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Education and Culture DG

## Lifelong Learning Programme

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Project:  
**GC-AC**

## Give Competence A Chance

Transparency and Self-employment  
for migrant workers through  
Assesment Center

Agreement n.:  
LLP-LDV/TOI/O9/IT/0504

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**GIVECOMPETENCEACHANCE**

Transparency and Self-employment  
for migrant workers through  
Assessment Center



[www.gcac.eu](http://www.gcac.eu)

## The Framework

Both women and immigrants are disadvantaged categories in the European labour market, by far the worst is being an immigrant woman. Being an immigrant means having to tackle various problems concerning the background diversities: the language, the lack of awareness of the foreign labour market and the social marginalisation are often further obstacles against a positive integration process.

However the gender represents a problem itself, since even the native women go through lots of difficulties in the labour market.

There are several problems like: discrimination, lack of recognition of one's competences and, furthermore, qualifications inside a foreign labour context. The politics, the counselling system, together with the education and vocational training systems should be able to face this problem by means of specific instruments and methods for better identifying the individual competences and satisfactorily connecting them in the labour market.

## The Project

The GC-AC Project is financed by the European Lifelong Learning Programme, Leonardo da Vinci – Transfer of Innovation. It addresses a key issue of the Lisbon strategy both at a national and European level: the socio-economic integration of migrant groups and the improvement of both native and migrant women condition in the labour market.

## The Objectives

- improving the quality of VET systems and employment services;
- supporting the development of education, training and active labour market policies by transferring approbated practices and instruments of competences for the integration of weak target groups;
- getting better employability and adequate labour condition for final beneficiaries through tailor-made services and policies.

## The Partnership

The project partnership involves different subjects: public administrations, experienced VET organisations and social partners from 4 different countries: Italy, Germany, Poland and Romania.

## The Assessmentcenter Method

The innovation consists in transferring the successfully tested German *Assessmentcenter* (AC) model to the partner countries, through three different components:

- training the trainers through seminars on AC instruments and tools;
- adjusting the AC tools and methods both to the local labour market needs and to the social condition of the final beneficiaries;
- providing an E-Platform for assembling all the competence and self-assessment documentation in order to (with the view of) improve self confidence and empowerment in the final beneficiaries.

The components are tested and implemented within three different areas (Central and Southern Italy, Poland) and transferred into four areas (Central and Southern Italy, Poland and Romania). Between the diverse contexts, stable networks of professionals and stakeholders emerge and secure sustainability of the impact.