



CEDEFOP

European Centre for the Development
of Vocational Training



Valuing Diversity

Career guidance for migrants





Role of Guidance



- Enable prospecting migrants
- Facilitate introductory stage (information and key skills)
- Facilitate recognition and validation procedures
- Foster autonomy in career decision (CMS, work, learn)



Role of Guidance



- Assist career planning
- Help in identifying and finding a job (career info)
- Follow-up of integration and development
- Prevent early leaving from E&T



Key messages





Key messages

Identification of target groups is needed

- Anticipatory approach concerning needs
- Policy visibility
- Assess the individual potentials and needs



Key messages

Engage communities efficiently

- Engage migrant individuals and representatives
- Build capacity
- Immerse practices in community (schools, associations)
- Market clearly and in cooperation



Key messages

Generate better evidence and accountability

- Harmonise criteria for monitoring and evidence gathering (nationaly, EU)
- Compare practices, outputs and outcomes – transferability
- Make bennefits understandable
- Generate accountability (financing)



Key messages

Assure the sustainability of practices

- Public commitment and cooperative spirit – resource pooling
- Employer engagement – needs evidence of return (cost sharing, apprenticeships, internships, mentoring)
- Support and mainstream NGO work – needs monitoring
- Assure community relevance and capacity



Key messages

Assure the quality of the services

- Skills and attitudes of professionals – multicultural training
- Knowledge base of professionals (kits?)
- Good, relevant and understandable information (also for professionals and SMEs)



Key messages

Make sure career development does not end with immediate output

- CMS: with, but beyond key skills in language and society
- Encourage and support further career development
- Assure the links with other support systems



Cases





KUMULUS - Germany

- NGO placed in schools via agreement
- Group information, individual counselling, fairs
- Teacher-parent-counsellor work
- Internship selection and follow-up
- Cooperation with immigrant entrepreneurs





Contract Commitment Diversity (CED)

France

- Learning on a sheltered work environment (skills transferable to enterprises)
- Network supported contract (contracts, institutions, enterprises)
- Supported by formative assessment tool
- The counsellor, the tutor and the godfather





Find the study in Cedefop's website:

<http://www.cedefop.europa.eu/en/publications-and-resources/publications/6124>

Thank you for your attention