

COA International Knowledge Platform

Labour participation through Paid Work by Applicants for International Protection

17-18 April, 2024

Driebergen, The Netherlands



Job Matching

Content

1. **Refugee Employment Platform (REP) -**
Regional initiative for job matching + support for effective socioeconomic inclusion.
2. **Refugee Work**
3. **Group Work**
4. **Discussion**

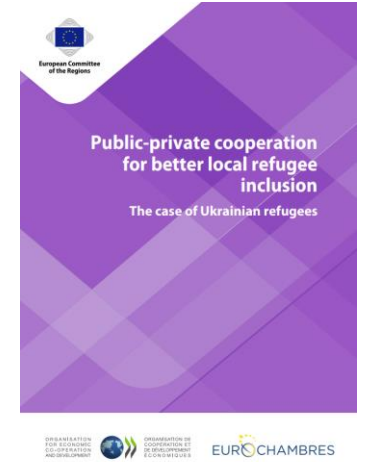
Icebreaker

1. Name
2. Organization & Role
3. Expectations



Refugee Employment Platform

Challenges & barriers



For refugees

- Language training
- Skills mismatches
- Difficulties in recognition of skills & qualifications
- Lack of decent work opportunities
- Lack of access to childcare and difficulties enrolling children in schools.
- Limited personalized guidance and counselling services

For businesses

- Legal certainty & clear information on refugees' right to work, public instruments supporting refugee hiring.
- Tools to effectively connect companies with refugee job seekers
- Access to a peer community of like-minded businesses to facilitate hiring process and collectively navigate barriers
- Limited understanding of best practices on refugee employment and employability
- Connections with other integration stakeholders.

Governments & other Integration Stakeholders

- Lack of timely labor market information, hindering the matching of labor supply and demand
- Need to foster strong partnerships and collaboration with employers to gain insights into their specific job requirements, desired qualifications, and recruitment processes.

REFUGEE EMPLOYMENT PLATFORM

The entry point for refugee employment

A digital tool that connects companies with refugee job seekers. This job matching platform provides what employers need to hire refugees and brings together all that refugees require to find decent work.



FOR EMPLOYERS

JOB MATCHING

FOR REFUGEES

- Access to pools of candidates
- Guidance & good practices on hiring refugees
- Guidance & support for employers post-hiring
- Clear guidance on refugees' right to work
- Network of like-minded partners

- Access to vacancies, apprenticeships, internships and mentorships
- Certified online/language learning courses
- Skills assessment tools
- Templates (e.g. letters of reference, CV)
- Resource information
- Employment-enabling support and services

- Guidance on and access to skills assessment & recognition, training, and upskilling**

- Asylum seekers with work rights and refugees, of all nationalities
- Connects all relevant in-country stakeholders



Resource information

- Job fairs & networking opportunities
- Opening a bank account and other financial services
- Social services (childcare, housing)
- Integration/inclusion programmes
- Good practices underway in the country



Essential site properties

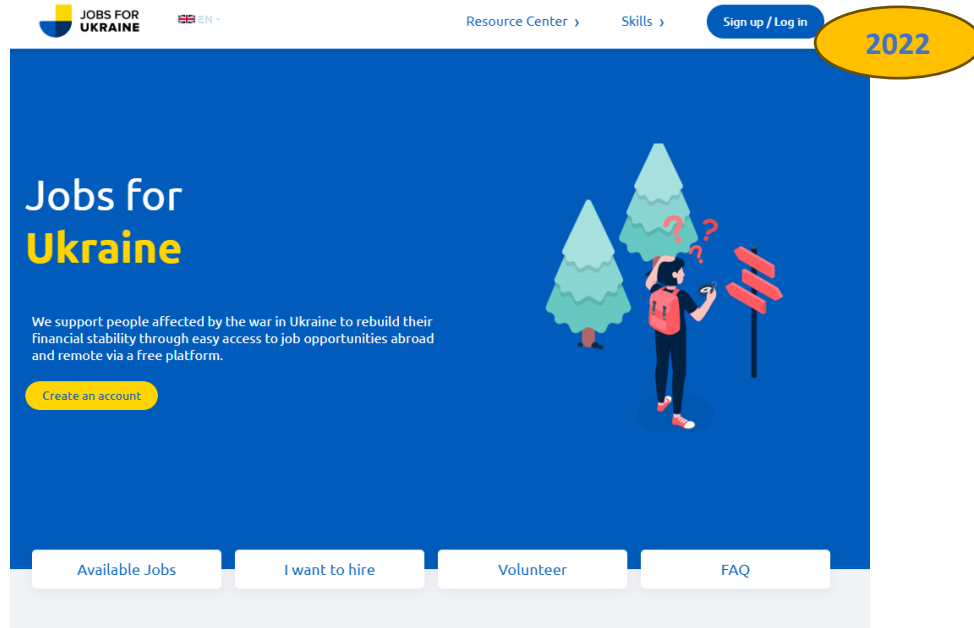
- Data & analytics
- Privacy policy
- Feedback mechanisms



