



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



Associazione Francesco Realmonte Onlus

Main features and criticism encountered in working with migrants on identifying and evaluating soft skills

- Linguistic barriers and limits
- Poor knowledge of the Italian labour market
- Cultural and social gaps between migrants and operators
- Lack of ad hoc instruments at the operators' disposal
- Different expectations among migrants and operators as to job counselling: low level of motivation → high drop-out rate
- Urgency to find a job → fallback choices towards less desired jobs

Main skills to be further developed and strengthened among migrants

Empathy

Communicative skills

Negotiation skills

Organizational skills (being on time, work planning, respecting rules and roles)



Lack of awareness of one's competencies

Methodologic instruments and remarkable experiences in identifying and evaluating migrants' competencies

- Job counselling and vocational training
- Balance of competencies (ESPaR)- autobiographical narration
- Competence cards (EU)
- Skill view test
- ESIRAS – Croce Rossa

Approaches to identifying and evaluating migrants' competencies

- Learning by doing
- Role play/ interview simulation
- Social Theater
- Experiential workshops – group activities

Outstanding issues and prospects of further improvement

- Information and training paths for employers on cultural and legal/bureaucratic aspects of migration and asylum
- Organization of coordination and planning tables involving actors of different fields (firms, third sector, job centers, training centers) → shared methodologies and instruments