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CEDEFOP

European Centre for the Development
of Vocational Training



BETTER POLICIES FOR BETTER LIVES

Cedefop-OECD expert forum
Upskilling, reskilling and employing adult refugees
3 October, Rome, Italy

ROUNDTABLE 3
VET AND VET-RELATED SOLUTIONS
TO SUPPORT RELOCATION STRATEGIES
WITHIN THE EU

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EUI 1



From Refugees to Workers

Mapping Labour-Market Integration Support Measures
for Asylum Seekers and Refugees in EU Member States

Volume I: Comparative Analysis and Policy Findings



From Refugees to Workers

Mapping Labour-Market Integration Support Measures
for Asylum Seekers and Refugees in EU Member States

Volume II: Literature Review and Country Case Studies



REFMISMES Study

- **Mapping** of Refugee Labour Market Integration Support Measures (REFMISMES) in EU Member States (public administrations, civil society and private sector)
- **9 country case studies:** Austria, Denmark, France, Germany, Italy, Netherlands Spain, Sweden, United Kingdom
- **Inventory of 94 REFMISMES**
 - Skills and needs assessment
 - Skills development
 - Incentives for economic integration
 - Job intermediation
 - Recognition of skills and qualifications
 - Integrated measures
- **ANALYSIS**
 - Reach and beneficiaries
 - Impact on LMI
 - Effectiveness (cost)
 - Institutional setting
 - Contextual (success and failure) factors



Questioning some assumptions

- **Refugees are (unemployed) workers:**

- Different psychological status
- Other incentives
- Former work experience ?

→ **No ALMPs, Activation first**

- **“Integrate” them.** Integration as a two-way process applies also to VET systems and Public Employment Systems

- **International labour matching is very difficult:**

it is very expensive to make up for employer’s uncertainties, even more so for refugees; labour market “needs”?

- **Can labour matching and job intermediation techniques apply to humanitarian cases?**



Hungary. Queuing for the PES?



Optimizing the relocation-resettlement process: VET and VET-related measures

- **“Pre-relocation” training (see Headstart, MISMES):**
 - Emergency VET programmes
 - Occupation-specific or more generalistic (labour market soft skills)
 - Ideally, linked to specific job prospects
- **Challenges (“Problems” rather than “solutions”):**
 - Selection of most employable refugees problematic (it contradicts the UNCHR principles for resettlement, based on vulnerability)
 - How to do it: integration into national VET system in transit country (unthinkable) vs. development of a parallel VET track (expensive)
 - Even skills test pose major institutional/cost issues (which PES?)
- **Recognition of qualifications?**
 - it does not reduce uncertainties



Some conclusions

- Pre-relocation international labour-matching and VET programmes seem **overambitious**
- Start by **language learning, pre-departure training/orientation** and at most **pilot “emergency” VET programmes**
- **Optimizing EU-Turkey agreement:** support resettlement strategies beyond the EU
- **Linking relocation/resettlement and employment prospects is highly problematic** (refugees are a humanitarian case!)
- **How could cross-country cooperation be organized?**
Is this realistic in the current context?



Nea Kavala, Greece. Spot the VET service