



ICONET

Good Practice Model Portugal



Consultadoria, Formação e
Investigação, PT



Good Practice Model

THE COMPETENCES SELF-DIAGNOSIS INSTRUMENT

Summary

Using a tool - *The competences self-diagnosis instrument* to recognize and identify the non-formal competences of immigrants. In this sense a group of immigrants were interviewed with the purpose to find out what non-formal competences they had achieved in their origin country and what have been accomplished at the host country. Their self-knowledge about what they are able to do could help them to feel more integrated at professional and personal level

Situation

What was the setting in which this project occurred? A tagline for you project or work.
Describe the user group and the work context

The validation of ICOVET Project was adapted to be applied to the Portuguese Context as well to the target group chosen - the immigrants. Therefore, in the ICONET Project- the adapt version of the validation tool is named in Portuguese - The competence self-diagnosis instrument.

The approaching with the immigrants was made through Local Support Centre to the Integration of Immigrants in Évora, since this centre has an important role in the immigrants' support and integration. Nevertheless, the bridging between the immigrants and Academus is made by this centre in which are been realized the interviews with the immigrants. Only two interviews were made in the work placement of the immigrants.



Task/Problem

Describe what you are trying to achieve, e.g. a problem you have encountered in your work and you wanted to solve!

The Competence Self-diagnosis Instrument intends to create awareness about the non-formal competences that the immigrants have been acquired throughout their lives. The instrument helps them to reflect and have a self-knowledge about the competences and skills they have or are able to do. The instrument tries to enclose all areas (familiar, cultural, professional, social...), the competences accomplished in their origin country as well those the immigrants aspire to achieve.

The interview helps the immigrants to recognize and identify their non-formal competences and even reflect on what they want or intend to achieve for their future.

At the beginning, the intention was to interview diverse nationalities of immigrants. However during the project development we realized that the immigrants who are requesting more support at the Centre are the Brazilian immigrants. Therefore, the majority of interviewed are Brazilian immigrants with the exception of one.

The fact of having Brazilians' immigrants turns easier the interviews, because the language issue. Although the mother language of Brazil is the Portuguese, there is different interpretations and understandings in relation to some words and concepts.



Actions/solutions

How did you address the issue? What was done to solve the problem?

To apply the instrument, it was extremely important the Centre's role where its technician makes the introduction of the interviewer to the immigrant.

At beginning, the interviewer explains what the interview and project purposes are. The interviewer goes through every question of the instrument, explaining when they have doubts about is requested in question or reformulating the question when they do not understand it.

The immigrants are a target group more vulnerable than any other group and everything which may expose them, intimidate them. For this reason in the initial stage of interview, some showed a rather uncomfortable, but as the interview was running, they seemed more involved and forgot their immigrant positions. For this to happen, the contribution and performance of the interviewer was essential for the immigrants' cooperation and participation.

Results

What were the outcomes of the actions you took? What happened? What contribute to the outcomes?

The competence self-diagnosis instrument is structured in a way of gathering information of their professional and personal features which the immigrants had in their origin country as well they have in the host country.

During the interview, the immigrants expressed their wishes regarding their future, some mentioned the importance of improving their competences and skills in order to have a more satisfactory life perspective.

Most of the interviewed have an occupation, although this is not what they wish for (for the majority) when they emigrated. Sometimes, the fact of being immigrant condition their job/occupation options, partly because some do not have their situation legalized yet.

The Instrument is an appropriate tool that enables them to reflect on their competences and skills, which until now they did not have the opportunity in doing s



Reflections

Lessons you've learnt and conclusions drawn. What was successful, what could be improved?

The competence self-diagnosis instrument helps the immigrants reflect on their non-formal competences and abilities acquired throughout their lives.

During the interview, some of immigrants mentioned what would like to do in the future regarding their professional lives or even what they would like to change, improve or realised for their own personal benefit.

This instrument could be used as form of knowing better the immigrants, why they immigrate to a foreign country, what they expect to achieve in the host country, what are their ambitions and wishes for their professional and personal life (what are the jobs that suit more for them or what areas they would like to work on, among others).

The instrument also could be a form of making the bridging between the immigrants and the institutions that should support them, giving to these a better understanding of immigrant's situation.

Others aspects to reflect on:

Differences in the language issues have to be considered when the are the interviewed;

Ability of the interviewer to reformulate some of the questions when he realised that the interviewed has difficulties in understanding what is asked.

To take in consideration that this target group has peculiar specificities and vulnerabilities.

This competences self-diagnosis instrument allows a better understanding about the immigrant situation and characteristics.

The importance of recognition of the non-formal competences for those who comes from a different country and need to integrate in a host country.



Expenses, Resources

- Print copies of the Competences self-diagnosis instrument, to be filled with the answers of the immigrants.
- Involvement of the technician of Local Support Centre to the Integration of Immigrants, Academus staff and co-workers.
- Journeys to realize the interviews.

Support

Eduardo Figueira: edufigueira@academus.pt
Guida Lourenço: academus@academus.pt

Tags

Skills
Competences
Reflection
Recognition