

JOIN IN A JOB! E-NEWS

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Lifelong Learning Programme

The new Life Long Learning Programme (LLP) supports learning opportunities from childhood to old age in every single life situation.

Leonardo da Vinci sub-programme

It is the LLP sub-programme devoted to the promotion of the cooperation in vocational education and training. It aims at supporting participants in training activities in the acquisition and use of knowledge, skills and qualifications; it is also aimed at enhancing the improvements in quality and innovation in VET systems and the attractiveness of VET.

Transfer of Innovation

It is a Leonardo da Vinci measure, aimed at adapting and integrating innovative contents or results from previous Leonardo da Vinci project into public and/or private vocational training systems and companies at national, regional or sectoral level.

The first results of Join In a Job!

Join In a Job! is a transnational project funded by the Lifelong Learning Programme, within the action Transfer of Innovation, Leonardo da Vinci.

It aims at transferring the *Join In a Job!* Austrian method designed for intercultural career guidance especially for the work with migrants between 15 and 25 years. The main emphasis lies in guidance and care of young people with migration background on their way to a job or vocational training.

The project, started in October 2008, is now running its 'core' activities, with the training of trainers and the achievement of the feedbacks for the adaptation in partner countries. You will find full and detailed information about training of the trainers on page 2 and 3 of this newsletter.

But the project has already achieved a number of important results and outcomes, according to the plan of action and development.

First of all, one of the first project outcome was the development of **national reports**, describing the situation of juvenile migrants in partner countries, as for the access to job, to career advancement, to VET initiatives.

Those national reports have been completed by a survey conducted amongst direct project target groups: juvenile migrants and companies potentially employing them. The survey was realised through **interviews and focus groups**, both aimed at gaining a better knowledge and understanding about experiences and needs of juvenile migrants as well as about needs and requirements for the employers.

A further important output was the realisation of a **Compass** for juvenile

migrants, aimed at providing them with information about training initiatives and job opportunities in partner countries.

Even more, *Join in a Job!* project has realised the **checklists** to be used by juvenile migrants and by companies in the process of applications for a job position. Namely, a checklist has been defined for juvenile migrants, a sort of code of conduct to prepare them for interviews, with suggestions in terms of CV presentation and experiences validation.

The second checklist has been developed to be used by companies, in particular by Human Resources units, recruiters and assessors, in order to provide them with a suggested structure of questions for the interview, able to highlight also the informal and non formal competences of the candidate.

An important result for the first year of *Join in a Job!* project is the implementation and full utilisation of the **website** and **platform**. The web site is used as an informative tool (towards internal and external stakeholder), the communication platform has become an important issue of communication and exchange.

Through the platform, the trainees has been continuously in contact, exchanging opinions, experiences and feedbacks; they downloaded and uploaded their materials and realizations with the counselling methods, creating a real example of 'virtual learning place'.

Do not forget to visit project web site:

<http://join-in-a-job.eu>

Juvenile migrants:

obstacles in accessing labour market and need of support

Young immigrants are more frequently affected by unemployment compared to the native peers; furthermore they are much less integrated in terms of VET system and they experience the difficulties in validating the formal qualifications achieved in their country of origin, as well as the informal and non formal competences.

The obstacles that commonly juvenile migrants have to face in accessing the labour market and the VET system are lying on:

- differences between the requirements of the labour market and their own profile;
- stress feelings due to the awareness of their lacks;
- a deficiency based model.

Such a list of obstacles ask for a specific support, aimed at clearing barriers for their integration into the VET system and the labour market. Namely, they are in need of a intercultural counselling, a support able to:

- discover and stabilise the own personal resources of the individual;
- build the counselling process from the personal resources and from the context requirements;
- provide the counselling support especially where deficiencies are found;
- develop a resource oriented model.



Training sessions in 5 countries to adopt the method *Join In a Job!*

The project now focused on a broad access to *Join In a Job!* guidance for job seeking migrants in all countries and regions. For this purpose partner organisations invited regional guidance institutions for juvenile migrants, training agencies and public bodies to the training in competence oriented career guidance. During summer the training has been conducted with more than 60 practitioners in 5 countries.

Within first two training days attendees were introduced to the method and guidance process with its steps that are initial assessment, intense assessment and Job Box. By testing the different diagnostic tools in counsellor–client–settings practitioners learned about how and when to use the different tools. An exchange about practitioners groups of clients and experiences with intercultural guidance followed. Several strategies were discussed how to engage clients during the process and reduce drop outs.

After two days of training a practical phase followed to test and deepen the method and its various instruments with clients. Each practitioner therefore used the method in their working environment together with young migrants to

support them on their way of (re-)integrating into VET or labour market.

At the concluding feedback workshop together with experts the practitioners talked about their experiences with clients and discussed different ways of using parts of the method. They exchanged opinions about chances and limits of the intercultural guidance method. For a further implementation within the various organizations practitioners come from, different approaches and plans for the future were considered.

Austria

The Innsbruck Training started in June with 17 practitioners coming from several Bundesländer. During the practical phase in summer the process has been tested successfully with young migrants. For a follow up and exchange about implementation plans a feedback day has been organised at the end of the training. Practitioners came from centres for migrants, caritas, training institutions, an employment promotion fund, etc.

Germany

After having conducted the training (2 days) in July 2009 the implementation phase followed and was finalised successfully at the beginning of December. The 11 practitioners were mainly BBQ employees from different offices in the State Baden Württemberg working with juvenile migrants.

