

“It takes all sorts to make a world”: A holistic approach to labour market integration of immigrants

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A quick overview

- A holistic approach: **Migration improves human development !** (UN report 2013)
- Background
- Construct theory of Kelly
- Education
- Lifelong Guidance (LLG)
- Competences of practitioners

It is a small world!: Brief background

- 232 million live in other countries....
- 3.2 % of the world population
- In 1990, it was 154 million, in 2000, it was 175 million!
- Most are from developing countries!

Background....

- 72 million live in Europe (mostly in Germany and France)
- 71 million live in Asia
- 74% are within the age range of 20-64
- 48% are women

Source: UN report September 2013

World Migration Report 2013

- The focus of the report is **on the migrant, and on how migration affects a person's well-being.**
- It draws upon the findings of a unique source of data – the Gallup World Poll surveys, conducted in more than 150 countries, to assess the well-being of migrants worldwide for the first time.
- ...sheds new light on how migrants rate their lives.....

Report contd.

- Exploring **how migration affects a person's quality of life and their human development across a broad range of dimensions.**
- Migration improves human development, but many migrants still struggle to achieve satisfactory levels of well-being.
- Way forward and post-2015: Developing a global barometer of migrant well-being

“Perception is subjective”

Migration and human development:

Construct Theory of Kelly

- People develop constructs as internal ideas of reality in order to understand the world around them. They are based on our interpretations of our observations and experiences.
- Our construct system is our history and our predisposition to perceive.

Constructs....

- Socialisation process contributes to our history ...values, standards, living styles, child-rearing practices, etc...
- We interpret the world with our own constructs!



“Birds of a feather flock together”

- People who have something in common feel comfortable together....
- Integration

Prerequisite for community involvement:

Developing new constructs for the new community, new society....

Developing new competences, skills

Education

“Education is growth”

John Dewey

Council adapted Conclusions (2009):

“Education has a key role to play not only in ensuring that children with a migrant background can fulfill their potential to become well-integrated and successful citizens, but also in creating a society which is equitable, inclusive and respectful of diversity “.

Schools have a role!

- The critical role that schools play in young people's lives, and the importance of achievement at school in laying the foundations for life and work
- Schools are being made responsible for securing access to independent careers guidance for their pupils



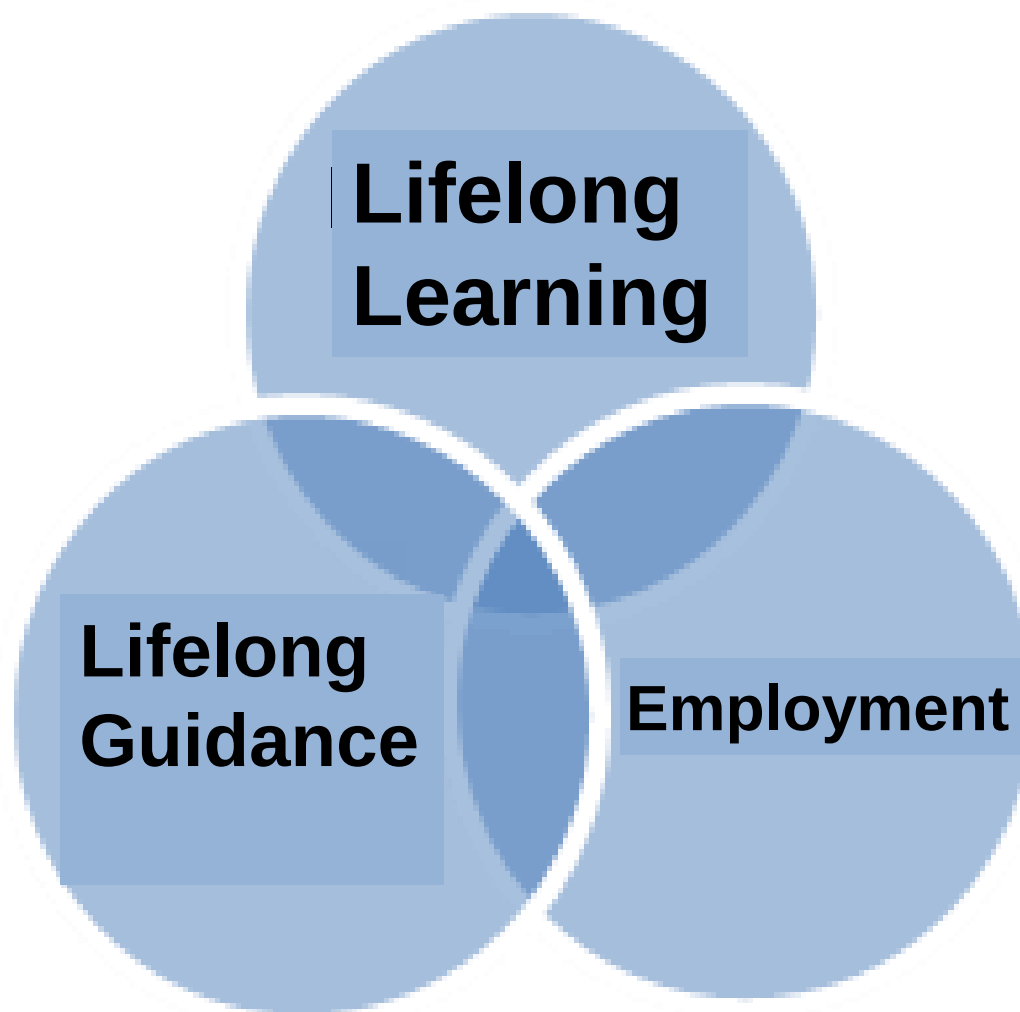
Education!

