

# Inspiring approaches to labour market integration

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Mechelen – 8 February 2024



# TRENDS AND CHALLENGES IN THE LABOUR MARKET INTEGRATION OF IMMIGRANTS

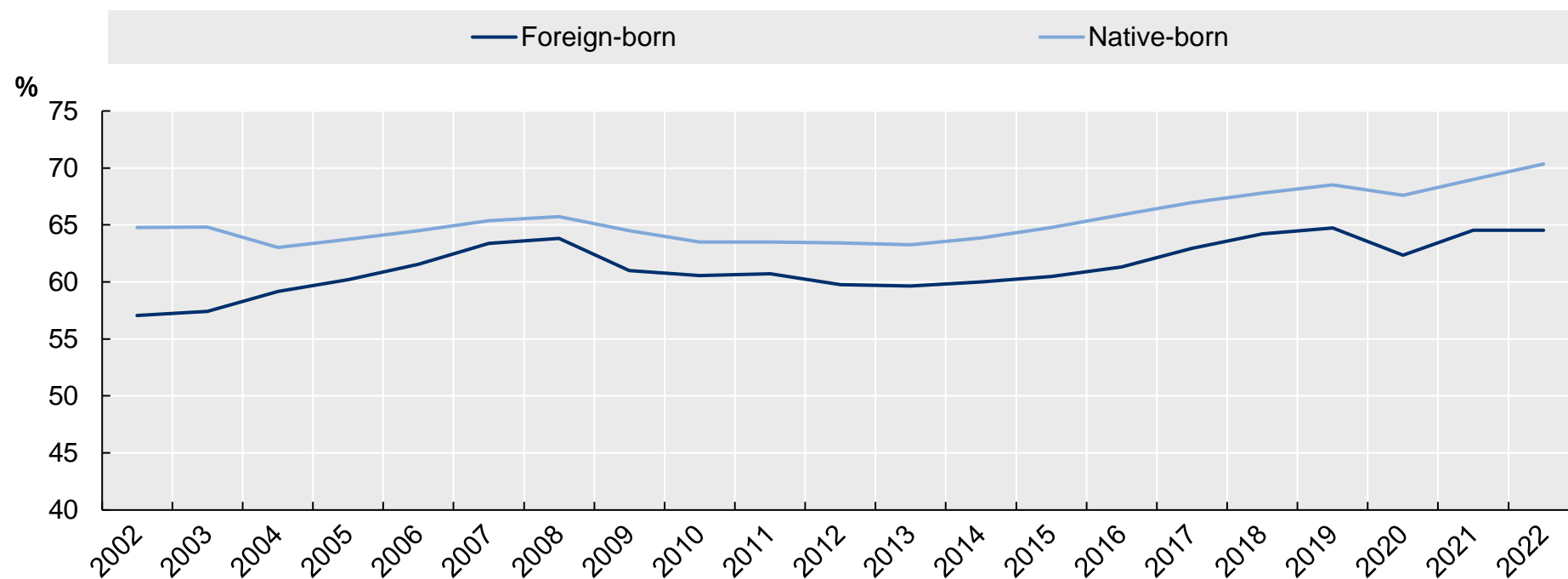
Thomas Liebig

International Migration Division

Mechelen, 8 February 2024

# Immigrant employment is at record levels, but important gaps remain

Evolution of employment rates in the EU  
15- to 64-year-old not in education

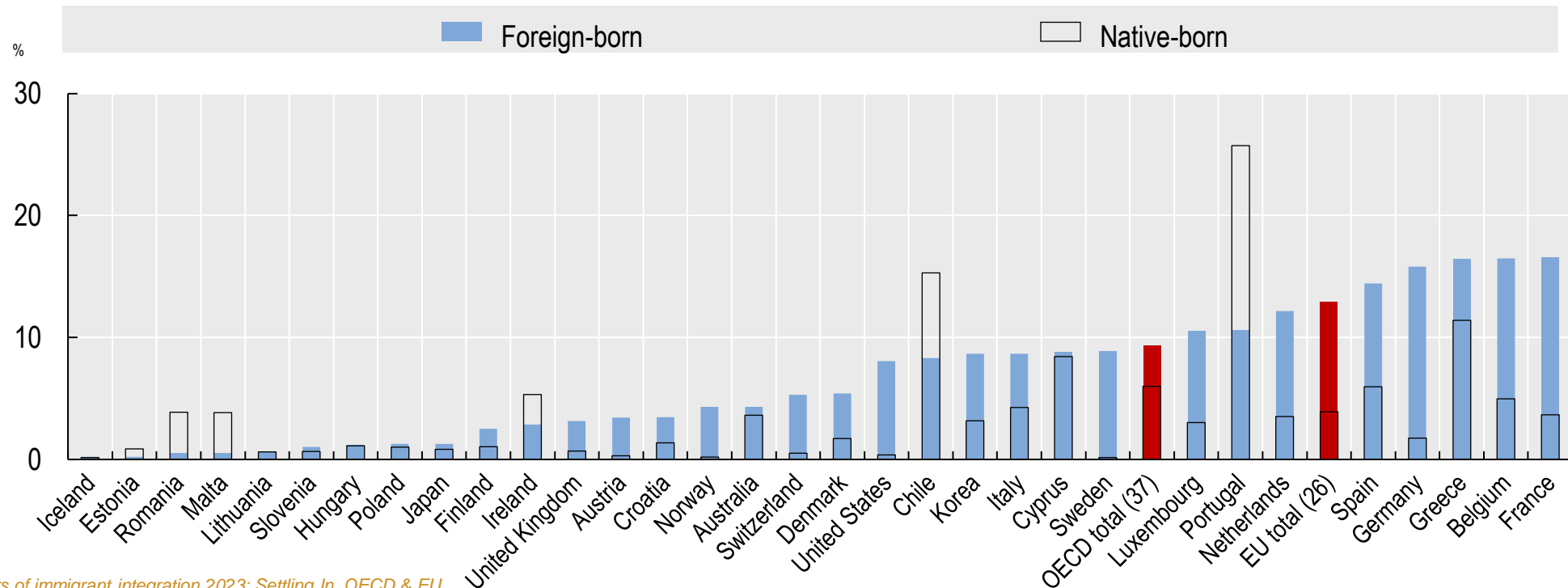


Source: OECD International Migration Database

» All OECD countries except Poland had an increase in immigrant employment between 2021 and 2022, and 2 out of 3 had the highest immigrant employment rates on record.

# Challenge #1: Integrating very low-educated immigrants

Share of persons with no more than primary education  
15- to 64-year-olds not in education, 2021

