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
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Assessing Soft Skills in Counselling Work with Immigrants in Hungary
András Kováts and Zsuzsa László

Assessing Soft Skills in Counselling Work with Immigrants in Hungary

The general context

There is no standard methodology in place to asess immigrants' skills and competences.

The national social and employment support system is not prepared to deal with clients from foreign countries

In the trainin system of social professionals there are no curricula on developing the asessment, recognition and strenthening of soft skills

For the Past few years there were some mgrant-specific projects that aimed at the complex mapping and assessing competences and soft skills. These have been implemented by civil society actors, he tools and methods are integrated into the complex support services these organizations provide.

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Skills2Work Project

http://www.fromskills2work.eu/

A digital platform for self-evaluation and matching betwen employers and job seekers across the EU

A good inventory of existing practices

The tool itself focuses less on soft-skills

The Skills2Work Guidelines issue recommendations and guiding principles toward policy makers for better skills recognition and employment of refugees and asylum seekers.

A compendium of success stories (of labour market integration of refugees) that can orientate and inspire job seekers and future employers

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ZK Cognitive Map

http://kompetenciaterkep.hu/Default.aspx?uri=Kompetenciak

It is a self-administered online test that help users to assess their skills and competences.

The results can be saved individually so it is helpful for a continuous self-improvement as well.

It lists 51 competence areas, with a short, 10 items test at each.

Besides asessing competences, it is also a good tool for raising awareness regarding competence areas that are not so commonly referred to (not so self-evident).

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Digital Life Cycle Map

https://artemisszio.blog.hu/2014/06/17/digitalis_eletpalya_terkep_det_kompetencia_beazonositas_es_egyeni_fejlesztesi_terv_keszitese

A complex and longer method of mapping someones skills and competences through a series of counselling.

I focuses on a person's life history and enumerates all possible competences acquired in the past, and all life-events that can be a source of a particular competence. Main areas of development:

Self-awareness

Self-representation

Conscious planning

Self-confidence and self-assessment

Communication skills

Social Counselling at Menedék

https://menedek.hu/en/activities/social-work

A complex case management and social case work is not only about exploring needs but should focus a lot on exploring existing resources and competences and their development.

Soft-skills assessment is an integral part of our individual counselling work.

Thematic group and community activities put emphasis on developing language and communication skills as well as self-awareness.

Our job-seeking clubs and internship programmes are based on a thorough assessment of skills, attitudes and knowledge.

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Some General Conclusions

The tools we are aware of have been developed in the framework of various projects, sustaining and mainstreaming beyond the project's duration is seldom secured.

Though it is the methods and techniques that count, skills assessment is often wrapped in complex, complicated and at times obscure structures – mosty out of marketing and communications considerations that often backfire.

There is less emphasis on knowledge-sharing among stakeholders and service providers, methods remain isolated – often intentionally.

Soft-skill assessment and development should become an integral part of professional training and education.

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