



Hire Immigrants



Thinking Outside the Box:
Innovative Pathways to Refugee Employment

A photograph of a busy city street, likely in New York City, featuring several tall skyscrapers with glass facades. The street is filled with traffic, including cars and a bus, and pedestrians are visible in the foreground. A blue semi-transparent text box is overlaid on the right side of the image.

What makes us unique?

Hire Immigrants
empowers employers
to fully leverage immigrant
talent in their workforce



Hire Immigrants

What do we do?



Make the business case



Identify outdated hiring practices



Connect to leverage immigrant talent for recruitment



Convening for Action

Refugee Jobs Agenda Roundtable
was convened to mobilize
employers' response to help



Hire Immigrants

Roundtable Model

Who's involved?

- Private Private & public sector employers
- Community organizations
- Service providers
- Government
- Regional chambers
- Industry associations
- Educational institutions



40+ Members

Roundtable Model

Members of the Greater Toronto Hamilton Area Roundtable



Labourers' International Union of North America

LiUNA!



LinkedIn

ACCES EMPLOYMENT
Making Connections



TRIEC
Toronto Region Immigrant Employment Council



WORLD EDUCATION SERVICES



Immigration, Refugees and Citizenship Canada

Immigration, Réfugiés et Citoyenneté Canada

Roundtable Outcomes

- Job Fairs – three fairs, 700+ attendees
- Employer Guide to Hiring Newcomers
- Skills profile (research-focused)
- Assessment tool for entry-level positions
- Construction Trades Program
- Starbucks Hiring Initiative
- BDC Internship Program



Report Release



- 13 international best practices
- Employer-focused solutions



Hire Immigrants

Thank you

Stay connected @ HireImmigrants.ca



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Hire Immigrants



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Newsletter



ALiGN Network Model:

New Technology to Connect
Newcomers to Employment



magnet.today





About Magnet

Magnet is a not-for-profit, digital social innovation platform at Ryerson University.

Our mission is to accelerate inclusive economic growth for all in Canada by advancing careers, businesses and communities.



What We Do

Magnet projects and initiatives span and connect our national, multi-sectoral ecosystem of partners, and nest under three key pillars, connecting thousands of Canadians to economic opportunity.



Careers



Business



Community

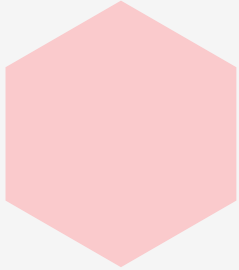


About ALiGN

- Matches between job seekers and employers who are looking for talent.
- Relies on the personality attributes of individuals to match them to suitable roles
- Assesses for aptitude and training for skill



How it Works



Benchmark

Employers identify the most desirable behavioural characteristics in target occupations, and work with OTEC to create “candidate profiles.”



Assess

Job seekers complete an online psychometric assessment to identify their personality traits and workstyle preferences.



Match

Magnet’s innovative technology measures job seekers against all candidate profiles in the system, and invites them to apply to roles that match their job fit characteristics.

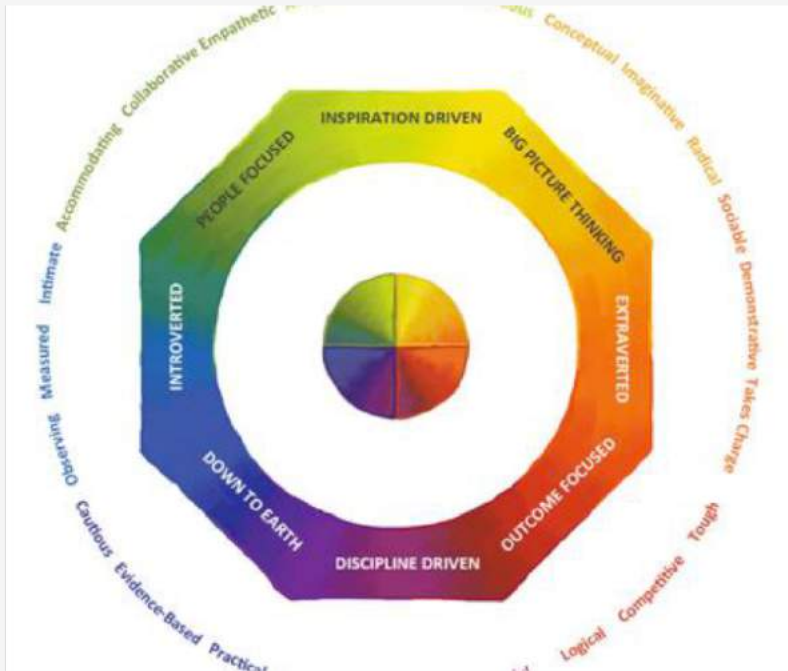


Hire

Employers receive candidates with the knowledge that they are well suited for the job.