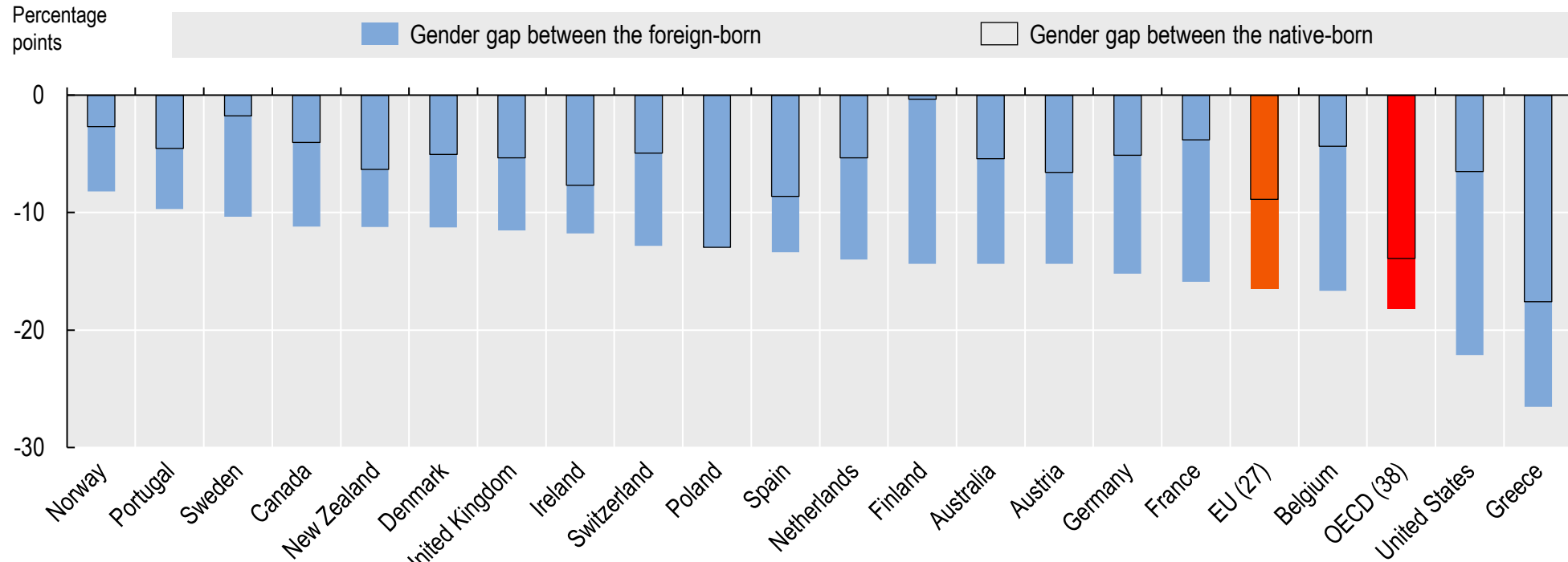


Source: Indicators of immigrant integration 2023: Settling In, OECD & EU

» Successful programmes recognise migrants' different starting points via assessments, referring migrants to the right trainings and identify education needs.

# Challenge #2: Bridging the gender gap

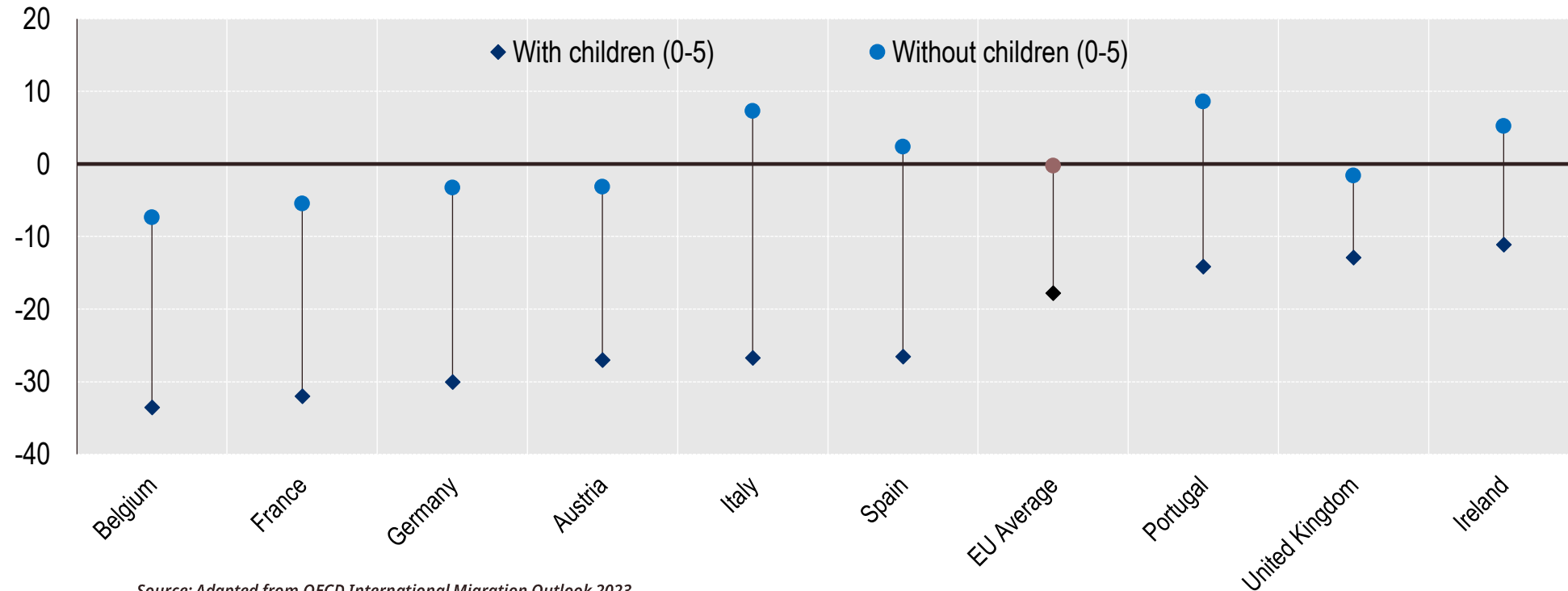
Gender gap in employment rates between men and women  
15- to 64-year-olds, 2020



Source: OECD Secretariat calculations on the basis of the EU-LFS.

# Challenge #3: Taking a whole-of-family perspective on integration

Differences in employment rates between native-born and immigrant women  
15- to 64-year-olds, 2019

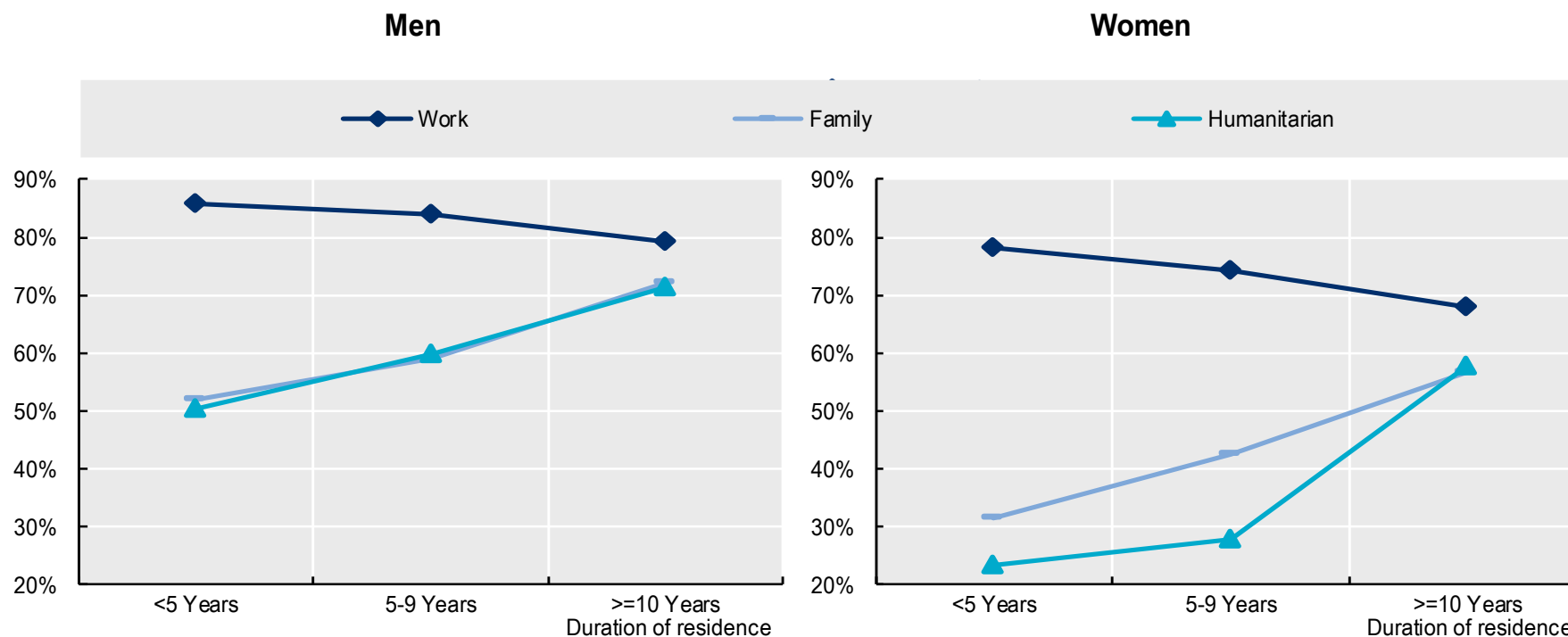


Source: Adapted from OECD International Migration Outlook 2023.

» Several countries provide second chance offers.

