



Mutual Learning Conference on “Sustainable inclusion of migrants into society and labour market”

Brussels, 12 April 2019



Welcome session

Ms Marianne Thyssen

Commissioner for Employment, Social
Affairs, Skills and Labour Mobility,
European Union



Welcome session

Ms Katarina Ivankovic-Knezevic

DG Employment, Social Affairs and Inclusion,
European Commission



Agenda – Friday 12 April (1)

- | | |
|--------------|--|
| 09.30 | Opening & welcome |
| 09.45 | Morning Plenary Session I
<i>Integrated approaches to the active inclusion of migrants into the labour market and society</i> |
| 11.10 | Coffee Break
<i>Presentation of innovative EU-funded projects</i> |
| 11.30 | Morning Plenary Session II
<i>How can EU policies and funding better support sustainable inclusion: perspectives and opportunities?</i> |
| 13.00 | Lunch |
| 14.00 | Break out session:

<i>Workshop 1 – Lessons Learned – Evidence-based approaches to migrant inclusion into society and the labour market</i>
<i>Workshop 2 – Labour market integration – creating sustainable and quality</i>
<i>Workshop 3 – Education and skills for the inclusion of migrants</i>
<i>Workshop 4 – Social inclusion of the most vulnerable migrants</i> |



Agenda – Friday 12 April (2)

- | | |
|--------------|---|
| 15.45 | Findings from the four workshops |
| 16.05 | Closing remarks |
| 16.15 | Close and informal networking |



Key objectives of the day

- *Discuss challenges, solutions and promising practices for the inclusion of migrants (third country nationals and people with a migrant background) in the EU labour markets and societies?*
- *Gather policy guidance, good practices and inspiration on possible priorities for future policy and funding*



Morning Plenary Session I

**Integrated approaches to the
active inclusion of migrants into
the labour market and society**



Refugee's perspective

Mr. Yazan Rajab



Presentation by thematic expert

Dr. Pieter Bevelander

Malmö Institute for Studies of migration,
diversity and welfare

A photograph of a long, modern bridge with a steel truss structure, extending from the foreground into the distance over a body of water. The sky is filled with soft, white clouds, and the water reflects the light from the sky and the bridge. The bridge's reflection is clearly visible in the calm water.

One Size Fits All?

*Integration approaches for
beneficiaries of international
protection*

Pieter Bevelander & Henrik
Emilsson

Malmö Institute for Studies of
Migration, Diversity and Welfare,
Malmö University

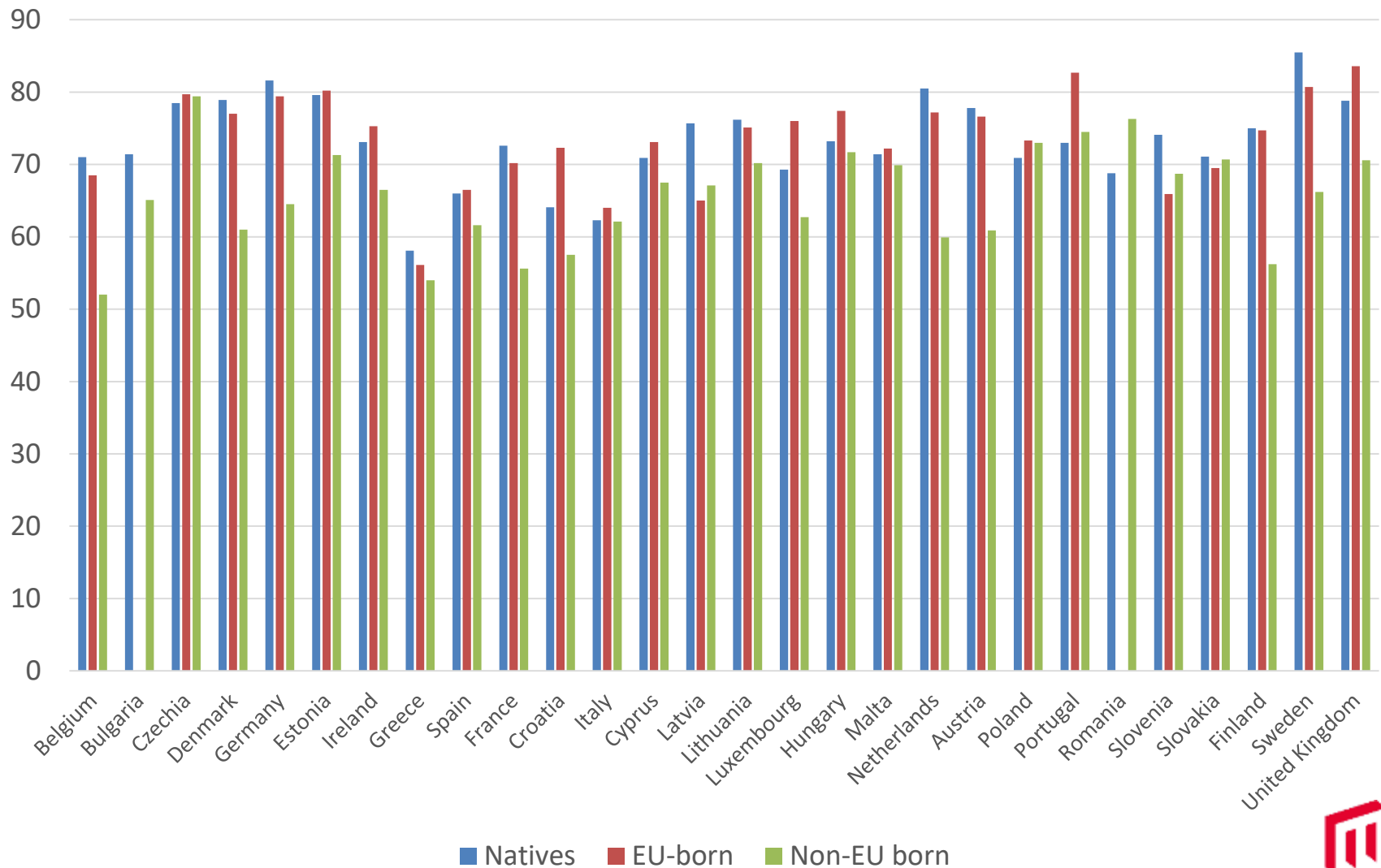
Setting the scene

Substantial migration of asylum seekers to the EU

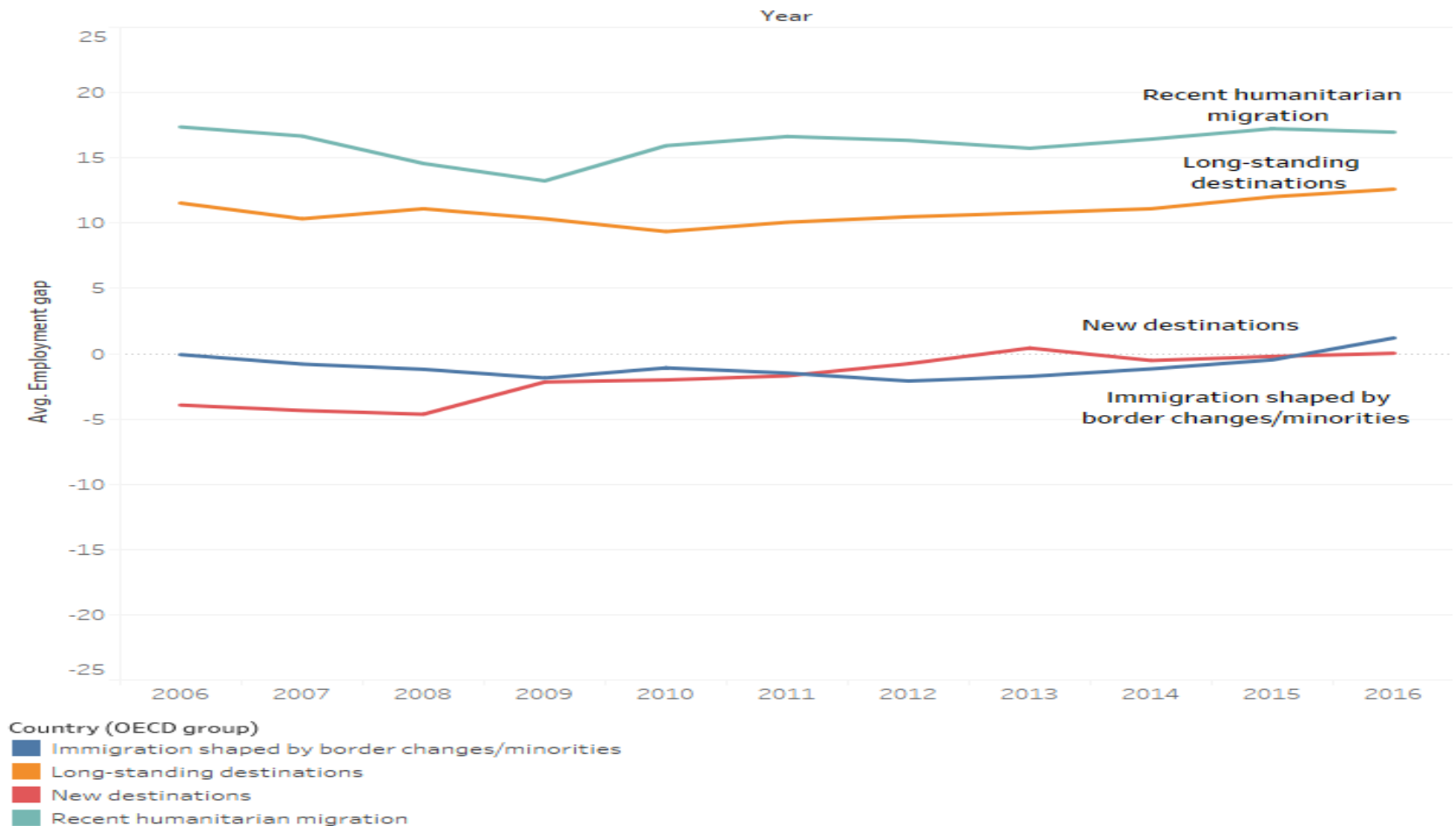
**Labour market integration weaker for this category,
but vary widely among :**

**Member States,
by category admission and
by country of origin**

EMPLOYMENT RATE FOR NATIVE BORN, EU BORN AND NON-EU BORN BY MEMBER STATE, 2017. SOURCE: EUROSTAT 2017



TRENDS IN EMPLOYMENT RATE GAPS FOR SELECTED EU MEMBER STATES, 2006-16. SOURCE: GRUBANOV-BOSKOVIC, ET AL. (2017)

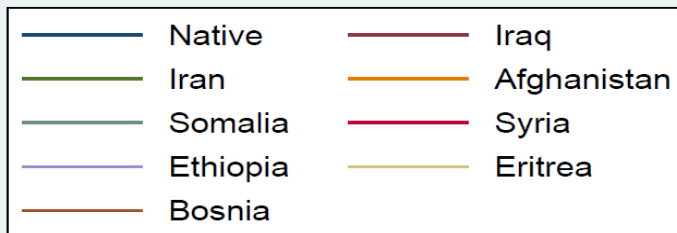
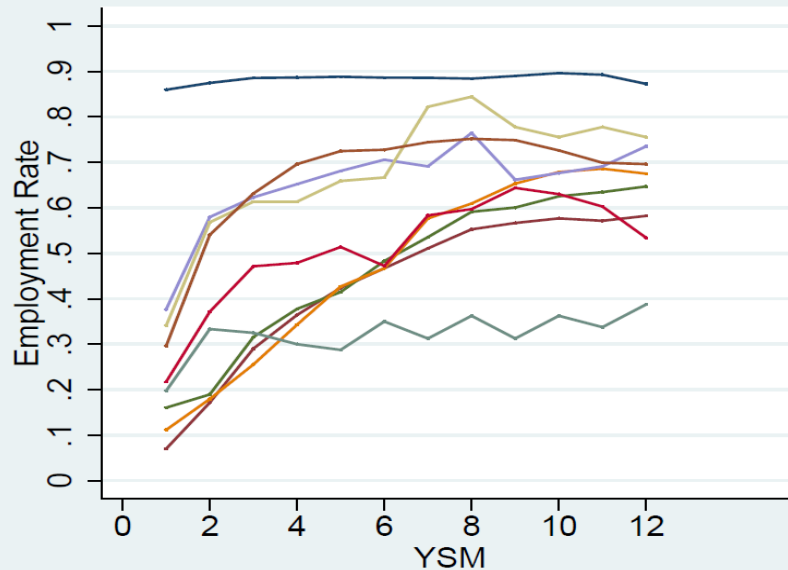


MEAN EMPLOYMENT RATE OF MEN/WOMEN OVER YEARS SINCE MIGRATION (YSM), SWEDEN. SOURCE: BEVELANDER & LUIK (2019)

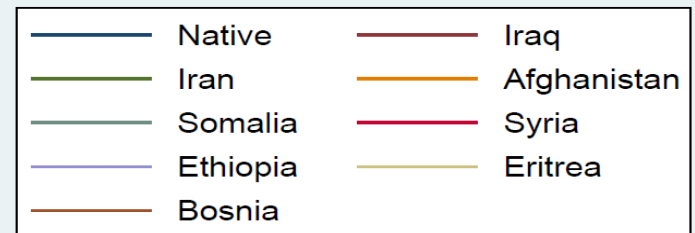
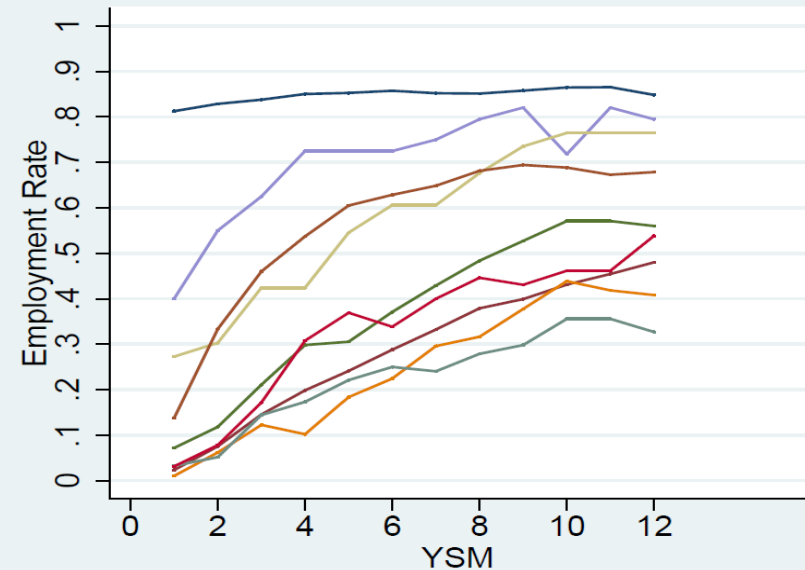
Employment: Age 25-64

Arrival Cohort 1998/2000; Arrival Age 18-50

Men



Women



Explanations

Demand side – labour market structure

Supply side – level and quality of education and skills, health issues, admission process, type of residency permit and *integration policies (programmes)*

Trends and Models

Two Trends:

Civic integration programmes

Local governments important

Four Models:

National Government-led model

Project based/multi-level governance model

Laissez faire model

The NGO model

Policy Choices and Challenges

Voluntary or required participation

Targeted and/or mainstreaming approaches

State versus local

Challenges

Service delivery challenges

A. Funding and Access

B. Quality and Outcomes

One model does not fit all countries.

Integration approaches vary depending on:

- Historical migration and current numbers.
- Government structure,
- Welfare and labour market model.

- Irrespective of integration approach, countries should benefit from horizontal coordination between stakeholders at the local level and vertical coordination between government levels.
- Funding for integration policies



Panel discussion

Mr. Liam Patuzzi

Migration Policy Institute Europe



Rethinking immigrant integration policy in an age of transformations

Liam Patuzzi

Consultant,
MPI Europe

Mutual Learning Conference, 12 April 2019, Brussels

Are our integration policies future-proof?

The 'silver lining' of the 2015-16 migration crisis:

- Proliferation of cross-portfolio task forces and approaches
- Greater government openness to innovative solutions, esp. for earlier/faster intervention
- A broader set of players, from community-based organisations to tech start-ups and large companies
- Deeper rethinking of the 'tools' of integration policy, from funding to evaluation to partnerships
- Increased understanding of integration's long-term horizon and high stakes for social cohesion

And what even is a “future-proof integration policy”?

Immigrant integration is a long-term task

→ factoring in societal changes is key to ensuring long-term investments are well-directed

Integration Futures Working Group

- An initiative of MPI Europe, supported by Robert Bosch Foundation
- Forge new connections between **classic integration debates, broader social issues, and emerging fields**
- **8 reports**, from future education to building common values, from labour market change to whole-of-society approaches

Selected megatrends shaping Europe's future

- Demographic change and population ageing
- Technological advancements
- Transformations in the world of work
- Greater cultural diversity
- Budgetary pressures
- Political polarisation?

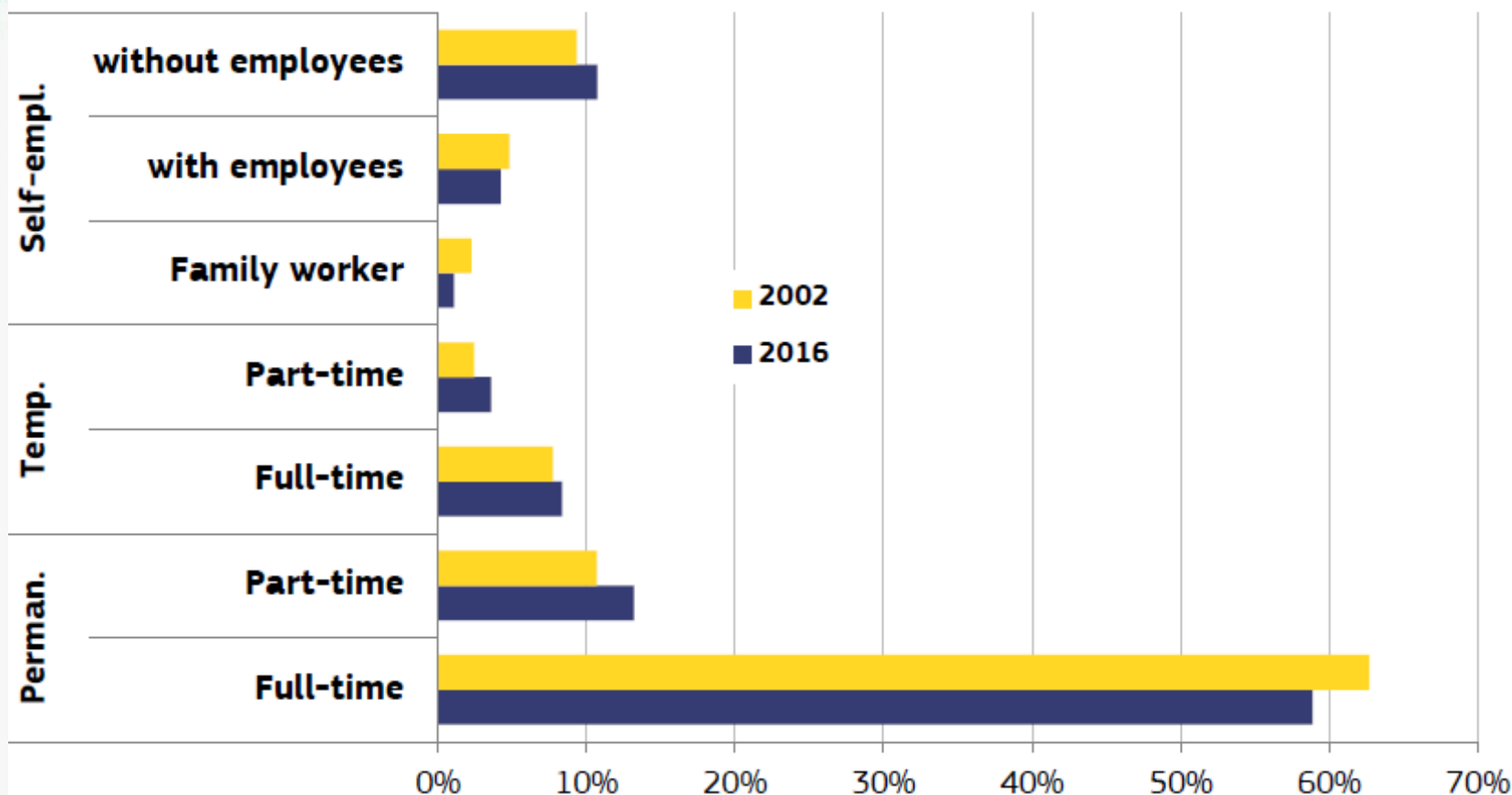
➤ *How do they interact with immigrant integration?*

The Future of Work

- Digital transformation and automation
- Gig economy gaining ground in Europe

Permanent full time employees still is the largest part by far, but decreasing

Employment relationships - shares in 2016 and 2002



Source: DG EMPL calculation based on Labour Force Survey (EU-LFS)

Source: European Commission (2018): *Employment and Social Developments in Europe*

What does this mean for migrants?

