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## **Boosting refugees' access to employment**

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**Boosting refugees' access to employment**, is an initiative from Greta du Velay (FR), Ceipiemonte (IT), Foreningen Nydansker (DK) and Solidaridad sin fronteras (ES) supported by the Erasmus+ program of the European Commission (2018-2020).

### **Context**

Refugees face more difficulties in accessing the labour market than other disadvantaged groups. Depending on the country, it may take them more than six years to catch up on their access to employment, and the situation is particularly difficult for women. Refugees and newcomers who are fluent in the language of the host country have more facilities. But access to employment could be improved if language proficiency was not considered by many stakeholders, employers and employment agents, as a pre-requisite and if language learning was better organised in the workplace with the support of employers who are lacking workforce. Experience shows also that it is also more effective to learn languages in real life situations.

### **We want to**

- ① Organise and prepare a specific support towards employment, adapted to refugees and newcomers
- ① Improve the learning experience of refugees and newcomers and empower them regarding learning.
- ① Valorise key competences and transversal skills for obtaining a first job.
- ① Develop awareness among employers so that they can engage workers with a low level of language proficiency and provided they have key soft skills.
- ① Facilitate a quicker access to employment by transferring part of the language learning inside the company.
- ① Associate companies in the learning support and in the global integration process.

### **Results**

We will produce toolboxes for language teachers, trainers, social workers and volunteers, for refugees and newcomers and for employers. They will provide information, methods, guidelines, practical tools, checklists, and testimonies. They will be accessible through internet and available in five languages, Danish, English, French, Italian and Spanish.

**Visit our web site: <http://www.brefe.eu>**

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## We work and take actions at three levels

### ① With language teachers, trainers, social workers and volunteers:



- ▶ to adapt their intervention respecting the personal history of refugees and newcomers
- ▶ to take into account migration path and previous experience
- ▶ to integrate their expectations and priorities in the host country
- ▶ to integrate learning experience and practices, particularly with regard to language acquisition
- ▶ to develop the key competence "learning to learn"
- ▶ to support the creation of a personal learning environment to optimize learning outside a formal centre, at home or at work

### ② With refugees and newcomers:

- ▶ to identify and develop their skills with a view to employment
- ▶ to valorise their previous experience
- ▶ to identifying the skills that can be used to work quickly
- ▶ to promote their key competences as well as transversal and transferable skills
- ▶ to support their learning process



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### ③ With employers:

- ▶ to make them aware of the possibility to hire workers with the necessary transversal skills and aptitudes even if they have a low level of language proficiency
- ▶ to prepare the reception of the refugee-newcomer through awareness of staff and co-workers, training of a tutor, and adaptation of tasks and workstation
- ▶ to support and accompany a new employee with a low language level (preparation of mentors to support integration, to encourage and guide language learning on the job, actions to facilitate a global participation to the host society...)