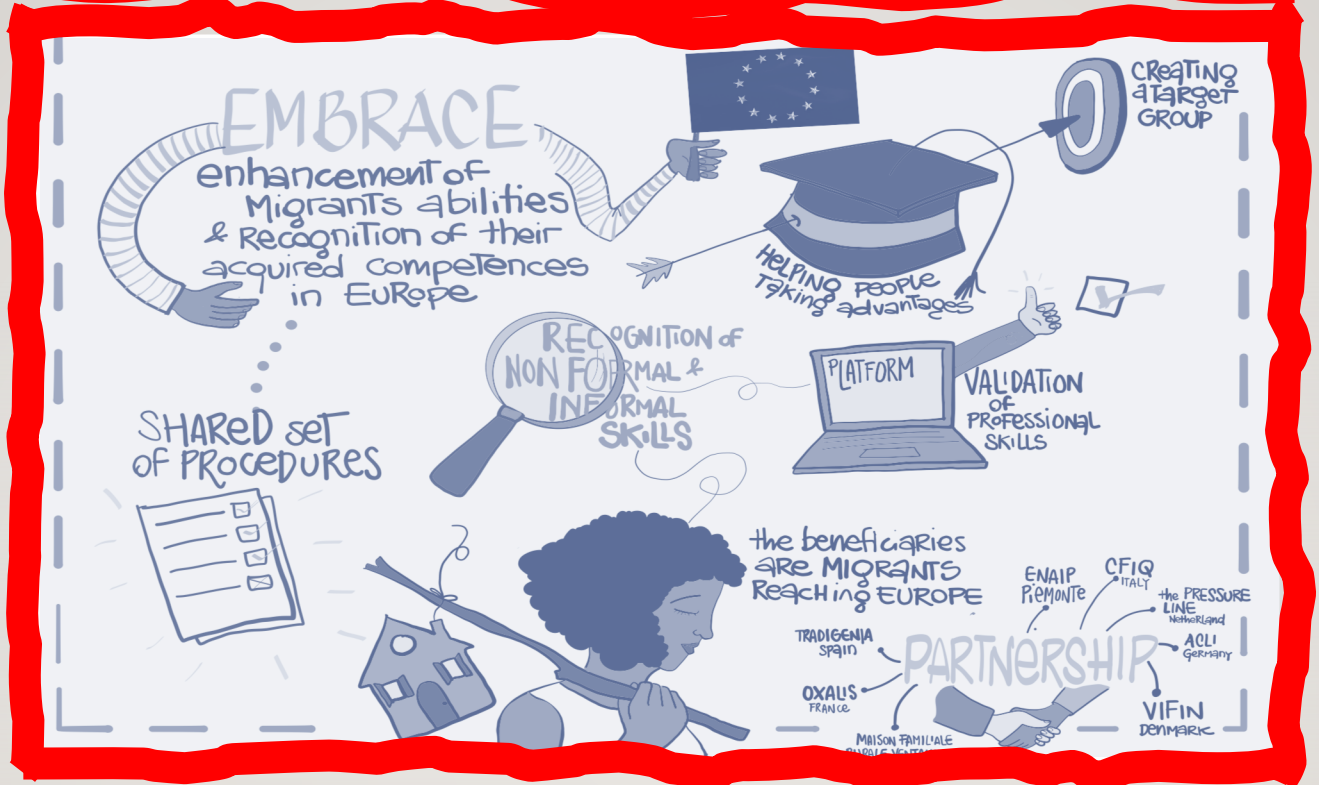


EMBRACE Project

Enhancement of Migrants Abilities and Recognition of their Acquired Competences in Europe



? What

The EMBRACE project aims at improving access to the European labour market for immigrants who recently arrived from countries outside the EU. EMBRACE aims at devising a **transnational working methodology able to identify, document, and validate non-formal and informal skills and competences acquired by immigrants in their origin country**—or in another EU State. As such, it promotes a **philosophy of inclusive skills recognition** in reception work with refugees, asylum seekers and migrants.