- More likely to be employed in a job with high automation potential
- More likely to have a fixed-term contract
- Lower probability of receiving professional training
- **Gig work – opportunities:** fewer language barriers; less employer discrimination; fewer mobility obstacles (remote work); easy to slot around other commitments
- **Gig work – risks:** little access to training, benefits, social protection; low income; social isolation
→ Risk furthering social exclusion and hampering integration

Sources: Biagi et al. (2018): *Migrant workers and the digital transformation in the EU*
Benton and Patuzzi (2018): *Jobs in 2028*. Brussels: MPI Europe

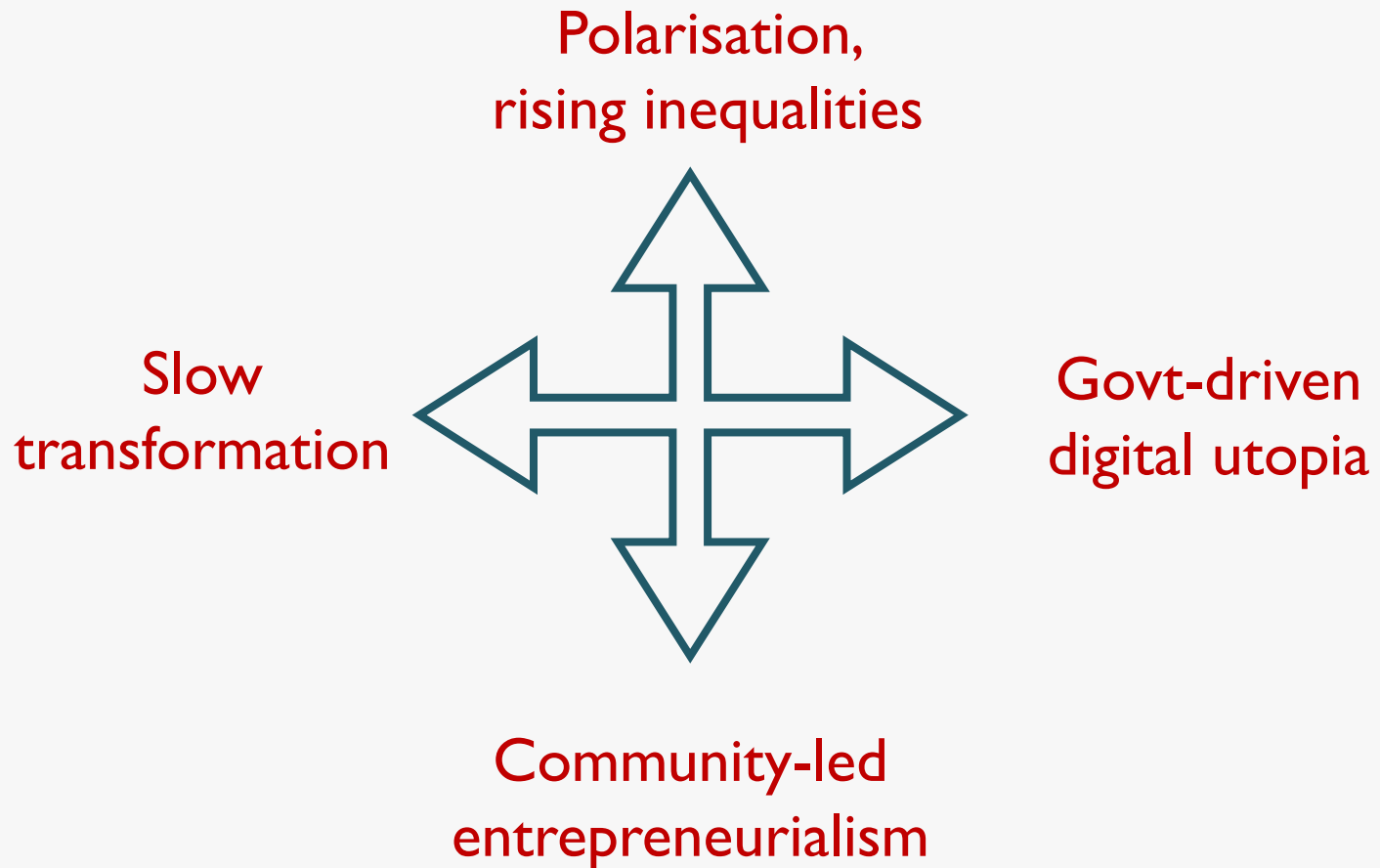
ISCO-08 1-digit	Share			Mean value			
	Nationals	EU – MCs	TCNs	Abstract index	Manual index	Routine index	RTI index ²⁰
Skilled agricultural, forestry & fishery workers	3,79	1,17	1,31	0,225	0,897	0,403	0,660
Managers	6,15	4,97	3,58	0,591	0,435	0,314	0,034
Clerical support workers	10,02	6,18	5,25	0,371	0,428	0,448	0,293
Plant and machine operators & assemblers	7,22	8,48	7,69	0,224	0,779	0,592	0,738
Technicians	16,79	10,55	7,62	0,468	0,485	0,395	0,218
Craft & related trade workers	11,39	14,26	12,60	0,322	0,881	0,463	0,583
Service & sales workers	16,79	16,82	22,43	0,292	0,717	0,468	0,551
Professionals	19,80	17,06	12,41	0,519	0,410	0,364	0,106
Elementary occupations	8,05	20,51	27,11	0,114	0,799	0,583	0,961

NB: HR, HU and MT are excluded from the sample.

Source: JRC KCMD elaborations of PIAAC 2012 and EU LFS 2016.

Source: Biagi et al. (2018): *Migrant workers and the digital transformation in the EU*

Scenarios of the future labour market...



Source: Benton and Patuzzi (2018): *Jobs in 2028*. Brussels: MPI Europe



...and possible implications for immigrant integration

Scenarios	Immigrant Integration
Digitisation causes job polarisation and rising inequalities	<ul style="list-style-type: none">• Many migrants forced into gig & shadow economy• Erosion of labour standards fuels anti-immigrant sentiment
Slow transformation; impact of automation/digitisation smaller than anticipated	<ul style="list-style-type: none">• Persisting barriers to work for migrants• Brain waste
Government-driven digital utopia	<ul style="list-style-type: none">• Innovations in skills assessment and upskilling, improving integration outcomes• Govt tests meaningful alternatives to traditional employment for most vulnerable immigrants
Community-led entrepreneurialism	<ul style="list-style-type: none">• Digital platforms offer more accessible income opportunities to (entrepreneurial) migrants• More fluid, unbureaucratic skills recognition• But: risk of social isolation, precarity and exclusion

Source: Benton and Patuzzi (2018): *Jobs in 2028*. Brussels: MPI Europe

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Lessons for policymakers?

- Improve links between **immigrant integration policy** and strategies for **digitisation/future of work**
- Collect **more granular evidence** on nature/quality of work of migrants and refugee workers
- Improve migrant workers' access to (re-) **training & life-long learning**, to reduce heightened risk of job displacement
- Improve skill recognition – including '**meta-skills**' and **soft skills**, which will become more important
- Explore the **potential of easy-access 'gig jobs'** for migrant integration – but flank with **strong social element** and embed into a **long-term pathway**
- For migrants far away from classic employment, think creatively about **meaningful alternatives** to contribute

Broader implications for integration policymakers

- Look at integration policy in its **interplay with other future-defining trends**
- Develop **foresight skills** to plan for challenges around the corner
- Build **innovative partnerships** with non-govt actors (e.g. social impact bonds)
- Harness the potential of **new technologies** and **emerging disciplines** (e.g. behavioural insights)
- **Rethink integration:** not an end state, but rather **a muscle** societies need to train, so individuals of all backgrounds can adapt to change

Source: Benton and Ahad (2019): *Breaking New Ground: Ten Ideas to Revamp Integration Policy in Europe*. Brussels: MPI Europe

Thank you!

lpatuzzi@migrationpolicy.org
www.mpieurope.org

Meghan Benton and Liam Patuzzi (2018):
*Jobs in 2028: How Will Changing Labour Markets
Affect Immigrant Integration in Europe?*



Meghan Benton and Aliyyah Ahad (2019):
*Breaking New Ground: Ten Ideas to Revamp
Integration Policy in Europe*



Panel discussion

Mr. Jonathan Chaloff

Organisation for Economic Co-operation
and Development



Approaches across OECD countries to integration of immigrants and their children into the labour market and society

Mutual Learning Conference
Sustainable inclusion of migrants into society and labour market
Brussels, 12 April 2019

Jonathan Chaloff
International Migration Division
OECD



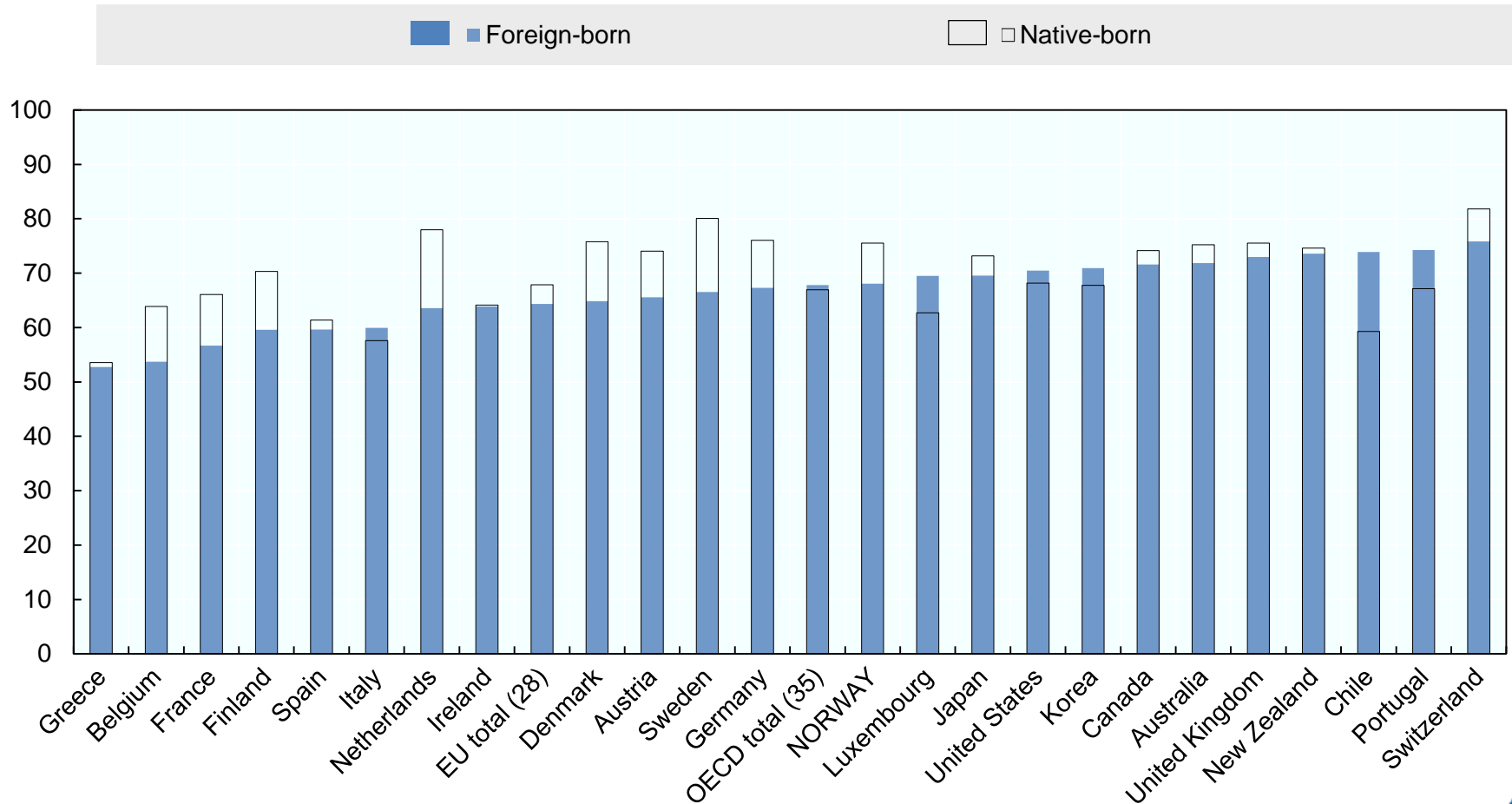
Two questions

- What do we know about the integration of immigrants and their children in OECD countries?
- What does that tell us about where action needs to be taken?
- What have been the approaches to coordination?



Overall employment rates of immigrants are just slightly below those of native-born...

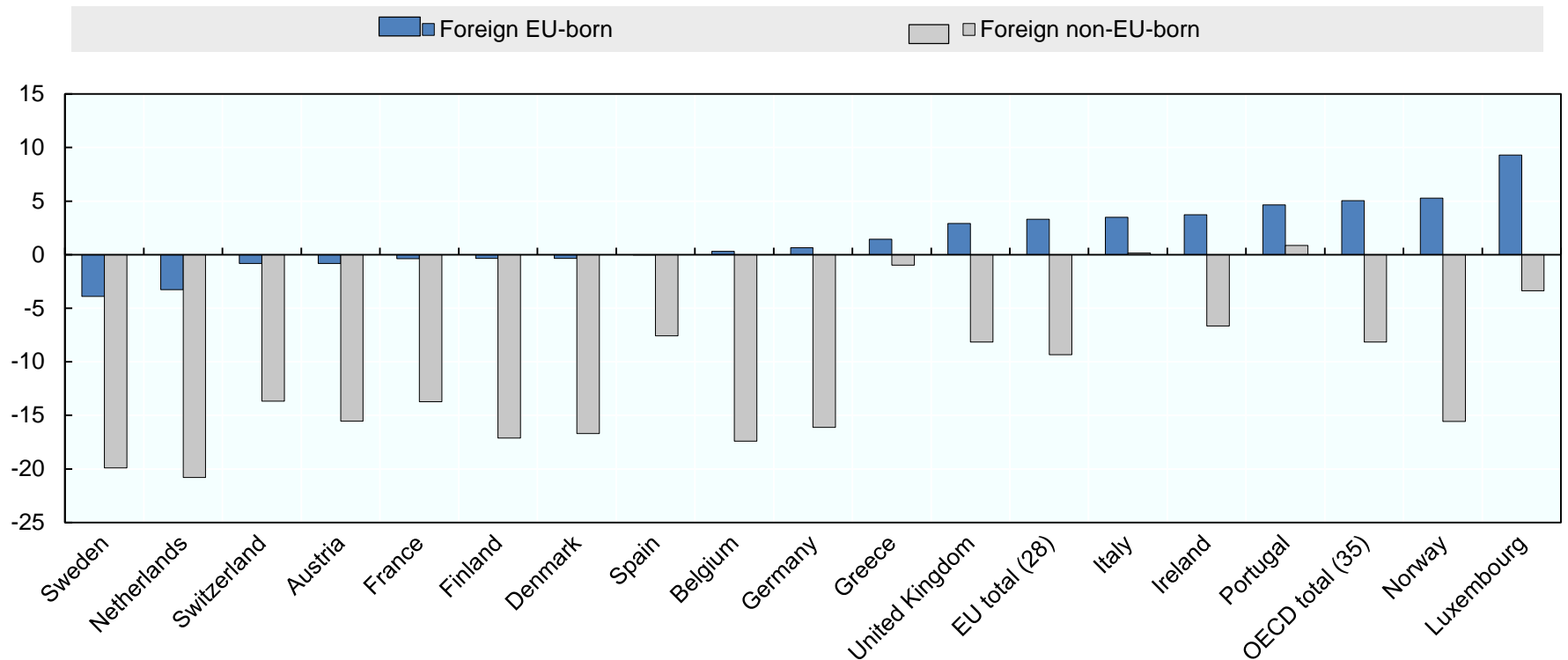
Employment rates of foreign-born, 15 to 64, 2017





...but large discrepancies between EU-born and non-EU-born....