How it Works



Lumina is not:

- Skills-based
- “Typing”
- Static

Lumina is:

- Behavioural based assessment
- Focuses on traits rather than assigning types
- Individuals can adapt their styles to needs

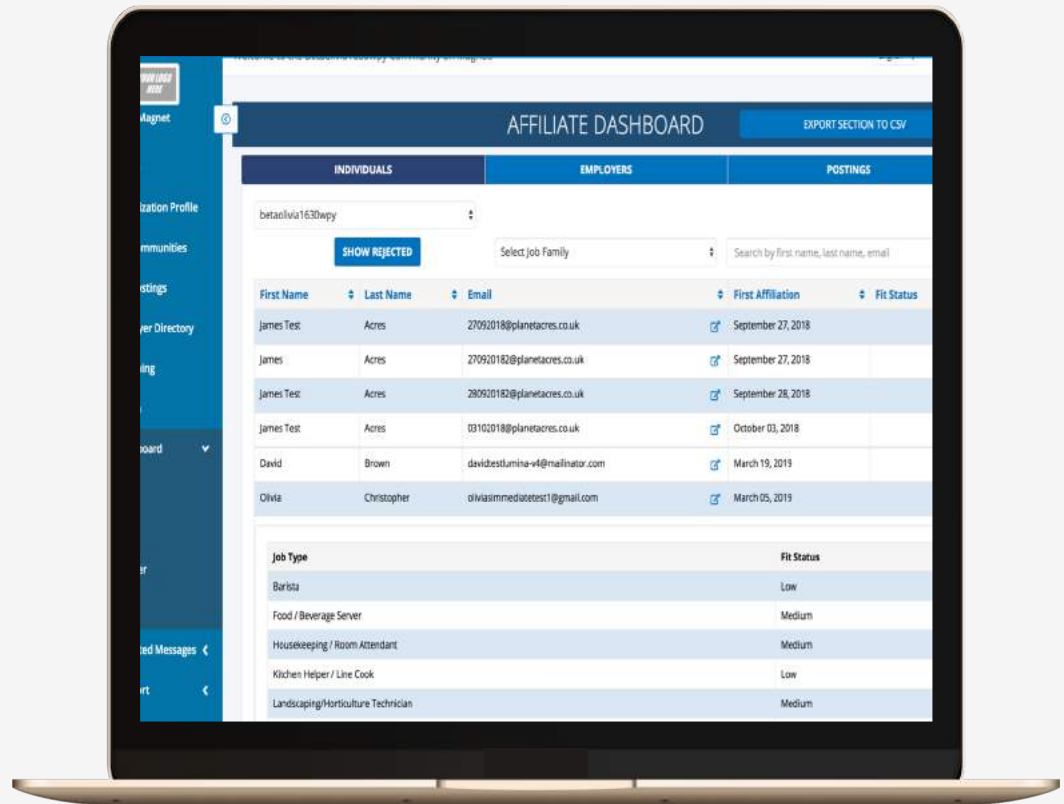


How it Works

Benchmarked Occupations:

- Food & Beverage Server
- House Keeping
- Line Cook
- Barista
- Landscaping Technician
- Project Manager
- Technical Sales

+ *more in development*





Project Overview

Magnet is expanding the ALiGN model to:

1. Provide refugees and lower-skilled newcomers with tools, supports and resources
2. Increase the capacity of settlement organizations
3. Facilitate systems change and collective impact
4. Test and evaluate the ALiGN Network model



Funded by the Government of Canada
Financé par le gouvernement du Canada

Canada



Project Partners

A three-year initiative involving 10 service provider partners across three provinces: Ontario, British Columbia and New Brunswick.



The Saint John
Newcomers
Centre



Le Centre
de nouveaux arrivants
de Saint-Jean



S.U.C.C.E.S.S.



Funded by the Government of Canada
Financé par le gouvernement du Canada





Thank you!

**Learn more and
download resources at:**

www.magnet.today/align

Questions?

info@magnet.today



Making Competences Count

- Validation of prior learning with migrants -

Thinking Outside the Box: Innovative Pathways for Refugee Employment

04. April 2019

Dr. Martin Noack

“Inspiring people. Shaping the future. Participating in a globalized world.”

- Bertelsmann Stiftung is an operational, non-profit, nonpartisan foundation in Gütersloh
- 380 employees, 70 projects, € 90 Million annual budget
- Topics: **education**, democracy, society, health, culture and the economy.
- Typical output: Studies, events, pilot projects



3RD VPL BIENNALE REGISTER ABOUT PROGRAM CALL FOR PAPERS VPL PRIZE BOOKS

Making policy work
 Validation of Prior Learning for education and the labour market

The 3rd VPL Biennale will take place on May 7 and 8, 2019 in Berlin, Germany.

