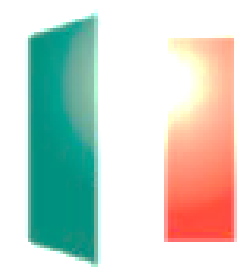


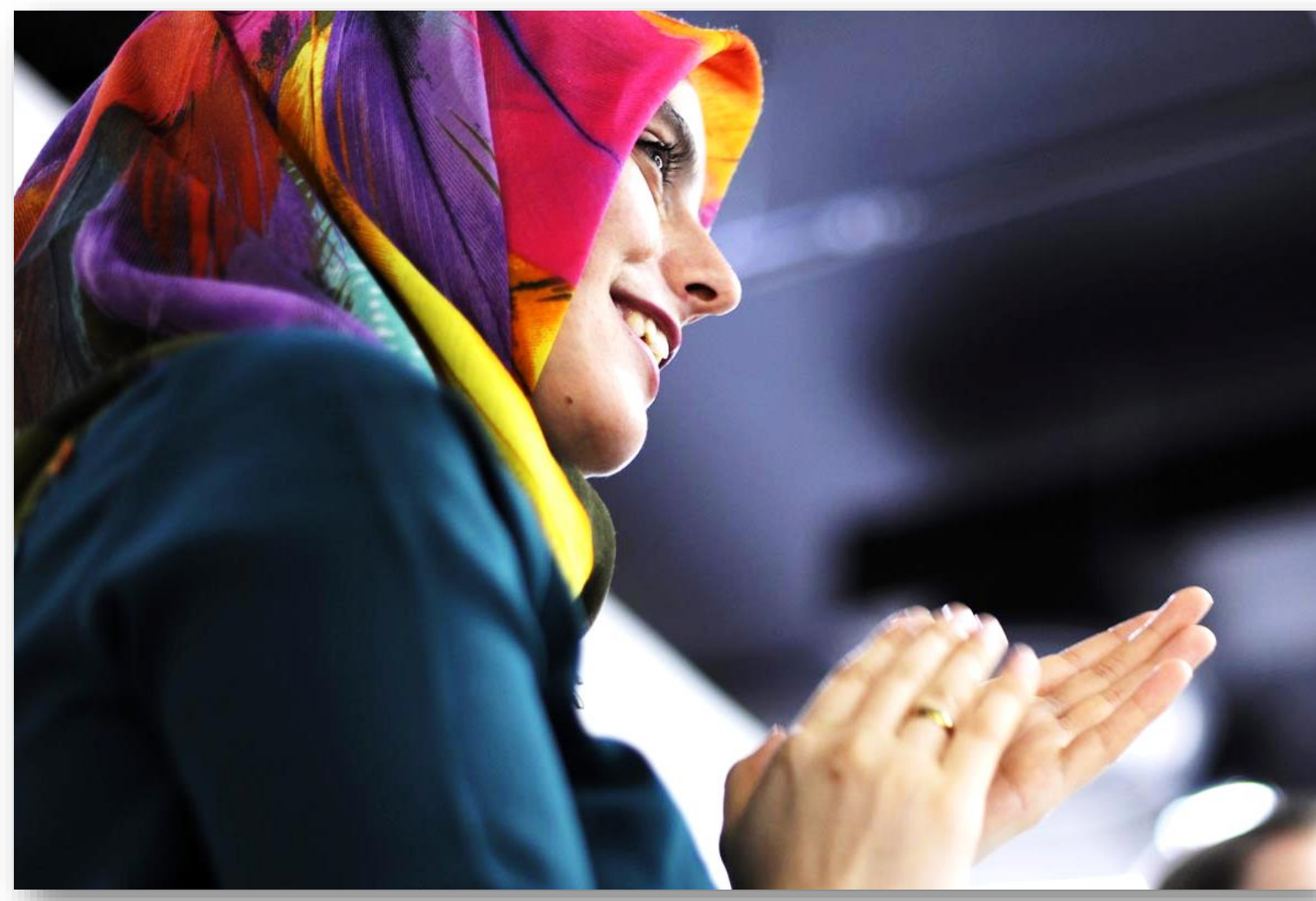
Progetto co-finanziato dall'Unione Europea

