



# "Self-empowerment of guidance advisors and VET trainers for the promotion of social inclusion of refugees, asylum seekers, and adults in career transition"

Presented in the POSTER Gallery of Projects at the International Conference on Training Career Counsellors for their Work with Refugees - The CMinaR Project - Berlin, 27 August 2019



## ABOUT THE PROJECT

A 24-month **STRATEGIC PARTNERSHIP** from 1/11/2017 to 31/10/2019, promoted and coordinated by ASPIC LAVORO, composed by organisations from Germany, Greece, France and Italy, involved at different levels and in a variety of roles in processes related to the social and labour integration of refugees, asylum seekers and other groups of adults in career transition.



C1 Bordeaux  
hosted by  
INSUP  
April 2018

C2 Mannheim  
hosted by  
HdBA  
November 2018

C3 Rome  
hosted by  
ASPIC Lavoro  
July 2019

## OVERALL OBJECTIVES

- To address vocational guidance and career counselling as paths facilitating social and labour integration and inclusion.
- To share and exchange practices, knowledge, experience, resources, ideas on career counselling, vocational guidance, skills and qualification identification, and VET.
- To promote self-empowerment of participants in their involvement in actions aimed at promoting inclusion of refugees, asylum seekers and other adults facing career transitions in challenging conditions (health, psychological, marginalisation).
- To increase awareness on the interdependence of actions along all stages of the reception process, the capacity of being empowering in training, consulting, developing tools and policies, community work, etc.
- To valorise and transfer resources across a variety of practice settings: (from policy and training/programme development, to training and supervision of career counsellors, to volunteering and project management)
- To transfer and disseminate outcomes and gains in partner organisations and stakeholders at the community local, regional, national, and EU level.

## ACTIVITIES AND METHODOLOGY

- Three 4-day short term staff training events, with involvement of indirect participants.
- Mutual training, knowledge and practice exchange.
- Presentations, working groups, case studies, discussion, experiential activities and exercises, role-play, group reflection and feedback.
- Pre and post training self-report assessment and reflection questionnaires, evaluation, learning outcomes, meta-reflection on practice application and transferability.

Two Transnational Meetings hosted by:  
ASPIC Lavoro - Rome (December 2017)  
EOPPEP - Athens (March 2019)

## Some distinctive features

- Participants from partner organisations (academic faculty members, researchers, economists, trainer and training/tools developers, practitioners - career counsellors, psychologist; project managers) performed both as trainers and trainees.
- Multidisciplinary exchange network between experts, involvement of indirect participants and invited individual experts and stakeholders.
- Integrative pluralistic approach to self-empowerment and meta-reflection, for transferring and integrating practices in own's professional practice, existing procedures and methodologies.

## Short recommendations are under preparation (four main areas)

- Development of processes, methods, approaches, tools for vocational guidance and career counselling
- Learning and practicing transversal skills and competences.
- Tailoring approaches and tools for the identification and validation of skills, qualifications and work experience.
- resources and practices for working effectively with people bearing challenging experiences (forced migration, psychological/health issues, trauma); practitioners' self-care, continuous education.

## PRACTICE EXCHANGE AND MUTUAL TRAINING

### Key-themes: vocational guidance, orientation and career counselling processes, methods, approaches and tools

- Total number of participants: 16** (including 8 mobility beneficiaries, indirect participants from INSUP, invited experts and institutions).
- Main topics:** counseling and validation processes, self assessment and self-evaluation of competencies: applicability of national studies to target populations, vocational and career counselling of migrants and refugees (Delphi Study), basic skills training, projects and tools transversal competences; diversity and prejudice, career guidance services; integrative - pluralistic practices in career counselling.
- Invited organisations:** CLAP, Erasmus+ National Agency France.

### Key-theme: identification, recognition of skills qualifications; practitioners' transversal skills, effective practice

- Total number of participants: 29** (including 8 mobility beneficiaries from partner organisations, indirect participants from HdBA, stakeholders, invited experts).
- Main topics:** skills identification (approaches, tools, adaptability); recognition procedures; equivalencies and occupational rights for foreign VET education title holders, vocational and educational systems, refugee support services, psychosocial counselling and career counselling, working with trauma, resources-based interventions, practitioner's self-care and resiliency building.
- Invited organisations:** Caritasverband Mannheim, Diakonie, IQ Integration through Qualification Network (Forschungsinstitut Betriebliche Bildung (f-bb) gGmbH, Interkulturelles Bildungszentrum Mannheim gGmbH), Federal Employment Agency sectors.
- Visit:** Mannheim State refugee processing center: guided visit, presentation, meeting and discussion.

### Key- theme: Adapting, tailoring, transferring skills, practices and learning outcomes

- Total number of participants: 30** (including 10 mobility beneficiaries from partner organisations, indirect participants from ASPIC Network, invited experts and institutions).
- Main topics:** narrative career counselling practices across contexts, settings and target groups; relationship building, mobilise resources and coping strategies; working with mediators; the role of libraries; refugee reception update; the OECD PIAAC framework; multicultural awareness self-assessment, workshop and role-play on skills self-assessment, intercultural sensitivity, Integrative humanistic training in intercultural consulting; life-long career guidance.
- Invited organisations:** ANPAL, Roma TRE University, Programma Integra, ASPIC Padova-Verona, ASPIC Perugia, Istituto Regina Elena, Observo Onlus.
- Visit:** social evening at "Altrove" a VET and labour inclusion project in the food sector held by Non Profit Organisation CIES. Meeting with the President, presentation of the Project and relevant CIES activities.

### More information, presentations and resources available at:

[www.aspiclavoro.it/progetti/social-self-i-project-erasmus+.html](http://www.aspiclavoro.it/progetti/social-self-i-project-erasmus+.html)

### A network for peer exchange is being developed

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