Register now | Newsletter | Videos

What is validation about?
 VPL gives **visibility** and **value** to all forms of learning and seeks to **uncover and unlock latent talent** in the workforce and in society. The biennale is for policy makers, researchers, users, practitioners, and other stakeholders involved in the development and implementation of Validation of Prior Learning. It's about sharing knowledge, ideas and visions of VPL, learning from each other's experiences and creating viable solutions in the 'VPL world'.

@VPLBiennale Twitter

8 February 2019 Global Prize for Validation of Prior Learning 2019 - Apply Now! The VPL Biennale is calling for examples of best pr... <https://t.co/0LKhZ6Q4S>

8 February 2019 Thx for your RT/Follows/Likes! #FF @CVM_AN @gina_ebner @WiliacWork @MikalLaukskari @EAERPartnership @FromWirkZuWirk

1 February 2019 We are now raising a call for papers on #ValidationEurope Check out our latest newsletter <https://t.co/09R1p8veqs>... <https://t.co/3E-Koz6Ntzo>

1 February 2019 Thx for your RT/Follows/Likes! #FF @theskillspundit @OFOWZW @WyzLearn2Work @hvfFoetballFact @LVV_SF @BSiBrusseth... <https://t.co/Fvg5BNc9YM>

Handout

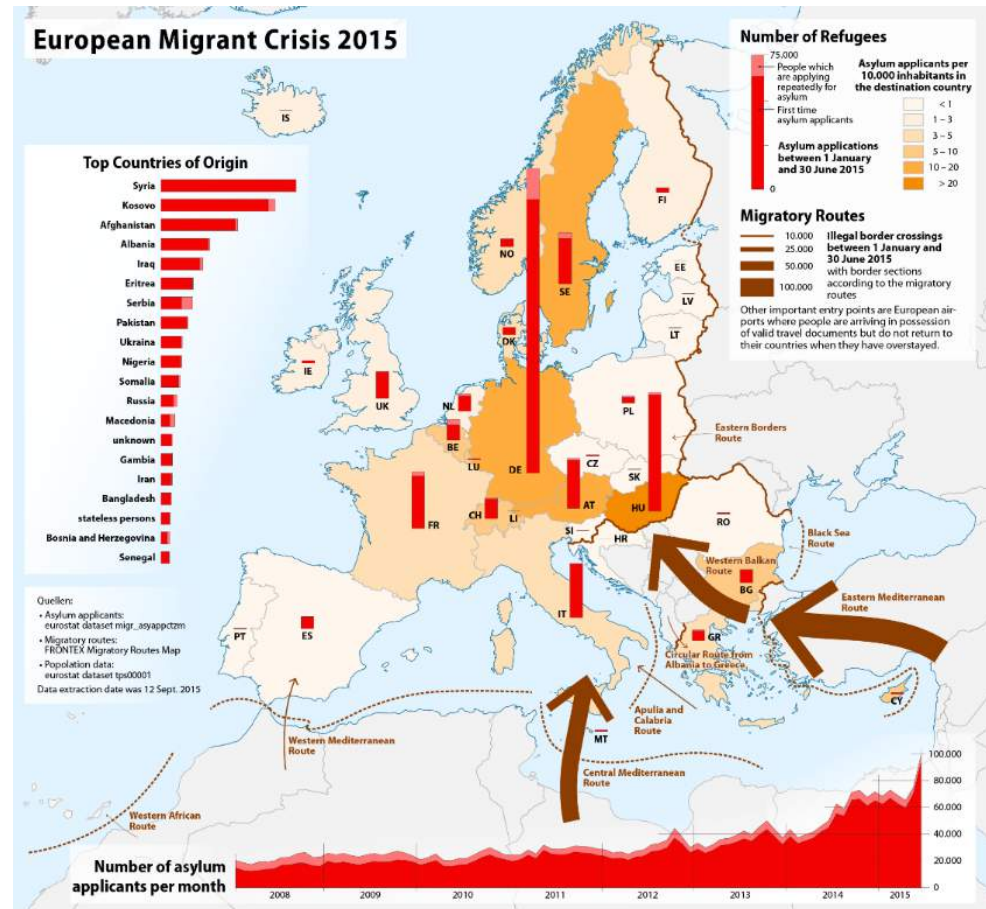
COMPETENCE CARDS
 for Immigration Counselling

These cards were developed by the Bertelsmann Stiftung in cooperation with the Forschungsinstitut Betriebliche Bildung gGmbH (Research Institute for Vocational Training), the Bundesanstalt Gewerkschaft der Freien Wahlertarbeitsplätze (Institute for free choice of workers), and the Bund der Versicherten (Federation of Employees).

