



CMINAR

TEACHING CAREER COUNSELLORS
OF REFUGEES

Meeting Stockholm

3 to 6 May 2017

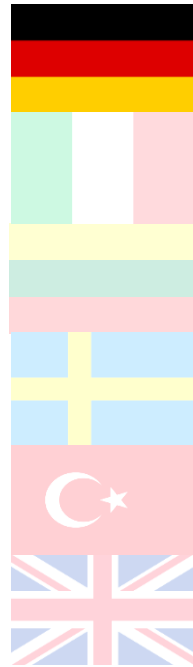


Needs analysis *Germany*

Good response to our methods of research

- **Delphi phase 1:**
 - 27 questionnaires received completed by counsellors of refugees, most of them rich in content and detail
 - 2 additional responses from lecturers
- **Delphi phase 2**
 - 2 hour experts discussion in Hamburg with 20 participants
 - another meeting of experts planned in Ludwigshafen

Categories of counselling topics and challenges confirmed as fruitful.
(The given 8 dimensions were widely used and filled with material.)



Needs analysis *Germany*

Refugees bring a broad variety of concerns into the settings of career guidance and counselling.

general education

vocational education

job-seeking

personal situation
in general

Q u e s t i o n s a b o u t G e r m a n y
H e l p l e s s n e s s & p e r p l e x i t y i n g e n e r a l

- Language courses
- Making up for school graduation

- Guidance in vocational training and labour market in general
 - Occupational orientation
 - Guidance in questions of certificates
 - Internship placement
 - Helping with application processes and documents
 - Legal counselling concerning work permits
 - Support in paperwork for the labour administration
 - Financial support especially for qualification matters
 - Occupational options boosting stay permits

- Mental health
- Physical health
- Housing situation
- Experiences of discrimination
- School permit for children

- Personal life planning

- Structure of vocational training system
- Vocational training placement
- Guidance in academic options
- Job placement
 - Non specific
 - specific
- Recognition of professional(ly useful) competences
- Understanding salary statement

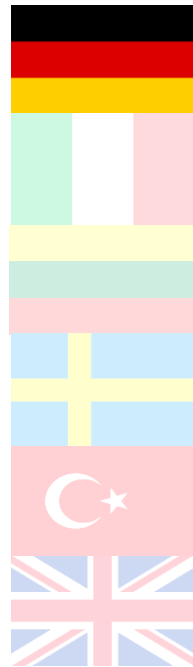
matters of
network partners

- Legal matters of residence
- Asylum proceedings
- Support in the communication with other authorities
- Recognition of certificates

Needs analysis *Germany*

Lots of detailed training demands in each of the given 8 categories.

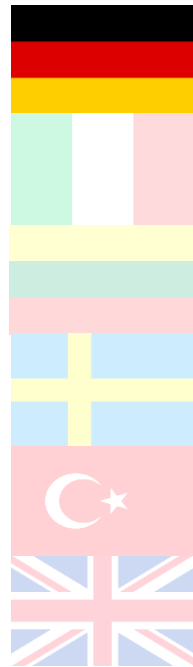
- a. **knowledge gap for consultants and counsellors (respective educational system, professions, labour market, ...)**
- **knowledge gap of consultants**
mainly general structures of systems (educational, vocational, occupational, labour work, social security, authorities)
 - **knowledge gap of consultants**
 - general background of the migration process (situation of countries of origin: politics, educational and occupational system)
 - expert knowledge of systems in receiving country
 - specific methods in counselling (e.g. handling mental strain)



Needs analysis *Germany*

Lots of detailed training demands in each of the given 8 categories.

- b. foreign language as a means of counselling (in one-to-one settings and in groups)**
- c. language as prerequisite for the integration into the educational system and into the labour market**
 - **as condition of integration**
(e.g. training in the Common European Framework of Reference for Languages, using simple language tests in the counselling situation)
 - **as means in counselling**
(e.g. professional use of interpreters, training in advanced English, using simple language)



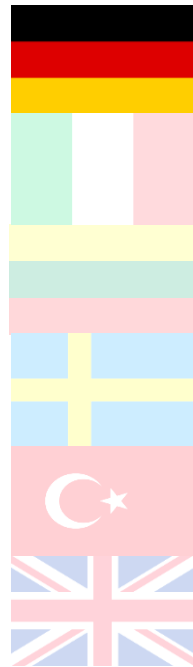
Needs analysis

Germany

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- d. access to the educational and vocational system and to the labour market**

systematic training of the different systems of access
– frequently updated

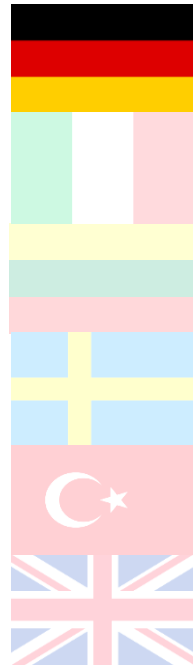


Needs analysis *Germany*

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e. recognition of foreign qualifications

advanced knowledge of occupational system to identify options for the referential occupation in the receiving country

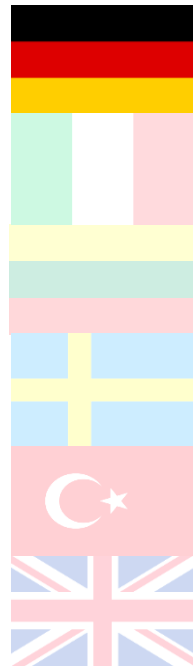


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f. discrimination and traumatization

- **discrimination**
e.g. unintended discriminating behavior, effects of discrimination experiences on the counselling setting, discrimination in the work sphere, system of anti-discrimination actors
- **traumatization**
e.g. basics in the psychology of trauma, traumatizing structures in the countries of origin, prevention of both re-traumatizing consultants and secondary traumatization of consultants

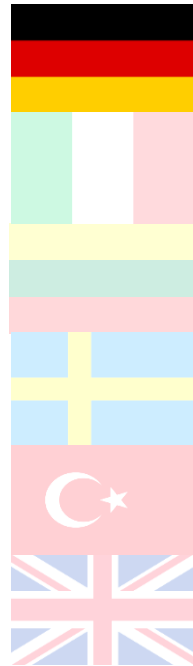


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g. assessing clients` potential and empowerment

many points e.g. unconventional methods of identifying consultants` potentials and competences, narrative methods, advanced and intercultural handling of discrepancies between self and external assessment

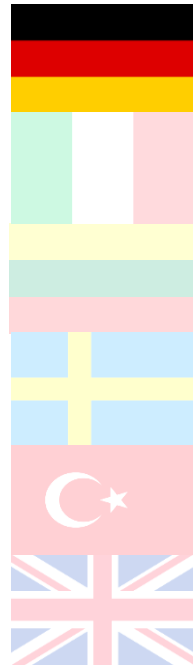


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h. supportive measures and labour market schemes

e.g. outreach / visiting counselling, networking with social counselling actors, subsidies depending on stay permits



Needs analysis *Germany*

Lots of answers in addition to the given 8 categories.

mainly intercultural

e.g. para- and nonverbal intercultural communication, handling culturalized aspects of occupational choice such as parental pressure either to earn money without investing in vocational training or to neglect any non academic option

