



CEDEFOP

European Centre for the Development
of Vocational Training

Guidance for the labour market integration of immigrants

Cedefop Study Results

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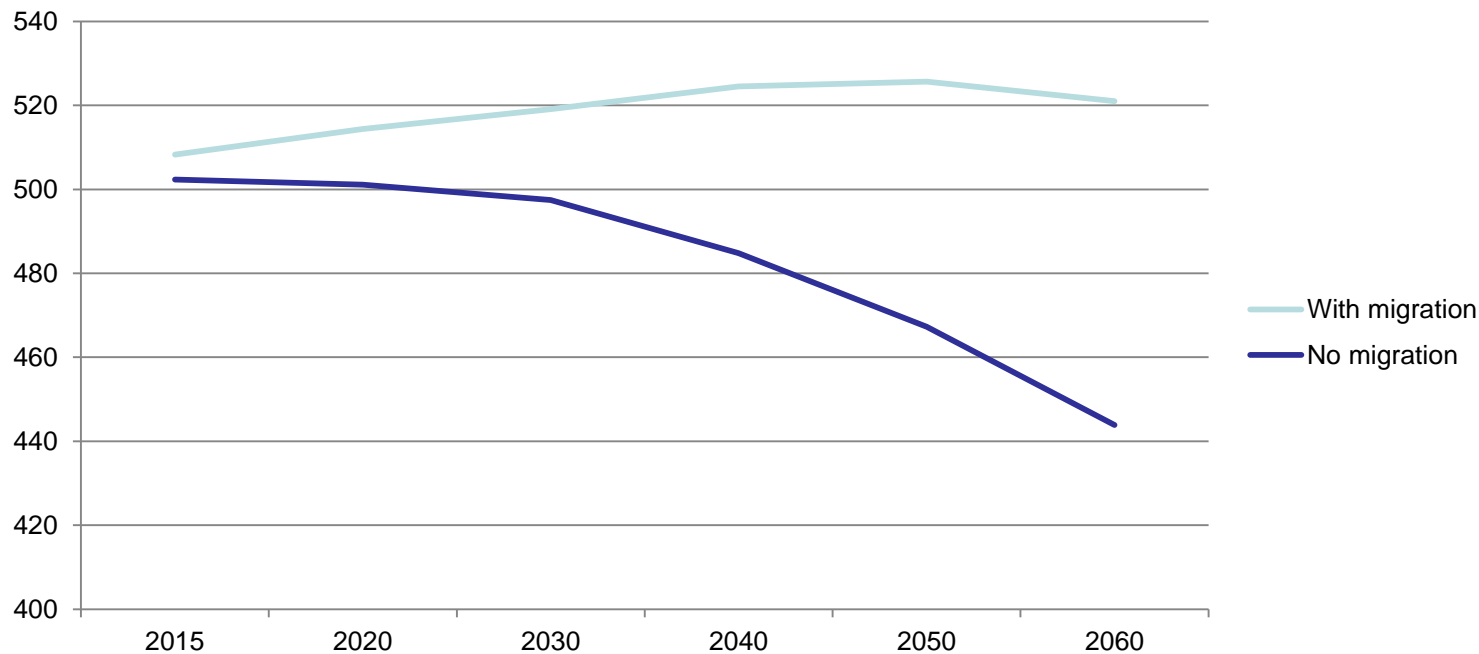
This presentation

- Departure points for study
- Objectives of study
- Methodology used
- Results
- Recommendations

