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VET4NAI PROJECT

Calendar : February 2022 - July 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 labour 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 labour market.

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

VET4NAI Project Progress Oct 2022-March 2023

The partners from Sweden, the Netherlands, Italy, Greece and France, gathered together for a Transnational Partners Meeting in Paris in October 2022. They were able to discuss the next steps to take for the development of the Guidance toolkit (IO2).

They set up a clear methodology for the creation of two modules, such as the Information and the Guidance modules. They are interconnected, as the Information module is easy to understand material on the characteristics of certain labour market sectors; whilst the Guidance module allows to better acknowledge the person, and for the development of an adequate career plan relying on information from the first module.

Therefore, each partner was assigned one or two labor market sectors identified in the transnational report from IO1, and worked on finding relevant images to describe them (jobs, work conditions, skills, education, etc.) between September and January.

5 identified problems with today's 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 research on integration process and entering labour market

Integration into the labour 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 labour market

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

Professional 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/Labour 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

Next steps



They are now in the process of developing exercises for the Guidance module, which will serve for self-assessment and understanding what each person's professional goal is. They will then organize focus groups to ask all stakeholders involved for feedback to incorporate in the technical development.

The partners will have the opportunity to further work on the toolkit together in Greece in June, for the third Transnational Partners Meeting of the project. The next phase will be the creation of a training handbook/curriculum for guidance staff (IO3).

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 address language barriers. Employers will contribute to the Toolkit and play a role in the orientation of the regional labour market.

What?

Toolkit Modules will cover a proper personal needs assessment and labor market orientation.

How?

Mainly based on multimedia material such as pictures combined with exercises.

Career Guidance Toolkit will 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. Images that show and explain which kind of jobs are available, their main characteristics, tools, process and educational needs, as well as context in which the job is executed.
3. Sets of exercises as to how to use the media: how to assess knowledge and skills about the depicted jobs, tools and instruments

Four 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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