



### **Newsletter 3 – June 2012**

*A portfolio and a companion for migrants to value their experience, to identify their competences and thus enhance their social and professional integration within national labour markets.*

### **Leonardo da Vinci pilot project – Transfer of Innovation**

Initiated by Autremonde (leader) and iriv (coordinator) in France, Austria, Great Britain, Bulgaria and Spain



**Leadership** : Autremonde (France) – Anne-Laure Joly

**Coordination** : iriv conseil (France) – Bénédicte Halba

#### **Partners organisations :**

Oikodrom (Austria) – Heidi Dumreicher

CRONEM - Roehampton University (UK) – Michal Garapich

CERMES - New Bulgarian University (Bulgaria) – Anna Krasteva

Ciumedra - University of Burgos (Spain) – Monica Ibanez



## **I. Presentation of the Migrapass project- A portfolio and a companion for migrants**

**Context** - A European team is currently working on improving the recognition of migrant workers' skills and competences, which will run between October 2010 and September 2012 and involves five European countries: Austria, Bulgaria, France, Great Britain and Spain.

**Objectives** - The main goal of Migrapass is to propose a portfolio together with mentoring. The project adopts a collaborative approach in order to value the unique experience of migrants and to improve their position within the labour market.

**Goal 1** – a tool for migrants - The portfolio should allow migrants to identify and value the professional experience acquired in their native country (often ignored in host countries), together with the non-formal and formal learning gained through different experiences. This can include such activities as voluntary involvement in migrants' shelters but also valuing their unique competences linked to their expatriation experience, e.g. leaving their native country, living and working in a foreign country. The professional profile of migrants will be enriched by these unique competences, which are sought-after skills in a changing labour market where the ability to adapt and to be mobile are key assets in a professional career.

**Goal 2** - a companion for tutors – A training program will prepare tutors to work together with migrants. The profile of the tutors is quite diverse, as they could be employment counsellors, social workers, volunteers in associations or migrants themselves who have already been through the Migrapass process.

### **Steps**

2010-2011 – Designing a portfolio for migrants to facilitate professional integration and proposing a training program to tutors working with them to use the portfolio.

2011-2012 – Training tutors and experimenting the portfolio with migrants.

October 2012 – Disseminating the main results through national publications.

### **Useful information**

For further information please go to the web site: [www.migrapass.net](http://www.migrapass.net) and [www.migrapass.eu](http://www.migrapass.eu)

For further information about the experimentation and other questions please visit the web blog <http://migrapass.blogspot.com/>

Duration: October 1<sup>st</sup>, 2010 until September 30<sup>th</sup>, 2012

Title: Migrapass – a portfolio and a companion for migrants

Commissioned by : EC Programme  
Leonardo da Vinci

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## **Fourth European meeting in Burgos held by the University of Burgos - April 2012**

### **Highlights:**

Monica Ibanez welcomed the Migrapass team in the amazing meeting room of the University of Burgos.

The main discussion was focused on experimentation. Each partner had a chance to present the different ways in which it was conducted in each of the 5 countries.

**The experimentation in France that was conducted by Autremonde** was done with Autremonde's main focus group: migrants with low literacy skills. Magali used the suitcase exercise proposed by Cermes. A simplified version of the portfolio will be created for migrants.

**The experimentation in France that was conducted by iriv** was first and foremost focused on mentors, but will also integrate migrants in a second phase. Bénédicte presented the different associations chosen in order to experiment the portfolio & mentoring activities: Assfam (founded in 1951), France Terre d'Asile (created in 1971) and Cité des Métiers (created in 1991).

**The experimentation in Bulgaria** was adapted to the specificity of the country, a country without a historical tradition of immigration. The main challenges were to select appropriate mentors with a migration background, to respect gender balance and to promote youth involvement.

**The experimentation in Austria** used a creative method to accommodate Oikodrom's focus group: mostly illiterate Turkish women. The Oikodrom team chose to implement only some parts of the portfolio (migration experience and everyday life experience) in order to respond to the special needs of this group. The method used among mentors was based upon trust building sessions.

**The experimentation in Spain** was conducted in three different contexts and implemented by two organisations dealing with migration (ACCEM & Burgos ACOGE). The main added value of the Spanish experimentation

was to have introduced some information on the latest legislation on immigration in Spain. It also provided migrants with the option of filling in the portfolio on the computer. Furthermore, the Spanish team organized portfolio competences by types of work and improved the typology of competences.

**The experimentation in the UK** was done by Michal in the Polish community and Jamil in the Bengali community. The qualification levels of the two groups were very different, but the results and feedback were quite similar. Both groups asked the same questions: what do we mean by professional integration? Does the portfolio process support this integration and how far can we go within the framework of Migrapass?

The experimentation process is not finished yet, and will be continued until the end of June to allow some of the partners (such as iriv in France) to complete the comprehensive experimentation of migrants.

The meeting in Burgos ended with a "graduation ceremony": the rector of the University of Burgos, together with Monica, leader of the Spanish team, gave the migrants involved in the experimentation of Migrapass an official certificate of recognition.