The Challenge in Germany: Lack of formal qualifications is a key barrier to labour-market integration of refugees

- 81 % do not have a formal VET or HE degree
- 23 % had less than 5 years of schooling
- 7 % had no schooling at all

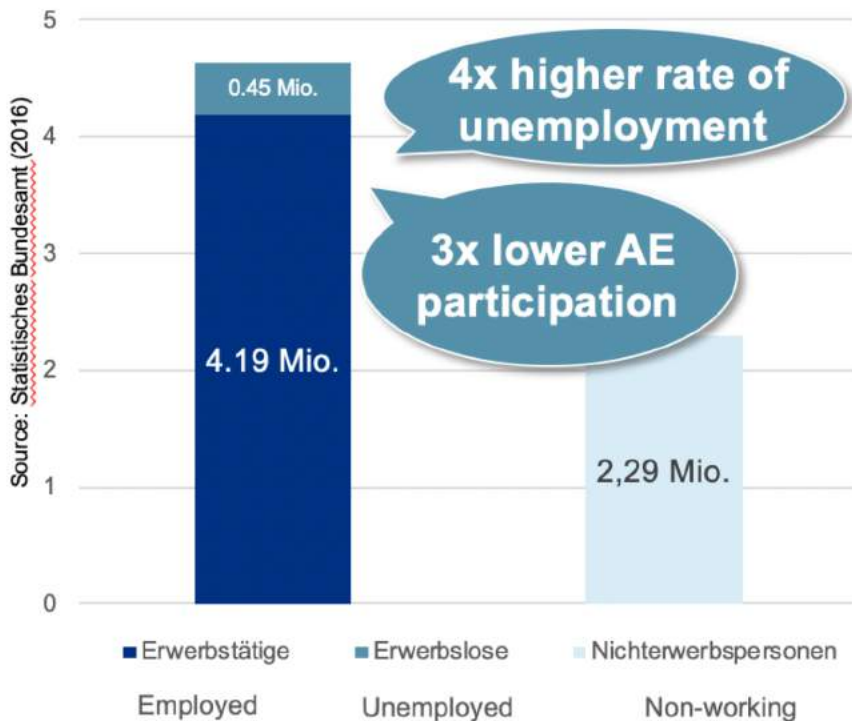
(IAB-BAMF-SOEP, 2016)



BUT: 61% of asylum seekers have substantial work experience

Challenge and opportunity: tapping the potential of the „low skilled“

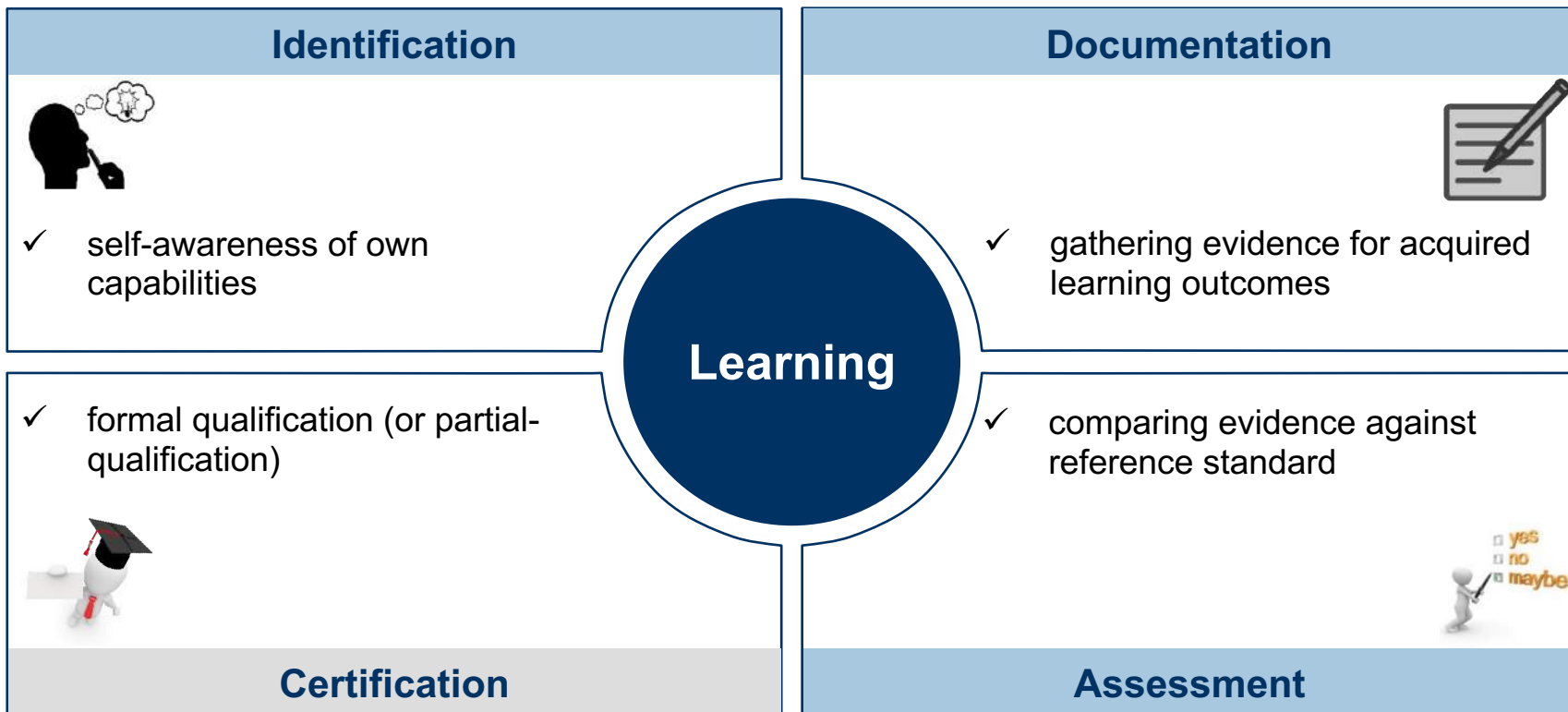
Millions of formally low qualified (25 – 65 ys)



