E-GUIDEBOOK

EMPLOYABILITY

HINTS

Multidisciplinary approach to the social integration of third-country nationals

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Emire Project

The project aims to empower women with migrant or refugee backgrounds to support their labour market integration and to foster social inclusion. EMIRE's objective is to develop concepts and tools for social workers, employment advisers, and volunteers to support the empowerment process enabling women to become self-effective in their own integration process. At the same time, the project strongly supports a positive perception of women with migration background in the labour market.

WEBSITE

GENERAL INFORMATION ABOUT THE PRACTICE:

✓ Partner presenting the practice: **CSI**

✓ Organization who developed the practice: **KulturLife gGmbH, Frontiera Lavoro, MOBILIZING EXPERTISE AB, DRUSTVO ZA RAZVIJANJE PROSTOVOLJNEGA DELA NOVO MESTO, CSI, InterAction**

✓ Germany

✓ Global level of implementation

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SOCIAL PROBLEM

The project addresses the increasing number of women asylum seekers and their difficulty accessing the labour market. Based on statistics published by BAMF, the Federal Office for Migration and Refugees in 2021 (BMBF, 2021), 42% of all asylum seekers are female (whilst 31% in 2015). These women migrants are only integrated into the labour market mostly as caretakers for children and/or the elderly and as housekeepers. Most of the occupations the immigrant women can secure in Cyprus are low level positions such as waitressing, hairdressing, and cooking.

TARGET GROUPS

Migrant women

HOW TARGET GROUPS ARE BENEFITED

Migrants are better informed of their rights and responsibilities.
They are enrolled in language classes to learn the language and informed about any traineeships they might be eligible to apply to in order to start building a professional network

ELEMENTS OF INNOVATION OF THE PRACTICE

We conducted interviews with women with migrant and refugee backgrounds who successfully integrated in the labour market.
Women shared their experience about life in the host country.
All the testimonials claimed that the main difficulty they encountered when moving to a foreign country was learning the new language, a primary goal for integration.

RESOURCES

Funding

HINTS

Code4SP

This project aims at transferring the "CodeDoor Best Practice" - transfer of computer programming (coding) skills to people from vulnerable socio-economic groups. Coding is a hard skill that is currently limited and highly paid on the labour market. The initiative has been seeking to educate socially excluded groups and transform them into competent labour market players capable of reacting to the unprecedented lack of software developers in the job market, thus nurturing a new generation of technicians. The acquisition of technical skills and particularly specialised knowledge related to different programming areas has been one of the main prerequisites for both work and society. Therefore, the transfer of computer programming skills via non-formal education could be considered an efficient way to boost the communities' socio- economic level.

[**WEBSITE**](#)

GENERAL INFORMATION ABOUT THE PRACTICE:

✓ Partner presenting the practice: CSI

✓ Organization who developed the practice: **CodeDoor NGO**

✓ GERMANY

✓ Global level of implementation

HINTS

SOCIAL PROBLEM

The countries under focus (Greece, Portugal, and Cyprus) were chosen due to their high youth unemployment rate (above 20%) and the lowest ICT experts' rates in the national job markets – thus suggesting an increased need for ICT experts. Code4SP project is expected to impact the socio-economic promotion of the participants and their communities and create role models on socio-economic promotion through VET and the economic valorization of the local enterprises due to the recruitment of Coding experts.

TARGET GROUPS

Youngsters who belong to displaced populations
(Migrants, Asylum Seekers, Refugees, Minority
Populations)

Youngsters who are generally at risk of socio-economic
exclusion (dropouts, neet, etc)

HOW TARGET GROUPS ARE BENEFITED

This program results in top-paid programming jobs for asylum- seekers, which boosted their social integration and their socio- economic condition, thereby turning them into role-models in their communities. Particularly, over 90% of the CodeDoor's alumni have been able to find a job or an apprenticeship in the last four years or have set up their own start-ups.

