Newsletter 1
V E T 4 N A I

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VET4NAI PROJECT
Calendrier : Février 2022 - Juillet 2024

VET for NAI is an ambitious Erasmus+ project that aims at the rapid and effective integration of newly arrived immigrants (NAIs) into the labour market through training that integrates familiarisation with the language of the host country and offers skills.

This will increase their accessibility to European labor markets and will foster their inclusion into their host countries' societies.

The Guidance Toolkit will be based on empowering newly arrived immigrants, focusing on active choice on their entrance into the labor market.

VET4NAI project aims to research current national obstacles in an effective integration of newly arrived immigrants into the labor market and its needs, and on the basis of that develop a career guidance toolkit.

VET4NAI Project Progress Feb-Aug 2022

After the kick-off meeting in February 2022, followed by several catch-up meetings, the partnership combined of Sweden, Netherlands, Italy, Greece and France, set out the methodology for the research and the initial objectives of the Toolkit.

Throughout spring and summer 2022, an extensive research based on desk research and interviews with stakeholders have been carried out. The Basis of this research was to pinpoint the needs in current integration activities towards newly arrived immigrants entrance into the labor market in each country.

The national reports in each country have been conducted by August 2022, classifying the initial results and preparing the next step, which is the validation of the results by focus groups. Additionally, the project launched its website in all partners' languages, where the appropriate information for the project and the target groups is presented.

5 identified problems with todays integration into the labour market

1. Language barrier
2. Validation of education/work-experience
3. Local work culture
4. Lack of information about labor market
5. Needs Assessment and mapping

Results from interviews and desk research on integration process and entering labor market

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Integration into the labor market

Main goal of the integration programs is achieving individual and financial independence asap, setting strict limits to personal career goals and motivations. Many newly arrived suffer from similar barriers related to level of education and lack of information regarding knowledge and expectations on working in the new country. Especially low educated men and women are the most vulnerable ones.

Barriers on entering labor market

Language, cultural and formal barriers are extra high for newly arrived immigrants with low education or lack of certificates and diplomas form their home countries.

Proffesional training and validation is not a standard offer, during integration. Career support becomes something which occasionally is stimulated by employers with a heart for the social agenda.

Due to national constraints and priorities there is hardly any attention for individual career guidance, and there is also hardly time to add this aspect properly.

Mismatches NAI/Labor Market

- Difference of education certificates
- Content of "similar" jobs in different countries (technology/instruments/processes)
- Level of language skills required
- Lack of support after ending the integration program/having entered the labour market
- Poor insight in own strengths and weaknesses
- Expectancies about labor market leading to disappointment and lack of motivation
- Accepting jobs without knowing what is expected
- Knowledge/understanding of the job market
- Lack of supporting materials for orientation on the labour market, own knowledge experiences.
- Materials used are too language oriented as well as have too narrow content.
- Lack of information on what a job actually is about

Conclusions on development of a Career Guidance Toolkit

The emphasis is on the creation of easy to use materials which facilitate discussion and awareness raising, and fit within the context of existing language training. Materials which allow discussing key questions of career guidance in relation to the regional labour market. Picture based materials is the basis, to adress language barriers. Employers wil contribute to the Toolkit and play a role in the orientation of the regional labour market.

What?
Toolkit Modules should cover a proper personal needs assessment and labor market orientation.

How?
Mainly based on multimedia material such as pictures, videos, audio combined with excerices.

Career Guidance Toolkit should include

1.Basic core questions related to career counselling and personal assessment: Who am I; What am I capable of? What do I want to do; What do I need to get there? This to raise awareness of future ambitions, and or discuss gender issues.

2.Multimedia that shows and explain which kind of jobs are available, their main characteristics, tools, process and instruments, as well as context in which the job is executed.

3.Sets of exercises as to how to use the multimedia: how to assess knowledge and skills about the depicted jobs, tools and instruments

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Five partners from different European countries with expertise on the field form the partnership of this project. If you feel you need to know more on the project, implicate or contribute to the implementation, you may contact the project partners directly.

Partnership

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