Employment-enabling support and services

- Personal skills assessment
- CV-building support
- Application assistance
- Cultural orientation
- Post-hiring support

NATIONAL PLATFORM EXAMPLES

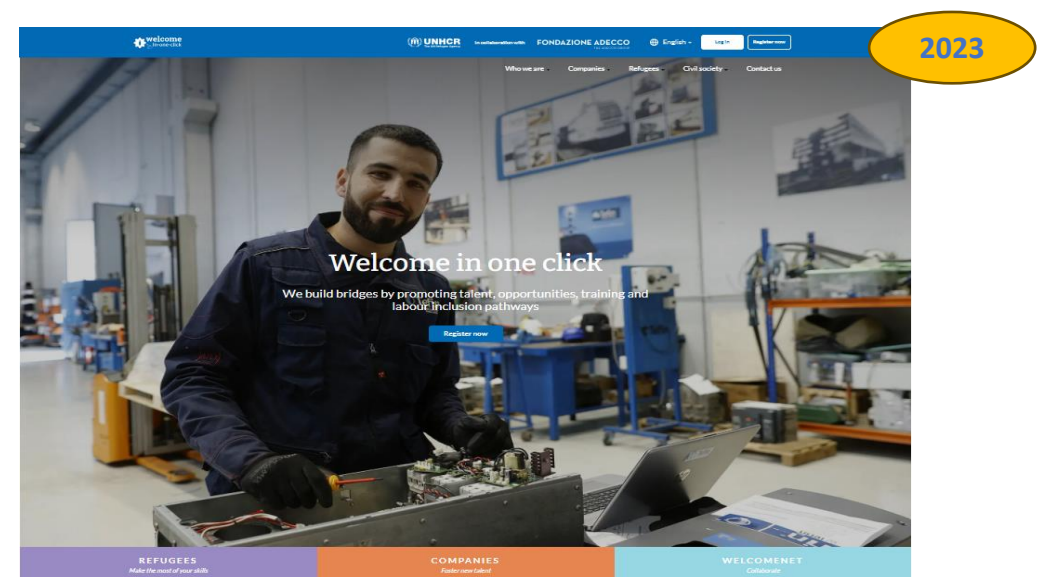


2023 Results



- 6500 + displaced individuals received employment support
- 531 new employer accounts
- 508 jobs posted on www.jobs4ukr.com
- 5282 new candidate accounts
- Job attainment rate of 53%

Based on survey of 487 people who accessed Jobs for Ukraine's services in 2023.



- Progressively making available online the labor market inclusion opportunities of a network of over 700 companies that have supported over 22,000 refugees since 2017.

Models for Profile Creation

ESCO incorporated into CV builder

Buscador de ocupaciones y competencias

Profesionales científicos e intelectuales > Profesionales en derecho, en ciencias sociales y culturales > Autores, periodistas y lingüistas > Traductores, intérpretes y lingüistas > traductor/traductora

traductor/traductora

Los traductores transcriben los documentos escritos de una o varias lenguas para que el mensaje y los matices permanezcan en el material traducido. Traducen material que comprenden, que puede incluir d industrial, documentos personales, periodismo, novelas, escritura de creación y textos científicos, proporcionando las traducciones en cualquier formato.

traductor traductora jurada traductora técnica traductor de videojuegos gestora de proyectos de traducción traductora traductor jurado traductor técnico traductor médico traductora literaria traductora de videojuegos traductor literario gestor de proyectos de traducción

Seleccione las competencias y conocimientos que posea:

Competencias esenciales

- corregir textos
- utilizar diccionarios
- traducir textos
- aplicar reglas gramaticales y ortográficas
- proporcionar contenido escrito
- traducir diferentes tipos de textos
- repasar trabajos de traducción
- consultar fuentes de información
- entender el material que se ha de traducir
- cumplir las normas de calidad de los servicios de traducción
- revisar trabajos de traducción
- conservar el sentido del texto original
- seguir el código deontológico de los servicios de traducción
- Hablar diferentes idiomas
- desarrollar una estrategia de traducción
- mantener la confidencialidad
- mantener los conocimientos profesionales
- traducir etiquetas
- dominar las normas lingüísticas
- actualizar las capacidades lingüísticas

- Job Search
- Professional Courses
- My Applications
- Saved searches and notifications
- My WelcomeNet

Exit

Designed based on models/resume builders of HR service providers

The inclusion process

Fiscal code

Gender

Age

Country of origin

Citizenship

Mobile phone number

Email test

Residence

Residential Address

Proof of identity

Type of ID

Expiry date of the ID

Type of residence permit

Effective Practices – Platforms

Due Diligence Management

unhr

Users profiles visualization and analysis

Due Diligence Management

Reports

Search tools

Logout

Request type: - Any -

Due Diligence Status: New Requests

Search

Name	Type	Operation
Valuetech srl	Company Profile	Details

Reporting Misconduct/Exploitation

! 29d 13h

Roxana Popa
roxana@projectvoyager.org

Report misconduct

Description of misconduct

I want to remain anonymous.

Send

NOTE
Please provide the following information when reporting misconduct:

- What alleged wrongdoing are you

Safety reminders during application/hiring process

Apply to job

Stay safe in your search for employment.

- Ask questions about the job before you go to an interview
- Don't leave your original passport and ID to employers
- Don't make any requested payments
- Research the recruiter and the company
- Read the contract before you sign it

Read more about how to recognise legitimate employment [here](#).

Asociatia Vecini

REQUIRED SKILLS

Customer service
Customer Care

General skills
Ability to work hard

NICE TO HAVE SKILLS

Platform Features - Requests from Businesses

Ability to Search Batch of Profiles by Sector/Industry

Below is a list of MHPSS professionals who are available to work with organizations providing MHPSS support to refugees. When you find the right one/s, click on Contact on his profile and we will connect you via email. Happy recruiting!

Current location

Languages

Years of experience

Main research area/s of interest / qualifications : Developme

Current location

Languages

Years of experience

Main research area/s of interest / qualifications : Counseling



Browse through the candidate database to apply for your job opening

To browse through (initially anonymized) candidate database using specific filters

› On the platform, click on Search (the perfect candidates)

JOBS FOR UKRAINE

Company profile
Employer branding

Job openings
Open roles

Search
The perfect candidates

Candidates
Applications, Invitations & Matches

Recruit
Track & Hire

› Apply relevant filters, mark all the mandatory fields as On and click Search

Search the perfect candidate!

Search

Mandatory field?

Availability: Please select

Location: Please select

EDUCATION

EXPERIENCE

SKILLS

TESTED SKILLS

REP – Summary of regional initiative



- **Country pilots operating:**
including Cyprus, Greece, Italy, Romania
- **2024-2026**
Progressive expansion with new countries

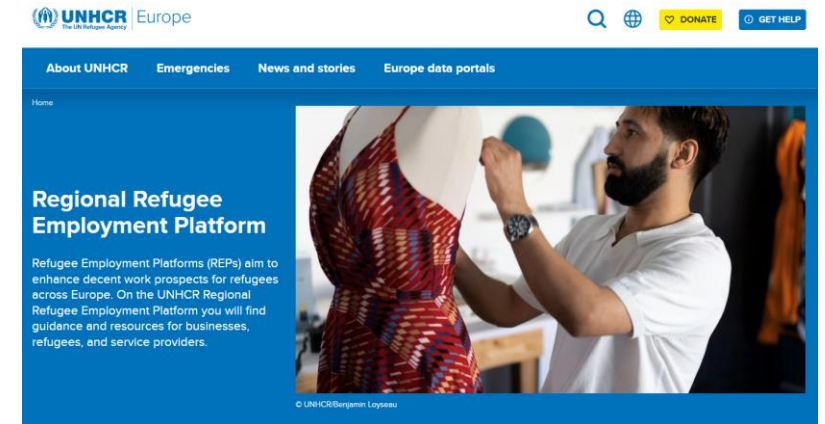
Bulgaria, Finland,
Moldova, Netherlands,
Poland, Spain,
Switzerland, UK, Ukraine