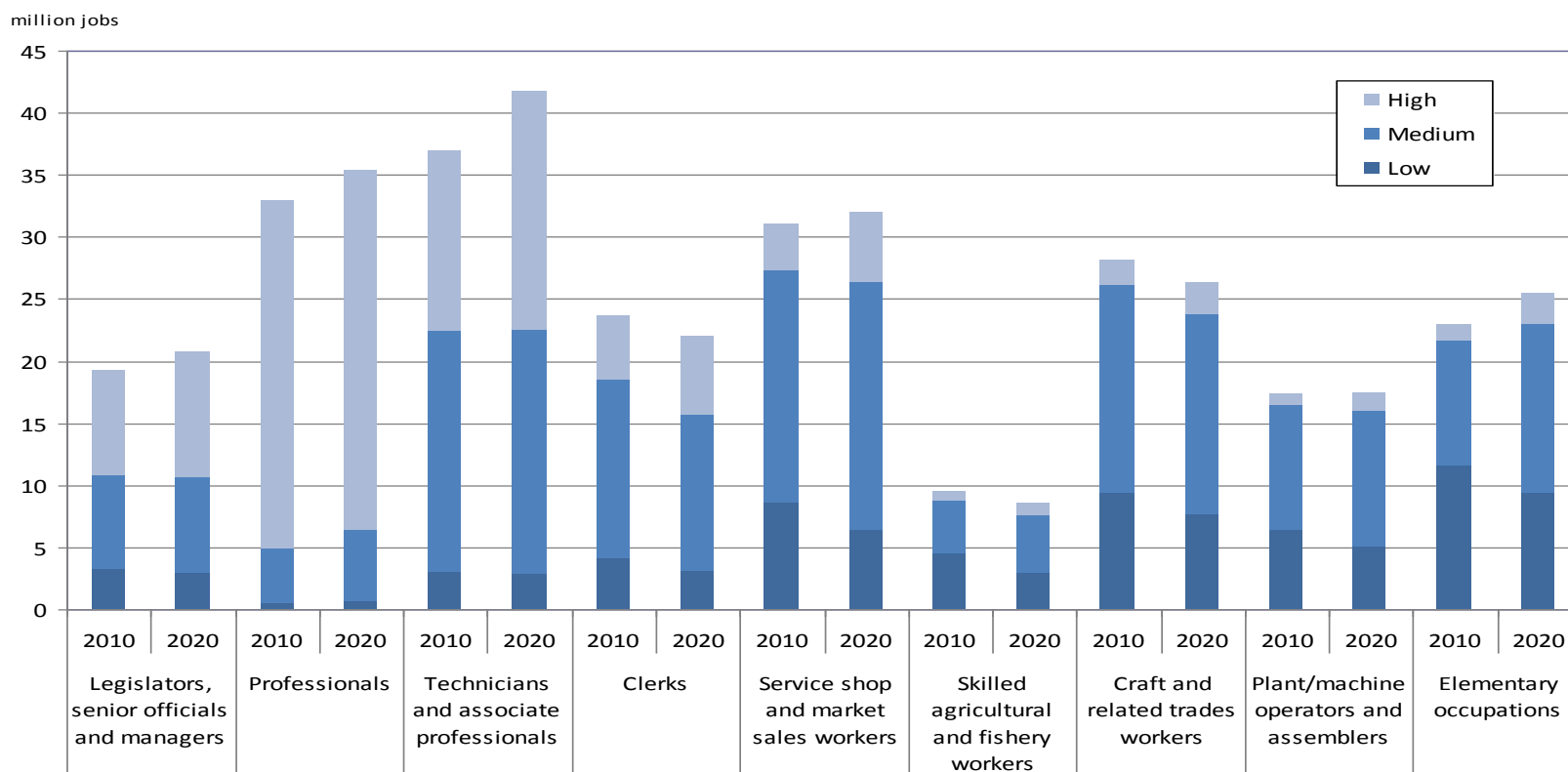


- Population is ageing
- Low fertility rates

**Population projections in the EU27
with and without migration
(millions)**



- Highly qualified workers retiring in the older cohorts
- Jobs in Europe with high skilled trend (Cedefop)



Known facts

- Population is ageing
- Low birth rates
- Highly qualified workers retiring in the older cohorts
- Jobs in Europe with high skilled trend (Cedefop)



- Insufficient replacement of highly qualified workers

Known facts

The newly arrived

- Inflow of highly qualified migrants
- Age structure of immigrant population is lower

The currently resident

- Skills mismatch for highly qualified
- Disengagement from education
- Low activity rates of women



