



Progetto co-finanziato dall'Unione Europea



MINISTERO
DELL'INTERNO

**OBIETTIVO SPECIFICO 2 “Integrazione/Migrazione legale”
OBIETTIVO NAZIONALE 3 “Capacity building”**

PROGETTO DIMICOME
**Diversity Management e Integrazione:
Competenze dei Migranti nel mercato del
lavoro**
(PROG-2195) – CUP H79F18000400009

1° Workshop WP2

***From latent potential to visible resource: soft
skills related to migration background***

Thursday 10th october 2019 h 14.00 - 18.00

Friday 11 ottobre 2019 ore 9 – 13.00

Fondazione ISMU,

Via Galvani 16, Milano

 FONDAZIONE
ISMU
INIZIATIVE E STUDI
SULLA MULTIETNICITÀ

**GOOD PRACTICES IN PIEMONTE
CLAUDIA DUCANGE & PAOLA GAFFURI**



THE GOOD PRACTICES PROMOTED BY FONDAZIONE CASA DI CARITÀ

VALORIZE HIGH SKILLED MIGRANT PROJECT

The Valorize High Skilled migrant (VHSM) project is a transnational Project carried out between 2014 and 2016 under the European program Erasmus plus, intervention priority KA2 Education of Adults.



The VHSM main purpose is the design and implementation of an innovative path of support targeted at migrants ISCED level 3 to 5 who are found to be under-employed in the labour market in the host countries. VHSM is aimed at migrants with medium-high skills and defines a model of intervention for identification, empowerment and promotion of soft skills.

SOFT SKILLS are considered as important elements in overcoming the underemployment problems and the dispersion of human capital recorded by project targets as well as an access key to facilitate the growth of companies and to promote people's employability.

THE GOOD PRACTICES PROMOTED BY FONDAZIONE CASA DI CARITA'

VALORIZE HIGH SKILLED MIGRANT PROJECT

The results achieved are:

- Development of a common framework of the 12 soft skills most required by companies to high skilled migrants.
- Implementation of a structured pathway for the assessment / empowerment /promotion of soft skill with **high potential for flexibility** and **high potential for transferability** to different target groups as well.
- Involvement of stakeholders throughout the life of the project : migrants, companies, public organizations, employment services and Ngos.
- Professionals trained to the use of 3 los (Intellectual Output).

THE GOOD PRACTICES PROMOTED BY FONDAZIONE CASA DI CARITA'

VALORIZE HIGH SKILLED MIGRANT PROJECT

VHSM allowed us to develop an integrated pathway for the assessment, reinforcement and promotion of soft skills: MOSSA-MOSSE-MOSP:

1. The model of soft skill assessment (MOSSA): describes the path, the activities and the tools for the Assessment of soft skills of medium to high skilled migrants (MHS);
2. The model of soft skill empowerment (MOSSE): describes the path, the activities and the tools for the Empowerment and reinforcement of soft skills of MHS migrants;
3. The Model of Promotion and self promotion (MOSP): describes the path, the activities and the tools for the promotion and self-promotion of soft skills of medium to high skilled migrants.

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VALORIZE HIGH SKILLED MIGRANT PROJECT

The MOSSA pathway is the first phase of the process defined in the project VHSM.

The specific focus of MOSSA is the assessment and recognition of soft skills for the medium-high skilled migrants.

The **outputs of MOSSA** are:

- Recognize the informal and non-formal competences in the description of the personal story of a migrant;
- Evaluation and self evaluation of the soft skills, in order to have a personal vision of one's own strengths and weaknesses;
- Identification of soft skill to reinforce and to enhance.

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VALORIZE HIGH SKILLED MIGRANT PROJECT

The focus of MOSSA activities is the **SOFT SKILL IDENTIFICATION AND ASSESSMENT phase. It is composed by:**

1. **Self evaluation:** Individual activity supported by a self-evaluation tool to enable the person in own self-analysis and self-description of the 12 soft skills selected.
1. **Situational Judgement Test:** Individual activity supported by a situational test composed by a set of 12 situations. The aim is to evaluate applicants' behavior and cognitive abilities and in specific the 12 pre-selected soft skills introduced with some hypothetical, daily work-related situations.
2. **Evidence Gathering:**
 - soft skills story telling aimed to bring out the migrant's learning related to 12 soft skills from the biographical background
 - evidence gathering portfolio aimed to make the migrant think on own evidence and experiences in order to formalize an analysis of strengths and weaknesses with regard to the 12 soft skills.

A GLANCE AT PIEMONTE

THE GOOD PRACTICES ARISEN IN THE DISCUSSION BOARDS

The path of identification and assessment of skills:

- ALWAYS refers to a path of work inclusion
- Is identified as a gradual and progressive path marked by steps and re-adjustments.
- Requires an active participation of the person and a process of mobilization of personal resources
- **Specific areas of expertise are skills acquired in formal, non-formal and soft skills**
- Can be referred to the Piedmont Region's system for the INDIVIDUATION, VALIDATION AND

CERTIFICATION OF COMPETENCES ACQUIRED IN NON-FORMAL AND INFORMATION
CONTEXTS

A GLANCE AT PIEMONTE

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Some critical points in the procedure:

- Difficulties in linguistic and cultural understanding
- Cultural differences that lead to different knowledge of the organizational models of the world of work
- Inconsistent assessment of skills acquired in one's own country
- Difficulties in finding a match between the skills acquired in the country of origin and the skills required by our labour market
- The time variable is also fundamental for migrants, because the pressure to find a job leads them to consider any other preliminary path as a time taken away from occupational integration.
- Specifications related to the targets

A GLANCE AT PIEMONTE

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The model of intervention is that of the “Taking charge of the person” that assumes:

- ACTIVATION of its service upon notification by other services / operators
- SUBSCRIPTION with the beneficiary of a formalized agreement
- TRUSTWORTHY relationship with operators and of COLLABORATION/RESTITUTION to the others **reference operators** → the inclusion process involves several operators and services

A GLANCE AT PIEMONTE

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Approaches, methods and tools:

- Large space devoted to the emergence of informal skills
- Importance of group work sessions (especially among adults)
- Autobiographical method/narration techniques to bring out human capital in its complexity
- The elaboration of the CV becomes a tool to identify and evaluate experiences and competences (CV as a process and not only as a product)
- In addition to cognitive interviews, **activities of observation of people in a specific situation will be planned** (role-playing games, simulations, pre-professional workshops, volunteer experiences, internships).
- In order to support the beneficiaries on a linguistic level, different tools are foreseen, such as: lessons of Italian oriented to labour market/professions, introduction of visual elements in the working sheets for data collection, interventions of the intercultural mediator.
- Ad hoc resources elaborated and used in the actions carried out.

A GLANCE AT PIEMONTE

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FOCUS ON SOFT SKILLS

It should be noted that it is recommended to evaluate soft skills by creating operational and/or group situations. Here people can get involved and demonstrate that they have such skills in relation to their actions. The internship experience also offers an excellent context in which you can work on the identification and evaluation of soft skills.

The institutions taking part in the discussion highlighted the importance of working in particular on those soft skills that are most in demand in the labour market: knowing how to interact and communicate in the work context; reliability, flexibility and determination.

Good practices from Piemonte

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