Skilled labour shortages (EQF-level 3-5)



Validation process encompasses 4 steps



Guides need innovative instruments to engage clients in validation



**Practically
relevant**



**Visualized and
multilingual**



Modularised



**Easy and quick
to use**



Integrated

4 Tools help validating skills in migrants and „low skilled“

ANALOG	<u>Competence Cards</u>	Since 12/2015
	<u>Career Cards</u>	From 04/2019
DIGITAL	<u>my-professional-experience.org</u>	Since 12/2017
	<u>MYSKILLS</u>	Since 11/2017

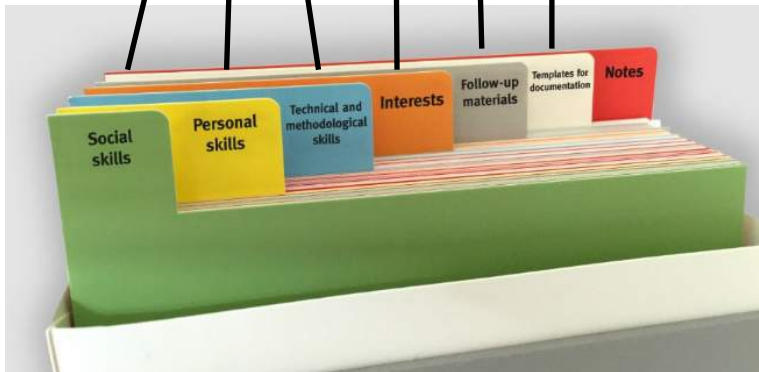
The Competence Cards Toolbox

48 transversal competences

11 Interests

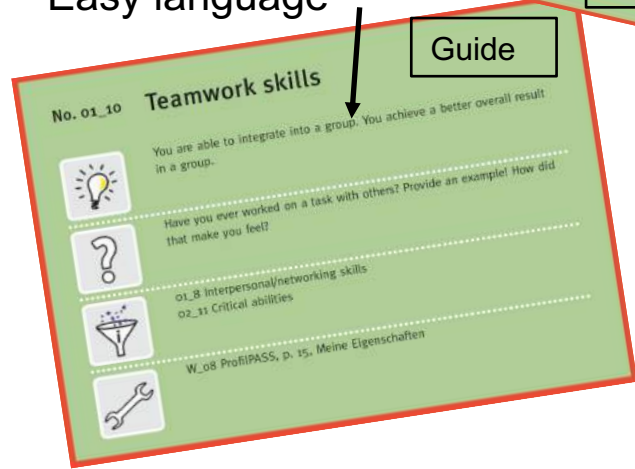
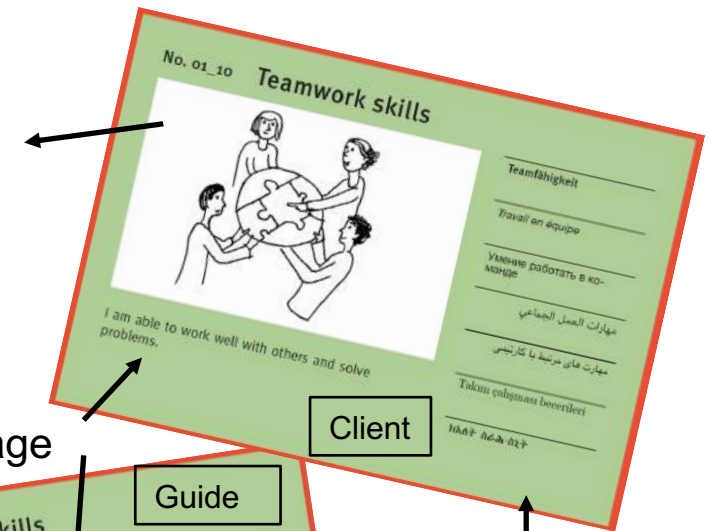
9 x further information