Practitioners trained on intercultural career guidance method

Ireland

The Irish training seminars took place between September and November 2009. Two training seminars took place with four participants in each. The participants represented a wide spectrum of community organisations that share a common problem in helping young migrants, including local employment agencies, training organisations and guidance organisations. Those that have been trained have been implementing their training with young migrants.

Italy

Organiser COOSS Marche The "Train the Trainer" seminar took place in Ancona, between July and September 2009. The participants were 18, representing: communities centres for young migrants (namely refugees), centres for the social integration of migrants, social cooperatives, employment centres and juvenile daily centre of the province of Ancona.

Poland

Academy of Management organised training session for career counsellors on 15-16 September 2009 in Lodz. We had 7 participants from Lodz region only, mainly from the career centres. Then each participant had 5 weeks for implementation of the methodology with at least 3 clients.





Feedback of career guidance officers

"The Job Box contains questionnaires and worksheets that allow counsellors to help clients increasing their ability for personal reflection"

"At the end of the process a young woman from Turkey decided to start with school again in Austria, her aim was to get a leaving cert. She immediately subscribed and started this autumn – a great sense of achievement for her but me too!"

"The *Join In a Job!* portfolio is very extend and I needed to conduct 3-4 guiding processes to fully see through – now I can react on clients needs faster and more appropriate with the relevant working sheets."

"Talking with my client about his migration background and appreciating his culture, was the base for a confidential and successful counselling process and finally enabled him to find a trainee ship".

"According to me, the Job Box can be seen by juvenile migrants like a personal game: it can be used in daily and aggregation centres as a recreational tool, even having very important personal and professional implications".

Feedbacks and inputs

Here follows suggestions, hints, feedbacks, opinions and first impressions from the practitioners trained during the "Training the trainers" session in the partner countries.

Germany

Most of the practitioners confirmed working with the method built up a confidential relationship with the clients and helped to proceed a successful counselling process. The focus on the strengths was an important issue too. They realised working with the target group requires intercultural sensitivity and in the end intercultural competences.

Italy

The trainees underlined that it's fundamental to possess a complete mastery of the method before making the consultancy.

They also underlined the importance of the constitution of local networks for a better collaboration amongst public corporate body, organization and intermediary association in the field of the professional training and the job for juvenile migrants, in order to improve the dialogue between supply and demand. The trainees suggested to apply the method into the schools, but other ambits can be exploited; in fact, the relationship with firms and employment centres can be intensified, with the presentation of the method and mutual collaborations to offer a more complete consultancy.

Ireland

Feedback from the trainees suggested that the *Join In a Job* process is clear and easy to understand.

The "Training the trainers" sessions resulted a set of feedbacks and inputs extremely useful for the adaptation of the method in each partner countries

They found the information very useful and informative towards their work. A number of practitioners felt that in order to use the process with confidence they would have to practice in delivering the process to a test client.

Poland

Participants agreed that it is very innovative and unique method on the Polish market. In their opinion it is also methodology, which let to look deeper inside of the personality of the juvenile migrants, not only taking account vocational experiences. "Join in Job" methodology allows raising self-esteem of the juvenile migrants and showing them their abilities. But they also stress that counsellor need some experiences to use this method in correct way, so they do not recommend it for the beginners.

Interviewing project partner Susanne Dieing, coordinator of international projects at BBQ Germany, about her view on the method and how to transfer into a German training and guidance network:



"*Join In a Job!* is a very useful method to tailor existing or implementing new structures for career guidance & orientation for juvenile migrants. By teaching our staff on the method too we are able to analyze its potential and necessary adaptations for an introduction at BBQ. These results will be further exchanged with our international partners in the project."



Glossary of terms

VET - Vocational Education and Training: is the education and training system which aims to equip people with skills and competencies that can be used in the labour market.

JUVENILE MIGRANTS: according to the project assumption, they are aged from 15 to 25 and belong to the first or second generation of immigrants.

NEWS - Next Milestones and events

Sustainable implementation of the method in all partner countries

After training career guidance officers from different institutions in partner countries the partnership now will go on spreading the method via trainings and supporting various institutions with implementing the method in their daily work processes. Partners cooperate with regional networks for young migrants, training institutions and the local communities to grant a sustainable implementation for the period after the project ends.

Fieldbook for career guidance officers

All outcomes relevant for a practitioner's daily use will be gathered for the finally developed fieldbook. Contents will range from country reports, method background and practical examples to job interview checklists for young people with migration background and tools for career advancement used by hr managers. An further CD provides the reader with the method in all languages, the Job Compass, etc.

3rd Consortium Meeting

Aims of next meeting are the final version of all tools as well as the creation of contents for the practitioner's handbook. The third meeting will be held in Dublin, hosted by Ballymun Job Centre in March 2010.

CONTACTS

The partnership

Join In a Job! project is realised by a transnational partnership representing 5 European countries: Austria, Germany, Ireland, Italy and Poland. If you wish to contact national partners, please see below:

Hafelekar Consultancy Ltd.

www.hafelekar.at
Austria



BBQ Training Centre

www.bbq-online.de
Germany



Ballymun Job Centre

www.bmunjob.ie
Ireland



COOSS Marche Onlus

www.cooss.marche.it
Italy



Academy of Management

www.swspiz.pl
Poland



Verein Multikulturelle

www.migration.cc
Austria



ZeMiT

www.zemit.at
Austria



The Website

For more information, accessing the Job Compass and other products, please visit our website:

<http://join-in-a-job.eu>

Impressum

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