FONDO ASILO, MIGRAZIONE E INTEGRAZIONE (FAMI) 2014-2020



MINISTERO DELL'INTERNO

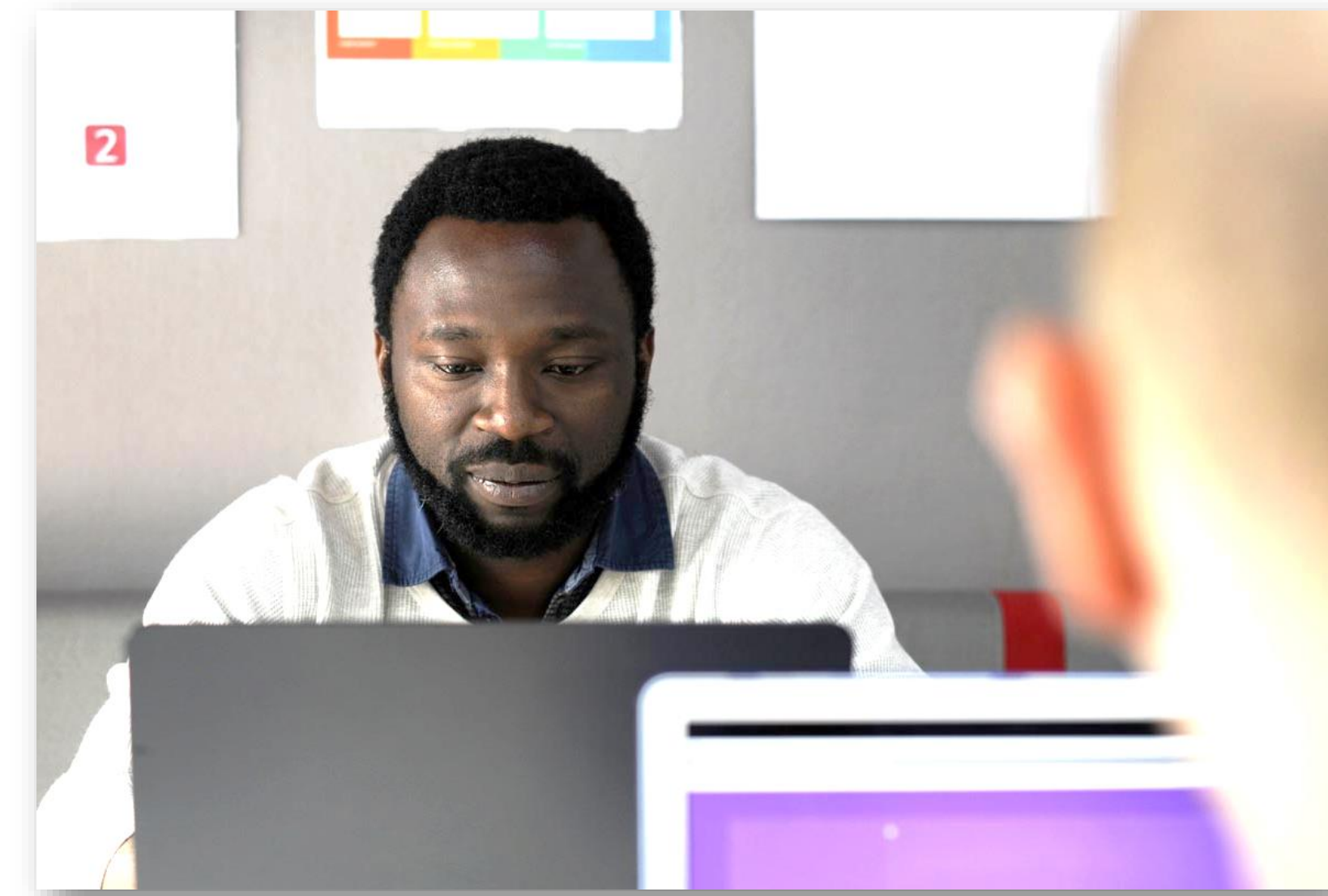
Avviso pubblico per la presentazione di progetti finanziati dal Fondo Asilo, Migrazione e Integrazione 2014-2020 OS 2. "Integrazione/Migrazione legale"- ON 3. Capacity building – lett. m) Scambio di buone pratiche Inclusion sociale ed economica SM\_CUP J41G18000090005



# ESPOR

European Skills Portfolio for Refugees

[WWW.ESPOR.IT](http://WWW.ESPOR.IT)



### Career counseling needs

- Review some expectations and process the loss of the migration project
- Process the grief for the loss of the employability of one's professionalism
- Become aware of the skills possessed, both technical and "soft"
- Develop a proactive attitude towards new career opportunities
- Design new professions profitable in the new context
- Develop a network and skills to self promote on the labor market



COERENZA CON LE  
ESIGENZE DEL MERCATO  
DEL LAVORO



EMPOWERMENT  
DEI MIGRANTI

### Career counseling for migrants

- Life design (construction and re-construction through narratives)
- The Social Cognitive Career Theory
- Career management skills
- Job-loss grieving process
- Opposition and resistance to counselling
- Different types of counselling

### The ESPoR model of Balance of competencies

- |                             |   |
|-----------------------------|---|
| • 1° Face-to-face interview | <u>The story of my career</u>                     |
| • 1° and 2° group meeting   | <u>My career box</u>                              |
| • 3° and 4° group meeting   | <u>The transversal skills cards</u>               |
| • 5° and 6° group meeting   | <u>How to train and work in Italy</u>             |
| • 7° group meeting          | <u>The professions cards</u>                      |
| • 8° group meeting          | <u>How to talk about personal professionalism</u> |
| • 2° face-to-face interview | <u>Confirmation of the final document</u>         |
| • 9° group meeting          | <u>Synthesis of the path</u>                      |



INSERIMENTO  
LAVORATIVO PIÙ  
EFFICIENTE



### The project [www.espor.it](http://www.espor.it)

- Duration: October 2018 - September 2021
- General objective: Increase the effectiveness of the hosting system's "labor integration activities" supporting career choices more adequate on the one hand to the skills, potential and motivations of the migrant, on the other hand to the real opportunities and needs of the Italian labor market
- Experimentation: leading the balance of competencies to 500 asylum seekers and refugees, divided into 50 groups, and training of 50 experts

The **MANUAL** of the model, developed and tested by means of the previous project ESPaR, can be downloaded for free on the website [WWW.REFUJOB.EU](http://WWW.REFUJOB.EU) in **EN, DE, IT, ES, FR**