documentation templates



“culture-free”
key visual

Easy language



8 languages

The full instruction video is to be found [here](#)

10 Social skills

18 Personal skills

Social skills

- No. 01_1 Motivational skills
- No. 01_2 Sensitivity/empathy
- No. 01_3 Leadership skills
- No. 01_4 Helpfulness
- No. 01_5 Interculturality
- No. 01_6 Communication skills**
- No. 01_7 Conflict-solving abilities
- No. 01_8 Interpersonal/networking skills
- No. 01_9 Social commitment
- No. 01_10 Teamwork skills**

(Note: No. 01_6 and No. 01_10 are highlighted with red borders in the original image)

Personal skills


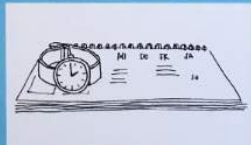
- No. 02_1 Adaptability
- No. 02_2 Perceptive faculties/comprehe
- No. 02_3 Endurance
- No. 02_4 Enthusiasm
- No. 02_5 Resilience
- No. 02_6 Showing initiative
- No. 02_7 Decision-making abilities
- No. 02_8 Flexibility
- No. 02_9 Holistic thinking/circumsp
- No. 02_10 Creativity
- No. 02_11 Critical abilities
- No. 02_12 Willingness to learn
- No. 02_13 Motivation/commitment
- No. 02_14 Diligence/precision
- No. 02_15 Handling of money
- No. 02_16 Sense of responsibility
- No. 02_17 Determination/result-orientation
- No. 02_18 Reliability**

(Note: No. 02_18 is highlighted with a red border in the original image)

Red-framed competences are also used in the profiling of the PES in Germany

18 Professional - and methods skills

Technical and methodological skills

No. 03_1 Analytical and problem-solving	No. 03_10 Presentation/lecturing skills
No. 03_02 PC work	No. 03_11 Writing skills
No. 03_3 Work planning	No. 03_12 Independent work
No. 03_4 Improvisational ability	No. 03_13 Foreign language skills
No. 03_5 Organizing childcare	No. 03_14 Technical and manual skills
No. 03_6 Customer orientation	No. 03_15 Negotiation skills
No. 03_7 Organisational skills	No. 03_16 Academic work
No. 03_8 Pedagogical skills	No. 03_17 Knowledge management
No. 03_9 Care skills  I am able to work well with people in need of help.	No. 03_18 Time management  I am able to budget my time well, I am punctual.

Pflegekompetenz
 Compétences
 Навыки оказания помощи
 رعاية
 Bakim bozeri

Zeitmanagement
 Gestion du temps
 Организация рабочего времени
 إدارة الوقت
 Zaman yönetimi

11 Interests

No. 1_01 General knowledge
No. 1_02 Visual Arts
No. 1_03 Family
No. 1_04 Gardening, farming
No. 1_05 Handicrafts, design
No. 1_06 Hobbies
No. 1_07 Musicality
No. 1_08 Politics
No. 1_09 Sport
No. 1_10 Theatre
No. 1_11 Love of animals  I am good with animals.

Tierliebe
 Amour des animaux
 Любовь к животным
 حب الحيوانات
 Mayvan sevgia

9 cards with additional information + 3 enhancers



- Working with the PC
- Musical Instruments
- Basic materials
- Information on language tests
- Classification of economy branches
- Links to different Profiling/Pass systems
- ...

Documentation and roadmap for further guidance sessions

Focus on strengths, not weaknesses!