Differences between EU- and non-EU-born, 2017

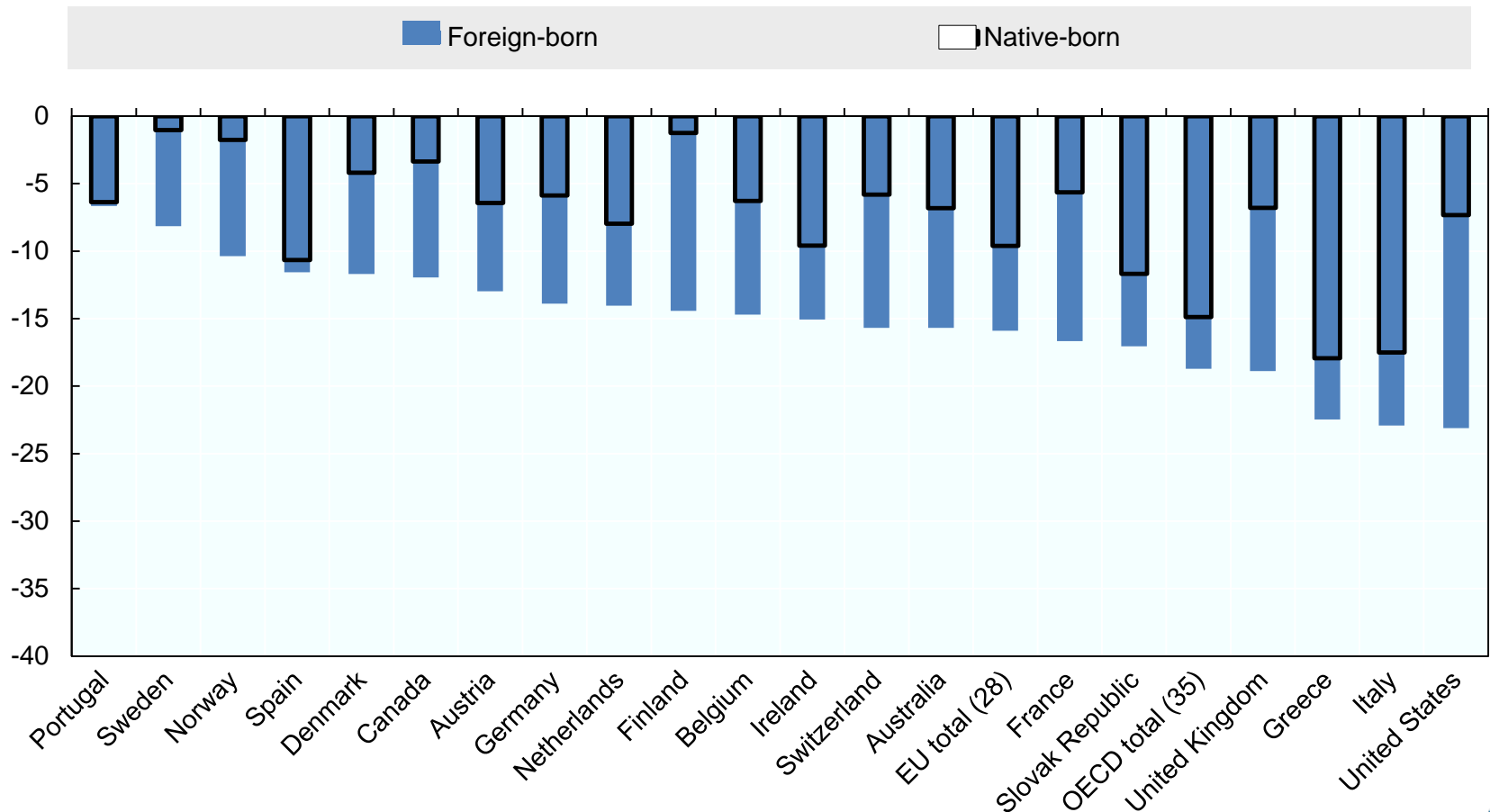


Employment rates of non-EU-born are still above the OECD average



...and large gender gaps

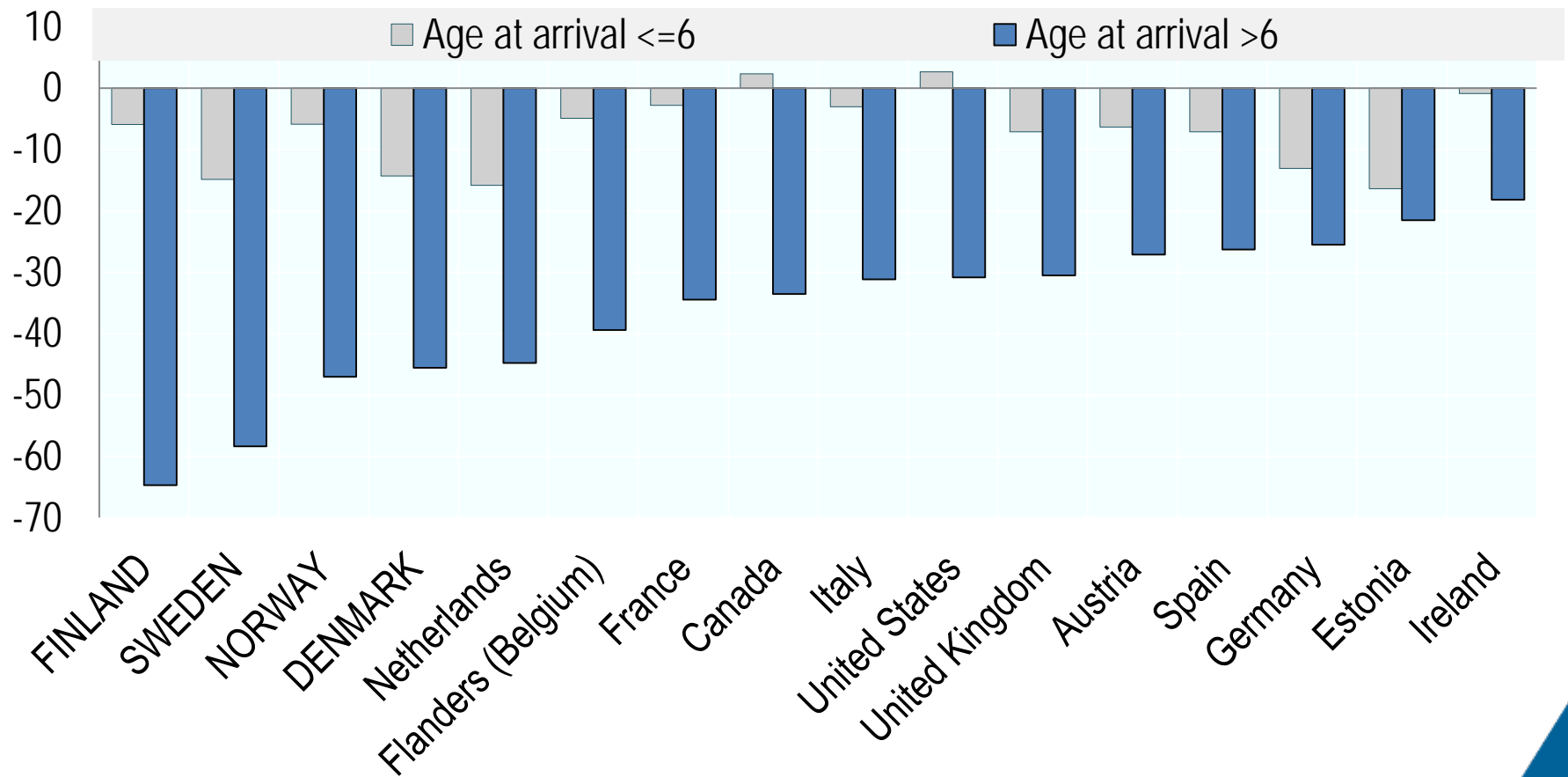
Difference between female and male employment rates, 15 to 64, 2017





...large skills gaps of migrants

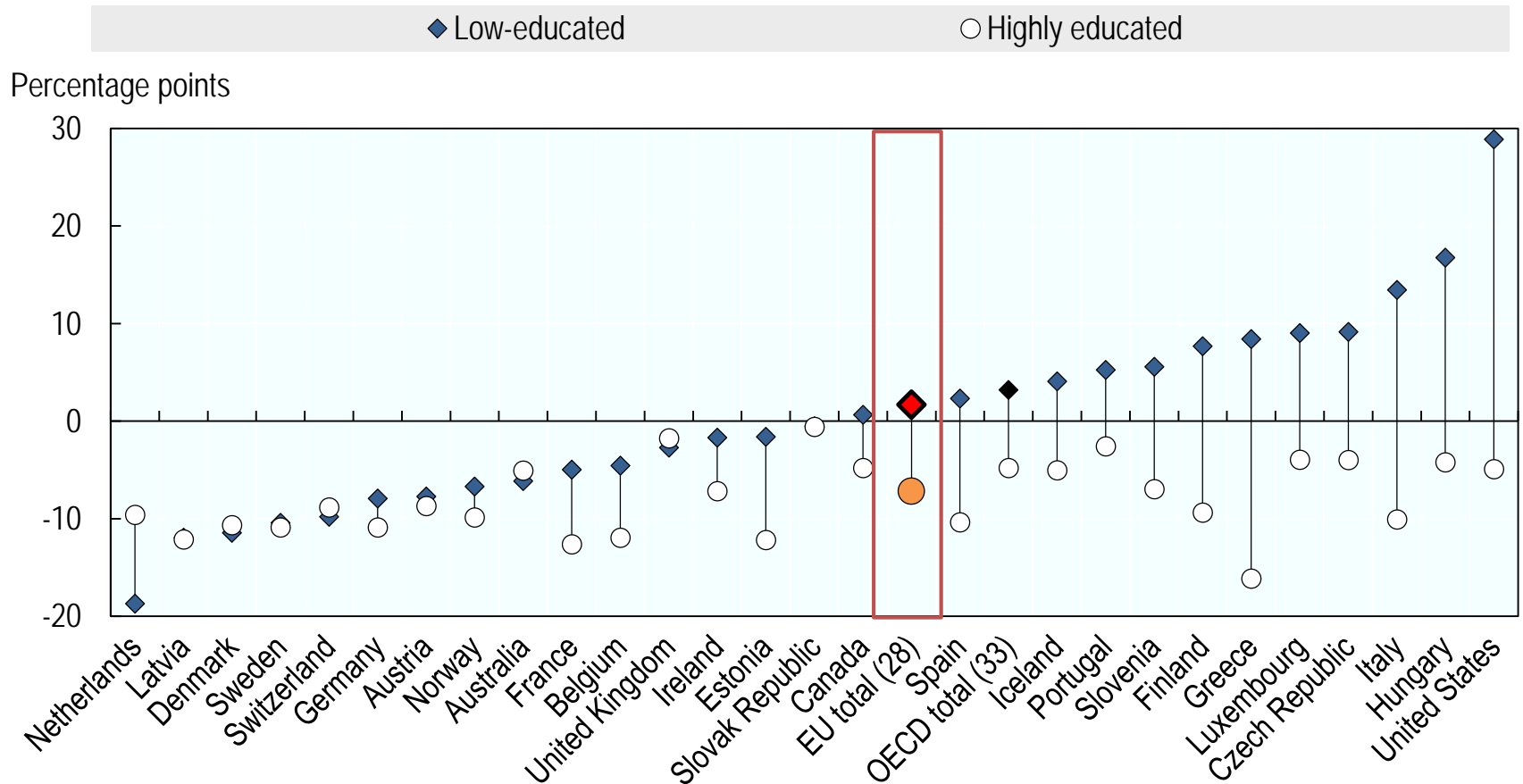
Differences in adult literacy proficiency between migrants and native-born, by age at arrival, persons aged 16-65





Given that, the outcomes are not unfavourable

Differences in employment rates between foreign-born and native-born



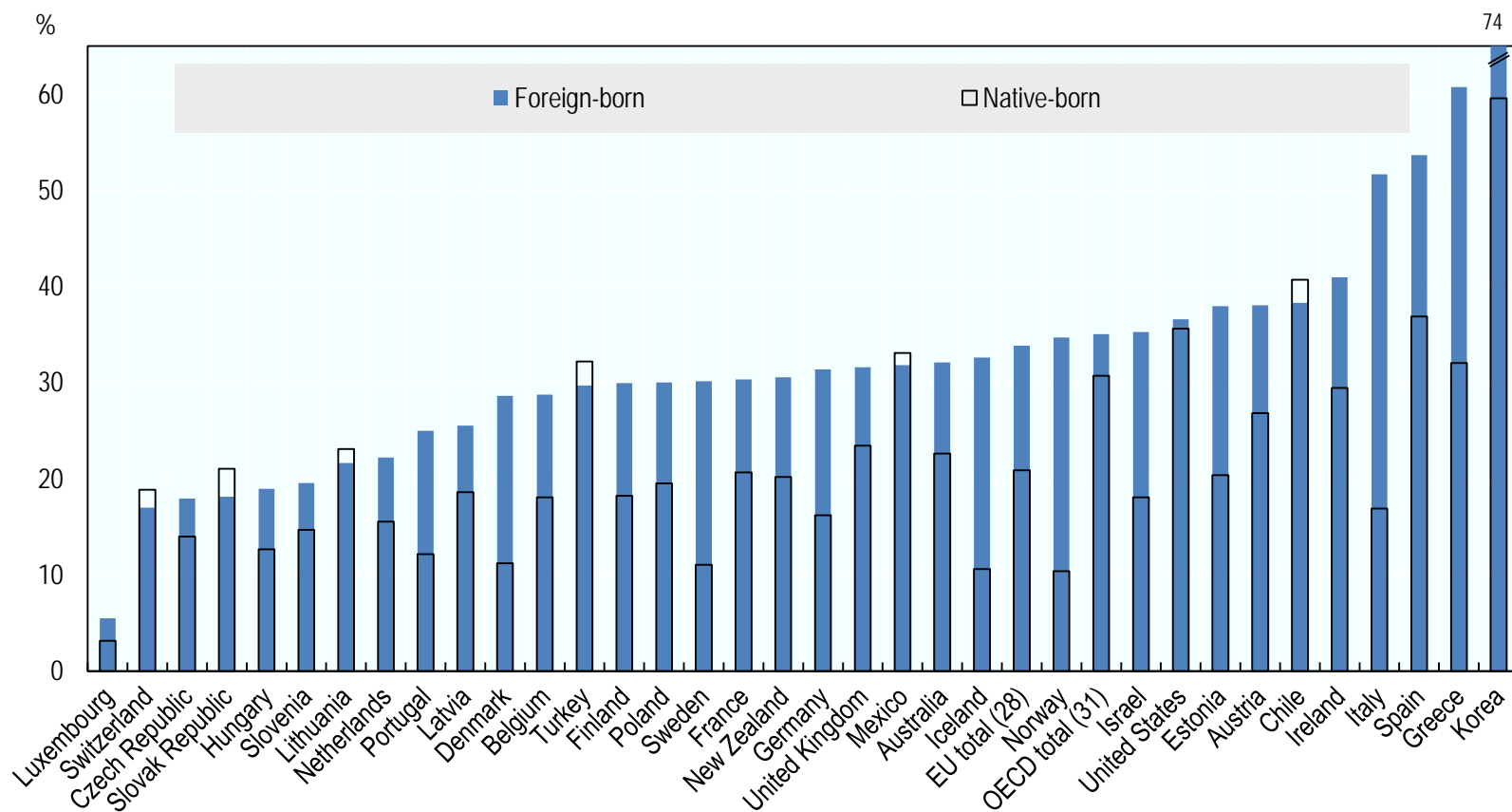
Notes: 15- to 64-year-olds not in education, 2017

Source: OECD and EU (2018) Settling In - Indicators of immigrant integration.



But the qualifications of immigrants are not well used

Indicence of overqualification among tertiary-educated in employment



Notes: Percentage of highly educated in employment, 15- to 64-year-olds, 2017.

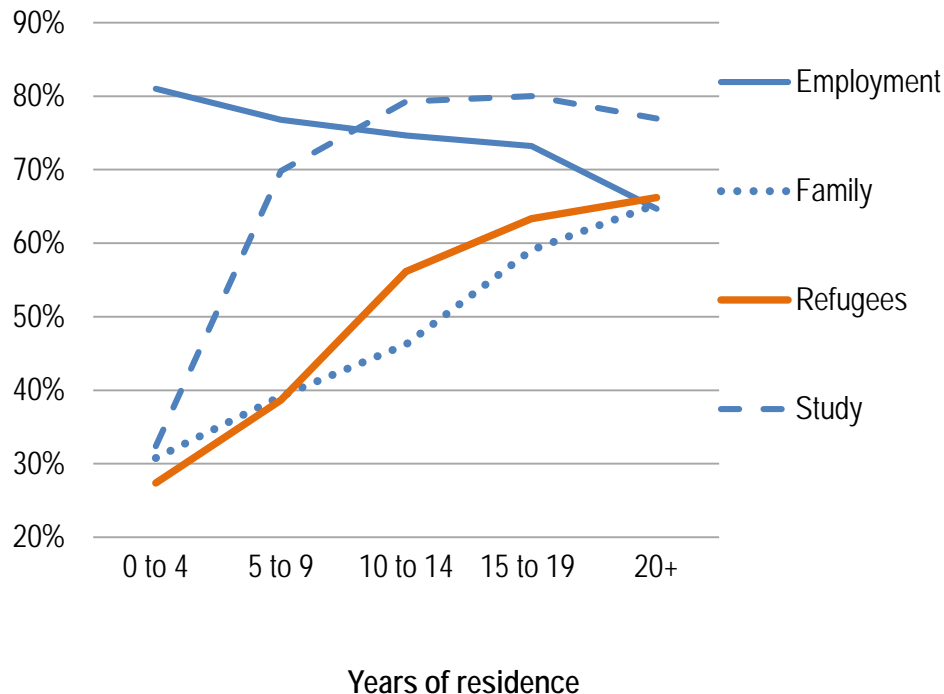
Source: OECD and EU (2018) Settling In - Indicators of immigrant integration.



What matters isn't *where* you come from, but *how* you arrived

Labour market integration varies by migrant category and takes time, notably for refugees

Employment rate by immigrant categories and duration of stay, European OECD countries, 2014



Directly-selected labour migrants do much better – but most migrants came through other channels.

Work/study migrants have higher qualification levels than family/humanitarian migrants, but still lower than the native-born. They also have higher returns to these qualifications, even if they tend to still be lower than for the native-born.

What matters isn't *what* education you have, but *where* you got it.

Source: Damas de Matos and Liebig in OECD/EU (2014). Matching Economic Migration with Labour Needs.

Source : EU-OECD (2016), *How are refugees faring on the labour market in Europe? A first evaluation based on the 2014 EU labour force survey ad hoc module*, DG EMPL Working Paper 1/2016.



First: assess and develop Skills... how?

- Skills development and skills assessment are two areas where co-ordination is essential given the many actors
- Employers should be brought into this coordination for better matching and ongoing skills development

Even without formal recognition and assessment, tools can be used (see the EU Skills Profile Tool)

UpwardlyGlobal (United States) supports employers in the recruitment process and connects them to recent arrivals, including refugees, who hold at least a Bachelor's degree. Before being matched to a job opening, candidates participate in counselling and upskilling programs, leading them to be added to the recruitment database.



See <https://bit.ly/1qI0d9t>



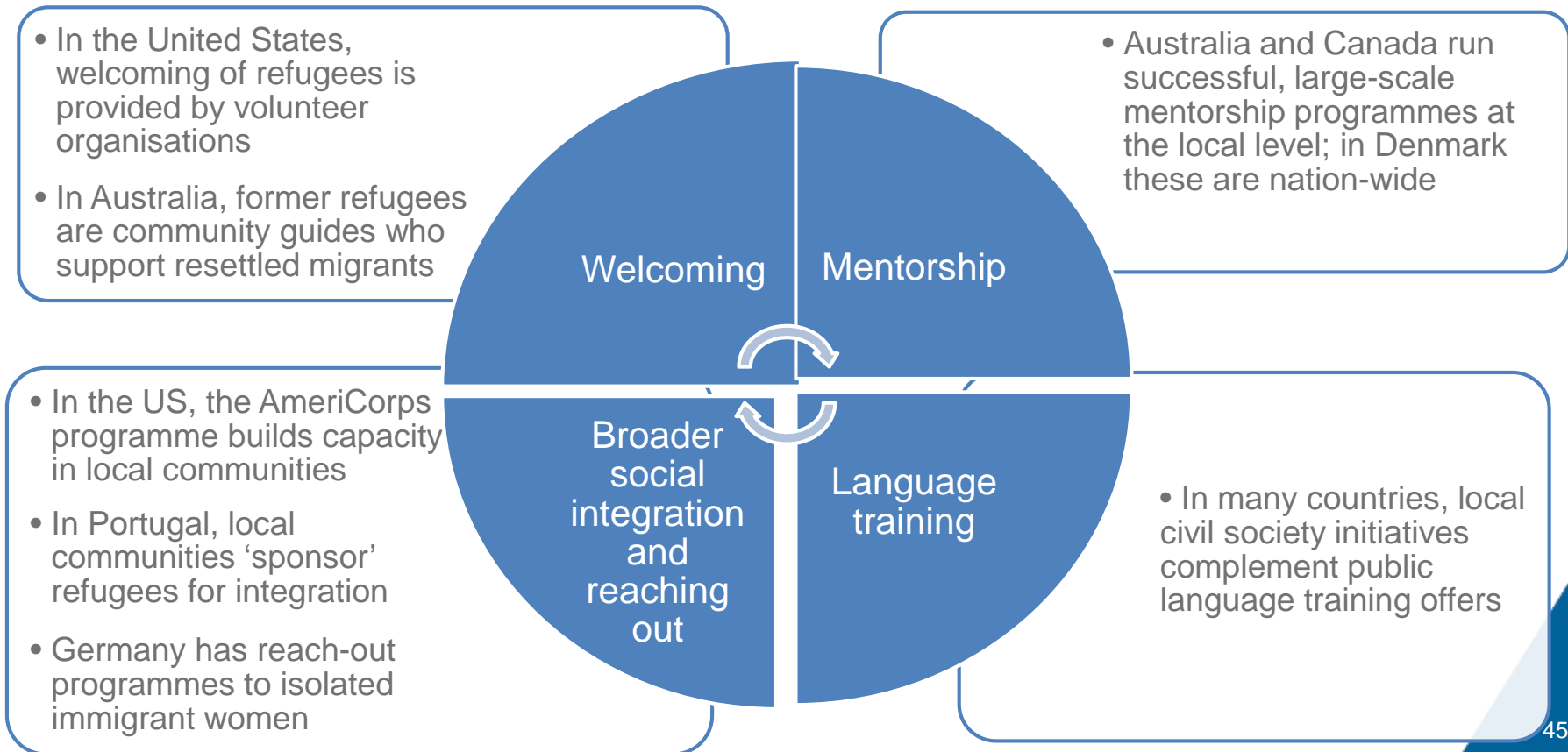
More broadly, co-ordinate for social integration, but approaches diverge

- In the “Settlement countries”, national authorities fund and co-ordinate local initiatives within a settlement network services framework, while in European countries, social integration increasingly done through civic integration courses.
- Local authorities play a specifically important role with respect to welcoming refugees, who are generally dispersed.
- Countries have taken different approaches to consult and co-ordinate with local stakeholders, notably on social integration (e.g. Integration “summits”, Action plans, Regular co-ordination meetings; Local Partnerships (Canada)), but challenges remain regarding:
 - Local capacity building, especially where scale and/or resources/knowledge is lacking
 - Making sure that there is a consistent standard across the country, inspite of local adaptations...
 - ...while encouraging local innovation – and subsequent mainstreaming
- “One-stop shops” where different stakeholders at different levels are under one roof have mainly been created in large cities. In settlement countries, these are usually info-points rather than service providers.