# Challenge #4: Ensuring sustainable employment for beneficiaries of international protection

Employment rate by reason for migration, duration of stay and gender  
15- to 64-year-old migrants in the EU, 2021

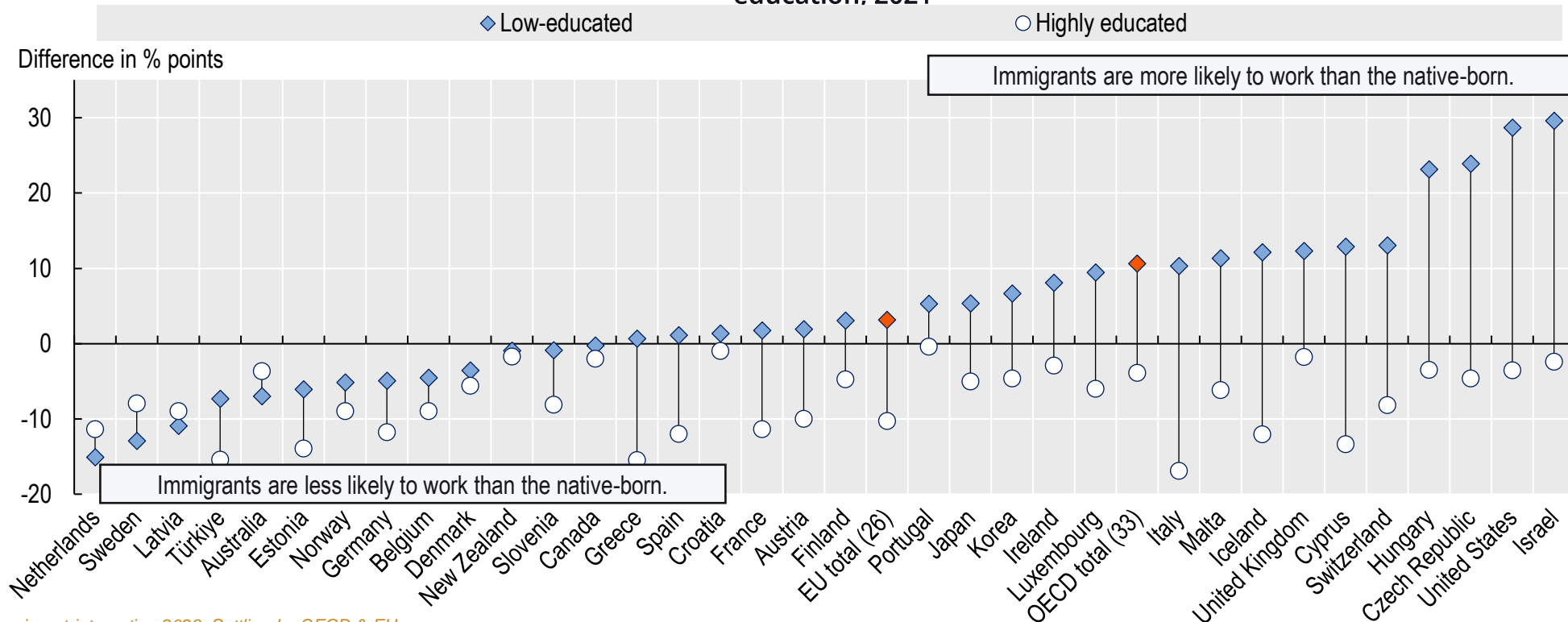


Source: Indicators of immigrant integration 2023: Settling In, OECD & EU

» There is often a trade-off between rapid and lasting labour market integration.

# Challenge #5: Better using the skills and qualifications of immigrants

The employment rates of the foreign-born by level of education  
Differences in percentage points with native-born, 15- to 64-year-olds not in education, 2021



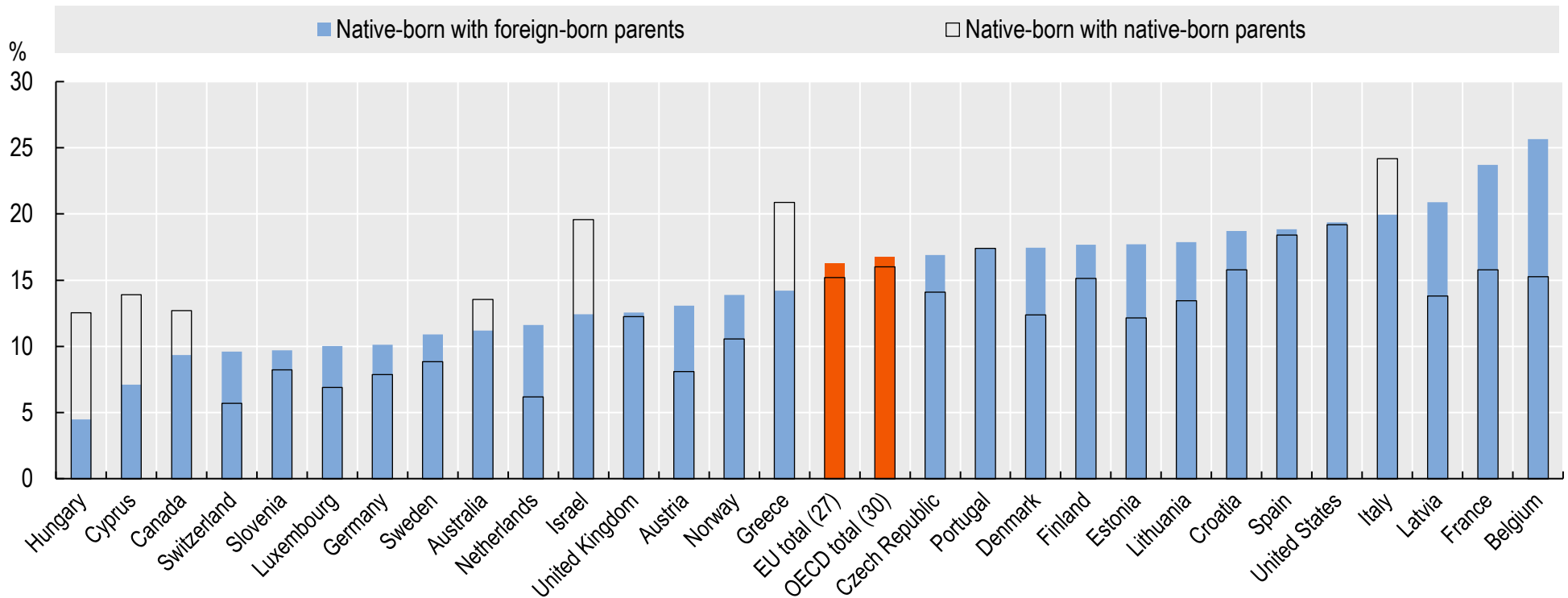
Source: Indicators of immigrant integration 2023: Settling In, OECD & EU

» The assessment and recognition of foreign qualifications involves many different stakeholders.



# Challenge #6: Facilitating the school-to-work transition for native-born descendants of immigrants

Shares of Youth Not in Employment, Education or Training (NEET)  
15- to 34-year-olds, 2021