Documentation for work with the competence cards

Client name: _____

Number	Term	+	++	+++	Notes
Social competences					
01_1	Sensitivity/empathy				
01_2	Leadership skills				
01_3	Helpfulness				
01_4	Intercultural competence				
01_5	Communication skills				
01_6	Conflict resolution skills				
01_7	Interpersonal/networking skills				
01_8	Motivational skills				
01_9	Commitment to social welfare				
01_10	Teamwork skills				
Personal competences					
02_1	Adaptability				
02_2	Perceptive faculties/comprehension skills				
02_3	Endurance				
02_4	Enthusiasm				
02_5	Resilience				
02_6	Showing initiative				
02_7	Decision-making abilities				
02_8	Flexibility				
02_9	Holistic thinking/circumspection				
02_10	Physical stamina				
02_11	Creativity				
02_12	Critical abilities				
02_13	Willingness to learn				
02_14	Motivation/commitment				
02_15	Diligence/precision				
02_16	Money handling				
02_17	Sense of responsibility				
02_18	Determination/result orientation				
02_19	Reliability				
Specialist and method competences					
03_1	Analytical and problem-solving skills				
03_2	Computer skills				
03_3	Work planning				
03_4	Ability to improvise				
03_5	Organising childcare				
03_6	Customer orientation				

03_7	Mathematics/numeracy				
03_8	Organisational skills				
03_9	Pedagogical skills				
03_10	Caring skills				
03_11	Spatial thinking/sense				
03_12	Presentation/public speaking skills				
03_13	Writing skills				
03_14	Independent work				
03_15	Foreign language skills				
03_16	Technical and manual skills				
03_17	Negotiation skills				
03_18	Academic work				
03_19	Knowledge management				
03_20	Time management				
Interests					
I_01	General knowledge				
I_02	Visual arts				
I_03	Family				
I_04	Gardening, farming				
I_05	Handicrafts, design				
I_06	Hobbies				
I_07	Musicality				
I_08	Politics				
I_09	Sport				
I_10	Theatre				
I_11	Love of animals				

Next steps:

- Employment Agency/Jobcenter
- Continued competence diagnosis
- Recognition counselling
- Application
- _____

Adviser's name: _____

Institution's name and stamp: _____

Manual comprised of just 1 page

Handout

COMPETENCE CARDS

for Immigration Counselling

COMPETENCE CARDS FOR IMMIGRATION COUNSELLING

Why competence cards?
The cards were specially developed for immigration counselling in order to support the analysis of the social abilities and skills of migrants.

The combination of pictures and text in simple language should make access to the clients easier and help overcome language barriers.

MBE counsellors can use the cards flexibly based on their needs throughout the counselling process.

Options for flexible use:

- flexible with respect to the interests and needs of the target person
- flexible with respect to the available time
- flexible selection of the competence areas and terms

The competence cards:

- can be completed in a short amount of time
- are self-explanatory and easy to use
- allow access to the client, regardless of English language skills

INFORMATION

"Success factors for potential analysis in educational counselling for migrants"

The research project "Erfolgsfaktoren für eine Potenzialanalyse in der Bildungs- und Berufsberatung von Migrantinnen und Migranten" (Success factors for potential analysis in education counselling for migrants) was conducted by the Forschungsinstitut Betriebliche Bildung (f-bb) gGmbH on behalf of the Bertelsmann Foundation.

The long-term goal of the project is to improve the labour market integration of (low-qualified) migrants. This process is supported by a potential analysis which also takes informally and non-formally acquired skills into account.

If you have questions about the project, please feel free to talk to the project staff.

Contacts

Forschungsinstitut Betriebliche Bildung (f-bb) gGmbH
Florian Neumann
Telephone: +49 (911) 27779-27
E-Mail: neumann.florian@f-bb.de

Bertelsmann Stiftung
Dr. Martin Noack
Telephone: +49 (5241) 81 81 47 6
E-Mail: martin.noack@bertelsmann-stiftung.de

Monika Diaz
Telephone: +49 (5241) 81 81 20 6
E-Mail: monika.diaz@bertelsmann-stiftung.de

Bundesarbeitsgemeinschaft der freien
Wohlfahrtsverbände **BdV**

These cards were developed by the Bertelsmann Foundation in cooperation with the Forschungsinstitut Betriebliche Bildung gGmbH (Research Institute for Vocational Training) and non-state welfare bodies.

1. LAYOUT OF THE CARDS

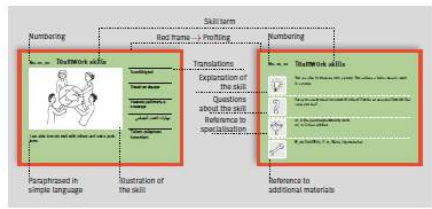
There are 46 competence cards in the three areas of social, personal and technical and methodological skills, 11 interest cards, 9 cards with further instructions and 3 supplemental cards. The cards are serially numbered based on competency areas and skills.