It's possible to build on civil society: examples

- Civil society creates the conditions conducive to social integration
- It steps in where public action is lacking, slow to scale, or less effective





Integration as a multi-stakeholder task

- In all countries, MANY stakeholders are engaged in integration, at different levels of governance.
- Co-ordination is a necessity to ensure that there is neither under- nor overprovision of integration support
- Especially for groups such as refugees, who face multiple issues that must be addressed by different stakeholders, and over a long time horizon
- Although most immigrants are in employment, much potential remains unused,
- Especially for disadvantaged groups, ensuring long-term employability and integration often entails large costs (must be viewed as an investment). This means:
 - early intervention (for new arrivals and for children)
 - policies where results won't be visible for a long time (unemployed or inactive; women with children; very low-educated refugees)
 - adjust access to integration offers according to settlement prospects and needs



For further information on the OECD's work on the integration of immigrants and their children:

www.oecd.org/migration





Panel discussion

Ms. Susanna Piepponen

Ministry of Economic Affairs and
Employment in Finland

Social Impact Bond- trial for Immigrants

Susanna Piepponen

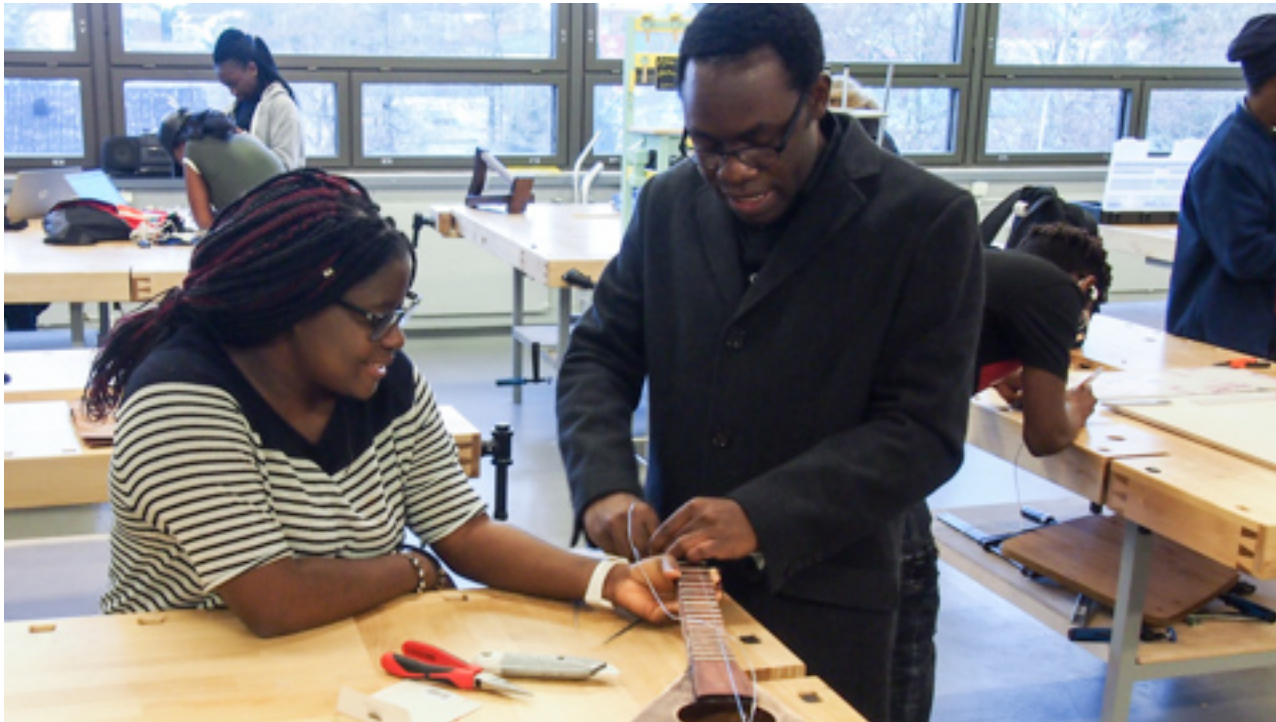
Senior Adviser

14.2.2019



Ministry of Economic Affairs
and Employment of Finland

An overview of the new Finnish integrated approach to migrant inclusion



Faster pathways to education and employment



- Since 2015, strengthened emphasis on improving the labour market situation of immigrants by:
 - supporting labour market orientation from the very beginning of integration
 - developing labour market skills parallel (not sequentially) to language and civic acquirements
 - emphasis on individual paths which take into account prior knowledge
 - facilitating labour market contacts and opening paths to further studies
 - strengthening coordination of different services
 - enhancing dialogue to support diversity in the labour market
- Actions prepared and implemented in separate working groups and in close cooperation with other actors, especially Ministry of Education, municipalities, educational institutes etc



Examples of the implementation

More guidance for migrants

- Guidelines to increase the supported employment
- Improving the guidance of migrants with refugee background (AMIF –project)

Focus on tailored education and upskilling

- Labour market oriented and modular integration training.
- Supporting immigrants in higher education
- National language requirement for entering vocational education was abolished
- Renewed basic education for adults and training for illiterate
- New educational possibilities for parent taking care of children at home introduced
- Developing Skills center – activities

New approaches and legislation

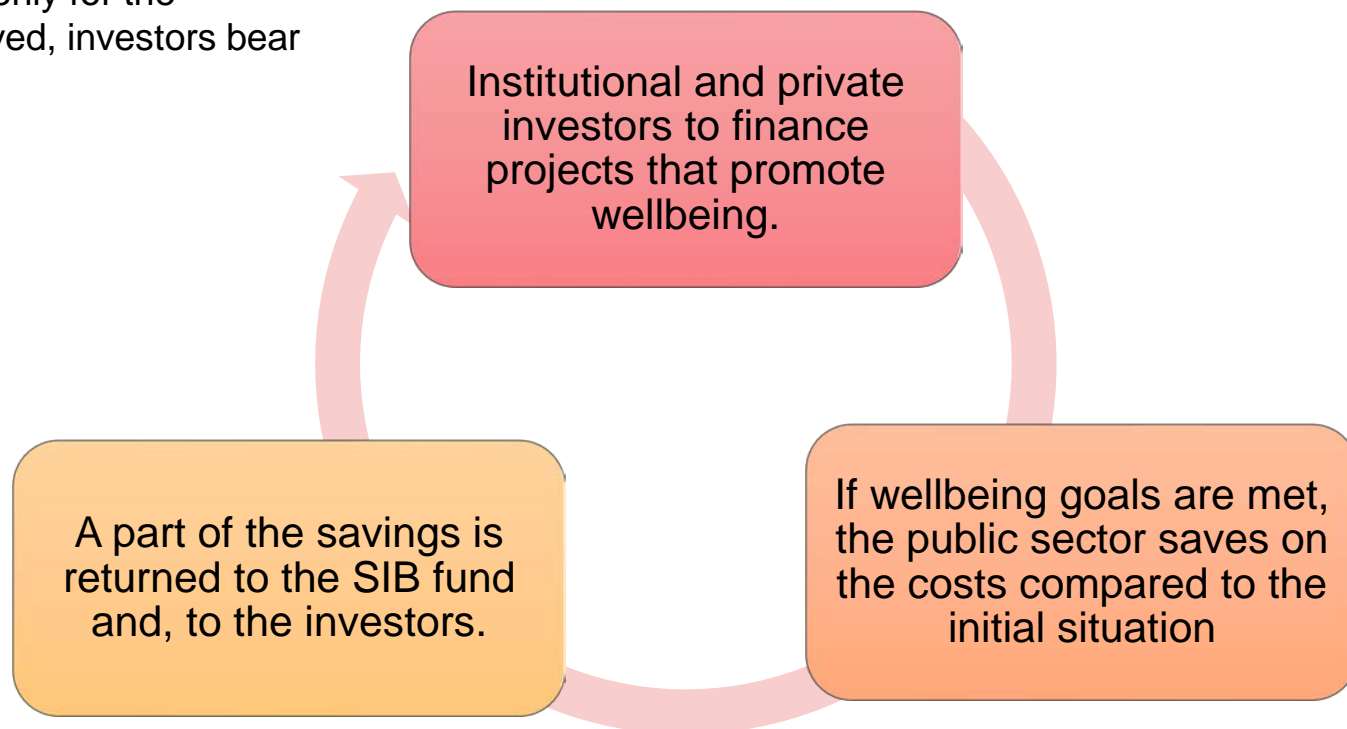
- Integration Act reform
- Social Impact Bond for migrants

Performance-based financing

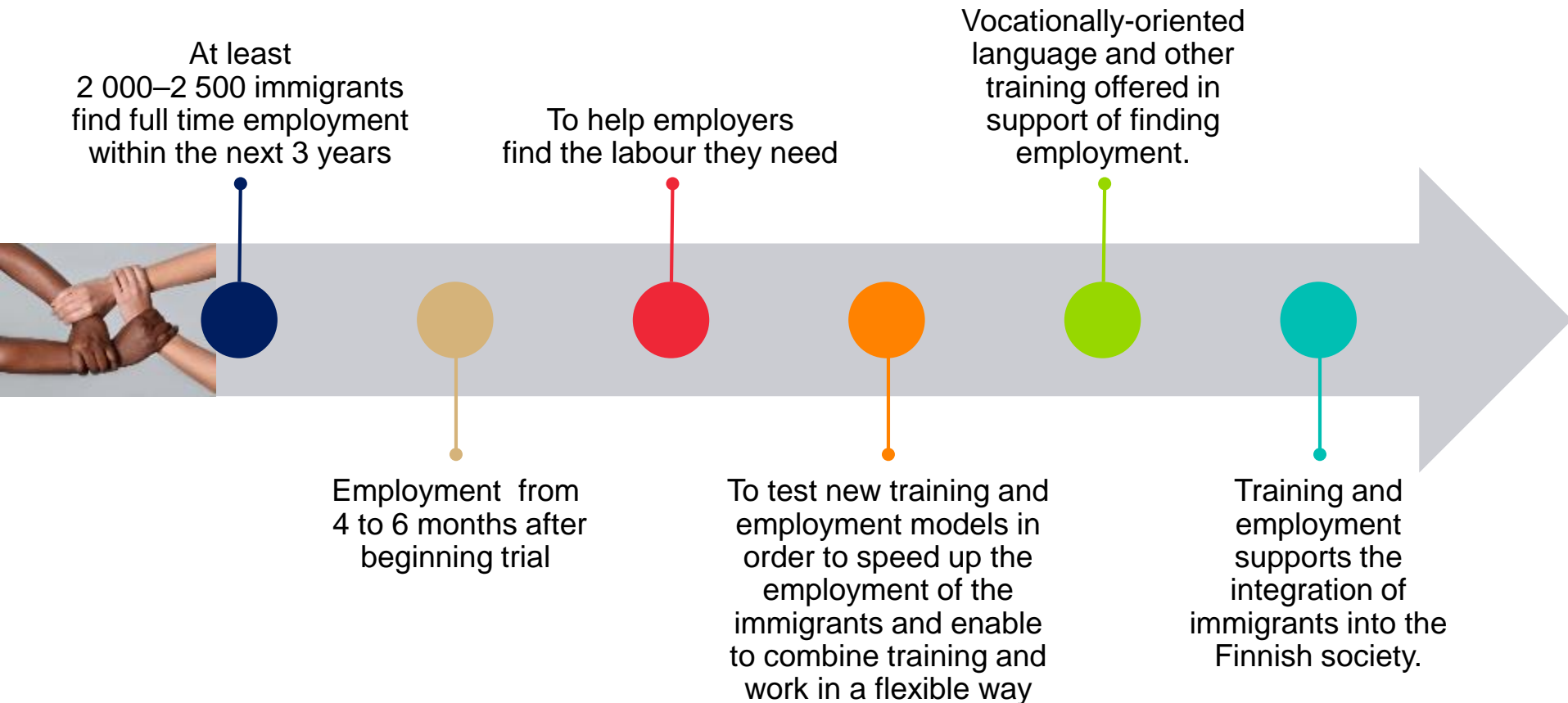
One form of impact investing



- The SIB model is particularly well suited for resourcing promotion and preventive actions.
- Public sector pays only for the performance achieved, investors bear the financial risks.



Target of the **KOTO-SIB trial** 9/2016-12/2019



Implementers



Trial commissioned by the Ministry of Economic Affairs and Employment.

The SIB fund established for the project marketed jointly by Epikus and the asset management and investment services corporation FIM.

Employment and Economic Development Office guides the customers, i.e. job seekers, to participate in the trial.

Epikus Oy selected through a competitive process to manage the trial. It is tasked with collecting the funds and selecting service providers that find the jobs for immigrants and organise training.

Social Impact Model was introduced in Finland by the Finnish Innovation Fund Sitra, which also served as an adviser for the project.

How is finding employment supported in the trial?



- Cooperation with immigrants participating in the project starts with a **skills survey**.
- Service providers suited to the job seekers' profile are selected to design training programmes that **correspond to their particular fields of interest**.
- **Vocational training offered to the immigrants is customised according to their needs and wishes and those of the employers.** Job seekers also receive language and other training in support of their integration.
- Training period often includes a **short 3 to 6-week work placement during which the employers can make recruitment decisions.** Service providers support the immigrants throughout their journey from training to employment relationship and beyond.



How to participate in the trial?



- Employment and Economic Development Office, municipality, association or other organisation **guides** immigrants to apply for participation in the Integration SIB experiment at the website of Epikus www.koto-sib.fi
- Epikus **interviews** the applicants on the telephone.
- Applicants are selected to the experiment by **random sampling**: 70% to the trial and 30% to the control group.

- **Two immigrant groups in comparison:**

1. **Participants of the trial**
2. **Immigrants that go "the normal path"=integration training, other employment-services to find a job place etc.**



Financing



- Trial is financed by funds collected from private and institutional investors.
- Asset management and investment services corporation FIM and the manager of alternative investment funds Epikus have jointly collected more than EUR 14 million to be invested in the project.
- First round of fund-raising: 3 400 000 €
- Second round of fund-raising: 10 000 000 €
- Third round of fund-raising: 763 636 €

If, as a consequence of the trial, target group has employed, reasonable state funds have been saved

The amount is shared among the investors as a profit



How will the project's success be measured?



- The Ministry of Economic Affairs and Employment will **commission an external evaluation after the trial.**
- In the evaluation the taxes paid and unemployment benefits received by those who participated in the SIB project are **compared to the taxes paid and unemployment benefits received by the control group.**
- From the State's perspective the experiment is **a success if the taxes paid by those participating in the experiment are higher and unemployment benefits they received are lower than in the control group.**



- Monitoring 2017-2019 (tax revenue per year)
- **Assessment of the impact and payment of the profit 2020 -**



A Current Situation of SIB, 2/2019

1508 people
have started SIB
training

493 people
have found
jobs

947 people have got
SIB training over
70 days

70 % permanent
and 30% fixed term,
77 % full-time and
23 % part time

state pays
1500 €/person to the
implementor annually
in February



First participants
found employment
as a personal
assistant and as a
dishwasher and
warehouse
workers

Car factory in
Uusikaupunki
seeks personnel
via SIB

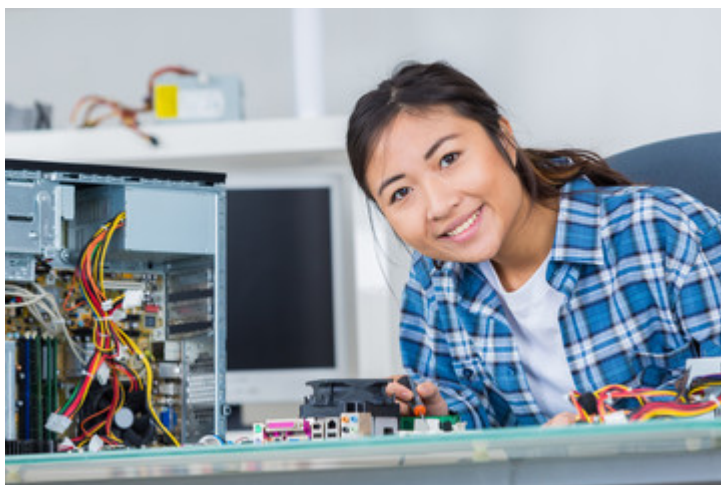
First SIB course
for academic
began
in summer 2017

Distance
education began
in 2018

75 % of
participants
have lived
in Finland
more than
3 years

Win-win

- **All parties stand to benefit** from the Integration SIB model: employers, immigrants, investors and society.
- The trial uses the impact investing model where **private and institutional investors finance** the trial. The **State only pays for performance – when an immigrant finds employment.**



- The Social Impact Bond (SIB) contract **combines different sectors and players in support of the integration of immigrants.** Impact investing has great potential as a way to finance solutions to social problems.
- Rapid employment of immigrants helps them to **find their place in the Finnish society and brings tax revenue to Finland.**



Thank you!

susanna.piepponen@tem.fi



Questions and interventions



Coffee break

(Ambassadeur room)

- Fast Track Action Boost
- Fast track Integration in European Regions – FIER
- Fostering Opportunities of Refugee Workers – FORWORK
- Regional Integration Accelerators – RIAC
- Acceleration of labour market integration of immigrants through mapping of skills and trainings - ALMIT
- REFUGEEClassAssistance4Teachers - RCA4T



Morning Plenary Session II

**How can EU policies and funding
better support sustainable
inclusion: perspectives and
opportunities**



Presentation on funds perspectives

Mr. Antoine Savary

DG Migration and Home Affairs,
European Commission

EU policy and funding in the field of integration



DG HOME, Unit B1

The EU mandate in the field of integration

- Focus: Integration of third-country nationals

- No harmonisation of legislation:

Art 79(4) TFEU : "... may establish measures to provide incentives and support for the action of Member States with a view to promoting the integration of third-country nationals residing legally in their territories, excluding any harmonization of the laws and regulations of the Member States".