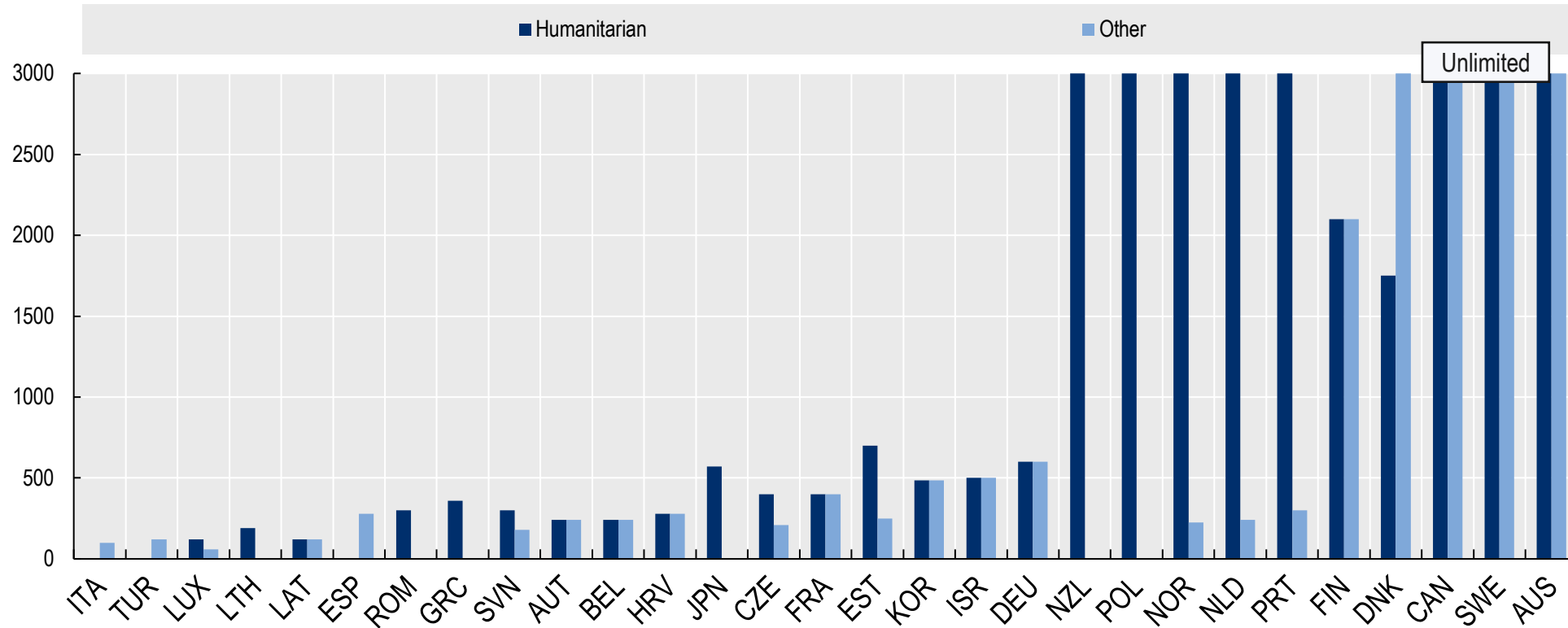


Source: Indicators of immigrant integration 2023: Settling In, OECD & EU

» Support needs to remedy for insufficient networks, lack of knowledge about the labour market, and discrimination.

# Challenge #7: Make sure that migrants have needed language skills while minimising lock-in effects

Hours of publicly supported language training available by migrant category  
Basic standard offering, 2021



Source: *Making Integration Work: Introduction Measures for Newly-Arrived Migrants*, OECD (2023)

» Language training is often not sufficiently linked with labour market needs, in spite of evidence of effectiveness of such specialized training.

# Engaging and coordinating with multiple stakeholders



As immigrant employment is shaped by many factors, many ministries and agencies are involved (education, labour, interior, family affairs, housing...) – and all levels of government



Labour market integration cannot be achieved without employers, and this means overcoming information asymmetries and enhancing transparency



Engagement with employers is often with MNEs, but challenges are larger for SMEs

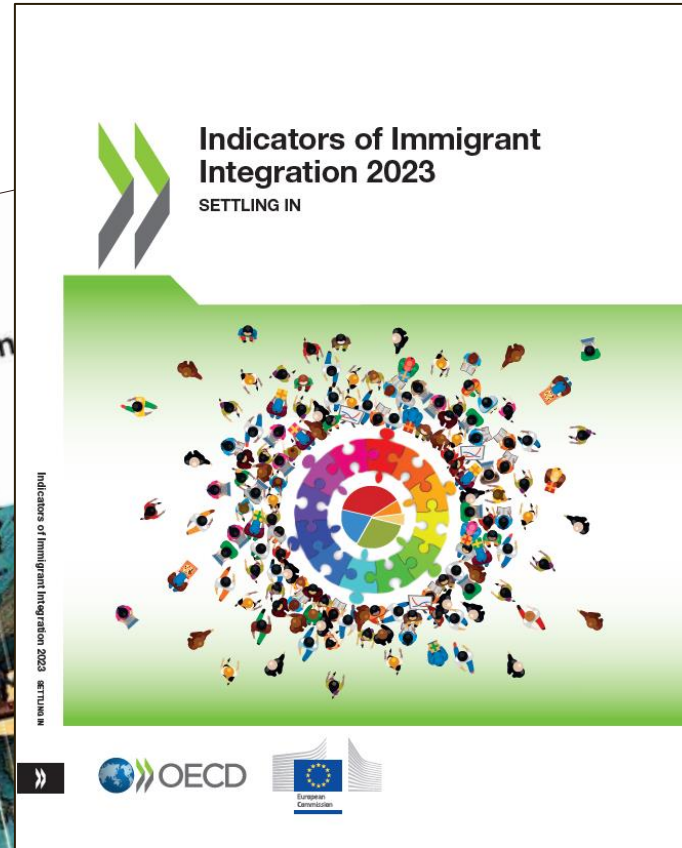


Non-traditional stakeholders (charities, associations, sports clubs, etc.) are increasingly engaged in labour market integration



Important to keep in mind that different stakeholders have different objectives, which are not always well aligned

# For further information



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# Labour Market Integration in Austria

Michael Eduard Handler

DG Integration, Department for the Coordination of International  
Affairs

**Federal Chancellery – Directorate-General for Integration**

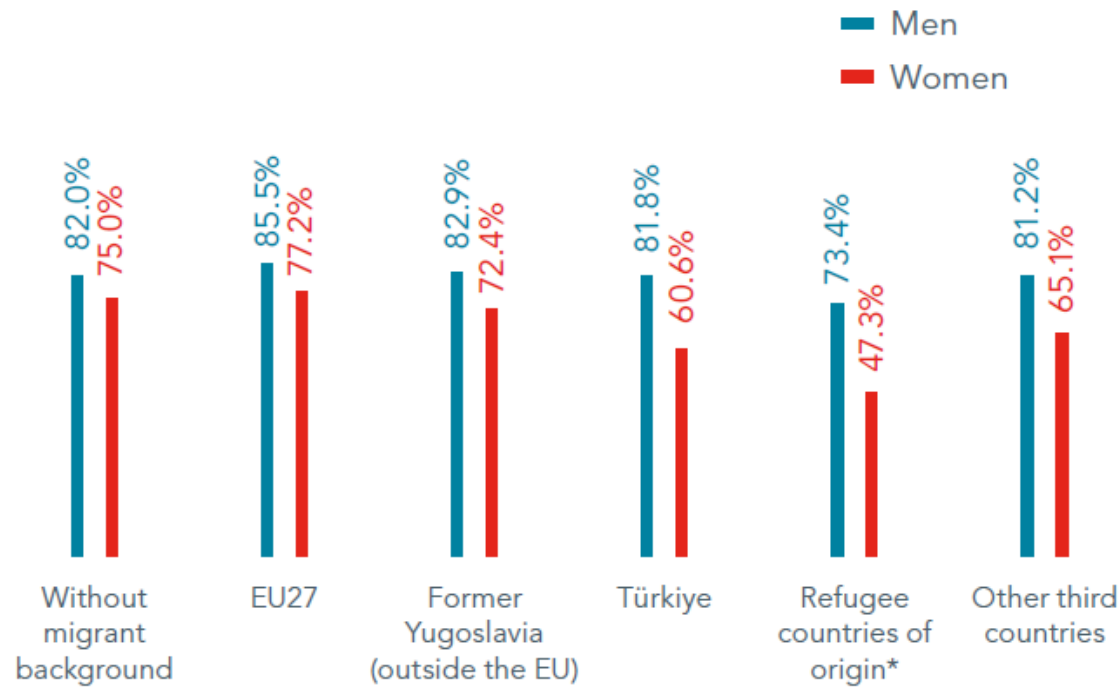
# Framework

- The **Recognition and Assessment Act (AuBG)** regulates the assessment and recognition of qualifications obtained abroad with an easier and simplified recognition procedure, even for persons without qualification documents. The service includes an online recognition portal, counseling centers throughout Austria and the covering of costs associated with the recognition process.
- The **Austrian Integration Fund (ÖIF)** promotes the labour market integration of persons entitled to asylum and subsidiary protection as well as displaced Ukrainians. In addition, the new integration service for skilled workers provides a wide range of integration measures for skilled workers and qualified immigrants as well as for companies.
- The **Federal Chancellery** supports projects within the framework of national and European funding instruments on a needs-oriented basis and depending on regional necessities. In 2024, this includes a total of 35 integration projects with a focus on labour market integration with a funding amount of EUR 4.98 million.
- Many **other stakeholders** such as the **federal provinces, municipalities**, the **chambers of commerce and labour** as well as the **Public Employment Service** offer further support for the labour market integration of migrants.