The local press was also invited by Monica to meet the project partners. An interview with her was broadcast by a local television station and a photo of the "graduates" was published in a local newspaper.

All of the partners were grateful for the successful organisation of the Spanish meeting.

## **Next European meeting in Sofia – October 2012 – hosted by Cermes**

The Bulgarian team will welcome the Migrapass consortium in Sofia at the beginning of October, 2012. The meeting will last three full days with the goal of concluding the project, planning the dissemination and exploitation activities, and deciding a sustainability strategy for the project.

## News from the Field

### France – Autremonde, project leader

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### News on dissemination

Autremonde is working on the final website of the Migrapass project, [www.migrapass.eu](http://www.migrapass.eu).

It shall include the following parts:

1. A global presentation of the project (a European context, the main goals of the project, a presentation of the portfolio: the tool and the method).
2. For each member of the consortium: a presentation of their activities, the advisory group members, the specific tools developed, the summary of the experimentation, networks created, future contributors and some testimonials to make it livelier. A page including publications will be added as well.
3. Access to the different portfolios in each language (a link to order or to download them): the portfolio, the practical guide and the brochure, available in English, French, German, Spanish, Bulgarian, Polish, and Bengali.

### Experimentation at Autremonde

Autremonde is currently testing the Migrapass process with migrants who participate in its French language workshops and professional integration workshops.

The migrants involved generally have rich migratory and professional backgrounds, but a low level of proficiency in French. In order to facilitate the migrants' understanding of the Migrapass portfolio, a simplified version

is being developed. This new version is currently being finalized by a team made up of social workers and volunteer mentors. It will contain the same sections as the usual portfolio but will present them in a way that is more appropriate for the target audience.

During the experimentation we are also using the tools developed in the “tutors guide,” especially the “suitcase”, which is particularly appreciated by the migrants.

*Source* : Anne-Laure Joly & Bérénice Kagan & Magali Ciais, Autremonde

### France – iriv, project coordinator



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### Third national advisory group in France

The third national advisory group was held in May. It gathered key migration actors in France on the national and local levels. Many associations willing to experiment the portfolio and companion attended the meeting.

Solenn, a professional councilor at Assfam, ([www.assfam.org](http://www.assfam.org)) gave her feedback as trainer and “coach”. She is mainly working with female migrants. Many of them face difficulties with written French but are very motivated to find employment. Solenn explained that the lifelong learning perspective, together with the competence approach, is familiar to her. She has been working with her trainees on the best way to

identify and promote their competences and to develop a good image of their background (both personal & professional).

Diomar, a psychologist, is working at the Cité des Métiers with migrants from Latin America (La Tribu, Union of Latin American Associations and Latinas Activas association members). She has been hosting several workshops to test the Migrapass portfolio as the main support to promote their competences.

Halimata, chief of project at the GRDR, is also working at the Cité des Métiers. She is mainly working with female migrants coming from Africa. The Migrapass portfolio is a meaningful tool for her to be used to support her trainees.

### **Experimentation led by iriv**

Bénédicte together with Diomar have been experimenting the Migrapass portfolio with a wide-ranging audience in May and June 2012. The portfolio was tested with 37 migrants; 10 tutors were trained to use the portfolio afterwards. The selected partner associations were Assfam (delegation in Paris and in Seine Saint Denis), Centre social Françoise Dolto (in Seine et Marne) and the Cité des Métiers (in Paris).

Each experimentation consisted of three half a day (2-3 hour) sessions. They were organised each week for three weeks. A tutor from the selected organisation was trained to use the portfolio afterwards. The Migrapass project was explained by iriv and then the portfolio was distributed to the participants. It was filled in together with the trainees and the tutor combining an individual and collective way. After filling their portfolio, each participant explained how he/she had understood the questions.

To thank the participants, an attestation was sent to the tutor and to each of the participants with their name, identified competences and professional plan. This “unofficial” but “formal” recognition of the

work done through the experimentation was recognised as a 10 hours training program.

*Source : Bénédicte Halba & Marco Funk, Paris, June 2012.*



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### **News on exploitation activities**

Oikodrom has developed a new concept for the continuation of Migrapass after the official end of the project. It is aimed for migrants with low language skills and combines an adapted version of the portfolio with language courses, organised by a professional language school.

Oikodrom held bilateral meetings with provincial representatives in July to find new possibilities to exploit Migrapass. One very positive outcome is that Migrapass has become part of the Vienna "Charta for integration".

Oikodrom is also developing an exploitation plan for Migrapass, and launched a discussion on this topic among all partners.

### **News of the Migrapass in Austria**

Oikodrom held its last experimentation meeting in Schrems on May 2nd. The women involved expressed their wish to continue, if possible in combination with language classes.

Oikodrom is working on a 5 minute video documentation ("BERABER – Together") about the Migrapass in Austria, which will include subtitles in French.

