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

Thursday 10th October 2019 h 14.00 - 18.00
Friday 11th October 2019 9.00 - 13.00

Fondazione ISMU,
Via Galvani 16, Milano
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

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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

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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

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