👁️ Why

- To develop a catalogue of professional profiles and competences needed in the EU and in the (Italian) agri-food sector.
- To propose methodological guidelines to identify, validate, and certify (IVC) competences of citizens coming from third countries, tested with 33 migrants and on 36 case studies within the agri-food sector in Italy, but transferable to other contexts.

- To establish a **toolkit for counselors** and certification operators in order to provide them with a "step by step" guide to support immigrants in their search for a new or better job.

🌍 Where

Italy, France, Germany, Denmark, Spain.

📅 When

From September 2016 to August 2019.

👥 For Whom

Refugees, asylum seekers and migrants.

💡 By Whom

Led by En.A.I.P. Piemonte and partnered by: Maison Familiale Rurale Ventavo; Selbsthilfewerk für interkulturelle Arbeit; VIFIN; Pressure Line, Consorzio per la Formazione, l'Innovazione e la Qualità, TRADIGENIA SL and Oxalis.



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Methodology

- EMBRACE focuses on the **food and agribusiness sector** because this is often the main occupation held by immigrants in their country of origin, and at the same time the workforce needed in Italy.
- A pilot research was conducted to identify the professional needs mostly according to each partner country's agro-food sector, and in parallel we studied an impressive number of Curricula of unemployed migrants looking for job search support by the organizations involved in the project.
- Development of a **Catalogue of Professional Needs which is a** synthesis of the main work profiles and core of professional skills that hold a high probability of employment in the labour markets in the countries involved.
- Beneficiaries were in charge of their CVs and professional self-reports by choosing a specific professional profile enlisted in the Catalogue of Professional Needs and to evaluate how much his/her skills fit the professional profile from the catalogue.
- The practical examination led to 2 different outcomes: the first one is a **'Full Professional Profile Certificate'**, released when the user shows complete mastery of each core skills for the specific professional profile. The second outcome is a **'Professional Skills Certificate'** if a user shows to perform only some of the skills of a specific profile.



What makes it work

The inclusive, flexible and innovative philosophy about migrant skills identification and recognition.

The face-to-face approach with individual users of the target group, explaining the benefits for them, and mentoring them through a skills recognition and skills development process.

The very close cooperation between our organization and the network we built with NGOs and associations. This is certainly helped to generate key pilot projects insights early on, as well as during the ensuing dissemination phase of the project's tool development to beneficiaries and potential stakeholders.



Innovative aspects

- The project used an innovative approach to allow flexibility in terms of skills recognition by including non-formal and informal skills into the picture to fasten economic inclusion.

- A hands-on approach, however, catered for an early and speedy skills identification and tailored vocational training process



Sustainability/Replicability

- The whole methodology developed by EMBRACE, and each single tool created and tested was also transferred to **an online platform** providing users and operators with the opportunity of carrying out the identification and validation process autonomously and at a distance.
- The methodology developed in the Embrace Project is the result of a comparison between partner countries' best practices about recognition/evaluation/assessment and certification of professional skills. This created shared and common repertoire of expertise, which could one day be proposed as a systemic practice to be implemented in the first welcoming phase of particular migrant groups coming from extra EU countries. Hence, to a certain extent, EMBRACE's methodological approach is already transnationally replicable.
- The EMBRACE project has already had an impact on the Piedmont local authorities' approach - sensitizing them to be more flexible - thus generating a more sustainable set of practices in terms of (speeding up) migrant and refugee economic integration in this Italian region.



Social Impacts

Local Piedmont authorities were impressed with the work because, ultimately, their targets were similar, and accepted to revise some of their own practices based on EMBRACE's methodology. For instance, when someone already held 5 years of practical experience in their country of origin (and this was certified through our alternative format of processing skills recognition), then that person would receive a deduction on the number of hours spent in vocational training in that field in Italy. As such, a degree of flexibility was attained, and the whole bureaucratic process became somewhat lighter and shorter for a group that doesn't have much time or resources to spare in the first place.

To find out more:

<https://www.embraceproject.eu/>

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