# Numbers

## ACTIVITY RATE

2022 by sex and migrant background, 15 – 64 year olds



## UNEMPLOYMENT RATES

2022 by sex and nationality

Nationality	Men	Women
Syria	31.9%	47.5%
Russian Federation	22.7%	17.8%
Serbia	21.7%	20.1%
Iraq	19.3%	35.5%
Afghanistan	15.7%	39.6%
Türkiye	12.2%	17.4%
Bulgaria	11.9%	13.8%
Romania	8.6%	10.6%
Bosnia and Herzegovina	8.4%	8.0%
Croatia	8.4%	8.1%
Poland	6.3%	8.5%
Austria	5.8%	4.9%
Germany	4.5%	4.5%

# Numbers (continued)

## EMPLOYMENT RATE

by nationality and year of arrival (at least 90 days in employment)

■ Women  
■ Men

		Influx 2000 after 5 years		Influx 2000 after 21 years		Influx 2015 after 6 years		Influx 2016 after 5 years		Influx 2019 after 2 years	
Refugee background	All countries	36.8%	62.8%	59.6%	71.6%	22.0%	65.3%	20.4%	54.2%	10.5%	22.0%
	Syria	41.2%	73.9%	73.3%	68.4%	19.8%	68.8%	17.3%	62.1%	7.9%	22.7%
	Afghanistan	43.5%	68.0%	57.9%	65.9%	20.8%	65.7%	19.0%	51.0%	15.2%	26.4%
	Russia/ Chechnya	n.v. n.v.		n.v. n.v.		20.5%	35.3%	13.0%	20.8%	9.7%	5.6%
Without refugee background	Third countries	70.1%	83.1%	69.8%	81.8%	62.5%	83.7%	60.9%	82.5%	57.6%	79.8%
	Türkiye	57.8%	85.7%	61.8%	83.1%	41.7%	84.3%	42.0%	82.7%	43.5%	83.3%
	Former Yugoslavia (outside the EU)	78.6%	85.0%	71.7%	82.8%	67.0%	88.6%	65.8%	90.2%	63.7%	89.2%
	EU27	74.2%	84.0%	76.5%	79.7%	73.4%	84.4%	73.1%	83.3%	72.4%	78.0%
	EU accession states since 2007	76.8%	86.5%	76.2%	87.3%	73.1%	85.4%	73.8%	85.3%	73.1%	77.1%



# Priorities

- **Skilled-labour migration**
  - Integration Service for Skilled Workers and companies
  - International skilled workers strategy committee
  - Career platforms
- **Challenges with illiteracy**
  - In 2023, 7 out of 10 persons who received asylum & subsidiary protection had a literacy requirement.
  - Only 12% of participants in a literacy course in 2016-2020 have already passed an A2 exam or higher, while 62% have not yet passed any exam at all.
- **Integration of women with refugee background**
  - Almost 47% of Syrian women living in AT were unemployed in 2023, as were 37% of the Afghan women and 29% of the Somali women.
  - Countermeasures include a funding strategy, a women's centre at the Integration Fund and various projects focusing on the empowerment and labour market participation of women with a migration background.

# Good practices

- **Mentoring for Migrants** is a joint initiative of the Austrian Integration Fund, the Austrian Chambers of Commerce (WKÖ) and the Public Employment Service (AMS) and aims at bringing together experienced mentors and well-qualified people with a migration background (mentees) to support them in integrating into the AT labour market.
- **Career Platforms** bring companies directly together with immigrants and are free of charge for both. In advance, experts discuss exact personnel requirements, necessary qualifications and the specific procedure of the career platform with the company. Based on this information, the ÖIF invites people from their German and integration measures.
- The **Integration Service for Skilled Workers** supports qualified immigrants and their families by providing information, advice and networking on key aspects of living and working in AT. It also offers opportunities to learn German, assistance with the recognition of foreign qualifications and orientation seminars as well as further training opportunities in the AT context.

## Good practices (continued)

- **COMPASS** is a project to support the labour market integration of highly qualified women with a migration background with the aim of finding employment, training, further education opportunities or support in founding a company through an extensive program of events with job-specific topics.
- **Lobby.16** supports young refugees in their integration into the labour market by a mixture of career guidance and an intensive course to prepare them for school and place them in apprenticeships, as well as needs-based support until the end of their apprenticeship.
- **Quantensprung IV** is a modular measure for the qualification and labour market preparation of migrants and aims at their long-term self-sustainability and social participation. The closely interlinked measures include specialist language courses at level B2, learning support, labour market and career guidance, job application workshops, IT workshops and job coaching. Participants are supported in developing labour market-related goals and accompanied on their way to achieving them.

**Federal Chancellery**

Directorate-General for Integration, Office of Religious Affairs and Ethnic Groups

Department II/6 – Coordination of International Affairs

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The logo for 'atlas' is presented in a white, teardrop-shaped speech bubble. The word 'atlas' is written in a bold, lowercase, sans-serif font in a dark red color. The background of the slide features a large, abstract shape in a darker shade of red on the left side, which the white bubble overlaps.

**atlas**

# Inspiring approaches to labour market integration on a local level

Tim De Koning – Staff Member Employment

# Local target groups

## Adult newcomers



## Organisations & society

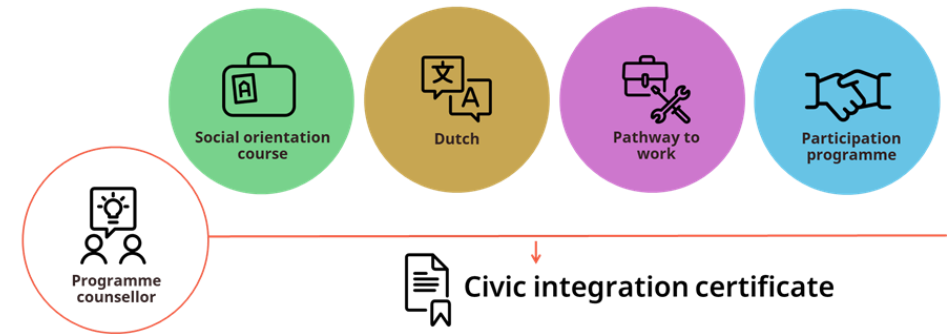


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## Minor newcomers



# The civic integration programme



# A local-level approach in Antwerp

Activation assessments without language barriers for inhabitants on social welfare benefits



Medegefinancierd door  
de Europese Unie

# A local-level approach in Antwerp

Who are job-seeking newcomers and what do they want?



Medegefinancierd door  
de Europese Unie

©Frederik Beyens



# Promising experiments with employers and industries



# A new partnership for Antwerp residents in a complex situation



atlas

Thank you

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REGIONE AUTONOMA  
FRIULI VENEZIA GIULIA