Policy Concerns

EU 2020 Targets

“closing the gap” scenario

Target	Share of immigrant contribution (EU)	Countries in which contribution is 50%
Employment	10.7%	SE, DE, NL
Early leaving	30%	BE, DK, DE, EL, IT
Poverty risk	16.2%	AT, BE, EL, NL



Policy response

- Create attractiveness for highly qualified
- Facilitate integration processes (permits, recognition, validation and mobility)
- Combat educational disengagement (youth)
- Address women activation
- Prevent poverty and exclusion



Role of Guidance

- Enable prospecting migrants
- Facilitate introductory stage (information and key skills)
- Facilitate recognition and validation procedures





Role of Guidance

- Foster autonomy in career decision (CMS, work, learn)
- Assist career planning
- Help in identifying and finding a job
- Follow-up of integration and development





Objective

- Identify effective practices according to context

Important questions

- Which aspects affect the quality of provision
- What strategies for stakeholder engagement
- How to assure sustainability
- How to promote and difuse innovation



Methodology

- Identification of main demographic trends
- Identification of migration flows and their characteristics
- Identification of economic and social outcomes of migrants integration processes
- Identification of integration issues and barriers

Methods

- Analysis of statistics and reports



Methodology

- Mapping of EU level initiatives and their influence over national initiatives
- Mapping the role of guidance in national immigration and integration strategies

Methods

- Desk research
(studies, statistics, reports, EU regulations, national legislation policy strategic documents, academic papers, websites)
- Interviews with researchers and national experts



Methodology

- Analysis of guidance practices for immigrant integration in the labour market

Methods

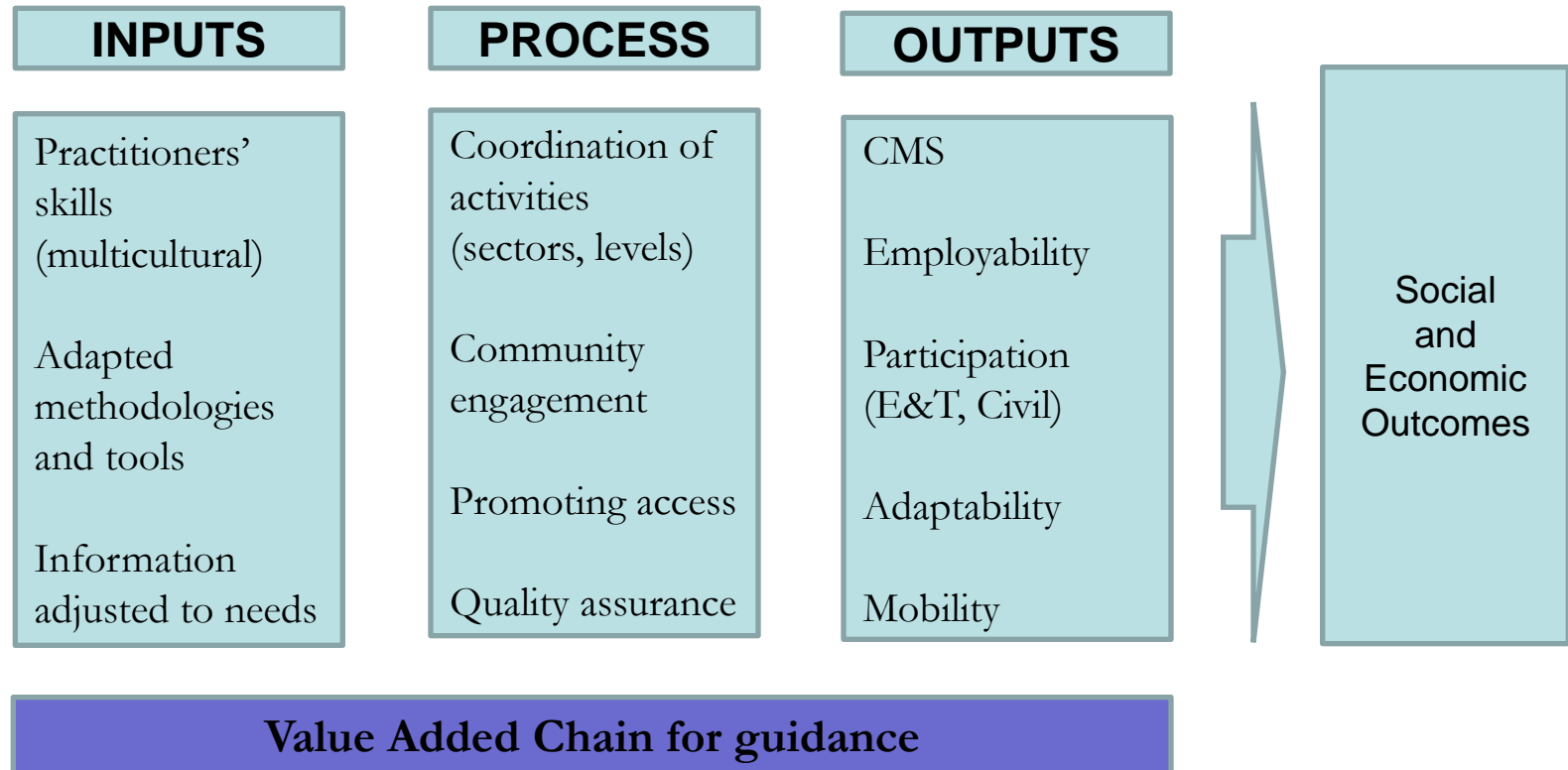
- Case studies – 15 case studies (representative countries)
+ 10 secondary cases
+ Documental analysis of other integration practices