- But the EU acquis on legal migration provides for equal treatment with EU nationals in terms of working conditions, training, social security, etc
- And the EU acquis on asylum contains specific provisions for beneficiaries of international protection



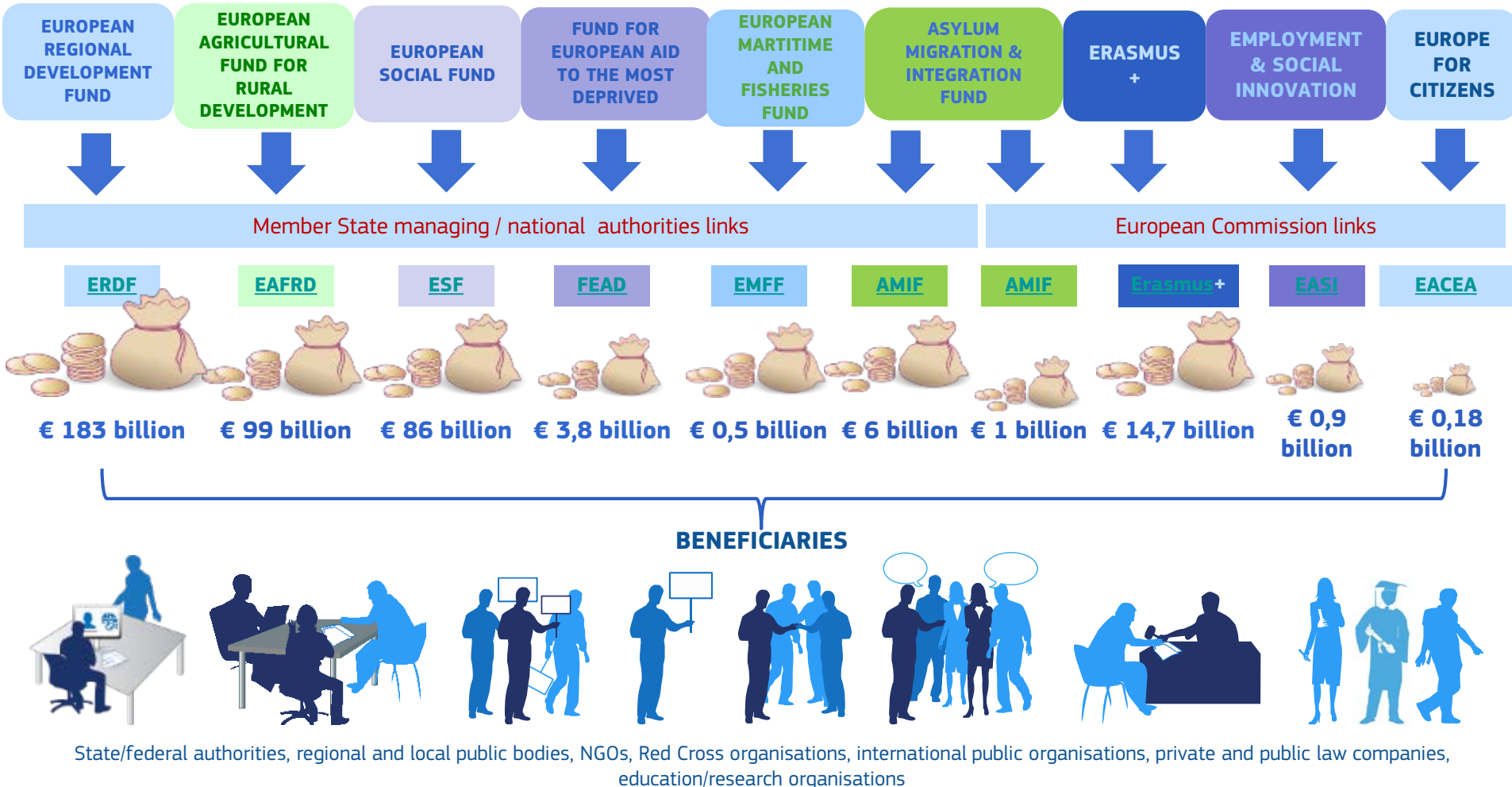
The different main streams of work for the European Commission:

- General framework: the Action plan on integration of third-country nationals (2016)
- Integration in the labour market
- Support to local and regional authorities
- Fostering exchanges between Member States
- Monitoring outcomes of integration in the context of the European Semester
- Funding for integration
- Monitoring integration outcomes
- Information/communication
- **Funding for integration**



2014-2020 EU Funding for integration

EU funds that include integration for third country nationals (2014-2020)



AMIF 2014-2020

AMF 2021 - 2027

A much higher initial amount for AMF: +50% in comparison with total AMIF (including Top-ups)

AMIF initial: **EUR 3,137 bn**

AMF proposal: **EUR 10,415 bn**

AMIF initial + Top-ups (mostly
emergency funding):

EUR 6,888 bn

Scope of AMF and integration specificities

- Target group: Third-country national, including asylum seekers, beneficiaries of international protection, family and work migrants
- focus on **early integration measures** and integration programmes, mostly implemented in the first years after the settlement in the EU
 - tailor-made + early stage measures
 - horizontal actions supporting Member States' capacities
 - No mention of **labour market integration measures (ESF)**
- **Thematic interventions** to be financed by specific Funds (ERDF, ERASMUS+, SANTE, EARDF)
- Facilitated access to funding for **local and regional authorities and NGOs**

Reinforced complementarity AMF with ESF+ and ERDF for integration interventions

- Proposal of the Commission to have the AMF covered by the Common Provisions Regulation

Advantages:

- Partnership principle would apply to AMF
 - AMF covered by the partnership agreement
-
- Need to better coordinate the use of EU Funds for integration: meeting of managing authorities on 27 June 2019.

A focus on local and regional level (shared and direct management)

- Higher cofinancing rate (90%/75%)
- Focus of thematic facility on integration, in particular to finance actions implemented by Local and Regional authorities and NGOs



Presentation on funds perspectives

Mr. Loris Di Pietrantonio

DG Employment, Social Affairs and
Inclusion,
European Commission



How can EU policies and funding better support sustainable inclusion:

Perspectives and Opportunities

DG Employment, Social Affairs and Inclusion
Head of ESF and FEAD: policy & legislation Unit

12 April 2019



- **Integration is a Member State's competence** but the EU has an important role to play in providing support and incentives for MS' actions (e.g. promoting exchange of good practices, facilitating use of EU funding)
- The common **EU asylum rules** do already contain the obligation for Member States to provide rights relevant for integration of refugees, but the **situation varies significantly across Member States** and **many barriers remain in practice**
- Our aim: to facilitate **effective labour market access and social inclusion of asylum seekers and refugees**

The European Social Fund: a tool for integration



- **The mission of the ESF (article 162 TFEU):**
 - improve employment opportunities of workers while reducing differences in prosperity and living standards across EU Member States and regions.
- **The ESF supports policies and priorities aiming to:**
 - achieve progress towards full employment
 - enhance quality and productivity at work
 - increase the geographical and occupational mobility of workers within the EU
 - improve education and training systems
 - promote social inclusion to achieve economic, social and territorial cohesion
- **Recital 6 ESF:**
 - migrants , asylum seekers and refugees may receive support by the ESF with a view to facilitate their social inclusion and integration in the labour market... which means that migrants can only be supported by ESF provided they are legally able to participate in labour market

Increased support to Member States to better target available funds for the reception and integration of refugees and asylum seekers (ESF, FEAD in complementarity with AMIF, etc.)

Type of support

- Any type of support falling under ESF Tos
- Specific measures for migrants: language classes, counselling, assistance to families campaigns against discrimination, etc (under TO 9)
- General measures (under TOs 8, 10 ,11): measures to promote equal access to good quality childcare and education, access to LM, vocational training, capacity building of NGOs involving/run by migrants



ESF Transnational Thematic Network on Migrants – [link](#)

- Effectively Coordinating EU funds:
A case study of Finland
- The role of employers
- Impart tool
- Videos
- Study visits: Liège, Essen, Paris, Madrid

Funding for the integration of third country nationals post 2020 –

An overview of the ESF+ proposal



SCOPE of the ESF +



- Complement AMF support, in particular to support the integration of Third country nationals into the **labour market**.
- TNC may receive support under any of the specific objectives of the ESF.
- **Labour market measures** (E.g. SO viii)
 - Labour market activation measures, provided they have access to the labour market,
 - vocational training, even prior to having access to the labour market, provided they have access to VET in line with national rules

SCOPE of the ESF+

- **Education measures for all children:**
 - access to quality and non-segregated education,
- **Social measures:**
 - access to community-based services and health services
 - social integration measures
 - food and basic material assistance

TARGET GROUP

AMF

- Aim:** provide MS with flexibility to include target groups that are relevant for the achievement of the objectives of the AMF e.g.
- nationals of the hosting country participating in actions aiming at the introduction of the TCNs to the receiving society
 - or immediate relatives of TCNs, to the extent that their involvement is necessary for the effective implementation of such actions

ESF +

- Specific objective viii includes "socio-economic integration of **third country nationals**"
- Output Indicator on TCNs

But operations for TCNs can be programmed under all of the ESF+ specific objectives supporting people, depending on their objective



Presentation on funds perspectives

Ms. Wallis Goelen Vandebrock

DG Regional and Urban Policy,
European Commission



Panel discussion

Ms. Catherine Woollard

European Council on refugees and
Exiles



Panel discussion

Ms. Anna Lisa Boni

Eurocities



Mutual Learning Conference on “Sustainable inclusion of migrants into society and labour market”

Brussels - 12 April 2019

The role of European-wide city platforms in
fostering migrant integration

Anna Lisa Boni, EUROCITIES Secretary general



EUROCITIES

EUROCITIES is the leading network of major European cities, working together to ensure a **good quality of life for all our citizens**. We strive for a Europe where cities are genuine partners with the EU to create a better future where:

- People take part in an inclusive society
- People progress in a prosperous local economy
- People move and live in a healthy environment
- People make vibrant and open public spaces
- City governments address global challenges
- City governments are fit for the future

EUROCITIES does this by:

- *Strengthening the role of cities in all EU policy negotiations related to urban issues*
- *Maximising EU funding opportunities for cities*
- *Promoting the exchange of knowledge, experience and good practices between cities to scale up urban solutions*
- *Building capacity to tackle current and future urban challenges*



A European city platform to foster migrant integration

- ✓ Migration and integration as key priorities for cities
- ✓ EUROCITIES' long track record of work in this field
- ✓ Knowledge sharing activities and deliverables
- ✓ Methodology of mutual learning
- ✓ Impact of policy transfer
- ✓ Advocacy



Panel discussion

Ms. Laura Avanzi

SERN Transnational network

New trends and practices in welcoming and integration of refugees

Mutual Learning Conference

«Sustainable inclusion of migrants into society and labour market»

Brussels, 12 April 2019

From local to European level: Support Group Network experience



What's SGN? Mission and Goals

Since 2014, it works as an **umbrella association** to integrate migrants in the hosting countries through **need-based activities and projects**.

➤ MISSION

- Encourage communities **to explore skills and expertise of refugees and migrants**
- Make refugees **actors and main stakeholders** for their own matters
- Promote the **understanding of laws and norms** to create a better integration
- Provide refugees tools to **become active members** in the society

Why was this initiative launched?

- No activities or any community approach in Restad Gård camp in Vanersborg
- Long waiting time in the asylum seeking accommodation leading to depression, frustration and hopelessness
- Skilled people were losing their educational and skills identity



Group of empowered people come together using own knowledge and skills to practice competences

Results at local and national levels

- In 2015, more than 900 activities organised with 16 000 direct services to refugees from refugees
- Direct involvement and support of public authorities and local NGOs
- In July 2016, **SGNs has been established in other 13 cities and 16 camps in Sweden**

WIR project as multiplier tool for SGN

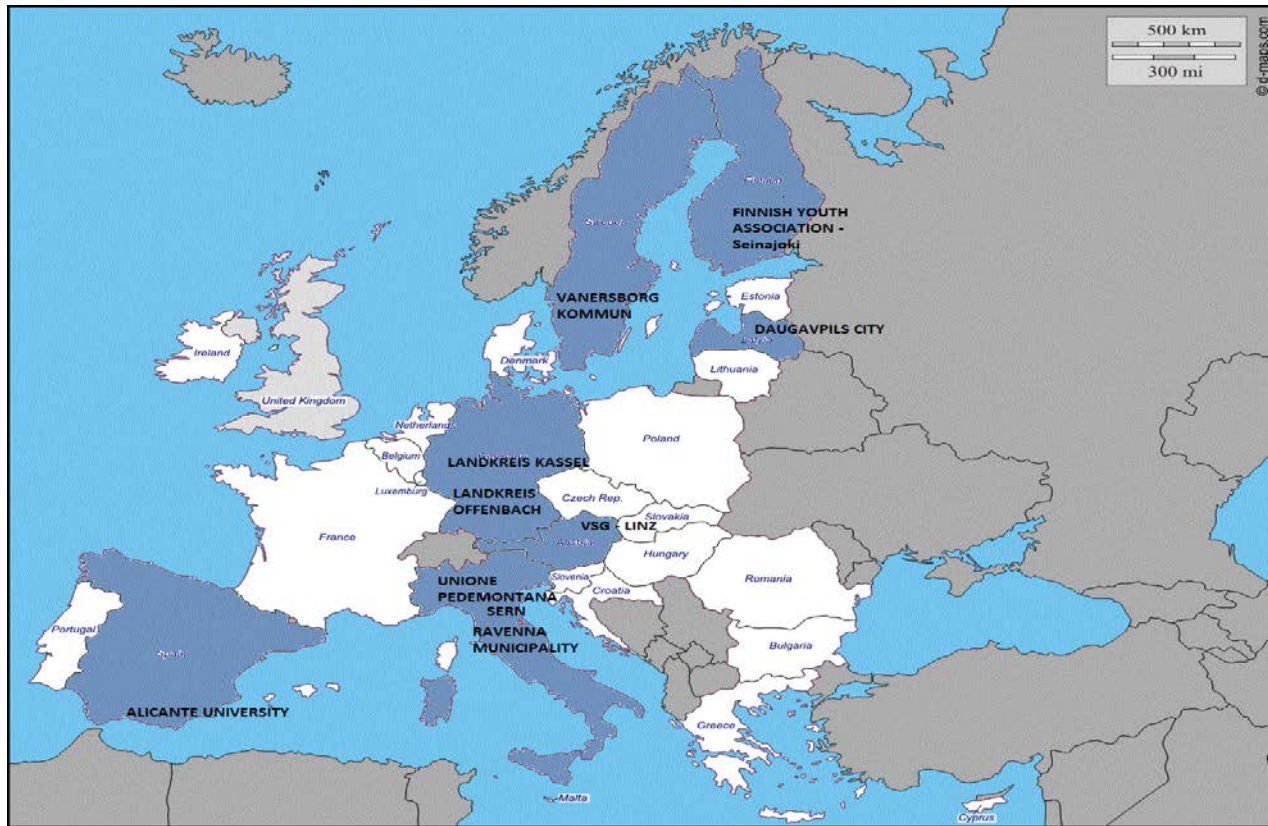
- Two-year project approved under the Programme «Europe for Citizens»

Main objectives

- To increase knowledge on the processes of welcome and integrating refugees in the partnering countries
- To exchange best practices and compare European experiences to transfer them locally
- To create a shared handbook based on transnational best practices



Partnership – 7 EU countries and 10 organisations



Project activities

- **9 project events** in two years with different methodologies and various stakeholders
- **Focus Groups** on topics to foster mutual learning among partnering countries:
 - Cooperation with the civil society – in Linz (Austria)
 - Getting ready for job market – in Kassel (Germany)
 - Schooling and Education – in Alicante (Spain)
 - Unaccompanied minors – in Seinajoki (Finland)

www.wirproject.eu

Results at European level through WIR

- Creation of a **European Network** to disseminate SNG model in Germany, France, Italy and Norway
- Promising practices exchanged during the project planned to be scaled up through new EU projects under the Erasmus+ programme
- **Deep change in the image of refugees**: from only services recipients to services/activities providers, initiators and proponents



Self organized and strategic cooperation for an improved integration and sustainable social inclusion



THANKS FOR LISTENING!

Laura Avanzi
SERN Secretariat
laura.avanzi@sern.eu

www.sern.eu



Panel discussion

Ms. Cinzia Sechi

European Trade Union Confederation

Mr. Robert Plummer

BusinessEurope

**Mutual learning conference on
sustainable inclusion of migrants
into society and the labour market**

European Partnership for integration: Creating opportunities for labour market integration of refugees

12 April 2019, Brussels

Cinzia Sechi, ETUC
Robert Plummer, BUSINESSEUROPE



<https://www.etuc.org/press/social-and-economic-partners-sign-deal-integration-refugees#.WnBVAqinGUL>



European Partnership for Integration: offering opportunities for refugees to integrate into the EU labour market

Key points

- Signed on 20 December 2017
- By the European Economic and Social partners & the European Commission
- Target: all third country nationals legally staying in a member state and who are granted access to the labour market
- Based on 3 principles:
 1. Early labour market integration of refugee
 2. Bring benefit and value to refugees as well as to the entire workforce
 3. Ensure a multi-stakeholder approach



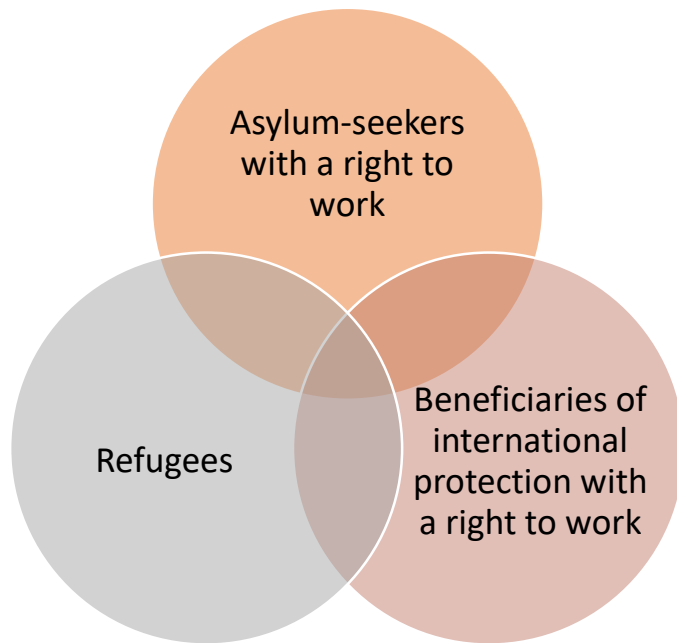
European Partnership for Integration

Commitments by the signatory parties

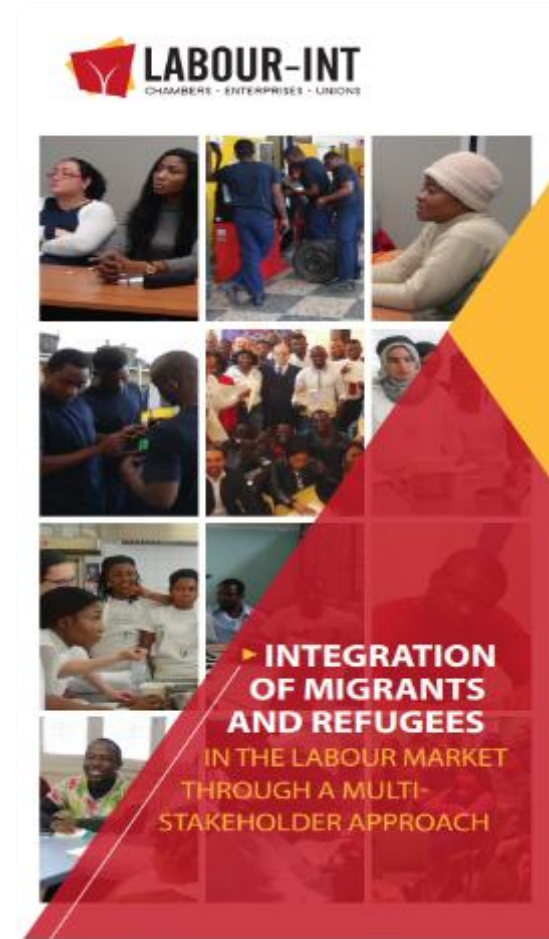
- Promotion of the partnership by all parties
- Sharing examples of national and local initiatives by members
- Providing feedback to public authorities
- Fostering closer cooperation between public and private enterprise
- Regular assessment by signatory parties



European Partnership for Integration



Target group





LEAD



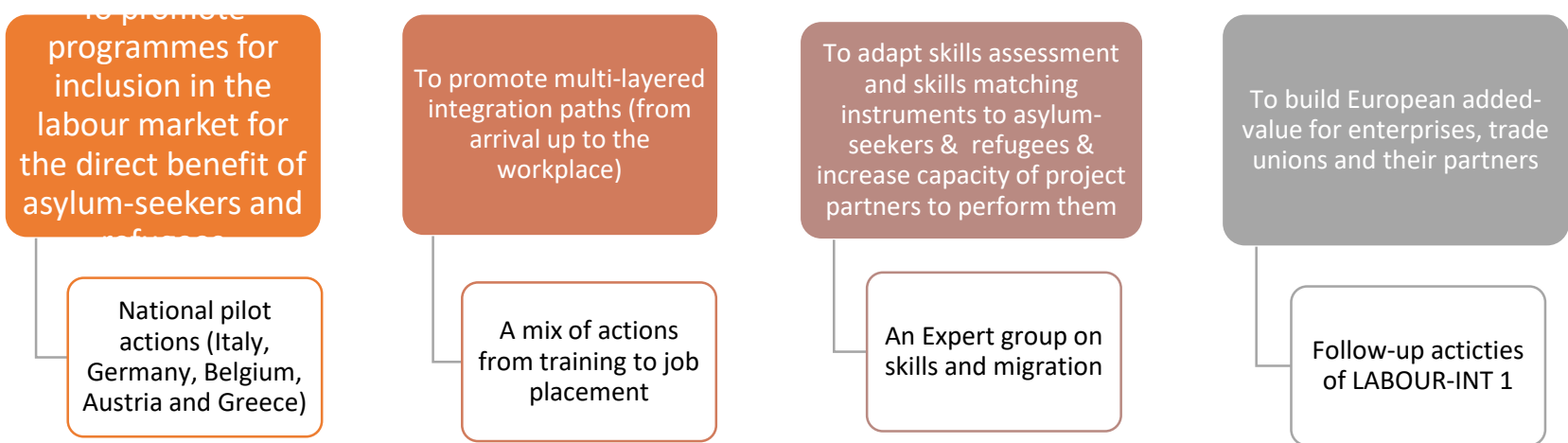
▶ PARTNERS



► SUPPORTING ORGANISATIONS



A multi-stakeholder approach



Project goals

Examples of a multi-stakeholder approach (1)

Denmark

- Tripartite agreement (government and social partners)
- Particular focus on getting refugees ready for work
- Integrative training programme:
 - Vocational training and language learning
 - 1700 refugees helped between 2016 and 2018
 - 44% of participants in paid work or further training 6 months after completing the programme

Examples of a multi-stakeholder approach (2)

Norway

- Tripartite declaration (government and social partners)
- Introduction of a fast track scheme for labour market integration:
 - Aims to identify further training needs and job opportunities in line with refugees' existing education and skills
 - Knowledge and awareness raising among employers and trade unions about the fast track scheme
- Further examples of a multi-stakeholder approach in [Belgium](#), [Germany](#), [Italy](#), [Sweden](#)

Thank you for your attention!