Direzione centrale lavoro formazione  
istruzione e famiglia

# THE INTEGRATION OF NEWCOMERS

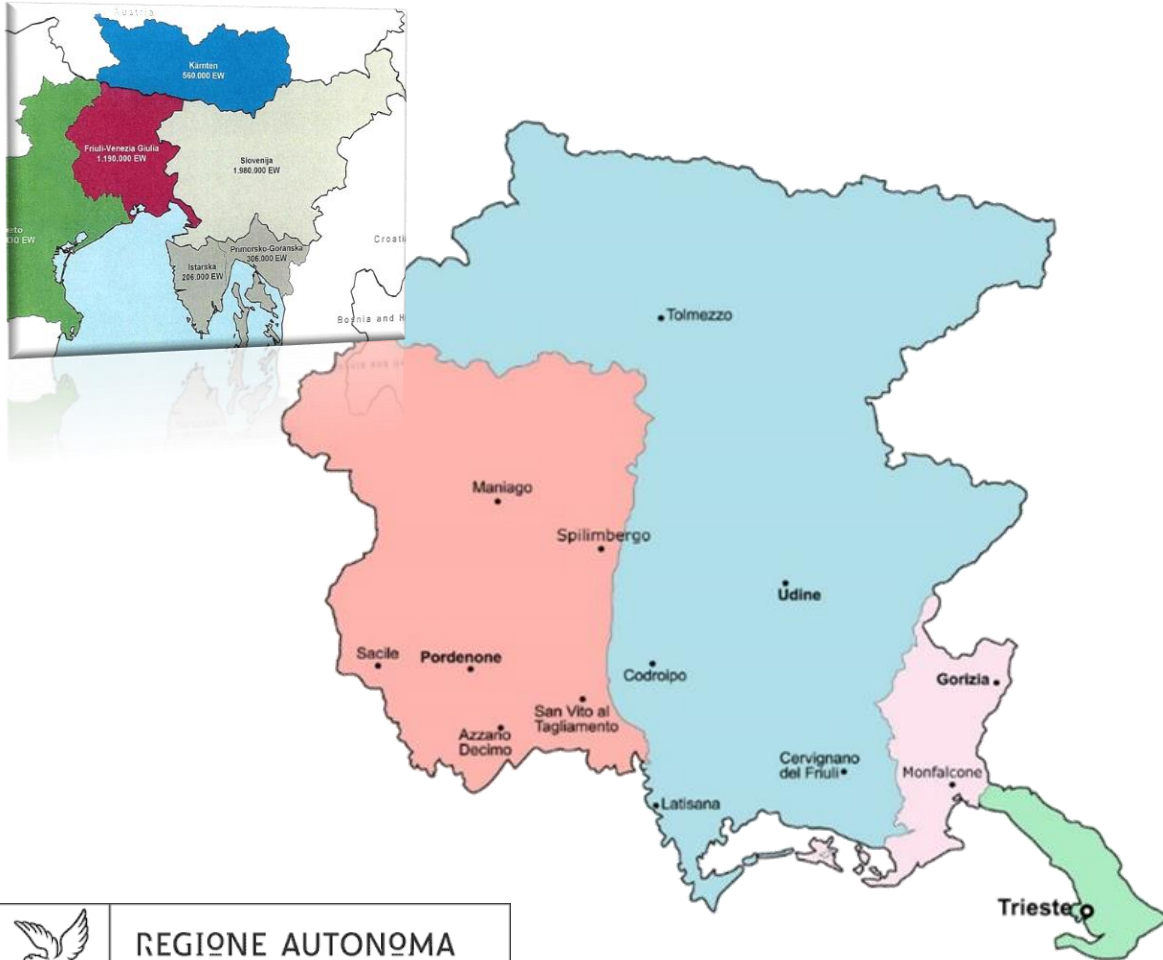
## best practices, models & cases

8 Feb 2024, Mechelen

Central Directorate for Labour, Training, Education and Family  
Autonomous Region Friuli Venezia Giulia (Italy)

# At a glance overview on the area:

## territorial perspective



- Full name: **Regione autonoma Friuli Venezia Giulia (FVG)**
- Total area (km<sup>2</sup>): 7.932,48 km<sup>2</sup>
- Regional capital: Trieste
- Territories: 4 (Trieste, Udine, Pordenone, Gorizia)
- Municipalities: 215
- Regional borders: Austria, Slovenia (direct), Croatia (indirect)
- Regional population: **1.191.658 inh. (2023)**
- Main languages: Italian, plus bilingualism in the areas close to the borders (Slovenian, German)
- Employed people: 511.000
- Active Companies/businesses: 92.000
  - 94.1% of the companies active in FVG are micro (<10 employees),
  - 5.1% are small (between 10 and 49 employees),
  - 0.8% are medium and large (50 employees and more)
- The conformation of the territory includes mountain and rural areas, inland areas, plains and maritime areas

# At a glance overview on the area: cross-border & macro-region perspective



- 4 BORDERING COUNTRIES (IT/SI/AT/HR)
- 2 DIRECT BORDERS IT/SI/AT
- 1 «INDIRECT» BORDER IT/HR
- 12K FRONTIERS DAILY between FVG/SI

			Regional population (≈)	CB pop. (≈)	CB macro-region pop.	Country level pop.
Italy ≈ 58.800.000	Friuli Venezia Giulia	NUTS2 ITH4	1.200.000	≈ 1.500.000	≈ 4.000.000	≈ 74.000.000
Slovenia ≈ 2.120.000	Goriska	NUTS3 SI043	118.000			
	Obalna- kraska	NUTS3 SI044	117.000			
	Notranjsko- kraska	NUTS3 SI038	53.100			
Austria ≈ 9.100.000	Carinthia	AT21	561.000			
Croatia ≈ 4.000.000	Istarska (Jadranska Hrvatska)	NUTS2 HR03	208.000			
	Primorska- Goranska (Jadranska Hrvatska)	NUTS2 HR03	291.000			
	Sredisnja Hrvatska	NUTS2 HR02	1.530.000			

# At a glance overview on the area: integrated territorial perspective on LM management

REGIONAL

CROSS-BORDER

EU

## PUBLIC EMPLOYMENT SERVICES (PES) IN FVG

### 5 Hubs

- Giuliano
- Isontino
- Pordenonese
- Udine e Bassa Friulana
- Medio e Alto Friuli

18 local Employment  
Centres

2 additional local points

1 dedicated Service to  
Employers



## CB PUBLIC ACCESS POINTS WITHIN THE «EURADRIA REGION»

9 INFODESKS as physical + digital points  
within 6 locations

- Trieste
- Koper
- Gorizia
- Nova Gorica
- Udine
- Hrpelje-Kozina

15 Public + Private Partners

1 EC Coordinating & responsible Unit

DG Employment, Social Affairs and Inclusion,  
UNIT E1: Labour Mobility, Public Employment Services and  
ELA



## EUropean Employment Services -EURES FVG/NATIONAL/EU

31 Countries

EU27+Iceland, Norway, Switzerland, Liechtenstein

7 EURES FVG Advisers

- 5 EAs within Regional PES
- 2 EAs within social partners  
(Regional Trade Unions)

13 EURES FVG Assistants within local PES

1 EURES National Coordination Office/NCO

Agenzia Nazionale Politiche Attive Lavoro/ANPAL, Rome

1 EURES European Coordination Office/ECO

European Labour Authority/ELA, Bratislava

Other EURES Members & Partners

Social Partners, EDU & training institutions, PrES, ... EURES



# Supporting Integration through a multilevel approach to services

**WHY**

## **TERRITORIAL INHERENT COMPLEXITY**

multiple factors to be taken into account within LM management



**MULTIPLE TARGETS OF USERS =  
MULTIPLE & SPECIFIC NEEDS**

**NECESSITY TO HAVE A HIGH-STRUCTURED &  
RESPONSIVE LM MANAGEMENT  
BETWEEN LEVELS  
AS A KEY TO FOSTER INTEGRATION**



**HOW**

**ONE-STOP-SHOP  
APPROACH**

# A potential model to support & promote integration: the Cross-border One-Stop-Shop approach

**PRIVATE & PUBLIC INSTIUTIONS, ORGANISATIONS, ENTITIES, as PES, SOCIAL PARTNERS, EDU & VET, MUNICIPALITIES, UNIVERSITIES, ASSOCIATIONS OF EMPLOYERS, THIRD SECTOR ORGANISATIONS**

**WHY**

- Defined roles
- Defined tasks
- Specific competencies
- Connecting public & private
- Connecting multiple territorial levels
- Shared strategy
- Highly structured
- Time-responsive
- Highly cooperative
- Place-based
- Human-centered
- Tackling both internal & external levels