*Source : Heidi Dumreicher & Ruth Eiselsberg, Oikodrom, Vienna, June 2012*

**Bulgaria**  
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**News on Migrapass mentoring**

The CERMES team has developed a training module for migrants (a set of guidelines, tools and methods) to introduce the portfolio process to migrants. All partners contributed with additional explanations and feedback that were included in the Annexes of the working package.

Parts of the mentoring module were incorporated by the partners in their experimentation sessions with their specific target groups.

After all the experimentation sessions, the mentoring module will be adapted on the basis of the feedback from each partner.



**News of the Migrapass in Bulgaria**

The experimentation of Migrapass conducted by CERMES was marked by high interest and active involvement of the participants. There were more than 50 participants in both experimentation sessions that were organised; including 20 mentors and 30 representatives of the migrant communities.

The profiles of the mentors varied widely and included the CERMES team and volunteers, migrants from the Macedonian, German and Arab communities, returnees and people with migratory backgrounds, as well as representatives of partner NGOs.

The profiles of the participants varied widely as well: migrants from Armenia, Afghanistan, Iraq, Iran, Syria, and Ethiopia. Most of them had been in Bulgaria for over a year and spoke Bulgarian well, were qualified but were unemployed.

Concrete results: after the experimentation, some migrants got involved in the Business incubator project and developed their own projects. Some of the mentors started internships at Bulgarian institutions.



**Source:** Anna Krasteva, Evelina Staikova, Ildiko Otova, Vanya Ivanova, Cermes, June 2012

## Spain - CIUMEDA



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### News on evaluation

Evaluation forms for the meetings at the University of Burgos were sent to and filled in on time by all the project partners. The general feedback is very positive and all partners highly appreciated the meeting with immigrants and stakeholders.

Mónica Ibáñez has been appointed a member of the Claustro of the University of Burgos. Due to her new responsibilities, the final report on evaluation of the meetings in Burgos will be sent the first week of July.

Together with the University of Roehampton, the team at the University of Burgos will develop an evaluation protocol and a report of the achieved activities and results.

### News of the Migrapass in Spain

A supplementary experimentation session was carried out in May 2012 by Mónica Ibáñez at the Foro Solidario with a group of nine migrants. The goal of this new stage was to analyze to what extent different experimentation methodologies affect the quality of the Migrapass portfolio. An extended and highly detailed competence-based approach proved to be very rewarding for migrants who have a very limited working experience, but it also proved to be potentially endless in practice. Conversely, a

short and compressed form proved to be very helpful for migrants who had working experiences both in Spain and in their countries of origin.

The meetings of the Migrapass consortium at the University of Burgos were followed by the local TV and radio stations as well as newspapers. An interview with Mónica Ibáñez featuring the objectives and characteristics of Migrapass was shown on Canal 4 and Cadena Ser Burgos. A picture of the team, the stakeholders and the participating migrants appeared in the newspaper *Diario de Burgos* on Saturday, April 21<sup>st</sup>.

*Source* : Mónica Ibáñez Angulo, Burgos, June 2012

## UK

### CRONEM – University of Roehampton



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### Migrapass Experimentation in the UK

On the 7<sup>th</sup> of June, a small workshop with four male migrants from Poland was organized and carried out by West London Day Centre and the Polish Psychologist Association. This workshop was conceived and administered following a recommendation from WLDC (one of the Advisory Board members) during the last Advisory Board meeting (17<sup>th</sup> April) stating that the Migrapass portfolio needs to be tested among less privileged people in highly precarious positions – in this case homeless

and unemployed men. The workshop went very well despite the difficult environment and special needs of individuals involved. At the end, three men took part in the session. At the moment, WLDC and PPA are in talks to establish a permanent session where PPA volunteers will use the portfolio with WLDC clients. WLDC is very enthusiastic about the prospect.

Dr. Michał Garapich and Jamil Iqbal presented the Migrapass project overview to an academic audience during 8<sup>th</sup> CRONEM conference at University of Surrey. The special Migrapass Panel attracted strong interest and a very fruitful discussion from academics from the UK, US and Australia.

As part of the dissemination activities, on the 11<sup>th</sup> of July, the University of Roehampton is organizing a special seminar for journalists working in the Polish and Bengali London based media (social and print) promoting and disseminating the portfolio. The aim is to bring together NGOs that worked with us and the ethnic press (there is one daily, three weeklies and one monthly magazine in Polish, four weeklies in Bengali – both groups also have large internet based media sections) and make Migrapass a news item among the various groups. The seminar will be held at the Polish Embassy, thus ensuring a good audience; the mainstream English media is also invited.

Another NGO the university is cooperating with, PPA will again organise a special portfolio workshop in October. PPA is thus ensuring the sustainability of the Migrapass portfolio well beyond the end of the project.

Several meetings have taken place with NGOs, and the university is working with them to ensure further exploitation of the project. The next and final UK Advisory Board is planned for September.

*Source : Michał Garapich, Jamil Iqbal, Cronem, London, June 2012*