Contact:

Cinzia Sechi, ETUC Senior Advisor csechi@etuc.org

Robert Plummer, BUSINESSEUROPE Senior Advisor
r.plummer@businessseurope.eu



Questions and interventions



Lunch: *Restaurant “Le Jardin Indien”*

Working Group Discussions:

Workshop 1: *Excelsior (Plenary room)*

Workshop 2: *Rubinstein (Ground floor)*

Workshop 3: *Bourgmestres (Second floor)*

Workshop 4: *Langevin (First floor)*

*Please check the working group allocation in
your delegate pack*



Workshop #1

**Evidence-based approaches to
migrant inclusion – what has
worked?**



How can we learn from the evidence-base provided by past and existing projects and their evaluations?

Key questions:

- *What evidence and results are available from recent evaluations of existing national, regional and local integration and inclusion measures, in particularly with a focus on an integrated approach of service delivery?*
- *What evaluation methods have proved effective in providing a robust evidence base?*
- *What do we understand by good practices and what can be considered enablers/success factors when implementing integration approaches?*
- *How can evidence of good practices be used in the process of policy-making at local, national and transnational levels?*



Presentation by thematic expert

Dr. Rinus Penninx

Institute for Migration and Ethnic studies,
University of Amsterdam

Evidence-based approaches to migrant inclusion- what has worked?

Contribution to Workshop 1 of the Mutual Learning Conference

“Sustainable inclusion of migrants into society and labour market”

Brussels, April 12, 2019

By Rinus Penninx
Former Coordinator of the IMISCOE Research Network

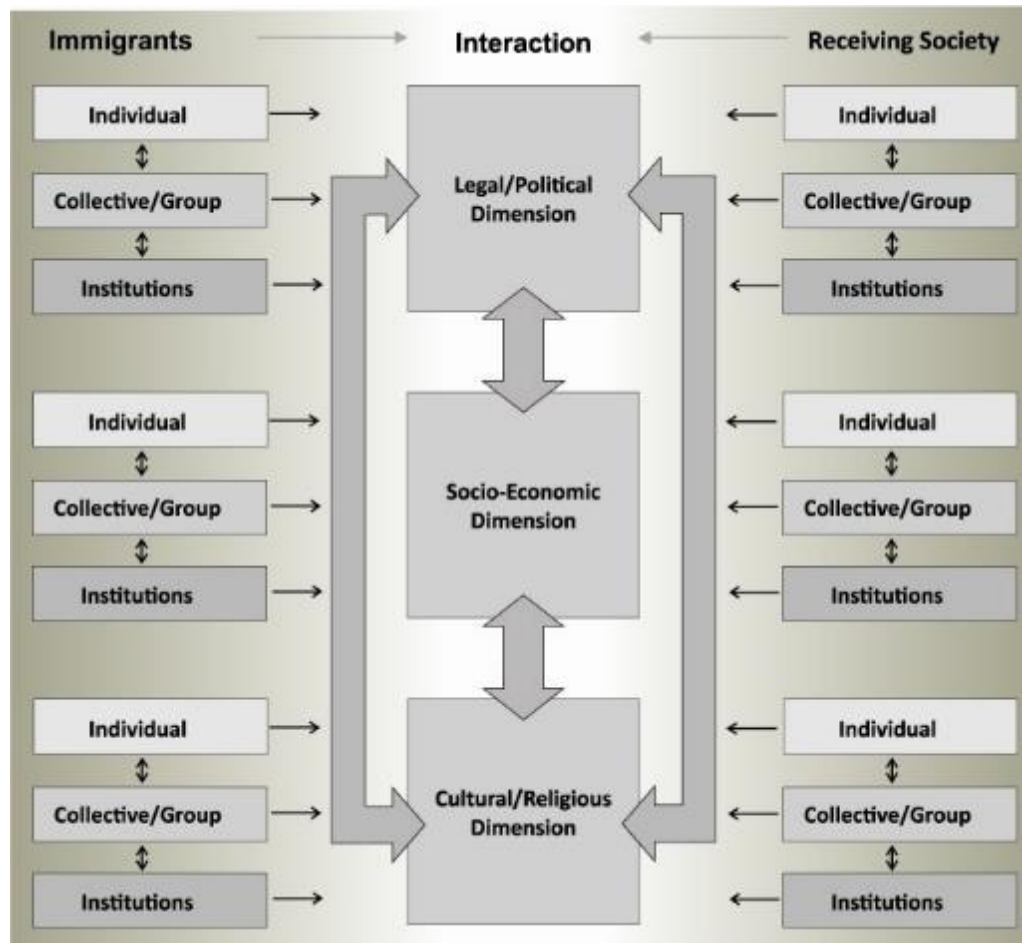
1. Introduction and overview

- State of the art of the study of processes of integration and policies:
 - what is our evidence base for labour market integration?
- How to study integration processes:
 - as a two way process with three interacting dimensions and levels
- How to study, and policies:
 - as efforts to steer processes: Aims-Frames-Content versus Programmes-Actors. Evaluation studies on two levels.

Questions?

- What research and sources are available?
- What do they tell us about integration processes and policies?
- What lessons can we draw from this evidence base for policy?

2. A heuristic model to study the process of integration



3. Overview of recent research and sources

- **Many international organisations have done studies on Labour Market Integration of immigrants, incl. refugees.**

OECD 2012; 2014; 2016; EU & OECD 2016; 2018.

ILO on Labour Migration Programmes and Policies.

IMF 2018.

IOM 2013; 2017.

UNHCR 2013 on refugees.

- **EU and European Commission**

EMN 2019; EU-wide survey on data and policies.

European Parliament 2013 (on resettled refugees).

Eurofound 2016; 2018.

Labour-INT project

Eurocities

NGOs like MPI, CEPS, MPG/CIDOB, MEDAM

**Consist of mainly: mapping LMI and taking stock of policy initiatives;
preparing and underpinning policy.**

4. Independent research on LMI processes:

- **Focus on immigrants' characteristics, efforts, outcomes:**
 - Who are the newcomers; what do they bring
 - How do they get access; how do they develop
 - What outcomes (position on L.M.) are measured
- **Focus on (actions and reactions of) receiving society:**
 - Policies and practices of admission
 - Arrangements and regulations for access to L.M.
 - Attitudes and actions of employers, unions, workers
- **Focus on interaction:**
 - Practices of equality; differential treatment; discrimination
 - On institutional/ policy level; in organisations and between individuals

5. First conclusions of comparative analysis of LMI-processes

- LMI manifests itself differently in different places, in different times and on different levels.
- Variation comes from:
 - Different histories of immigration in Europe: three generations
 - Different composition by country of origin, demographics
 - Different institutional arrangements in EU-countries, including status
 - State of the labour market at moment of arrival.

Multi-causality as driver and heterogeneity of appearance as a rule.

6. Two fundamentally different patterns of LMI and in outcomes:

a. Migration for Employment: labour migration programmes

- Based on demand for workers; active recruitment; entrance based on jobs offered; labour market stakeholders involved in controlling and setting (equal) conditions for employment
- Comparative studies measuring outcomes show systematically that in the short run the process of integration is much smoother than for non-invited immigrants (family members, refugees); also in the long run outcomes are better.
- Policy implications for long-term integration are specific, particularly in case of temporary low skilled labour migrant: the key

6. Two fundamentally different patterns of LMI and in outcomes:

b. Employment for Immigrants: getting immigrants in the labour market

- Admitted on other grounds than work; unsolicited, no selection for labour market. Work is an urgent priority of reception and integration policies
- Studies that compare the process of matching characteristics of immigrants and native workers with demand of the market in procedures of access (mediation, recruitment and selection, assessment of educational level, skills and work experience) show that there is differential treatment on all levels: institutional rules, practices, relevant actors involved.
- The process of integration is much longer for these immigrants than for labour migrants and native workers.
- Refugees show the lowest outcomes of all groups.

7. Policy studies and evaluation of policies

- Two policy principles:
 - equality of opportunities versus equity of outcomes
- Two organisational principles:
 - general versus specific policies and “mainstreaming” policies for immigrants
- Diagnostic evaluation studies (including policy assessment) to underpin the necessity and direction of policy efforts have mushroomed recently, on all levels.
 - Tells what has not been done (sufficiently).
- Evaluation in strict sense (measuring outcomes of programmes, instruments, regulations) are few;
 - this specific “evidence base” is still weak.

8. What lessons from research and evaluation?

- **The first lesson is that there are no solid theoretical/ predictive starting points yet**
But a solid analytical (heuristic) tool is emerging to be used to find out what is most relevant in the long term integration process of specific groups, in a particular locality at a particularly point in time. It looks at both immigrants and the receiving society in the three dimension of integration, and how that plays out at the different levels of institutions, organisations and individuals involved. This tool can also be used by policymakers and practitioners to guide their action.
- **A second lesson is that LMI is strongly context bound.**
Combining this with the first lesson means that we can use the analytical tool as a diagnostic instrument to find out what the main problems of integration are in a specific place, what instruments could possibly be used, and which actors should be involved in the solutions. Such a diagnosis should be comprehensive i.e. covering all phases of LMI, and looking at all relevant actors involved.

8. What lessons from research and evaluation?

- **A third lesson is that we should do evaluation of policy and programmes differently:**

We should focus less on evaluation of outcomes (of a long term process) but much more on the process itself, on the actors involved and on the workings of specific instruments used.

This lesson is based on the implicit suggestion in the literature so far that:

- cooperation between stakeholders in the labour market (employers, trade unions, mediators, regulators) is the best guarantee of success;
- policies that take specific ambitions and potentialities of immigrants and their specific disabilities (as often in the case of refugees) into account have the best chances of success.

Thank you.



Promising practice

Mr. Jürgen Wander

Ministry of Social Affairs and
Employment



Ministerie van Sociale Zaken en
Werkgelegenheid

(How) can the government improve the labour market position of refugees/migrants?

*A commitment to field
experiments*



Ministry of Social Affairs and
Employment

Jürgen Wander



Facts and figures

- Since the Seventies, there has been an increase of non-Western migrants (now standing at **12.7 %** of the Dutch population)
- In large cities there are now **more young people with a migration background** than indigenous youngsters
- In education the extent to which they are **lagging behind is decreasing** (in fact girls are hardly lagging behind)
- Unfortunately, this has **not yet** been translated into **better opportunities on the labour market**
- In addition, we face the challenge of trying to get a **substantial group of asylum status holders** into employment
 - A cohort study of Statistics Netherlands (CBS) shows the following worrying number: **84% of the status holders** that received their permit in 2014 are (after 30 months) **dependent on benefits**.

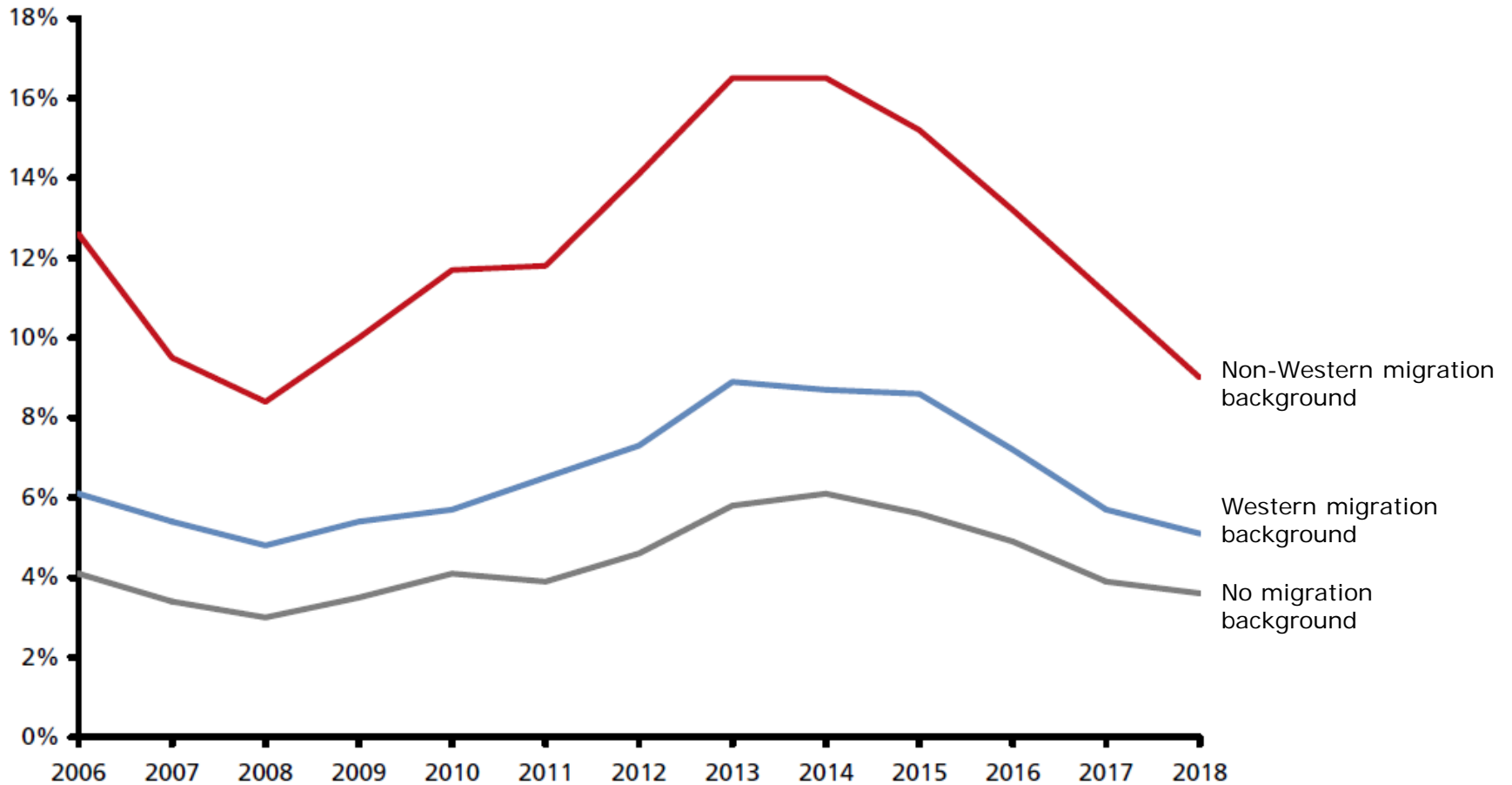


The backlog or disadvantage

- **Higher unemployment rate** (6 percentage points higher than indigenous labour force), in other words non-Western migrants are 2 to 3 times more often unemployed (and that depends on the economic situation)
- **Higher benefit dependency** (13 percentage points higher)
- **Lower income** (on average 3.5 euro lower hourly wage)
- Backlog develops **pre-entry, post-entry, re-entry**
- **Persistent problem**: even in the long run the backlog doesn't disappear



Unemployment by ethnic background and year





Experiments

1. Barometer cultural diversity
2. Nudging of pre-entry discrimination
3. Retain and advancement of staff
4. Combining learning and working
5. Intensive coaching for vulnerable groups
6. Unemployment Employee Insurance Agency (UWV)
7. Increase parent involvement (study choice pre-vocational students - VMBO)
8. Work orientation / getting job ready (vocational students - MBO)

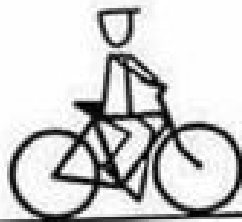


Challenges

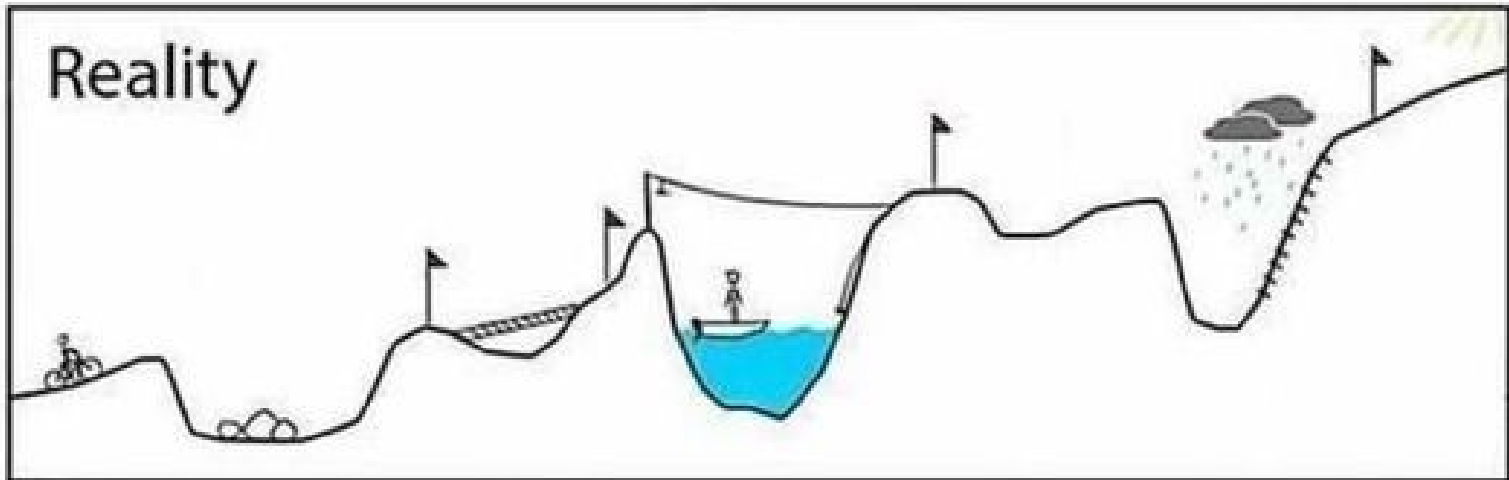
- Getting **partners to co-create** experiments (municipalities and employers)
 - with a focus on monitoring, evaluation and measuring effectiveness
 - and our aim to randomize participants (experiment and control group)
- **Privacy laws** (GDPR)
- We are focussing on gathering evidence and not (yet) on a **macroeconomic effect**, however that is what is expected of us
- **Funds**
- **Time**



Your plan



Reality





Workshop #2

**Labour market integration –
creating sustainable and quality
employment opportunities**



What are the crucial elements for sustainable labour market integration policies?