**ALREADY WORKING ON A SPECIFIC TARGET & HIGHLY-ADAPTABLE TO SPECIFIC CONDITIONS**

**MULTISTAKEHOLDE  
R  
MULTICOMPETENC  
E  
MULTILEVEL**

**LM  
through  
L&W**

**APPROACHING LABOUR MARKET AS A COMPREHENSIVE APPROACH TO «LIVING & WORKING»  
CONDITIONS**

**EFFECTIVE RESPONSE TO CRISIS & RISKS MANAGEMENT AS THE NEED TO:**

- Be HIGHLY-RESPONSIVE to situations with a high-speed criticality development + long shadow termination = be permanently faced = in need of structural changings
- Respond EFFECTIVELY = concrete solutions & structured support
- RATIONALIZE THE USE OF SERVICES = avoid multiple services enagement on the same issue = avoid load on services & ineffective use of resources (human, material)
- Maintain a HUMAN-CENTERED APPROACH able to guarantee satisfactory STANDARDS + working & concentrating attention on SPECIFIC TARGET NEEDS = better identification of targets
- Enhance PREPAREDNESS OF SERVICES

**Moving from a Polychric approach to a «PERMACRITIC» APPROACH = TIME & RESOURCES always considered as critical elements**

**INTEGRATION AS A COORDINATED & EFFECTIVE RESPONSE TO SPECIFIC TARGET NEEDS FOLLOWING A PLACE-BASED APPROACH = TERRITORIAL NEEDS + USERS SPECIFIC NEEDS TAKEN INTO ACCOUNT**



# From the model to a concrete application: Newcomers as Ukrainians under temporary protection

## 1) TARGET IDENTIFICATION

WHO NEWCOMERS ARE?  
Multiple targets as newcomers as 3° Country nationals

Already on territory since time

Approaching territories as refugees & asylum seekers

Approaching territories as a consequence of other critical situations =  
very fast speed crisis development + slow speed crisis termination

Approaching territories within specific paths, as «skilled 3° Country nationals»

## 2) PRIMARY NEEDS IDENTIFICATION = assessing minimum standards (internal + external levels)

APPROACHING LM THROUGH LIVING & WORKING CONDITIONS

- Accomodation, family, health, education, training, job (external/users)
- Composing the team (internal/Services)

## 3) SPECIFIC LM NEEDS IDENTIFICATION = targeted approach

MOVING TO LM SPECIFIC RELATED NEEDS

- E.g. upskilling, reskilling; vulnerability;

access to specific professions under specific conditions (EQPR); Employers engagment



REGIONE AUTONOMA  
FRIULI VENEZIA GIULIA

Direzione Centrale Lavoro, Formazione, Istruzione e Famiglia

# UKRAINIAN EMERGENCY

Regional Integrated Plan  
Ukrainian emergency “LIFeFor-U”  
LABOUR/ EDUCATION/ TRAINING/ FAMILY

# ▶ TIMELINE

+8

24 FEB  
2022

” On **24 February 2022**, Russian armed forces launched a large-scale invasion of Ukraine”

*(Source: European Commission)*

**EMERGENCY  
BEGINNING**

+13

4 MAR 2022

The Council of the European Union, with Decision 2022/382, activates **Directive 2001/55/CE on temporary protection**

Immediate establishment of the **interdirectional working group to support and coordinate the emergency** (*General resolution of the regional council n.309/2022*)

**INTERDIRECTIONAL  
working group  
CONSTITUTION**

+14

17 MAR  
2022

**PHASE 1**

The RAFVG Central Directorate for Labour, Training, Education & Family constitutes the **Task Force for the integrated management of the emergency**

The **integrated intervention plan to access measures in the field of LABOUR, EDUCATION, TRAINING, FAMILY** is ready

**INTEGRATED PLAN  
LiFeFor-U**

+15

31 MAR  
2022

**Corem - Regional Committee for emergencies** activated (art. 15, L.R. n.64 of 12/31/1986):

- **COORDINATION UNIT**
- **HEALTH, SOCIAL & VETERINARY ASSISTANCE**
- **VOLUNTEERING**
- **EQUIPMENT**
- **TRANSPORTS**
- **ESSENTIAL SERVICES AND SCHOOL ACTIVITIES**
- **ASSISTANCE TO THE POPULATION**
- **MUNICIPALITIES**
- **PREFECTURES**

**Corem- REGIONAL  
COMMITTEE FOR  
EMERGENCIES**

+18

15 APR 2022

**PHASE 2**

The RAFVG Central Directorate for Labour, Training, Education & Family starts targeted **C&D**:

- dedicated **webpage** in 3 languages (UKR, IT, EN)
- dedicated email **[emergenzaucrainacpi@regione.fvg.it](mailto:emergenzaucrainacpi@regione.fvg.it)**
- informing **Third sectors, organisations, other Services & Institutions**

**TARGETED  
C&D PLAN**

3 MAY  
2022

**PHASE 3**

Begin of **Workshops + individual assessment**, with the integrated participation of PES, Guidance Centres, EURES, Family Services, Third sector organisations, cultural mediators.

- Itinerant workshops, with onsite, online, hybrid access.

▪ Data collection  
**L&W WORKSHOPS +  
INDIVIDUAL  
ASSESSMENT**

PLANNING AND ALIGNMENT



## EMPLOYMENT

### 5 HUBs + 18 PES local centres

- **Workshops' specific content** (territory overview, regional LM, PES services, job search and ALMP)
- **Individual Assessment** (PES registration, individual assessment, definition of training/employment actions)

### SERVICES TO EMPLOYERS

- **Companies availability acquisition** (targeted macro-sectors)



## EMPLOYMENT

### EURES FVG

- **Workshops' specific content** (Permits of stay and access to employment, contracts/ALMPs)
- **Focus on health & sanitary professions** (European Assessment Tools for specific profession recognition/EQPR- European Qualification Passport for Refugees, emergency benefits)
- **Connection between levels UE/National/Regional**

## Axis Employment, Training, Education, Family



## EDUCATION & TRAINING

### 4 REGIONAL GUIDANCE CENTRES

- **Workshops' specific content** (Guidance services, Ukraine/Italy Comparison of Education and Training Systems, Apprenticeships, Access to Education/Training and Compulsory Education)



## FAMILY & WORK-LIFE BALANCE

### FAMILY SERVICE

- **Si.CON.TE** (Integrated Work-life balance System - job matching service domestic sector)

# ▶ MEASURING EFFECTIVENESS

(Source: Osservatorio Regionale MdL, LavoroFVG, EURES FVG)

FROM 3  
MAY 2022

PHASE 3

Begin of **Workshops + individual assessment**, with the integrated participation of PES, Guidance Centres, EURES, Family Services, Third sector organisations, cultural mediators.

- Itinerant workshops, with onsite, online, hybrid access.
- Data collection

L&W WORKSHOPS +  
INDIVIDUAL  
ASSESSMENT

Tot. Workshops	20
N. of individual assessments	582
<i>Females</i>	(20%)
<i>Males</i>	(80%)
<i>Average age</i>	(46 y)
Territorial distribution	Udine & Lower Friuli HUB (230); Julian HUB (126); Pordenone HUB (125); Middle & Upper Friuli HUB (67); Isontino HUB (34)
Accompanied minors reported	1/3
Reception facilities	First reception facilities (61%); Independent accommodation (39%, families, relatives and/or friends)
Permit of stay	Temporary protection (98%) other types (2%, asylum, family reasons, assistance to minors, study)
Measures	Language training A1/A2 (53,5%) CV + Ready to work (41,5%) Ready to work domestic assistance (34%) Available to traineeship (7,5%)
Sectors	Domestic work (21%), Manufacturing (18%) Catering (13%), Services (11%), Trade & Services (9%), Ho. Re. Co. (9%)

TO 16 FEB  
2023

4  
MILESTONES

Trend verification, data collection and **monitoring**, updating operators, adaptation

TODAY

New monitoring planned Feb 2024

- 6193 in FVG;
- 185.194 on the National territory

REGIME

CONSOLIDATION



REGIONE AUTONOMA  
FRIULI VENEZIA GIULIA

Direzione centrale lavoro formazione  
istruzione e famiglia

# THANK YOU FOR YOUR ATTENTION

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Central Directorate for Labour, Training, Education and Family  
Autonomous Region Friuli Venezia Giulia (Italy)



BRUSSELS REGIONAL OFFICE  
FOR THE EUROPEAN ECONOMIC AREA,  
THE EUROPEAN UNION AND NATO

# The integration of newcomers by EU Member States

High-level Policy Forum, Mechelen

## Inspiring approaches to labour market integration

8<sup>th</sup> February 2024

Sandra Paola Alvarez

Senior Regional Thematic Specialist, Labour Mobility and Social Inclusion,  
IOM Regional Office Brussels

