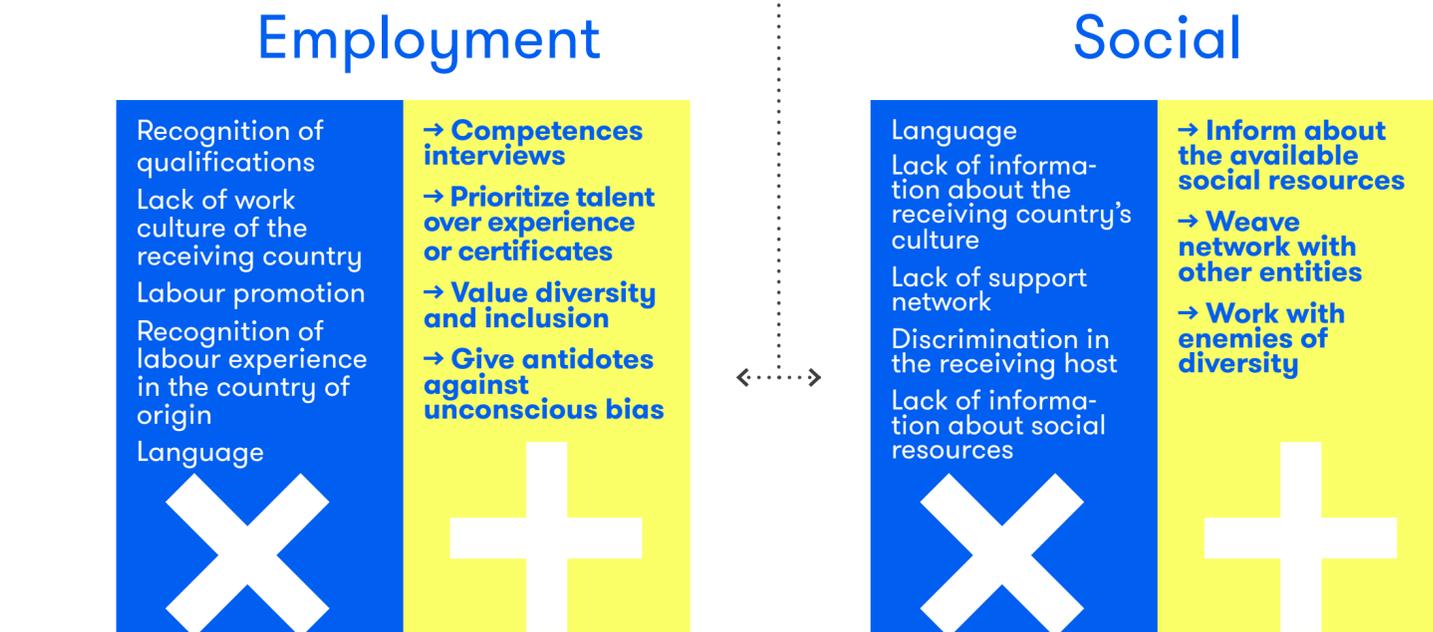


Labor orientation of migrant women



✘ Problem
+ Solution

Maps of Good Practices Spain



Employment

Turn the problem into an opportunity

What are the SKILLS the future workforce needs?

Problem solving skills

Global citizenship

Curiosity and learning ability

Communication skills

Cognitive adaptability
and flexibility



What are the SKILLS that are developed in an immigration process?

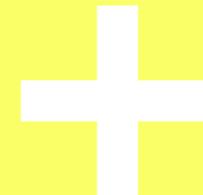
Problem solving skills

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Maps of Good Practices Spain

Comment to the Map of and Good Practices

The figure of the job counselor is aimed at providing support in job placement programs. The job counselor has to **accompany, guide and advise** the user, by carrying out the access interview and the employability diagnosis to **recognize the competences, abilities and strengths** of the user.

Help and support to migrant women should be delivered in different **Personal, Family, Legal, Social and Work** environments, through the detection of needs and by conducting a formal and informal evaluation, **from a central position** in relation to these different environments. It means and entails planning, developing knowledge management, transforming and empowering, to obtain a personal and work integration through a **coordinated support** in all these areas.

To reach this expertise, it is important to detect and identify problems, as well as work on solutions in each area: **Personal** (loneliness, migratory duel, language difficulties, maladjustment of expectations ...) **Family** (conciliation, family responsibilities, fear to fail) **Legal** (bureaucratic barriers, feeling helpless, slow procedures, lack of resources ...) **Employment** (recognition of qualifications, lack of work culture, no recognition of work experience, experience country of origin ...) and **Social** (lack of support network, social discrimination, lack of knowledge of social resources...).

This requires a high level of specialization and qualification to facilitate development in different environments until the objective is achieved, as well as a strong effort to make unconscious prejudice conscious, to eradicate gender and race stereotypes.