



Pathways to Work: An Employment Upgrade Training Programme for Young Immigrants is a transnational, EU-funded project which aims to help young migrants to maximise their career potential in their new home countries.

The Pathways to Work partners have publicised the progress and achievements of the project through a series of Ezines throughout the two-year lifespan of the project. This fourth and final Ezine aims to document and publicise recent developments by the partners in the run-to the conclusion of the project in October 2011.

Case Studys:

1. Springboard Opportunities Ltd

Zsuzi Kerenyi was born in Hungary. One day while attending school as a young child, her teacher took her aside and explained she would never speak English well, as she did not have the aptitude to learn a foreign language. This comment burned within Zsuzi for years, until she decided to make a bet with her friend that she could learn English in *one year!* While learning the language, she replied to an advert on the Internet from a young Slovak man who wanted to practice speaking English with someone. This was just what Zsuzi needed. She replied and they met regularly to practice speaking English. One year later she passed her intermediate written English exam and she got 100% in her spoken English exam. She not only won her bet, but also £1650 pounds - the same amount of money she paid for her English tuition fees!

With love in the air, the Slovakian man became her husband and the couple moved to Northern Ireland in December 2008. While Zsuzi's husband secured a job in Belfast, Zsuzi began searching for jobs. Even though she could now speak English, Zsuzi found 'Belfast English' an entirely different experience! So she learnt local words and phrases for everyday situations and things, to help her applying for jobs. Zsuzi went to job centres that referred her to government agencies that briefed her on the employment rights/laws in Northern Ireland. She found the experience confusing, frustrating and difficult to understand. When she participated in the pilot phase for Pathways, her feedback was extremely positive. She felt the website would be of enormous benefit in finding a job and getting information about working in N Ireland. She felt the website provided a one stop shop with all the information she needed to know in one place. Zsuzi intends to use the site to keep abreast of changes in employment law and help her search for a job.

Zsuzi's tip for success is '*motivation, inspiration, preparation and strength*'.

3. Fundación Laboral del Metal

Mrs. C.H arrived in Spain in 2008. After five months looking for a job, she found a waitressing post in a restaurant. Although this job was hard and not related to her background (she was a qualified teacher), it helped her to make a living during the first year in Spain. Mrs. C.H searched for an immigrant NGO organisation to seek advice and guidance on how to improve her employment opportunities. Based on the guidance received, she took up a short childcare training course. Undertaking the course enabled her to use her previous qualification and she also acquired a Spanish qualification and this enhanced her employment potential in Spain. She is now working for a Spanish family and taking care of the children. She has better working arrangements and conditions than when she was a waitress. As a result of this she is thinking about taking up additional training through formal education to get a teaching qualification in Spain.

2. Uniwersytet Szczeciński (English)

I came to Poland in 1996. The first place I stayed was Łódź, and there I started to learn the Polish language. A few months later I moved to Szczecin and began studying in the Information Technologies Faculty. I graduated in 2003 and four years later I defended my doctoral thesis. Since then I have been employed at various universities as a tutor and a scientific researcher. At the beginning, staying here was a little bit difficult because of the fact that I am a foreigner and I faced some problems with learning the local language, which is not easy. Maintenance costs here were very expensive, and as a foreign student it was not easy to get a job. After 10 years of living in Poland I was given a European Union resident's card. This card allowed me to work in Poland without needing to get a specific work permit. I would like to add that it was difficult to get things done through the Polish civil service. All decisions depended mainly on the official clerk's interpretation of the regulations.

I have already applied for Polish citizenship, but I got a negative answer. Now I would like to apply again. At the moment I work for an international company and I am developing myself there. However, this does not satisfy me and my ambitions. I think that Poland gives too few opportunities for foreigners to develop in the right way. Speaking about the mentality of Poland and the Poles, I think that, as in each country, one can meet good and bad people. Fortunately, most of the people I met were good.

Launch of E-Learning Modules and Brochure



On Friday 24 June 2011, the Pathways to Work e-learning modules and project brochure were officially launched by MEP Proinsias de Rossa at an event hosted by Irish project partner the Immigrant Council of Ireland (ICI), in Dublin. Welcoming the Pathways to Work initiative in his address, Proinsias De Rossa MEP highlighted the importance of migrants' integration in promoting social cohesion. He went further and called for political leadership on issues pertaining to integration and emphasised the need to ensure that integration issues remain at the top of the political agenda.

