



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 will publicise the progress and achievements of the project through a series of Ezines throughout the two-year lifespan of the project. This is the second Ezine to be produced by the project and aims to document and publicise recent developments by the partners.

Partners' Meeting

Following on from their first meeting in Belfast last November, the Pathways to Work partners held their second meeting, hosted by the University of Szczecin, in Poland in March.



This meeting looked at the findings of the Training Needs Analysis and an overview of the findings from the focus groups was presented. Following a discussion on the main findings of the analysis the partners agreed to complete a full report in English with executive summaries of 20 pages to be completed in Italian, Spanish and Polish. The partners also discussed the creation of a facilitators' pack alongside the online training materials to assist in replicating the programme. Finally, the partners approved the website which is now live and can be accessed at:

www.pathwaystowork.eu

Training Needs Analysis

The Training Needs Analysis was based on focus group interviews of young immigrants in each country and questionnaire surveys and revealed a number of interesting points about immigrants in Europe.

More than two-fifths of young immigrants who took part in survey in five European countries feel they are employed in a job that does not reflect their qualifications

Interestingly, the report found that there was no significant difference in the experiences of immigrants across the five countries, that they all perceived similar barriers

The young migrants who took part in the surveys identified some of the barriers they encountered as competition, bureaucratic procedures, recognition of qualifications, individual expectations, communications and social skills and access to information on workers' rights. The scope of the perceived barriers depended on previous experiences in domestic and international labour markets.

The immigrants involved all expressed a need for, and interest in, training programmes and indicated that they believed appropriate training would help them upgrade their employment level. Participants also perceived training as a lifelong process and as a way to develop their careers and sustain employment.

Of the questionnaire respondents:

- 69 per cent expressed an interest in undertaking training for career purposes
- More than half of the participants had undertaken training previously
- 70 per cent were in employment with 45 per cent in full-time employment.

Media interest in survey results

The publication of the Training Needs Analysis report generated media interest in the experiences of young migrants in the labour market.

The Irish Times' Social Affairs Correspondent wrote an article entitled "Two-thirds of immigrants planning to stay" where he discussed the findings of the report and discrimination against immigrants in Europe generally. A copy of the article can be accessed at: [Click Here](#)

Piloting of the training module

A pilot of a multiple choice self-assessment module will be carried out later this year and will involve young immigrants in all partner countries. This self-assessment module is one of a number of training modules being considered by the project to address the problems raised by young immigrants in the Needs Analysis, undertaken earlier in the year. These problems include the difficulties young immigrants faced in gaining recognition of qualifications and prior learning acquired overseas.



The self-assessment module, developed by Springboard and Canice Consulting, was presented at the partners' meeting in Poland in March 2010. After approval of the module, a quick check of the module was carried out in Poland, Ireland, Spain, Italy and the UK, Northern Ireland. Young immigrants, career guidance officers and adult learning teachers from each jurisdiction participated in the quick check pilot in April and May 2010, the results of which will be known soon.

Project website

The Pathways to Work project has a dedicated website to communicate effectively its products, progress and achievements.

The website is now live and is being continuously updated. It can be accessed at: www.pathwaystowork.eu. Visit this site for news on employment upgrades for immigrants and for the latest news on the Pathways to Work project.