



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***

**BUILDING A MULTI-STAKEHOLDER DEVICE FOR THE VALIDATION
OF NON/INFORMAL LEARNING
CARLO CATANIA, ANNAVITTORIA SARLI**

10th october 2019 h 14.00 - 18.00 / 11 october 2019 h 9 - 13.00 Fondazione ISMU, Via Galvani 16, Milano



FONDAZIONE
ISMU
INIZIATIVE E STUDI
SULLA MULTICULTURITÀ



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 WVELL 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).

WP 4: guidelines for TCNs' SKC recognition

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)

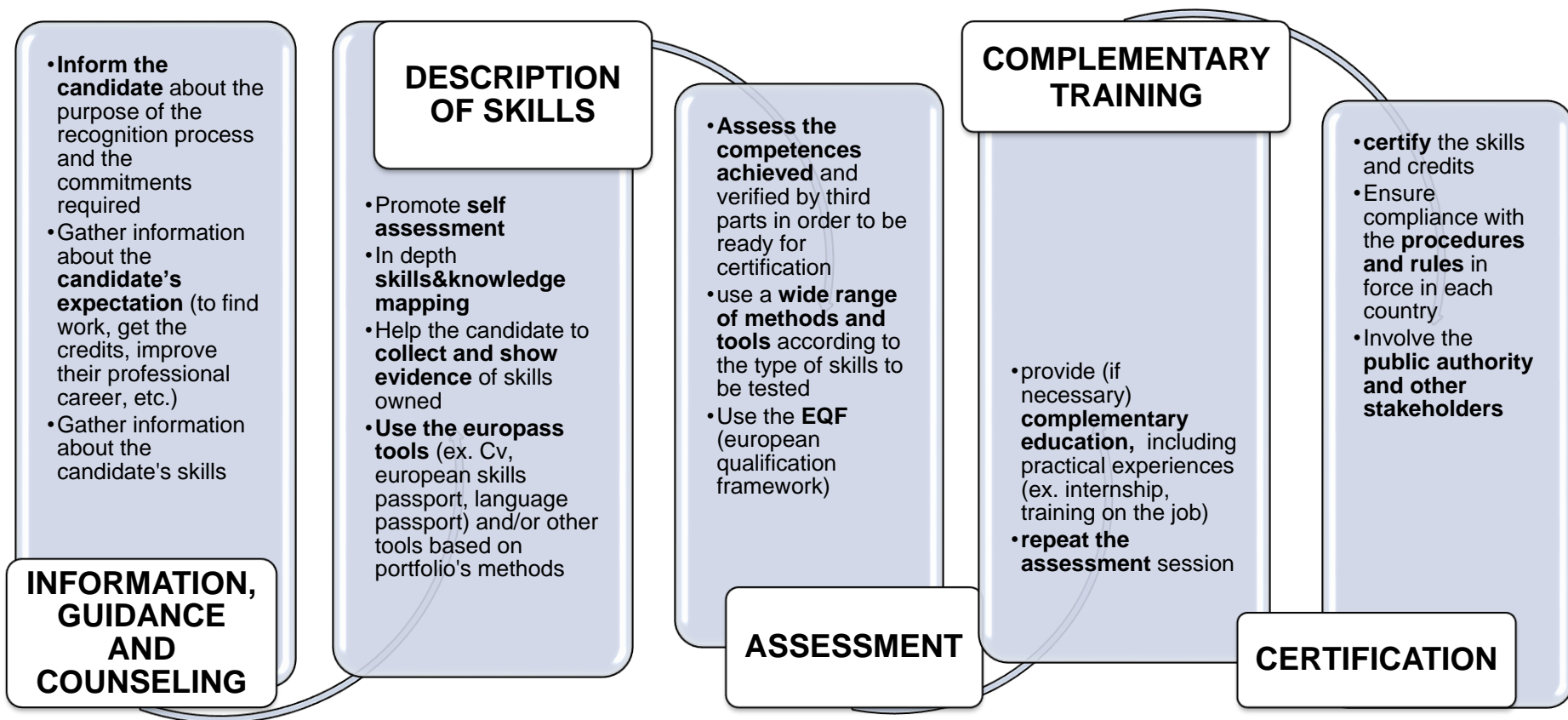
Guidelines for TCNs' SKC recognition



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 multi-stakeholder 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



Final considerations

- *Reinforcing of actions of counseling and guidance:* the testing phase shows that, when dealing with TCNs and more in general with disadvantaged 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