- **Global citizen:** a person who places his/her identity with a "global community" above his/her identity as a citizen of a particular nation or place.
- The important role that teachers play in guiding and advising young people
- Mothers' education, mothers' empowerment
Parents involvement in education
- Peer-tutoring, mentoring, social media

Rethinking Education!

- Immigrants need to be supported to develop **the 8 key competences!**
- Personal fulfillment, active citizenship, employability and assessment of key competences!

- This means enabling immigrants/young people to develop the **core competencies** which allow them to actively engage with the world, and help to make it a more just and sustainable place. This is about a way of thinking and behaving.



LLG: An essential link between education and labour market

- Being well-informed about current and future education, training and employment opportunities
- Increasing access to LMI, self-assessment tools (e-portfolio) and educational opportunities
- Self awareness and opportunity awareness

A moral-principle issue

Individuals should get the best support to help them make the very best decisions in life



An economic issue

Too many people in the wrong places, no places! doing the wrong things and not contributing

LLG...Interventions

- Individual empowerment → Migrant well-being and development
- Use of role-models
- Individual and group counselling

LLG

- Increasing reach out capacities
Out-reach programs
- To support in transitions (education to work)
- Systematic vocational advisory
- Work-place training and apprenticeship opportunities
- Joining forces with related partners



Flexible pathways

- Youth Guarantee Initiative (YGI)
- Bringing together a range of actors to support young people's integration into the labour market.
- Effective co-working of a range of community institutions including schools, guidance organisations, PES, private providers, voluntary groups and other non-governmental organisations (NGOs), as well as families and young people themselves.

LLG

- Guidance services provide an interconnection between all these partners and are an essential part of the process of integration of young people into the labour market.

Together we are strong!

Why birds fly in groups?



A short film called “Murmuration by Sophie Windsor Clive & Liberty Smith”

- Studies show that birds learn to fly in flocks over time, gaining speed and agility
- Many scientists believe this is the strength of the group dynamic; the whole is greater than the sum of its parts

The Culturally Competent Practitioners?

- Actively is in the process of becoming aware of his or her own assumptions about human behavior, values, biases, preconceived notions, personal limitations, etc...
- Actively attempts to understand the worldview of his or her culturally different client without negative judgments.

Practitioners contd.

- Actively developing and practicing appropriate, relevant, and sensitive intervention strategies and skills in working with his or her culturally different clients
- Beliefs and attitudes
- Knowledge
- Skills

(Association of Multicultural Counselling and Development)

Country examples...

- **Austria:** The best way to reach them is schools
- **Germany:** Youth Migrant Service
Individual assistance and advisory services
- **Sweeden:** The labour market participation is more or less the same for both immigrants and native-born citizens.

Five minds for the future

(Gardner)

- To prepare students for the future, educators need to cultivate both academic skills and character.
- “The future will demand workers and citizens to demonstrate ‘out-of the box’ and non-linear thinking to solve increasingly complex challenges. The tools from any one discipline are often insufficient for understanding and solving real world problems. “

Five minds....

5 ways of thinking
and acting !