Methodology

Criteria for selecting representative countries

- Countries with relatively large migrant communities (relative to group type)
- With projections of notable immigrant community growth

Analytical Framework





Types of practices

- Recognition and validation
- Reception, induction courses and CMS development
- Counselling, information and career planning – free access (unemployed support, women activation)
- Inserted in school and training providers – assisting transition to work
- Information – use of ICT
- Development of practitioners' skills

Burning Issues

Is cooperation achievable?

- Ministries and services in immigration and integration
- Administrative levels (federal, regions)
- Other stakeholders – employers, communities

CMS development: going beyond “deficit compensation”

- Assessing, planning, connect to validation



Burning Issues

Is information reliable and clear?

- Recognition, validation, learning, working (also prior to migration, several languages, ICT)
- Do SMEs have access to that information

Are needs sufficiently identified?

- Generalist measures across policy packages (also CSRs)
- Individual based programmes can be very time and resource consuming

Burning Issues

How can practices be sustained?

- Guidance practices lack evidence of impact and are weakly accountable (problem for financing mechanisms)
- Cost sharing between stakeholders is reduced

How to sustain and diffuse innovation?

- NGOs cooperation with public initiatives
- Project-based nature is a problem



Burning Issues

Do practitioners have the skills they need?

- Knowledge of systems, laws, regulation and procedures
- Awareness of barriers and typology of problems
- Cultural awareness (own, others)
- Understanding, authentic counselling relationship, active listening
- Ethical sense
- Are these contents a requirement of service (especially under generalist measures)?

Recommended actions

Identification of target groups

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

Recommended actions

Engage communities efficiently

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

Recommended actions

Generate better evidence and accountability

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

Recommended actions

Assure the sustainability of practices

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

Recommended actions

Assure the quality of the services

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

Recommended actions

Make sure career development does not end with immediate output

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

Food for thought

Individuals can be supported to overcome immediate integration barriers and

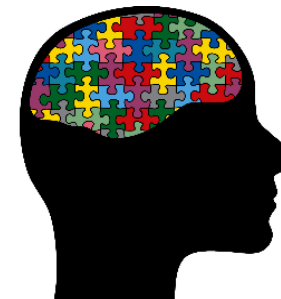
Enabled to develop their full potential

Career support depends on response to individual needs but

Policy efficacy is improved by prior assessment

Cooperation between stakeholders is necessary but

Strategy depends on local culture and experience



Thank you for your attention



Methodology

Criteria for country groups:

- Countries with a tradition in receiving immigrants
- Countries which have recently adhered to the EU
- Countries which evolved from emigration to immigration
- Countries with a recent inflow of migrants (especially political refugees)