# Integration

- Two-way, continuous, contextualized process
- Global frameworks (SDGs, GCM)
- Facilitating pathways for regular migration



Global Compact  
FOR Migration





## Labour Market Integration:

- Rights-based, labour market responsive, forward-looking
- Quality: Fair and ethical recruitment
- Short-term / long-term employability support
- Access to employment schemes, apprenticeships
- Multistakeholder approach/capacity building
- Enabling services
- Development / Inclusion



Housing

# IOM initiatives



## COMMIT

*Maximizing the integration outcomes of resettled refugees by promoting the employment of refugees in Europe*



## Includ-EU

*Building more inclusive and cohesive European societies by enhancing transnational knowledge and experience sharing, cooperation and partnerships.*



## Displaced Talent for Europe

*Facilitating the mobility of displaced talents in Jordan and Lebanon to Belgium, Ireland, Portugal and the United Kingdom, soon France and Slovakia.*



## Migrant Information Centres

*Provide information and more inclusive and accessible social services to migrants.*



# Facilitating the Integration of Resettled Refugees in Croatia, Italy, Spain and Portugal

## GENERAL OBJECTIVE:

To maximize the **integration outcomes of resettled refugees (HR, IT, ES, PT)**:

- **Enhancing pre-departure orientation**
- **Strengthening community support**
- **Fostering transnational exchange between newer and more experienced resettlement countries.**





# Facilitating the Integration of Resettled Refugees in Croatia, Italy, Spain and Portugal

## Guidelines for practitioners, including:

- Information on the context: resettlement and labour market integration of refugees
- Practical advice

## Labour Market integration support should be provided throughout the different phases of the resettlement continuum:

- Addressing structural, social barriers
- Pre-Departure: information, skills profiling, language training
- Post-Arrival: tailored integration support (define / pursue employment objectives, job-seeking strategies)



# Includ-EU Regional and local expertise, exchange and engagement for enhanced social cohesion in Europe

## GENERAL OBJECTIVE

Includ-EU aims to contribute to **building more inclusive and cohesive European societies** by enhancing transnational knowledge and experience sharing, cooperation and partnerships between local and regional authorities from Greece, Italy, the Netherlands, Romania, Slovenia and Spain.



# Includ-EU



## CAPACITY BUILDING

Improving **knowledge and capacity of local and regional authorities** to facilitate the integration of third-country nationals.



## PILOT PROJECT

Implementing and assessing **pilot projects** that promote the integration of third-country nationals at regional and local level.



## REGIONAL EXCHANGE

Fostering **regional exchange** on integration policy and practice between EU regional and local authorities with different levels of expertise.



## PROJECT DURATION

45 months



## TARGET COUNTRIES

Greece, Italy, the Netherlands, Romania, Slovenia and Spain



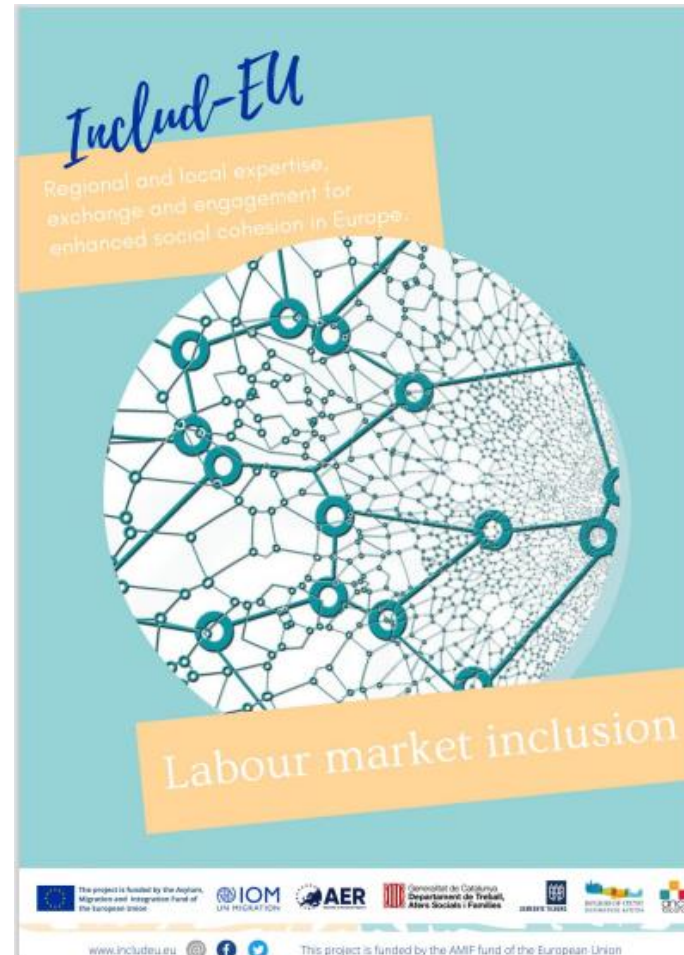
## PARTNERS

AER, ANCI Toscana, Region of Crete, City of Tilburg, Department of Equality and Feminism of Catalonia.

## Pilot Initiatives and Briefing on Labour Market Inclusion



- 🎯 Early integration and active participation the Netherlands
- 📍 Municipality of Tilburg in cooperation with the Region Hart Van Brabant



### OBJECTIVE

- Assessment of TCN's **labour market participation** (EL, IT, NL, RO, SI, ES).
- Examine **good practices** contributing to **TCNs' labour market access and skills recognition in the EU**
- Formulate **policy recommendations**



Displaced Talent for Europe

### JOB DESCRIPTION & MATCHING



Employer provides a job description

DT4E provides shortlist of suitable candidates from talent catalog

DT4E facilitates remote recruitment (e.g. video interview, testing)

### INFORMED DECISION



Employer issues a job offer to their preferred candidate.

DT4E supports the candidate in making an informed decision.

Employment contracts are signed.

### VISA APPLICATION



DT4E, or the employer's own immigration consultant, supports the talent with the visa application.

DT4E monitors the immigration process to ensure smooth visa processing.

### (PRE)-DEPARTURE



DT4E helps the employer prepare for the arrival of the recruited talent.

DT4E provides pre-departure training and orientation for talent and employer.

DT4E organises the relocation logistics of the talent (and family).

### POST-ARRIVAL



DT4E offers post-arrival training for talent and employer.

Employer provides the talent with temporary accommodation. Talent enrolls in extra language / professional training as needed.

DT4E provides support via regular check-ins with talent and employer.



# Migrant Information Centres

## EXAMPLE: UKRAINE RESPONSE

MICs across **three countries** –  
**Poland, Romania and Slovakia**

Essential integration services:

- Language training and cultural orientation,
- Legal counselling,
- Labour market inclusion support
- Protection and engagement with partners to promote migrants' human and

Build on lessons learned for future proof integration systems...  
labour rights.



APRIL 2006 – DECEMBER 2022



**58 981**

beneficiaries from more than 160 countries were provided with comprehensive **LEGAL ADVICE** on residence, family, employment, business and citizenship by MIC.



**9,915**

beneficiaries used **JOB COUNSELLING** including assistance in preparation of CV, motivation letter and orientation on the labour market.



**26,306**

beneficiaries from more than 180 countries used services of web application **VISA CHECK** on visa requirements at the entry to the SR and on type of residence needed in Slovakia.



**229**

**MULTICULTURAL MEETINGS** for 15,163 participants were organized by MIC in cooperation with representatives of foreigners' communities.

## TOP 10 COUNTRIES OF ORIGIN OF MIC BENEFICIARIES



**2,722,990**

users visited **MIC WEB SITE** [www.mic.iom.sk](http://www.mic.iom.sk) and searched for information on foreigners' life and residence in Slovakia.



**14,897**

people registered for free **SLOVAK LANGUAGE COURSES** organized by MIC.



**832**

beneficiaries completed **EDUCATIONAL AND REQUALIFICATION COURSES** thanks to financial support of MIC. These courses increased their chances on the labour market.

With the support of →



# THANK YOU!

For more information, please contact:

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# Inspiring approaches to labour market integration

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## Panel discussion

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Mechelen – 8 February 2024