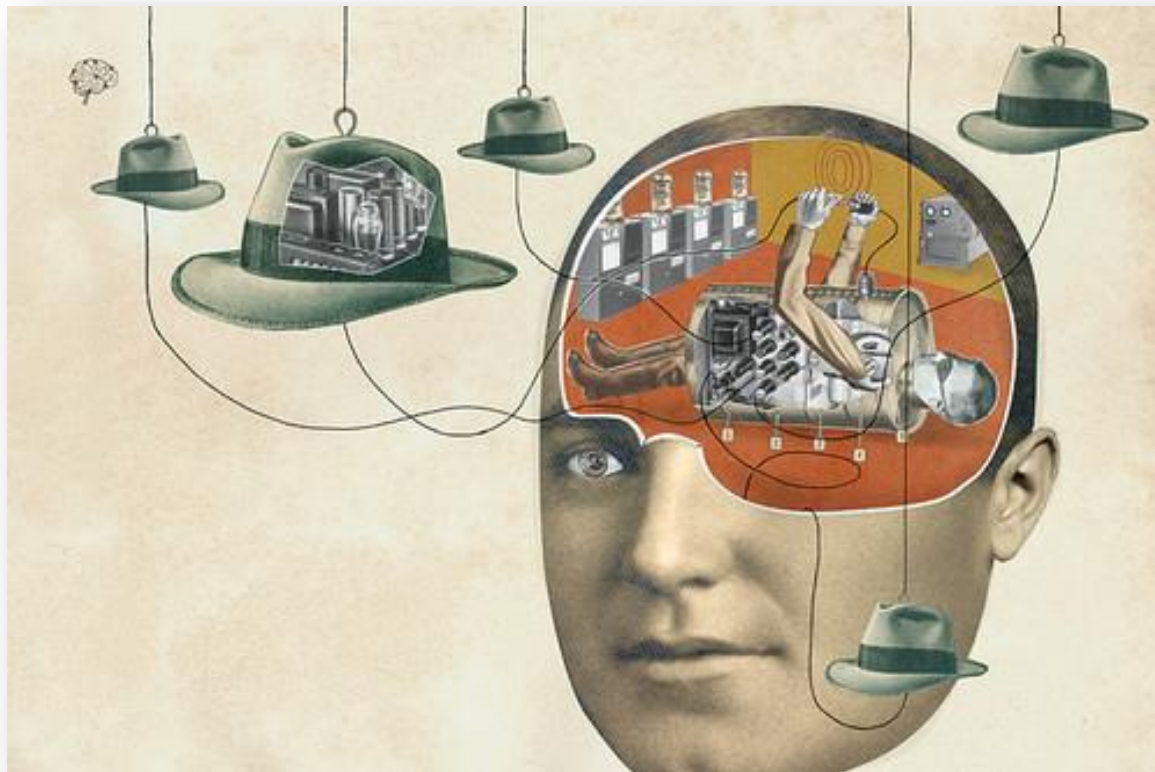
Three are related
to intellect



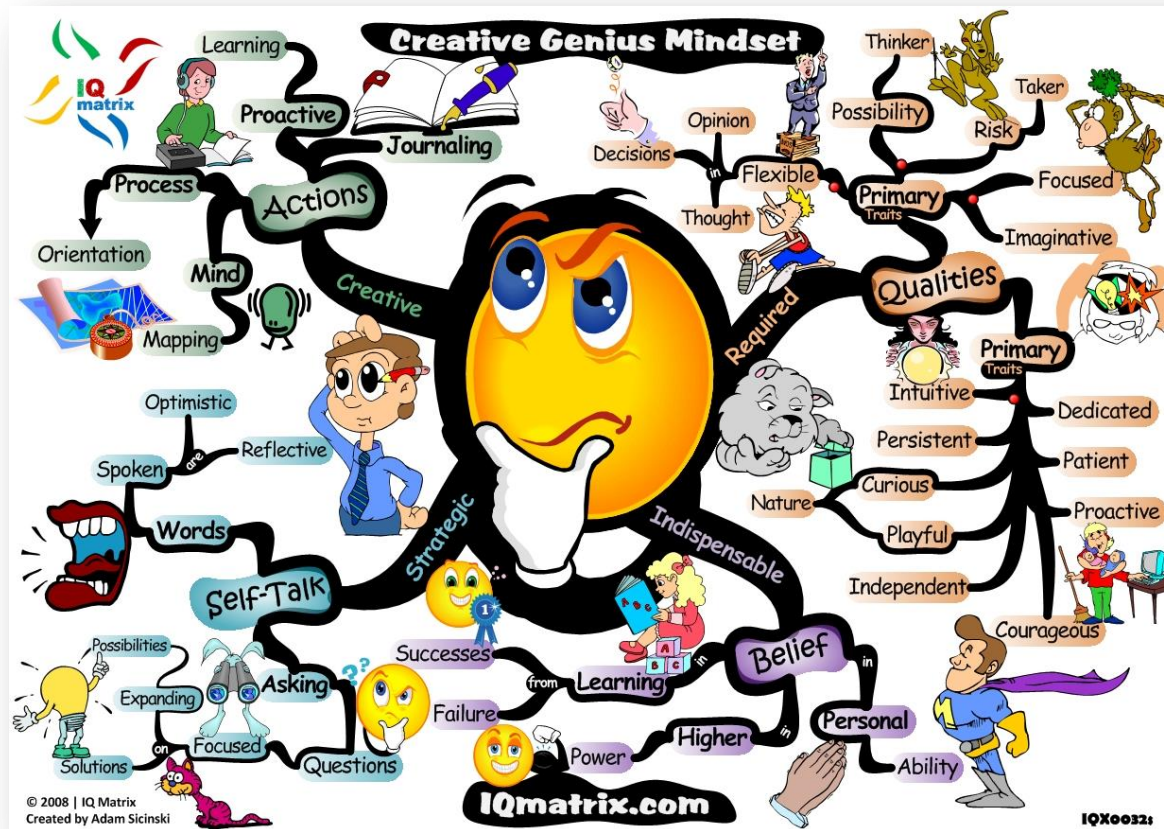
1- Disciplined....



2- Synthesising



3- Creative....



Two emphasise character

4- Ethical....



5- Respectful

Thank you very much...

