

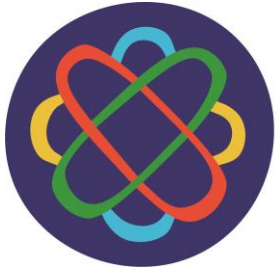
**ERIAS**

# **European Refugees Integration Action Scheme**

Chamber practices in integration of refugees  
into labour markets

30/05/2022

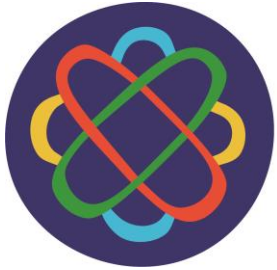




# ERIAS

- The Erias Action Flow
- Project Results
- Lessons learnt





# ERIAS

## ERIAS Action Flow

### Identification

- Select sites to encounter refugees
- Interview refugees (use of interpreters)
- Develop an appropriate methodology for skills assessment
- Identify the skills
- Assess the competences/skills level
- Identify needs for further training

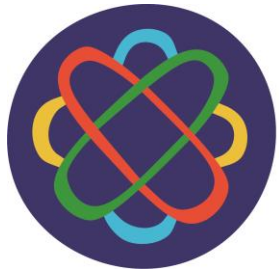
### Training

- Organise language/civic training
- Place refugees in appropriate professional qualification courses
- Place young refugees in vocational courses
- Training on business/employment related skills
- Training on how to do business

### Allocation

- Inform and give advice to businesses
- Identify potential apprenticeship places
- Identify « training on the job » opportunities
- Matching vacancies with employment agencies
- Create local networks of businesses
- Support businesses in the qualification and training of refugees
- Bring together experienced and new migrant/refugee entrepreneurs



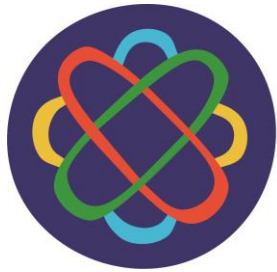


# ERIAS

## Project Results (1)

- Some 110 skills assessments in 4 countries (IT, ES, GR, BG)
- Over 375 Third country nationals trained for employment and becoming entrepreneurs
- 40 companies created by TCN
- Over 250 companies informed and involved
- Integration Check List
- Vademecum of positive integration practices
- The confirmation that the ERIAS methodology works (flexible, scalable, replicable)





# ERIAS

# Project Results (2)

## Integration Check List

### BUSINESS GUIDE

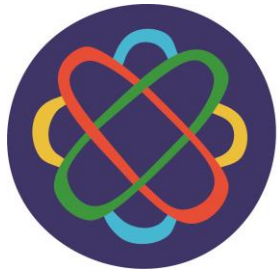
#### 1 WHAT YOU NEED TO KNOW BEFORE RECRUITING A THIRD COUNTRY NATIONAL

Question	N°	Fact sheet
How are reception and integration organized in France?	1	Integration actors
	2	The « Republican integration programme »
	3	Labour market integration and employability
	5	Websites for further reference
What are the different status of the migrants?	6	Status definitions and characteristics
Do all residence permits give access to the labour market?	7	Administrative procedures for the company
What is the Republican integration programme?	2	The « Republican integration programme »
What are the procedures for companies wishing to recruit a TCN?	7	Administrative procedures for the company
Where can I find information before recruiting a TCN?	7	Administrative procedures for the company
Are there specific support programmes in my professional field?	4	Bespoke integration programmes
What is the labour market integration path for TCNs?	3	Labour market integration and employability

#### 2 INTEGRATING A MIGRANT INTO THE COMPANY

Question	N°	Fact sheet
What are the benefits for the company?	8	Benefits for the company
What can I do to create a welcoming work environment?	9	Getting ready : check-list
How to make teams aware of cultural differences?	10	Taking on board cultural differences
How to welcome the new employee the first day?	12	First day at work check-list
Do you have a clear list of all important aspects of the company which should be introduced to the new employee on the first day?	11	Creating an employee handbook
How to favor the integration of the new employee in the company?	9	Getting ready: check-list
	10	Taking on board cultural differences
	13	Supporting an assessing a new employee
How to assess the skills to be acquired by the new employee?	13	Supporting and assessing a new employee
	14	Skills assessment grid
List of the main acronyms of organisations and programmes related to the reception of TCNs in France	15	Glossary
List of the main websites dealing with the question of integration of TCNs in France (not exhaustive)	5	Websites for further reference





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## Project Results (3)

### Vademecum of Positive Integration Practices



My advice to foreigners from third countries who intend to come to and live in Bulgaria is simple: “Have an open mind. Life and opening a business here are easy.

Try not to expect anything and you will be positively surprised.”



“To those who want to set up a business I would recommend to study well the market, evaluate their costs and get economic backing.”



“All people everywhere have good and bad aspects, and as an employer you need to have the will to integrate the newcomers.”



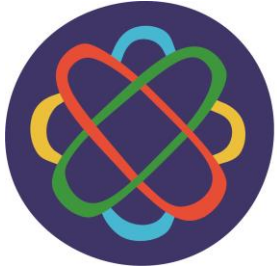
“In the company mutual respect is a value and this helps to build a relationship of trust and to work with quality and success.”



“To other TCNs who would like to find a job I would recommend to first learn the language and take a local diploma.”







# ERIAS

## Lessons learnt (1)

- A one size fits all approach does not work
- Multi-stakeholder approach is a must
- Need for approach to be flexible while comprehensive
- Digital tools are useful but have limits
- Integration is a two-way process in which TCN and employer need to contribute
- More work needs to be done to raise awareness of benefits of TCN labour market integration





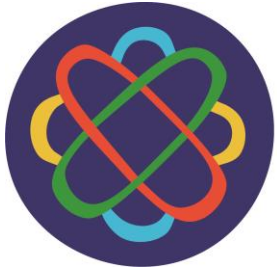
# ERIAS

## Lessons learnt (2)

- Labour market integration of TCN is no quick fix
- Labour market integration is one but central piece of the wider integration process
- Funding is crucial for integration activities to take place (to cater the specific needs of the target groups)
- Integration activities need to continue beyond the project lifetime







# ERIAS

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[www.erias.org](http://www.erias.org)

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