Key questions:

- *How can Public Employment Services (PES) and other public actors ensure labour market integration support for a diverse group of migrants?*
- *How can employers and other actors (such as the social economy) be effectively involved in the design and implementation of labour market integration measures? How can PES, other public actors and employers/social enterprises work together to improve effectiveness of measures and policies?*
- *How to balance quick labour market integration with sustainable placement, e.g. with a job that matches skills and qualifications and preferences of job seeker and employer?*



Promising practice

Ms. Susanna Piepponen

Ministry of Economic Affairs and
Employment in Finland

Orientation to Finnish Society in your own language



- Duration 5 weeks
- Target group: new integration customers in employment offices
- Have not participated integration training
- In need of orientation to Finnish society
- Eligible for employment (rapid group for employment)



Content of the orientation module



- Working life, labour market, job-hunting
- Education system
- Services
- Culture and every day life
- Actions of the authorities, legislation
- Basic elements of the Finnish language
- Personnel guidance
- Presentations of organisations' activities
- Doing working life certificates
- English, Arabic, Persian, Dari, Russian



Good Employment Results of English orientation module



- **Employment rate 3 months after service 12,9 % (control group 8,8 %, integration training 6,3 % English job search coaching 8,9 %)**
- **Service is cost effective, when employment rate is 13 %**
- **2,27 likelihood to get job comparing to those who have not participated orientation module**
- **3,14 likelihood if you are male**
- **13,7 likelihood if you have more than 5 years work experience**
- **No strong correlation to the level of education**
- **70 % of jobs to the knowledge work (control group 30 %)**



Thank you!

susanna.piepponen@tem.fi



Promising practice

Ms. Svetlana Djackova

Ministry of Welfare of the Republic of Latvia



Labklājības ministrija

The Latvian experience of labour market integration of beneficiaries of international protection

12/04/2019

The Action Plan for the Movement and Admission of Persons who need International Protection (02/12/2015)

**Selection and
resettlement of
persons**

**Admission,
accommodation of
asylum seekers**

**Social and
economic
inclusion**

Persons in need of international protection in 2016 - 2018

**Asylum seekers,
relocated from
Italy, Greece and
Turkey**

374

**Asylum seekers,
arrived
independently**

547

**Persons granted
refugee or
alternative status**

499



Labklājības ministrija

Project "Labour market integration of refugees and persons who have been granted alternative status in Latvia", implemented by the State Employment Agency (SEA)

For asylum seekers

- Introductory course «Work opportunities in Latvia»
- Consultations in the reception centre
- Information leaflets

For refugees and persons with subsidiary protection

- Career guidance (profiling, individual job search plans)
- Latvian language courses
- Labour market related basic skills/competences and vocational training
- Subsidized employment
- Assistance in job search, guidance in job interviews
- Latvian language mentor at work



persons have been
registered at SEA
since 2016



59 persons have
found a job with
assistance of SEA

40 of them are working now
(05/04/2019)



Labklājības ministrija

THANK YOU!



www.lm.gov.lv



@Lab_min



Latvijas Republikas Labklājības ministrija



labklajibasministrija



Promising practice

Mr. Hugo Ortiz Dubon

We Link Sweden

Entry Hub

A Multiple stakeholder method/model for faster
labor market integration

Introduction

- We Link Sweden is a company specialized in diversity management for individuals, teams, organizations, and communities.
- We think and act long-term and link individuals, organizations, and sectors to promote sustainable change.
- We offer a range of specialized services covering a variety of professional domains, including: strategy and process support, research-based seminars and workshops, communication, marketing and public relations, legislation and policy development.
- Innovative models for labour market integration; and best practice exchanges across sectors and disciplines.
- Currently we operate within a network of more than approx. 40 employers, institutions and non-profits in different sectors, including public institutions such as Vinnova (Sweden's Innovation Agency), Tillväxtverket (The Swedish Agency for Economical and Regional Growth)



Context: Organizational & Local

- Sweden has one of the highest per capita number of refugees in Europe.
- Substantial immigration is a relatively new phenomenon in Sweden compared to many other countries, and although it presents many challenges, we have seen evidence of the positive impacts of immigration on economic growth throughout history.
- Currently, Swedish employers are desperate for qualified as well as unqualified workforce in most sectors, both short and long term.
- Different obstacles in the system as well as in the employers' own processes make it difficult for employers and refugees with potential competences to meet.



Entry Hub Method

- Entry hub is created by people with own experience of settling in Sweden and has been developed and piloted in different settings over the past three years.
- It is a network driven method that enables direct meetings between jobseekers and employers from day one.
- It has a focus on making actual competences visible, providing refugees with an opportunity to get their first job



Case – **postnord**

- Employer need: part-time employees for the parcel sorting terminal in Gothenburg
- Entry Hub service: Recruitment event for refugee job seekers
- Results
 - 25 was offered the position
 - In less then 4 months all hired improved their language skill to fluent Swedish
 - 21 still works there today after 1 year
 - New model for recruiting

[Watch PostNord Case - Ogbes storytelling](#)

What's next?

- PostNord Drivers Academy
- New grants has been provided from the government to develop the program and incorporate the method more focusing on developing employers internal processes





Promising practice

Ms. Patrizia Bussi

European Network of Social
Integration Enterprises



A collage of various workers in different settings, including a woman with a tool belt, a man with a hard hat, a woman with a headset, a man with a power drill, a man with a laptop, a woman with a hard hat, and a man with a lawnmower, all arranged along a diagonal line.

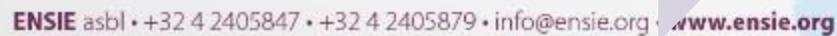


LÀBORA PROGRAM



- Promotion of employment to bring people in situations of vulnerability closer to work
- It is a project by the city of Barcelona promoted by the **Municipal Institute of Social Services (IMSS)**, and designed and managed in collaboration with **ECAS** (Catalan Entities of Acció Social), **FEICAT** (Work Integration Social Enterprises of Catalonia) and the Red Cross





CANDIDATES



- Offers a counselling and support service personalised towards the occupation
- Facilitates access to the labour market through an personalised itinerary: orientation, training, competence improvement and intermediation in the selection and insertion processes
- Provides a portfolio of reserved job offers



CANDIDATES

- « People selling copies of fashion products in the streets »
- Illegal immigrants – annual pre-contract
- Impossible if issues with the police forces



STATISTICS 2018



- People derived from social services: **6225**
- People with a contract of employment: **1755**
- People in an irregular administrative situation who have obtained an employment contract: **89**



Thank you for your attention

Patrizia Bussi

Ensie Director

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Program of Employment and Social
Innovation

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Workshop #3

Education and skills for the inclusion of migrants



What are successful ways to improve education outcomes for migrants as an essential step towards labour market integration?

Key questions:

- *What are the success factors of the practices implemented to ensure access to education for asylum seekers, refugees and low-skilled migrants (including lifelong learning)? To what extent have these success factors been brought forward in recent initiatives?*
- *How can we improve access of asylum seekers, refugees and low-skilled migrants to actions in the area of education, vocational training and lifelong learning, and particularly EU funded ones?*
- *How can migrants be supported in their upskilling path to reach successful labour market integration and to prevent possible dropout from education and training programmes?*



Promising practice

Dennis Van Gessel

DG Employment, Social Affairs and
Inclusion,
European Commission



THE EU SKILLS PROFILE TOOL

for Third Country Nationals

Workshop 3 – Education and skills for inclusion
The EU Skills Profile Tool for Third Country Nationals

12 April 2019

Dennis van Gessel

DG EMPL, European Commission

Migrant / refugee integration in education and training

EU level policies seek to facilitate inclusion to education and training and labour market participation of third country nationals. Some key actions of the **Skills Agenda** aim to assess, profile, recognise and upgrade the skills of third country nationals:

- "**Upskilling Pathways**" for the low-skilled in general, also aiming to upskill migrants.
- **European Qualifications Framework**. More transparency of qualifications can foster migrant integration.
- "**EU Skills Profile Tool for Third Country Nationals**"..



EU SKILLS PROFILE TOOL - aims

- Helps EU countries in their efforts to meet the **challenges** of the refugee crisis and after.
- Helps organizations working with third country nationals to document the skills, qualifications and work experience of the individuals they are assisting and to issue **personalized guidance** on further steps.
- This supports their **pathway to integration** in the labour market.



EU SKILLS PROFILE TOOL – key facts

- To be used by national authorities and other services in **dialogue** between migrant and adviser
- Data editor, **not data store**
- Basis for **advice and referrals** to other services
- Documenting or mapping of skills, **not assessment or recognition itself**



European Commission >

EU Skills Profile Tool for Third Country Nationals



The multilingual [EU Skills Profile Tool for Third Country Nationals](#) is intended *for use by organisations offer*

What is/are your mother tongue(s)?

ما لجتك / لجاتك الأم؟



Can you communicate in a language of the host country?

هل يمكنك التواصل داخل بلد الاستضافة بلجتهم عامة؟

☐ Yes / نعم

☐ No / لا

Please indicate any other languages you speak and the level of ability for each, for each of the categories (Speaking, Listening, Reading and Writing)

يرجاء تحديد اللغات الأخرى ومستواك في كل منها حسب التصنيف التالي (التحدث - الاستماع - القراءة - الكتابة)

Speaking التحدث	<input type="checkbox"/> ★ ★ ★ ★ ★
Listening الاستماع	<input type="checkbox"/> ★ ★ ★ ★ ★
Reading القراءة	<input type="checkbox"/> ★ ★ ★ ★ ★
Writing الكتابة	<input type="checkbox"/> ★ ★ ★ ★ ★

UPLOAD

- Output: pdf
or word
(or xml.)

EU Skills Profile Tool for Third Country Nationals

Acar Adan

Personal information

General information

Family name	Acar
First name	Adan
Gender	Female
Date of birth	10/11/1988
Country of birth	Iraq
Country of nationality	Iraq
Marital status	Single

Contact information

Email address	diego.grodent@cogni.zone
---------------	--------------------------

Migration information

When did you arrive?	15/1/2017
What is your residency status?	Residence permit linked to refugee (or other protection) status
Work permit status	Pending

- Output: pdf
or word
(or xml.)

Education and Training

Have you attended any kind of education and/or training, including primary education and informal training?	Yes
When were you last in education and/or training?	2010
How long in total did you attend full-time education and/or training?	16 Year(s)
What was your highest level of education and/or training?	Higher Education / Training
Please indicate your field(s) of study and for how long.	4 Year(s)
Please indicate the type(s) of education and/ or training you attended.	School based learning Work-based learning



EU SKILLS PROFILE TOOL - next steps

What's next:

- Releasing open source code / Facilitating interoperability with other national tools and systems
- *Develop a tool that can be inserted into systems of other organizations.*
- *Upcoming pilot with interested organizations.*
- *Further disseminating the tool among possible stakeholders*



EU SKILLS PROFILE TOOL – links

Use the Tool:

<https://ec.europa.eu/migrantskills>

Feedback/questions:

EMPL-E2-SKILLS-PROFILETOOL@ec.europa.eu

Thank you!



Promising practice

Mr. Liam Patuzzi

Migration Policy Institute Europe



Network “Integration through Qualification (IQ)”

RECOGNIZING POTENTIAL, BUILDING PERSPECTIVES

Network "Integration through Qualification"

- central labour market integration programme of the German Federal Ministry of Labour and Social Affairs (BMAS) established in 2005
 - funded by BMAS and European Social Fund (ESF)
- **objectives of Network IQ:** improvement of the labour market integration of people with a *migration background*
- **16 regional networks,** currently **376 projects** on the ground



The three focus areas of Network IQ in the phase 2015-2018

Counselling on Recognition and Job Training



Counselling on

- recognition of foreign professional qualifications
- on bridge training programmes and compensatory measures

Qualification measures in the context of the Recognition Act



Job training

offered to people seeking full recognition of their foreign qualifications

Intercultural competence development and further services



Expansion of intercultural competence in the structures of

- public employment agencies
- small and medium enterprises (SME)



IQ bridge training in the context of credential recognition (2015-2018)

- 210 professional training projects
- 813 training courses (for groups or individuals)
- 15,556 participants
- **9,632 graduates have already obtained full recognition of professional credentials** (or fulfilled the preconditions for entering their profession)

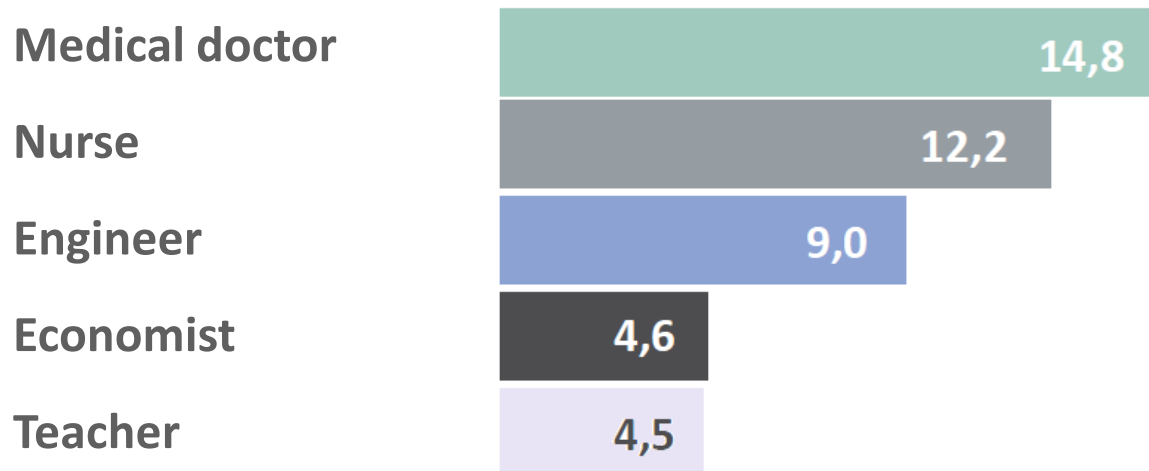
Some examples:

- *Preparatory courses for foreign doctors, Freiburg*
- *Bridge qualification in the skilled crafts, Hamburg*
- *Online bridge training for business economists*



IQ bridge training in the context of credential recognition (2015-2018)

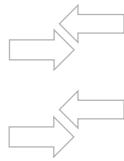
Main professions (%):



Project “APO Online”, Network IQ Thuringia a training measure for pharmacists

- developed by KNOTEN WEIMAR, one of IQ implementing partners “on the ground”
- Learning Approach:

WORK-BASED
LEARNING



Professional language training

Specialist theoretical training

Blended Learning

- virtual classroom
- self-learning: access to presentations, recorded lessons, learning materials, exercises and glossary
- in-class-lectures: personal exchange and discussions, simulated pharmacist-customer dialogues

Content-and-Language Integrated Learning

- Content teaching by professionals, flanked by a language expert in a “team-teaching” format



Some success factors

- A multiplicity of concepts, methods and formats
 - Face-to-face, virtual classrooms, and blended learning
 - Group courses / individual training measures
 - Theoretical / practical (e.g. in companies)
- Flanked with language support and coaching
- Close cooperation with official authorities for professional recognition
- Modularisation allows to address very diverse training needs
- Collective learning within the Network & transfer of good practice outside the Network

Thank you for your attention!

More information is available on:
www.netzwerk-iq.de

The Network "Integration through Qualification (IQ)" is a programme funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF).



In cooperation with:





Promising practice

Ms. Laura Avanzi

SERN transnational network

Fostering upskilling of newly arrived migrants for a better inclusion

Mutual Learning Conference

«Sustainable inclusion of migrants into society and labour market»

Brussels, 12 April 2019

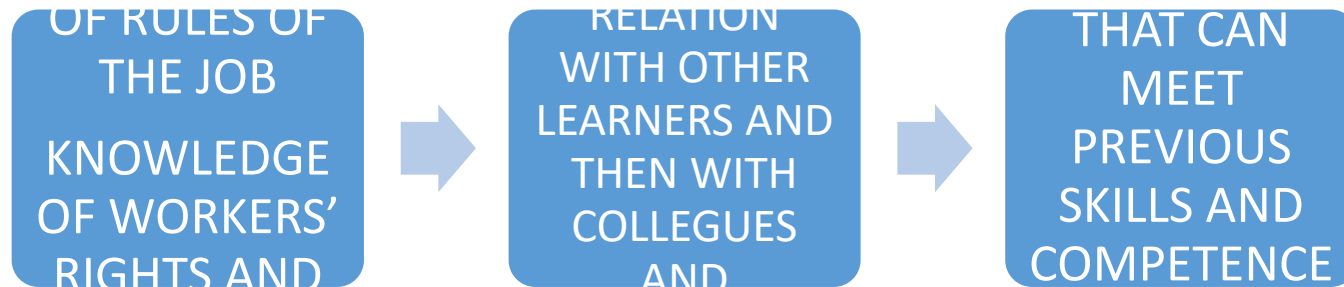
Proponent and Actors involved

- Provider is CIAC – a NGOs working in the integration process of asylum seekers and refugees based in Parma (Italy)
- Asylum seekers (they can work 2 months after the application is submitted) and refugees (they can work immediately)
- Companies (above all big ones) locally based

Objectives and Results

- TEAM BUILDING – creation of a team with a virtuous communication to provide a high quality level in the job relation
- EUROPEAN CITIZENSHIP – introduction of the learners in the European cultural and social framework with a fusion of the own cultural identity and the European one

JOB ORIENTATION PROGRESSION



Results at local level

- Cooperation with a big international company working in the field of pasta production
- Job analysis and company needs and matching with learners of the orientation course proposed by CIAC
- Candidates proposed by CIAC hired by the company
- Ciac organized the joint training **inside** one of the company plant - way to continue supporting the cultural path of inclusion and to develop a deeper dialogue with the company
- Focus on **psychological training** to overcome emotional barriers

Key elements fo success

- Hired refugees are more integrated in the job process – respect of working rules, increased knowledge of their rights and duties...
- Increased fruitful and open relations with colleagues, supervisors and employers
- Company proposed a long term work contract giving economic and psychological sustainability to the work relation



Increased sense of participation to the work activity as tool to increase their social inclusion

Challenges for the future

- Improve dialogue and collaboration with companies, not only big ones but especially smaller and local factories because most of them tend to think locally and are afraid of diversity



CREATION OF A NETWORK OF COMPANIES IN THE PARMA PROVINCE WHICH WANT TO ADOPT THE SAME JOB ORIENTATION MODEL



INCREASED INTEGRATION BASED ON HIGH QUALITY SOCIAL INCLUSION REACHED BY A SUSTAINABLE INSERTION IN THE JOB MARKET



THANKS FOR LISTENING!

