

MILMA Project

Migrants Labour Integration Model based on Acculturation Project



? What

The objective of MILMA is to generate an efficient model of access to employment, work reconversion and inclusion, which in addition helps to improve the number and the opportunities of access to employment, promotes exchange and mutual knowledge between local and immigrant people, facilitates and promotes inclusion processes and the strengthening of **social cohesion** in Fuenlabrada.

Why

- **Fight against the social exclusion** processes of the most vulnerable groups of immigrant population.
- Improvement in the relations and behaviors between local and immigrant people.
- **Reduction** in the number of **unemployed** people among the project participants.
- Creation of an evolved model of integration and labour reconversion with a diversity approach.

Where

Fuenlabrada, Spain.

When

From 2018 to 2023.

For Whom

Unemployed refugees, migrants and local population.

By Whom

Led by Fuenlabrada City Hall with the support of: Center for Entrepreneurship and Innovation, Santa María La Real Foundation, ASALMA, Fuenlabrada Islamic Culture Center.



MILMA Project

Migrants Labour Integration Model based on Acculturation Project

Methodology

Employability. Enterprises will support all those people who are actively looking for work. They will use "learning by doing" methodology, and will generate different services and products demanded by the market.

Innovation. Experimental learning model based on the business challenges proposed by the collaborating companies.

Co-creation. Companies participate in different levels: creation of training content, providing training, non-labour practices (NLP), seminars, workshops ...

Specialized training. This training matches with the required skills of the professional sector.

ETEIs. Experimental Teams of Employment and Integration. Through a methodology inspired by *Lanzaderas de Empleo*, the most demanded competences will be worked.

MILMA proposes labour integration throughout collaborative work and entrepreneurship using an innovative methodology called Business Challenge Lab. This initiative looks for active participation from the enterprises so that training can match with the real demands of the market. Companies help to define the theoretical and practical training modules, teach according to areas of their professional expertise, offer internships or jobs, and support new business initiatives

Business Challenge Labs in areas that were requested by companies: Light Flooring Installation; Garden Assistant; Design and Front End Web Development; Urban creation and Recycling; Logistics and Storage; Health institution warden; Kitchen assistant

What makes it work

- Personal and labour commitment of stakeholders and partners.
- Involvement of other departments from the City Hall.
- Collaboration with NGOs and social entities related to migration.
- Commitment and involvement of companies who trust the Project and its philosophy.
- Flexibility and resilience. It could not be possible to implement this kind of project without these characteristics. The project must be able to adapt to the labour market, which is changing, and to the adversities of life, like COVID-19.

Innovative aspects

- From the start the MILMA project took the lead in implementing the project directly. 15 full time municipality employees were trained and then involved in job searching for the targeted group .
- Showcase the importance of adjusting to companies' request and promoting job creation.
- Focus on small companies which represents 95% of companies in Spain because the large companies usually have their own social inclusion funds and projects.

Sustainability/Replicability

- Although MILMA Project has not finished yet and the evaluation process is underway, the City Hall will support its continuation until 2023.

Social Impacts

- The establishment of a network of collaborative companies, that co-design most of the labs: its structure and contents. Moreover, they helped to define the access profile and provided non-labour practices as well as punctual seminars.
- More than 600 companies were initially prospected and 119 of them have collaborated with the project.
- 4 training editions with 28 training itineraries in 14 different market sectors. Throughout the four training editions, more than 6,000 hours of theoretical and practical training and more than 2,000 hours of practical training in companies have been carried out.
- 508 people have been part of the MILMA Project training itineraries, 168 of which are of immigrant or refugee origin from 40 countries.
- 60% of the participants claim to have established new relationships of mutual support or friendship within the MILMA Project with people of different origins.

To find out more:

<https://www.milma-fuenlabrada.es/>
Juan Carlos Hernández Navas,
jchernadez@ayto-fuenlabrada.es