Speaking at the launch, Dr. Fidele Mutwarasibo, Integration Manager with the ICI, noted young migrants face significant challenges in seeking employment, compared to their local counterparts and said "the research which we conducted to inform the components of the Pathways to Work project shows that young migrants are aware their career chances are negatively impacted because they lack certain skills, or they face attitudinal and administrative barriers".

The training modules had been informed by research carried during the first year of the project entitled 'Training Needs of Young Migrants within European Countries'. Dr Leszek Gracz (University of Szczecin) presented the findings of the research at the launch in Dublin. The research results revealed, among other things, that of the 186 people who took part, 59 per cent of respondents cited bureaucracy as having negatively impacted on their job search; 58 per cent also noted that the qualification procedure (including the interview and presentation) was a negative experience and 56 per cent indicated that communication skills were a barrier to securing a job.

Project partners provided valuable input at the launch. Spanish partners, Fundacion Laboral del Metal (FLM), gave a presentation on the Training Platform Test Results which took place in the five participating countries during January – March 2011. 50 migrants of 29 different nationalities took part in the test. The results revealed that both students and teachers alike found the materials to be very useful and accessible with 65 per cent of participants rating the Pathways to Work site and training area higher than 8 out of 10. Charmaine McBride (Springboard Opportunities) described the rationale for the project and James Magee (Springboard Opportunities) gave an overview of the content of the project website and highlighted how learners can access the modules online. Canice Hamill (Canice Consulting) chaired a question and answers session and Brunella Maio ([Conform – Consorzio Formazione Manageriale](#)) gave the closing remarks.

Other speakers included Lorraine Downey (City of Dublin VEC/Curriculum Development Unit), Pat O'Mahony (Irish Vocational Education Association) and Breda Hegarty (EPIC - Employment for People from Immigrant Communities). Their presentations focused on the e-learning modules and the benefits young migrants and education providers could draw from the online training material.

The event benefitted greatly from the sharing of experiences by young migrants. For example, Hailuu Netsiyana, a 23-year-old Zimbabwean-born Irish resident also spoke at the launch of his experience with the Pathways to Work project, reflecting on his participation in the pilot training programme which took place in Ireland. He said: "Lots of information is available – from various sources – about job-seeking in Ireland. But what's great about this course is that it makes everything available in one place, and the information and materials are presented in a really clear, interesting and interactive format". Hailuu also said: "By taking part in this course, I hope the playing pitch will be a more level when it comes to competing in the labour market". Indeed it is hoped that this will be the experience of all young migrants who make use of this valuable resource.

The launch was attended by approximately 50 people. Participants included young migrants, policy makers, academics, professionals working with migrants, journalists, the project partners, and representatives of the vocational training sector, of NGOs, of public institutions, information providers and European institutions.

The Pathways to Work online training resource comprises five modules, each containing up to six courses. The module areas include; personal confidence; teamwork and communications; employment rights; career preparations; and job-search / interview skills. Course material includes straightforward information, interactive elements and videos. The modules were developed by experts in employment, training and immigration issues and web-based learning technologies. The training modules and further information on the project can be accessed at www.pathwaystowork.eu.

Media Interest in Official Launch

The official launch of the Pathways to Work project has generated media interest in the experiences of young migrants seeking employment in Ireland.

The Irish Times' Social Affairs Correspondent, set out the findings of the research project in an article entitled "New training programme for immigrants", noting that migrants had similar experiences across the five EU countries which participated in the research. You can read the full article here: <http://www.irishtimes.com/>

Final Partners' Meeting

On 23-24 June 2011 the Immigrant Council of Ireland held its sixth and final partners' meeting in Dublin. The main focus of this meeting was on the launch of the e-learning resource, which was launched in Dublin on Friday 24 June. Other partners confirmed that they would hold launch events in their own countries before 30 September 2011.

Lastly, each partner provided updates on their plans for project dissemination and it was confirmed by the Polish partner, University of Szczecin, that an overview of their scientific journey would be available before 30 September 2011.



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