



SULLA MULTIETNICITÀ

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

BUILDING A MULTI-STAKEHOLDER DEVICE FOR THE VALIDATION
OF NON/INFORMAL LEARNING
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FONDA



Diverse

- DIVERSE. Diversity Improvement as a Viable Enrichment Resource for Society and Economy (2013-2015).
- International research and intervention project, supported by the AMIF, promoted by the WWELL Research Centre - Catholic University, implemented in 10 EU countries by 14 partner organizations.
- Objective: Enhancing the potential of migrants for fostering the EU social and economic growth, by focussing on 3 crucial issues:
- Diversity Management practices
- Third country nationals' (TCNs') involvement in voluntary organizations
- the recognition of TCNs' skills, knowledge and competences (SKC).



Outcome:

Strengthening synergies among different local actors in a common effort to generate and validate an innovative tool for the recognition of TCNs' SKC, especially those related to their migratory background

Partner involved:

- Fondazione ISMU, Italy
- Karlshochschule International University, Germany (KIU)
- Faculty of Social and Human Sciences, New University of Lisbon, Portugal (FCSH-UNL)
- Radboud University, Netherlands (SKU)
- Umea University, Sweden (UMEA)

Guidelines for TCNs' SKC recognition

Main activities:

- 1. Sharing guidelines and instructions with partners involved
- 2. Constitution of a work group in each country, through the identification of the most relevant stakeholders and designing of a provisional multistakeholder audit scheme for TCNs' SKC assessment
- 3. In each country, testing of the locally constructed audit scheme through the administration to 10 TCNs and the subsequent collection and evaluation of opinions, evaluations and suggestions
- 4. Building of a common audit scheme

The validation device

- Inform the candidate about the purpose of the recognition process and the commitments required
- Gather information about the candidate's expectation (to find work, get the credits, improve their professional career, etc.)
- Gather information about the candidate's skills

INFORMATION, GUIDANCE AND COUNSELING

DESCRIPTION OF SKILLS

- Promote self assessment
- In depth skills&knowledge mapping
- Help the candidate to collect and show evidence of skills owned
- •Use the europass tools (ex. Cv, european skills passport, language passport) and/or other tools based on portfolio's methods

- Assess the competences achieved and verified by third parts in order to be ready for certification
- use a wide range of methods and tools according to the type of skills to be tested
- Use the EQF (european qualification framework)

COMPLEMENTARY TRAINING

- provide (if necessary)
 complementary
 education, including practical experiences (ex. internship, training on the job)
- repeat the assessment session

- •certify the skills and credits
- Ensure compliance with the procedures and rules in force in each country
- Involve the public authority and other stakeholders

ASSESSMENT

CERTIFICATION

Final considerations

- Reinforcing of actions of counseling and guidance: the testing phase shows that, when dealing with TCNs and more in general with disad-vantaged target groups, the major challenge for the entire system (private and public bodies operating in this field) is shifting the perspective from audit, intended as evaluation of conformity to standards, to counseling, conceived as a form of guidance and support during the whole validation process
- Connecting the validation device to other services of active labor policy: the validation tools can have a meaningful impact on the social and economic inclusion of TCNs only if connected to other services of active labor policy (trainings, guidance, internships) aimed at promoting migrants integration into the regular labor market

Final considerations

• Connecting the non/informal recognition practices with the learning formal paths: the contamination between formal (training and updating) and non/informal (work and life experience) learning is one of the most interesting opportunities for TCNs integration. On the one hand, the formal recognition of competence acquired in non/informal settings can improve people's employability and integration into the labor market. On the other hand, the validation and certification process also becomes an opportunity to enter / re-enter in contact with formal contexts of learning, in order to improve one's skills