Laura Avanzi
SERN Secretariat
laura.avanzi@sern.eu

www.sern.eu



Promising practice

Mr. Didier Pironet

Centre d'Education Populaire André
Genot

LABOUR-INT

Labour Market Integration of Migrants. A Multi-Stakeholder Approach

www.labour-int.eu

Brussels, 12th April 2019

With financial support of the European Commission



BELGIAN PILOT ACTION

Didier PIRONET



I. Labour-Int



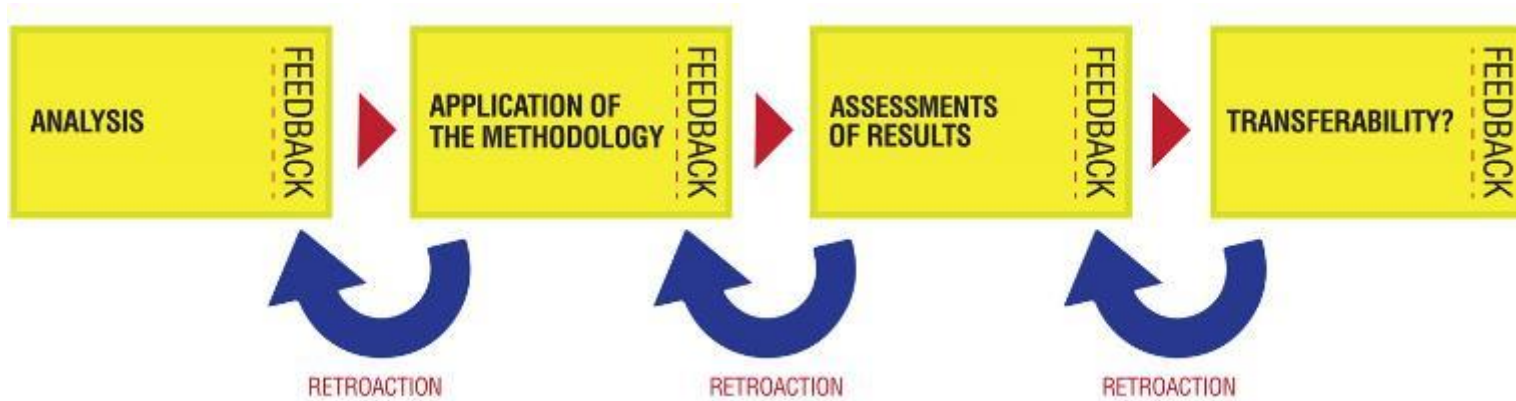
- Follows the **Joint Statement of the European Economic and Social Partners on refugees** (16/03/2016)
- 2 years (December 2016 -> December 2018)
- Multistakeholder approach
- Main goals :
 - ✓ Promote programmes for inclusion in the labour market for asylum seekers and refugees
 - ✓ Promote multi-layered integration paths
 - ✓ Adapt skills assessment and skills matching instruments to asylum seekers and refugees
 - ✓ 3 pilot actions (Italy, Germany and Belgium)
 - ✓ Build European added-value for enterprises, trade unions and their partners

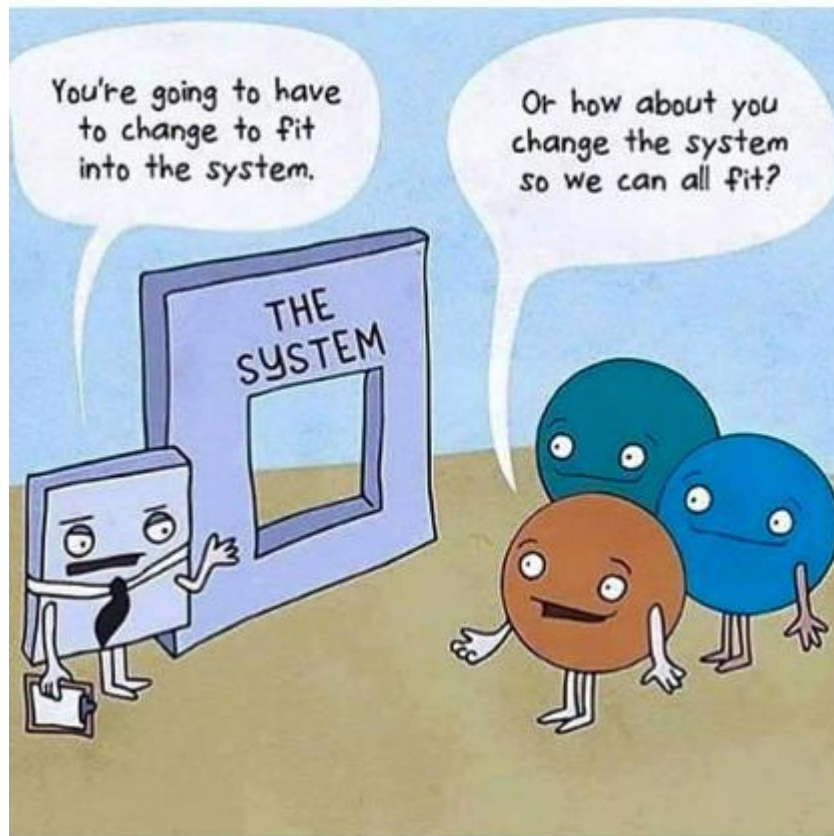
II. Belgian Pilot Action

- Coordinated by CEPAG in collaboration with :



- Action centered on the wallon region
- Target audience : asylum seekers (not refugees)
- Innovative training module built in collaboration with the Red Cross
- Goal of the methodology : prepare asylum seekers to pass preliminary test to access vocational training (catering and masonry)





- **Results**

- ✓ **53 asylum seekers** took part in the program
- ✓ **4 training sessions**
- ✓ Success rate of **80 % in catering** and of **100% in masonry**
- ✓ Gender repartition : 65% of men and 35 % of women
- ✓ FEDASIL (public service that organizes the reception center) wants to use the training module in ten of its reception centers

- Key factors of success for this kind of training module :



- ✓ To **involve the participants** in the decision concerning some practical points (starting time, end time, ...)
- ✓ To take into account their **mental issues and issues with self confidence** (e.g ice breakers)
- ✓ To take into account the **specific difficulties of the women**, especially the mother of young children (e.g what about the child care)
- ✓ To build module in which **participants have to be active** (role play, exam simulation, ...)
- ✓ To work with **small groups** (better interactions between participants, easier to gain confidence, ...)
- ✓ **To be flexible and able to adapt** the training module to the participants' reality
- ✓ The necessity to **work in collaboration with employers** in the very beginning of the programs



Workshop #4

Social inclusion of the most vulnerable migrants



What are the key considerations and success factors in designing and implementing special integration measures for the most vulnerable migrants?

Key questions:

- *How to increase sustainability of initiatives for vulnerable migrants?*
- *Should actions be mainstreamed or targeted? How to improve mainstreaming of services?*
- *How to generate synergies among different EU funds and national resources to implement cross-cutting reforms to address the needs of vulnerable migrants?*



Promising practice

Mr. Giovanni Di Dio

Italian Ministry of Labour and Social Policies

PERCORSI - Pathways for education, employment and integration of young migrants

Finding durable solutions for the integration of unaccompanied minors



Giovanni DI DIO

Mutual Learning Conference
Sustainable inclusion of migrants into
society and the labour market

Brussels - April 12, 2019

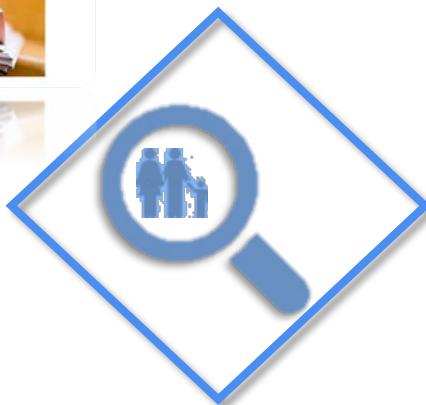
WHAT WE DO?



Promoting the protection, the social and labour integration of
unaccompanied minors in Italy



**data collection
& monitoring**



family tracing



**Mandatory advice on
the transition to
adulthood procedure**



**integration
policies**



More than
45.000
2016-2018



60%
2016-2018

Not claiming for
international protection



males

92,7%



females

7,3%



17
age

61%

Only UAMs with a
**mesaurable integration
path** can obtain a residence
permit (for study or working
purpose) **after reaching the
age of 18**

PATHWAYS PERCORSI

2016-2018



UAMs > 16
Young
migrants < 23
- former
UAMs



ESF 2014-2020



PROFILING AND
NEEDS ASSESMENT



INDIVIDUAL
INTEGRATION
PLAN



COUNSELLING –
TUTORING



JOB
ORIENTATION



JOB SCOUTING
- SEARCHING



€ 5.000- GRANTS
FOR EACH
INTEGRATION
PATH



+1800
TRAINEESHIPS
(5 MONTHS)



2019
170 NEW
TRAINEESHIPS

SUPPORTING UNACCOMPANIED CHILDREN IN TRANSITION TO
ADULTHOOD AND YOUNG MIGRANTS TO GAIN SELF-SUFFICIENCY
AND ACCESS THE LABOUR MARKET



ESF 2014-2020



PUOI 2019
Integration &
Protection

4.500

TRAINEESHIPS



Former UAMS legally residents

Beneficiaries of international or
humanitarian protection

"It is easier to build strong children than to repair broken men"
- Frederick Douglass

Thanks for your attention

www.lavoro.gov.it

www.integrazionemigranti.gov.it

Dgimmigrazione@lavoro.gov.it



Promising practice

Ms. Eva Pons

International Organisation for
Migration



Co-funded by the European Union

DG Employment, Social Affairs and Inclusion
Mutual Learning Conference
"Sustainable inclusion of migrants into society and labour market"
12 April 2019

A4A: Where we will work



Re-engaging existing cities:

Italy: Milan, Florence, Naples, Bari

Austria: Bruck a.d.L., Korneuburg, Tulln

Poland: Poznan, Warsaw, Wroclaw, Krakow, Łódź

Romania: Bucharest, Cluj

Engaging new cities:

Italy: Palermo, Cagliari, Venice, Rome (municipi 1 and 6)

Austria: Schwaz in Tirol, Kufstein, Telfs

Poland: Gdansk, Krakow

Romania: Oradea, Galati

Greece: Athens, Agios Dimitrios, Nea Philadelphia, Thessaloniki, Kalamatia, Neapoli, Herakleio

Spain: Madrid, Malaga

Malta: Local Councils Association, Local Councils: Marsa, Birzebbugia, Msida, Gzira

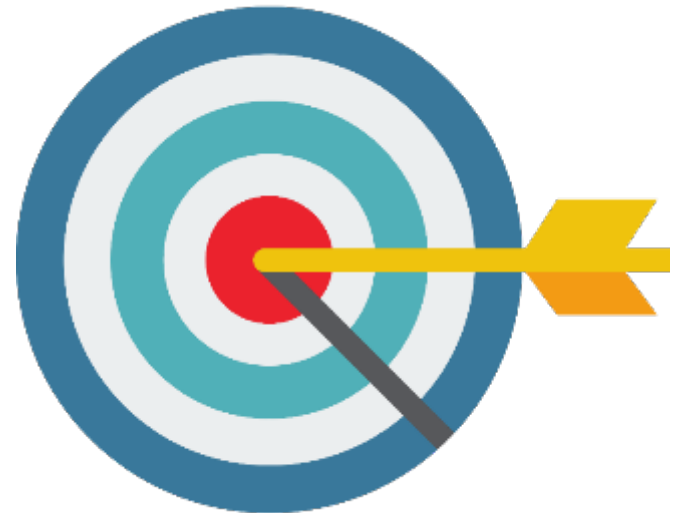
A4A Phase 1: Key achievements

- Built the capacity and commitment of municipal service providers in 4 countries
- Provided 38 training sessions, organized 12 peer-exchange visits, engaging 500 people
- Created a transnational network of 14 cities, with increased competence on migrants' socio-economic inclusion
- Generated new tools and a knowledge base of good practices and active networks



Way forward: Visions & Objectives

1. Further strengthen the capacity of local social service providers in existing cities and extend training activities to new cities, developing new tools to support them
2. Enhance political commitment and support coordination to improve socio-economic integration services
3. Promote the exchange of municipal experiences across the EU, document and disseminate best practices



Thank You!

Eva PONS

Epons@iom.int

Legal Migration and Human Development Unit
IOM Regional Office Brussels



Promising practice

Mr. Jonathan Chaloff

Organisation for Economic Co-operation and
Development



Social inclusion of the most vulnerable migrants: specific challenges of refugee women

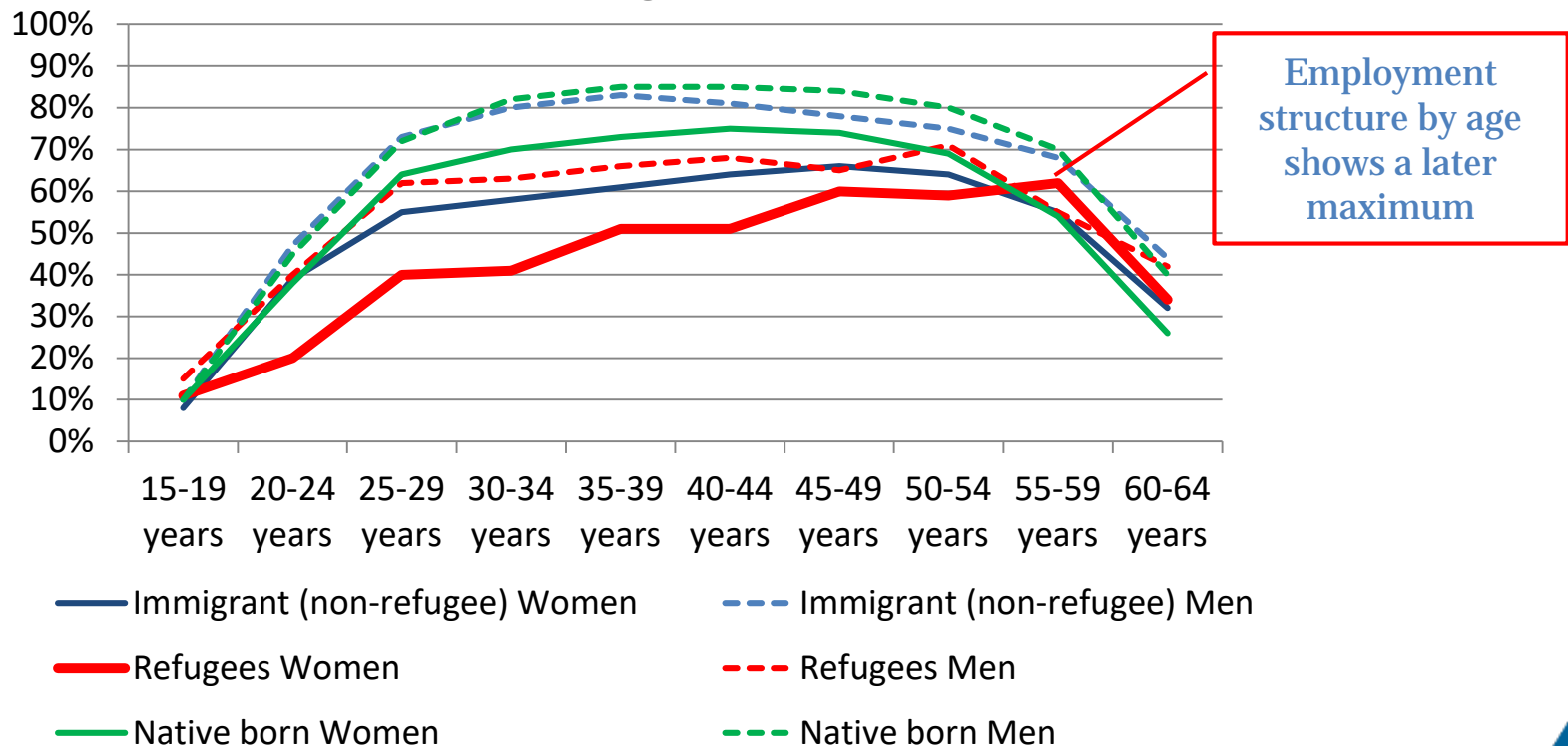
Mutual Learning Conference
Sustainable inclusion of migrants into society and labour market
Brussels, 12 April 2019

Jonathan Chaloff
International Migration Division
OECD



Refugee women fare poorly

Employment rates of refugees and other immigrants by age and gender, Europe, 2014



Source: EU-LFS.

T. Liebig and K.R. Tronstad (2018). **Triple Disadvantage?** *A first overview of the integration of refugee women*. OECD Social, Employment and Migration Working Papers No. 216, <https://doi.org/10.1787/3f3a9612-en>



So what helps?

- Low employment rates are often driven by specific conditions (childbirth after arrival, low education, health issues) but are not a fate
- Building skills seems to have a higher return than for refugee men - and has also intergenerational pay-off. But refugee women often do not benefit as much as men from integration offers
- Few targeted policies, apart from specific language training arrangements and small-scale local projects
- Refugee women are often underrepresented in integration measures, especially ALMP
- Some evidence that paying specific attention provides good returns

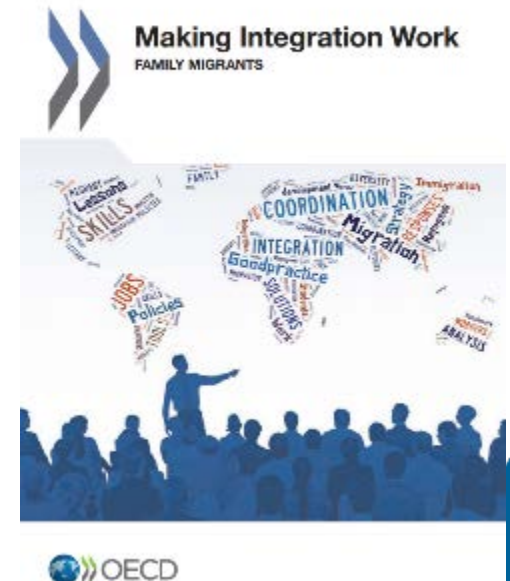


An example: mentorship

- **Outreach** is particularly important given that refugee women lack contact with the host society. Contact is associated with a strong improvement in their labour market outcomes.

Mentorship can be a good way to provide such contacts. One of the largest mentorship programmes in the OECD – Kvinfo in Denmark – is specifically targeted at refugee women. Kvinfo matches women that are well-established in the Danish labour market and society with migrant women who need support.

Since 2002, it has counted more than 7 500 participants. An evaluation carried out between 2010 and 2014 suggests that 38 % of “mentees” found a job after being part of the project, and most report they have become more active in the Danish society and fluent in the Danish language thanks to the programme.





Findings from the four workshops



Rapporteur Workshop #1

**Lessons Learned – Evidence-based
approaches to migrant inclusion into society
and the labour market**

Ms. Lisa Asselman

Public Planning Service Social Integration,
Belgium



Key messages – Workshop #1

- Evidence is often seen as inadequate and not systematically collected across MS; however, some initiatives and programmes are effectively evaluated.
- Process evaluations are effective in understanding how change can best be implemented and to identify models that can be shared; output and outcome evaluations, including feedback from migrants themselves provide evidence for good practices.
- Mechanisms to identify good practices are subjective. Therefore good practices must be justified by research / evaluation evidence; success factors include objectivity of evaluators; challenges remain in transferring good practices due to differences in legal and political system across Member States.
- Evidence of good practices must be based on robust methodologies, impartial, based on the involvement of all stakeholders.
- Infrastructures and tools to share good practices from the EU may be underutilized (PES Dashboard and EU integration website). Awareness-raising on how these can be better used is needed.
- The timing foreseen by the ESF programme may be too short when compared to the length and complexity of the integration process to set up a solid evaluation mechanism



Rapporteur Workshop #2

**Labour market integration - creating
sustainable and quality employment
opportunities**

Mr. Hugo Ortiz Dubon
We Link Sweden



Key messages – Workshop #2

- Different situation across countries, different approaches: look at what works for whom?
- Commitment from political, practical level, society and engaging employers: make effects visible, but often a long way.
- Holistic approach and innovation; some partners like start-ups or social enterprise might be able to offer more flexible approaches, but evaluation needs exist
- Start preparing for labour markets! Approaches (not only for migrants) on upskilling and career management



Rapporteur Workshop #3

Education and skills for the inclusion of migrants

Ms. Paulina Babis

Ministry of Family, Labour and Social
Policy, Poland



Key messages – Workshop #3

- Message 1: Early intervention taking into account short and longer term perspectives.
- Message 2: Dual systems (language combining training/ employment).
- Message 3: Multi-stakeholders approach and strong coordination (bottom-up and top-down).
- Message 4: Individual and tailored pathways.



Rapporteur Workshop #4

Social inclusion of the most vulnerable migrants

Ms. Dimitra Nikou
Ministry of Labour, Greece



Key messages – Workshop #4

- Designing targeted and mainstream measures with the 'end user' in mind
- Importance of developing a multi-stakeholder approach and cooperation
- Synergies among donors, project implementors and end beneficiaries



Closing remarks

Ms. Katarina Ivankovic-Knezevic

DG Employment, Social Affairs and Inclusion,
European Commission



Many thanks for your participation