I **was met with a refusal**. I **respectfully disagreed** with my manager's decision in a **professional and polite manner**, **explained** my reasoning to her. I **highlighted** that by not providing the refund, there was a **risk of the customer leaving a negative review online** which could be **detrimental to the company's reputation and cause more harm than the cost** of the refund. After I **presented my case**, my manager understood my perspective and **granted** permission for the refund."*

In this response, the candidate is demonstrating their ability to identify and articulate concerns, initiate a professional conversation, and work towards a compromise to resolve the conflict.



TELL US ABOUT YOURSELF

Use **SEAT** metrics and relevance

S - Skills

E - Experience & Education

A - Achievements

T - Type of person you are

What is your biggest STRENGTH?

TIME MANAGEMENT

Being able to manage your time effectively and meet deadlines is a crucial skill in many industries. Highlight your ability to prioritize tasks and manage your workload.

"I have strong time management skills and am able to prioritize tasks effectively to meet deadlines. In my previous job, I was responsible for managing multiple projects simultaneously, and I was able to deliver all of them on time and within budget."



they want to see how serious you are about this role and team (or even this field) or they're trying to find out who they're competing with to hire you.

What other companies are you interviewing with?

"I'm interviewing with a few companies for a range of positions, but they all come down to delivering an excellent customer experience. I wanted to keep an open mind about how to best achieve that goal, but so far it seems that this role will really allow me to focus all of my energy on customer experience and retention, which I find very appealing."

15

1. Have I answered all your questions, or is there something you'd like me to clarify?
2. Do you have any hesitations about my qualifications?
3. Can you tell me if I would get the chance to be involved with this (project/initiative/etc.)?
4. What are your expectations for this role during the first 30 days, 90 days, year?
5. Could you describe for me the culture of the company?
6. Where do you think the company will be in 5 years?
7. Who do you consider your top competitor? And why?
8. What are the main opportunities (or challenges) that the company/department has at the moment?
9. What is the typical career path for this role in this company?

Do you have any questions?

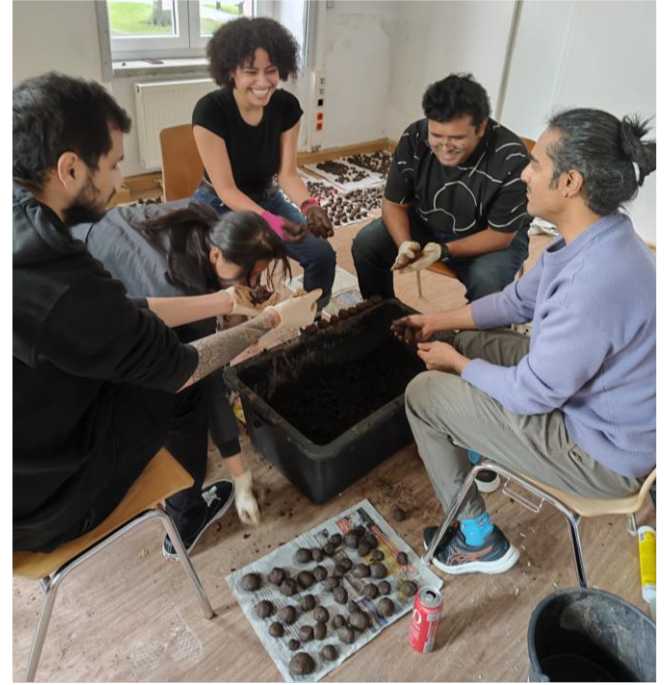
MAYOR OF ILMENAU



Integration in the local
market and societal
dynamics with **Dr. Daniel
Schultheiß.**



Ms. Sannowitz & Mr. Freitag
of the Local Police Department
talks about security measures,
communication and
removing the fear barrier.



Where friendships
(and free food) are made.





Broadcasting TAX
confusion



Job scams



Changing universities or courses

Financial & Home issues

Landlord abuse

Homesickness & Loneliness

A cartoon illustration of a young girl with black hair tied in a ponytail, sitting at a desk and looking sad while using a laptop. She has her hand on her chin and is looking away from the screen. The background shows a bedroom with a bed and a window with yellow curtains.



WITHOUT LANGUAGE, INTEGRATION IS JUST THEORY.



9 →

120

students



Increased Sense of Belonging –
More connected to the community.





**Confidence Through
Knowledge –
Bureaucracy fear
dropped dramatically**



Language & Communication Skills – Attempt conversations.



BREAKING THE 'FEAR BARRIER'

— RIGHTS & DUTIES —



Social network
Collaborating & socializing.

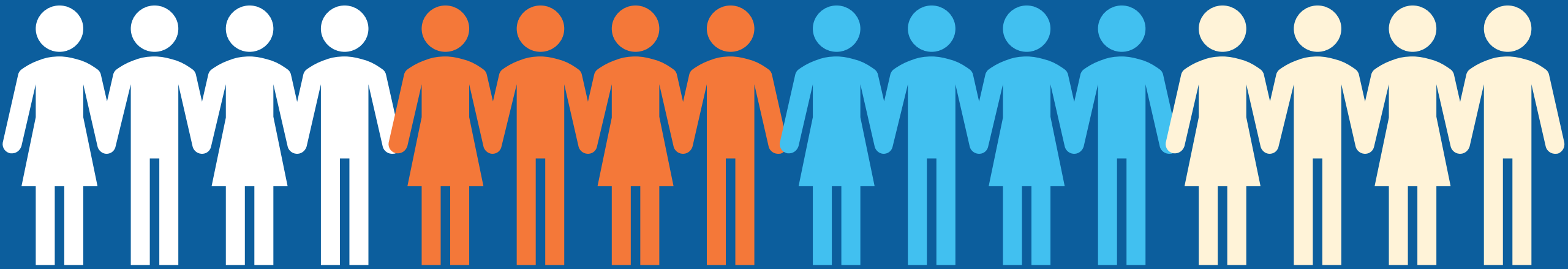


Mental Wellbeing & Social Support – **Emotional stability**



Collaborate this course across all universities.

INTEGRATION MADE PRACTICAL AND HUMAN



Thank **you.**



References

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<https://www.gettyimages.de/fotos/ilmenau>

<https://www.ilmenau.de/de/unsere-stadt/stadt-und-ortsteilinfos/ortsteile/unterpoerlitz/winter-impressionen/>

Pictures and Artworks - Canva