+ Refine Model



Refugee-welcoming employer recognition
(p. 9 Manual)

IN DEVELOPMENT:



Regional Platform



Ongoing engagement of key stakeholders toward launch of **Advisory Board**

Discussion point

Have you seen examples of specialized job matching platforms for asylum seekers or similar populations in the countries where you re working?

What about them has worked? Not worked?

A man and a woman are smiling and standing in a cheese shop. They are both wearing dark aprons over light-colored shirts. The woman's apron has the text "Old Amsterdam" on it. The background shows shelves filled with various types of cheese. The entire image has a blue tint.

RefugeeWork

The challenge



42%

Of all statusholders work within 5 years



70%

Works parttime



51%

Statusholders receive welfare benefit after 4,5 years



2-4%

Of all asylum seekers has paid work



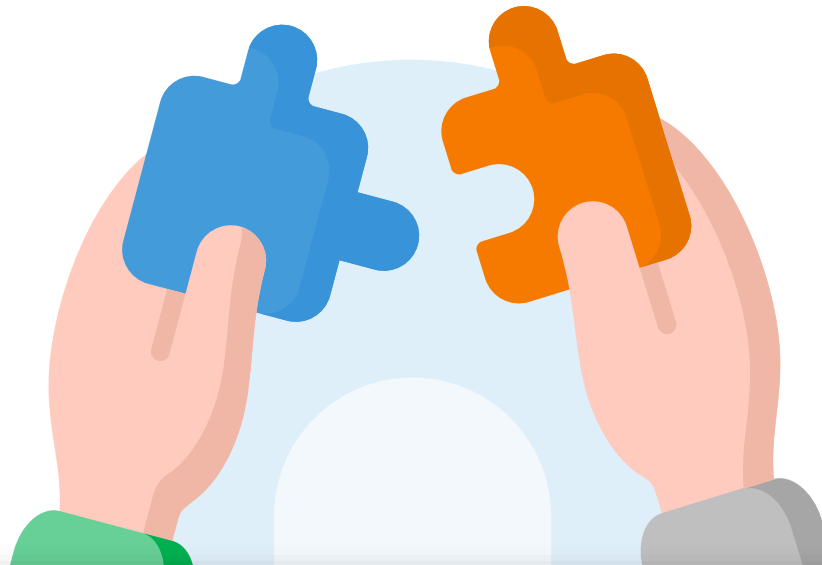
The challenge

NEWCOMERS

~ **40,000** Asylum seekers
> **100,000** Statusholders
> **100,000** Oekrainians

LABOUR MARKET

> **400,000** vacancies



National platform that brings together newcomers, employers and other relevant parties.

The ambition

RefugeeWork is the **national ecosystem** for **all newcomers** in The Netherlands, where employers, NGO's, municipalities and other organisations join efforts to guide more newcomers towards work.



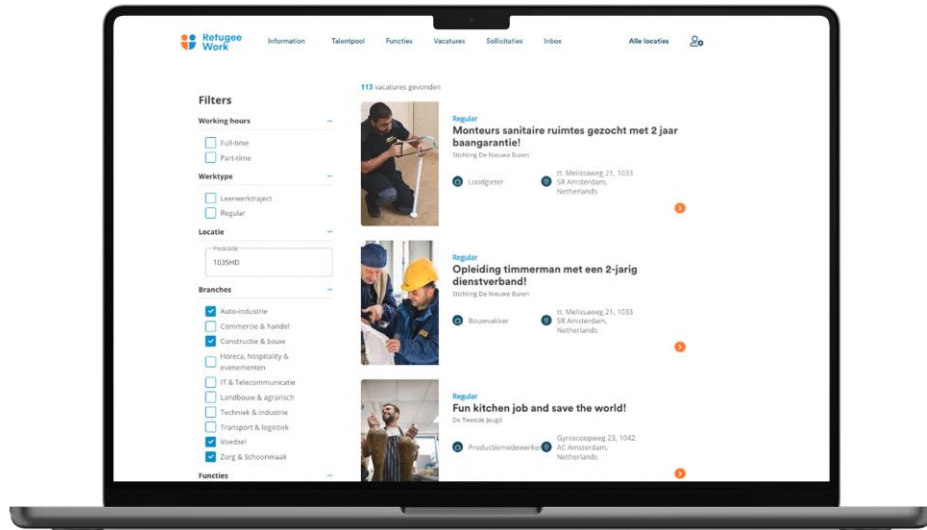
The platform



Two components:

