



IMPACT

The IMPACT Recommendations

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The Impact Project is part-funded by
the European Integration Fund



1. For National Governments

- To introduce recognition/validation systems for migrants and others whose education, training and work experience has been gained outside the EU.
- Review the work of NARICs.
- Provide a legal right for validation of qualifications and skills.



For National Governments cont.

- Establish regional assessment/ validation centres.
- Provide guidance, advice and 'top up' learning opportunities to update qualifications and skills gained outside the EU.
- Remove the legal barriers that prevent newly arrived, legally resident TCNs from gaining access to employment and training services; simplify the eligibility requirements and provide clear guidance to public services dealing with TCNs.



2. For Employment Services

2.1 Provide an early opportunity for TCNs to receive information and guidance about the national labour market, the skills and qualifications required for professional integration and how they can plan to find employment.



For Employment Services cont.

2.2 Ensure that employment advisers receive training in:

- Intercultural competences
- Understanding discrimination and stereotyping
- Eligibility criteria that relates to migrants
- How to use NARIC and other validation and equivalency services that exist
- Skills auditing and CV preparation with TCNs.



For Employment Services cont.

- 2.3 Allow more time for advisers to assess TCNs' skills, opportunities and barriers and to be more flexible in the job-seeking services offered.
- 2.4 Provide some information in the most common languages of TCNs.
- 2.5 Provide some specialist services and staff with greater knowledge of the backgrounds of TCNs and careers guidance for them.
- 2.6 Establish or gain access to existing assessment services to test vocational skills.
- 2.7 Promote and benefit from a culturally diverse workforce.



3. For Employers and their organisations

- 3.1 Ensure that occupational standards and requirements are clear so that the skills and qualifications of TNCs can be assessed alongside the specified standards.
- 3.2 Provide work experience opportunities for TNCs to enable them to demonstrate their skills and where necessary link this with training provision and vocational language learning.



4. For Regional/City Governments

4.1 Monitor the nationality of migrants, their access to local services and progress in the labour market to identify where services should be adapted to meet the needs.

4.2 Provide information in appropriate ways about employment and training services.



For Regional/City Governments cont.

4.3 Highlight the needs of particular groups such as TCN women, who have less access to resources, including time, for career development.

4.4 Support the work of NGOs working with migrants to encourage social and economic integration.

5. For the EU

5.1 Facilitate the establishment of a European network of Employment Services and labour market institutions that can share information about migration, employment, education and training.

5.2 Develop a common source of information for prospective migrants from third countries to enable them to understand the methods of assessment of skills and qualifications used in EU countries for their labour markets before they leave their own countries.



For the EU cont.

5.3 Systematically seek more information about the situation of TCNs living in the EU in relation to their employment status, education and training.

5.4 Ensure that in introducing the European Qualification Framework(which includes the validation of non-formal and informal learning within National Qualification Frameworks), that qualifications and learning acquired outside the EU are included.