



CEDEFOP

European Centre for the Development
of Vocational Training



Education and Culture DG

Lifelong Learning Programme



Summary of findings of study visits

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Thessaloniki, 6 June 2012



Helping adult migrants and ethnic minorities to enter and/or stay in the labour market



- Definition of key concepts
- Key issues
- Challenges
- Potential solutions
- Examples of good practice
- Conclusions





- **Migrant**

Any person who lives temporarily or permanently in a country where he or she was not born, and has acquired some significant social ties to this country.

Source: Unesco.

- **Refugee**

Any person who has left her or his country or is unable to return to it owing to a well founded fear of persecution for reasons of race, religion, nationality, membership of particular social group or political opinion.

Source: Human Rights Education Associates

- **Ethnic minority**

A national or racial group living in a country or area which contains a larger group of people of a different race or nationality.

Comment: there is no universally accepted definition of this term at EU level.

Source: Cambridge Advanced Learner's Dictionary (definition); Cedefop



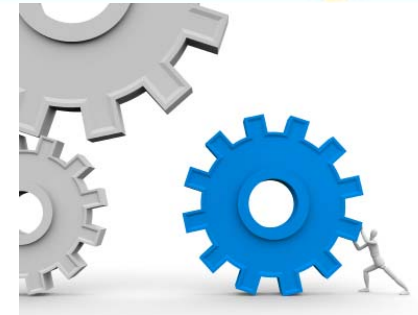
Key issues



- Integrating migrants and ethnic minorities in the community and society;
- Improving their knowledge, skills and competences to support their active labour market participation through programmes which:
 - Enable migrants and ethnic minorities to gain a qualification;
 - Take their skills a step further ('one step up');
 - Speed up processes of assessment and recognition of their non-formal and informal learning.



Challenges (1)



- Migrants face higher unemployment across the EU than the host population.

In 2010, when the overall employment rate in the European Union was 64.1 %, the employment rate of non-EU citizens was only 55.2 % (Eurostat, Labour Force Survey. Date of extraction: 19 April 2012).



Challenges (2)



- Misuse of the skills and qualifications of highly qualified migrants without a job and a large number of highly qualified migrants working in jobs for which they are overqualified.
- Roma people are the most excluded in the European societies: frequently subject to segregation, lack of education, discrimination in employment, etc.



Challenges (3)

- Insufficient funding to set up services to support migrants and ethnic minorities;
- Insufficient opportunities to facilitate access to training and qualification;
- Difficulties associated with involving employers;
- Lack of data on the effectiveness of measures and projects addressed to migrants and ethnic minorities.



Potential solutions (1)



- Introduction programmes for migrants and ethnic minorities :
 - language courses;
 - vocational training;
 - civic education, etc.

Potential solutions (2)

- Increasing the opportunities for the recognition of qualifications;
- Creating networks between professionals and organisations and improving cross-sectoral policy coordination (education, employment, social inclusion);
- Developing partnerships with migrant and ethnic minorities communities.



Information and promotional activities to reach migrant communities

- Active selection of qualified foreign workers, Czech Republic;
- Marketing methods to reach migrant communities, Germany;





Lifelong guidance and counselling

- Aspirant education: working with immigrants with a degree wanting to qualify for the labour market (Sweden);
- Vocational guidance for adults – personalised guidance for learning and working (Finland);
- A refugee assessment and guidance unit provides guidance and training for migrants with a refugee background (United Kingdom);

Vocational integration (1)


- Network FLUCHTort Hamburg – Vocational integration for refugees and asylum-seekers in Hamburg, Germany;
- Occupational programme for people at risk of social exclusion, Spain;
- Health workers: education at nursing home (Norway);
- Migranet, a regional network for *Integration through qualification* in Germany.

Vocational integration (2)

- Municipal enterprise, Slovakia;
- Roma vocational training at Folk high school, Sweden;
- Multitalents go into action, France



Conclusions

- Every migrant and member of ethnic minorities should feel at home in Europe and should be able to contribute to Europe's future.
 - There is no single means of ensuring successful integration: this requires efforts by the migrant and the receiving society.
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- More efforts are needed at local, regional, national and European level to achieve better results.
 - **Good cooperation and well-targeted measures** from EU institutions as well the Member States should be developed in the coming years to enable vulnerable adults to tackle labour-market challenges.

Further reading

- Cedefop Study visits reports:
http://studyvisits.cedefop.europa.eu/index.asp?cid=3&artid=7456&scid=77&artlang=EN&per_id=2549
- Cedefop's electronic data base on VET and its reports on European VET policies:
<http://www.cedefop.europa.eu/EN/Information-services/vet-in-europe-country-reports.aspx>