1. Matching
2. Support

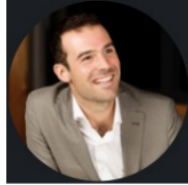
Matchingplatform



Matchingplatform:

- Based on **skills**
- Available in **11 languages**
- **National** coverage
- Specific for **newcomers**

Download CV



Menno Savenije

Motivatie

Hallo mijn naam is Menno. Ik woon in Amsterdam en ik houd van voetbal.

Persoonsgegevens

Locatie	Leeftijd
Amsterdam / Noord Holland	34
Mobiel telefoonnummer	E-mailadres
0610702842	Menno.savenije@gmail.com

Vaardigheden

Functionele vaardigheden

Personeel inplannen en aansturen
Financiële administratie beheren
Marktgegevens en trends analyseren

Sociale vaardigheden

Luisterend vermogen
Leiderschap
Empatisch
Communicatief sterk

Talen

Nederlandse	
Engels	

Opleidingen

- **Business & Economics [Master (WO)]**
Maastricht University
06-2013

Recente werkervaring

- **Regiomanager**
Coolblue
04-2020 - 11-2022
- **Operationeel manager**

Support



Information

Relevant information for newcomers and employers related to work



Partner page

Unlock existing partner offerings, such as courses, trainings, workshops, etc.

Numbers

	2024
	April
# Werkzoekenden	> 9,000
# Werkgevers	645
# Vacatures	440
% Oekraïense vluchtelingen	~ 50%

Partner organisations



The challenge



42%

Of all statholders work within 5 years



70%

Works parttime



51%

Statholders receive welfare benefit after 4,5 years



2-4%

Of all asylum seekers has paid work



Latest developments



1. Removal of the 24-weeks requirement
2. SEO report: cost-benefit analysis
3. COA policy framework on labour inclusion

COA Policy Framework



- 1) Labor leads to self-sustainability
- 2) Integration through work
- 3) Every location has a supportive infrastructure towards work
- 4) Defining instruments...

Discussion point

How can RefugeeWork optimize its value to COA as an instrument for COA employees in their guidance of asylum seekers towards work?

What are important preconditions for the platform?

Challenges - Job Platforms



- Accessibility of digital solutions for all
- Supply of vacancies
- Personal guidance is **crucial**
- Financing
- Coordination across stakeholders

Group Work:

Brainwriting

Goal: Identifying solutions together!

How to:

1. Split up into 3 groups
2. Every group selects one challenge and writes it down.
3. The groups have 5 minutes to brainstorm on 3 potential ideas or solutions to this challenge.
4. After 5 minutes, the challenges will be passed to the next group who will try to identify additional solutions. This will continue until the challenges are back with their first group.
5. The groups will then pick the 'top 3' solutions, these will then be discussed in plenary.

Group Work:

Brainwriting

Challenges

1. How to increase employer interest and the supply of vacancies?
2. How to increase engagement of job seekers and ensure they are effectively supported?
3. How to financially sustain a job matching platform?

Additional Discussion Points

1. How can RefugeeWork optimally serve as a supportive tool for COA employees in the coaching of residents towards work? What are the necessary preconditions?
2. What could be successful methods to generate increased employer interest/commitment in hiring asylum seekers / refugees (or providing in-kind support)?
3. (With reference to slide 2) Have you observed any additional challenges in your respective country contexts, along with proposals / solutions to address these?
4. Can job matching and other tools/programs be deployed as part of making more productive use of refugees' time spent waiting for asylum application decisions?

A waiter in a white uniform and cap is holding a tray with two drinks, one orange and one clear, on a beach. The background features several blue beach umbrellas and a clear blue sky. The text "THANK YOU" is overlaid on the left side of the image.

THANK YOU