ELEMENTS OF INNOVATION OF THE PRACTICE

- Online Courses
- Non- formal trainings

RESOURCES

- Funding: Approximately 250.000 EUR
- Professional Trainers to teach coding

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SMELT project

The SMELT project - Skilling Marginalised people to Enter Labour Market - is aiming to face the paradox of business sectors experiencing workforce shortage and the high number of vulnerable people unemployed, by supporting marginalised people in acquiring and developing key competencies strategical for the labour market. Marginalisation is often due to a lack of adequate education and/or specific technical skills, which contribute to cut off those people from the labour market and, as a consequence, exacerbates their social isolation and marginalisation. This vicious cycle perpetuates inequality, poverty and isolation. The project has a triple objective, from one side it aims at increasing vulnerable people's skills in a specific sector, the welder one, and increase their capacities in entering the labour market and the society in general. On the other side, the idea is to match the exigencies of the market by training skilled workers in the sector which are more suffering from workers shortage.

WEBSITE

GENERAL INFORMATION ABOUT THE PRACTICE:

✓ Partner presenting the practice: **Synthesis**

✓ Organization who developed the practice: **Samarcanda –FCD Center for Democracy Foundation – Eunipartners –Asociación Mar Violeta – Ecor International – Alda**

✓ Ιταλία

✓ Global level of implementation

HINTS

SOCIAL PROBLEM

Unemployment, specifically of vulnerable people, people who lack even the basic skills and competencies to start a new job. These people most often are from marginalised backgrounds. Consequently, they need more time and effort to realise themselves in the labour market, due to the variety of obstacles they need to tackle such as lack of skills, language barrier, immigration status, racial or gender discrimination, etc. It's also directed to the professionals working in employment services who have the crucial role to prepare, orient, and match the knowledge and skills of the potential employees with the ones required in the job vacancies.

TARGET GROUPS

Vulnerable people
Migrants, Refugees, Asylum Seekers, Ethnic Minorities
Marginalised people
Skilled workers of the market to match the demand

ELEMENTS OF INNOVATION OF THE PRACTICE

The training courses will be shaped for this specific target group mixing technical workshops to learn the welder profession and classes to increase digital skills and soft skills to facilitate people's access into the labour market and, more in general, into social tissue. Specific courses will be carried out to explain how to create a CV, where to send it, how to find job offers, and to reach the job centre. The idea at the basis is to foster their inclusion and participation in society.

HOW TARGET GROUPS ARE BENEFITED

Migrants are supported by Creating a CV or a resume -with the process of creating a CV or resume so it is important to familiarise them with tools for creating one).
Managing the interview process
Soft skills (time management, stress management, task management, team work, managing conflict, effective communication, etc). All these skills are not directly tied to employment but they are essential for finding a good opportunity, navigating the hiring process, and retaining employment. There are several resources/tools online that can be used to support the development and nourishment of these skills.

RESOURCES

Website

HINTS

CHAMELEON

CHAMELEON aims to support migrant women to establish their own social enterprises to overcome the barriers to their economic integration by taking full advantage of the range of online and digital tools available to support business start-ups in Europe today. The project also aims to support migrant women to engage in meaningful networking opportunities by developing a network of like-minded social entrepreneurs in their local communities and across Europe

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WEBSITE

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GENERAL INFORMATION ABOUT THE PRACTICE:

- ✔ Partner presenting the practice: **CSI**

- ✔ Organization who developed the practice: **STPEuropa – AGFE – CSI– Speha Fresia– Future In Perspective – StoryTellMe – Evolve**

- ✔ UK

- ✔ Global level of implementation

HINTS

SOCIAL PROBLEM

Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women. Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life. The CHAMELEON project team believes that social entrepreneurship is the vessel through which these objectives can be met.

ELEMENTS OF INNOVATION OF THE PRACTICE

Open access platform with educational material
Open discussions
Online workshops

RESOURCES

For information and resources
https://chameleon-project.eu

TARGET GROUPS

Adult educators and front-line workers trying to respond to the economic, civic, and social integration needs of female migrants. Female migrants seeking to build their own skills, competences and confidence to support their own economic integration, by becoming agents of change in their lives.

HOW TARGET GROUPS ARE BENEFITED

The self-directed learning toolkits focus on introducing the social economy, and developing the practical skills to be able to capitalise on local opportunities. Furthermore they support the exploration of digital tools and platforms that can support them to plan, develop and launch their own social enterprise.

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