Each skill is illustrated by a picture, described by a sentence in simple language and translated into the following five languages: German, French, Russian, Arabic, Turkish.

Further explanations and questions about the competence term, instructions for the specialisation cards and additional materials can be found on the back. In order to ensure connectivity for the labour agencies and job centres, the 20 strengths from the (German) profiling sessions were included in the card set. They are marked with a red frame.

Colour coding:

- Social skill (No. 01_1 bis 01_10)
- Personal skill (No. 02_1 bis 02_18)
- Technical and methodological skill (No. 03_1 bis 03_18)
- Interests (Nr. L_01 bis L_11)
- Skills from the profiling session
- Additional materials (No. W_01 bis W_09 = three supplemental cards)
- Supplements



2. HOW CAN I WORK WITH THE CARDS?

Using the cards is an interactive process during which the clients and counsellors work closely together.

The front of the cards is primarily aimed at the client, with the illustration of the skills, the sentence in simple language and the translation. The back of the cards, with the additional explanation,

the sample questions and references to the skill specialisation and additional materials is directed more toward the counsellor. The results of the meeting can be documented for further counselling. To this end, the corresponding copy templates can be found in the card box.

3. RECOMMENDATIONS FOR USING THE COMPETENCE CARDS AS PART OF THE COUNSELLING PROCESS

Option 1: Easy way to start a conversation

The cards can be used as an easy way to start the conversation or as an access point for determining skills. This is particularly useful for clients with limited English language skills.

They are also suitable as an introduction for less motivated clients or persons who are not certain of the direction of their future path.

A successful introduction can be followed by the usual process for social abilities and skills analysis or option 2.

Option 2: Complete determination of skills

The card set includes the three most important competence areas for determining informally and non-formally acquired skills. There are different options for performing the complete analysis of social abilities and skills:

- The clients view the cards and choose 10-15 competence cards which they consider to be their strengths. These are then discussed with the counsellor and, potentially, additional specialisation cards are referenced. At the end of the process, primary skills can be

determined, based on which an initial assessment of the vocational field can be made.

2. The card set can also be used in only one competence area and the skills listed there can be queried one after the other. Specialisation cards can provide more details about the corresponding skills.

3. The card set can also be used as a complete set. This results in a varied picture of the respective skills of the client. The procedure is the same as in options 1 and 2.

Option 3: Delayed use

The competence cards can be used at the beginning of the counselling process as a starting point for analysing the client's potential. If other problems have to be dealt with first, the card set can also be referenced after a longer period

of time and the determination of skills can be resumed. In this case, the documentation template is useful to document the results of the already started potential analysis.

Option 4: Profiling cards

The card set can also be used to determine the strengths that play a role for the labour agencies and job centres during the profiling process.

To this end, the cards with red frames can be targetedly selected.

Can Immigration Counsellors (MBE) also use the cards for other purposes?

Of course! The cards are a tool. How they are used is up to the MBE counsellors.

External evaluation reports positive reception (survey of 202 users)

Users

- Public employment services and other public offices
- Education providers
- Volunteer initiatives

Advantages

- Getting to **know clients faster** and **better** (**65 %**)
- **Better documentation** of identified competences (**63 %**)
- Using competence cards **prepares** clients very **well for profiling of PES** (**61 %**)
- **More practical** (**57 %**), **flexible** (**48 %**), **time-effective** (**40 %**) counselling is possible
- Competence cards offer **concrete support**, e.g. for compiling applications or CVs (**48 %**)

Outreach

- Currently **6th edition available** (already more than **12.000 sets ordered** & distributed)
- Full card sets in English, French, German, Italian, Russian and Spanish and are licensed as **open content** (CC BY SA 4.0)
- www.bertelsmann-stiftung.de/competence-cards (already 3.500 downloads)

Auf Wiedersehen 7./8. May 2019 in Berlin: Vplbiennale.org



The 3rd VPL Biennale will take place on May 7 and 8, 2019 in Berlin, Germany. Early registration starts in September.

[For more information click here.](#)

[Receive e-mail updates](#)

2nd VPL Biennale

Check out all the information about the 2nd VPL Biennale in Arhus 2017.

[Previous Biennale](#)

Thank you for your attention!

Dr. Martin Noack

Senior Expert
Program Learning for Life

E-Mail: martin.noack@bertelsmann-stiftung.de

Twitter: [@cmgnnoack](https://twitter.com/cmgnnoack)

Newsletter: https://www.bertelsmann-stiftung.de/subscription_II/

Blog: <http://blog.aus-und-weiterbildung.eu>

Facebook: <https://www.facebook.com/ausundweiterbildung>

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