

- **Specific challenges in settings of vocational and career counselling given to clients from immigrant background**

Findings from Delphi Broadband Survey

Karl-Heinz P. Kohn, HdBA Mannheim (Germany)

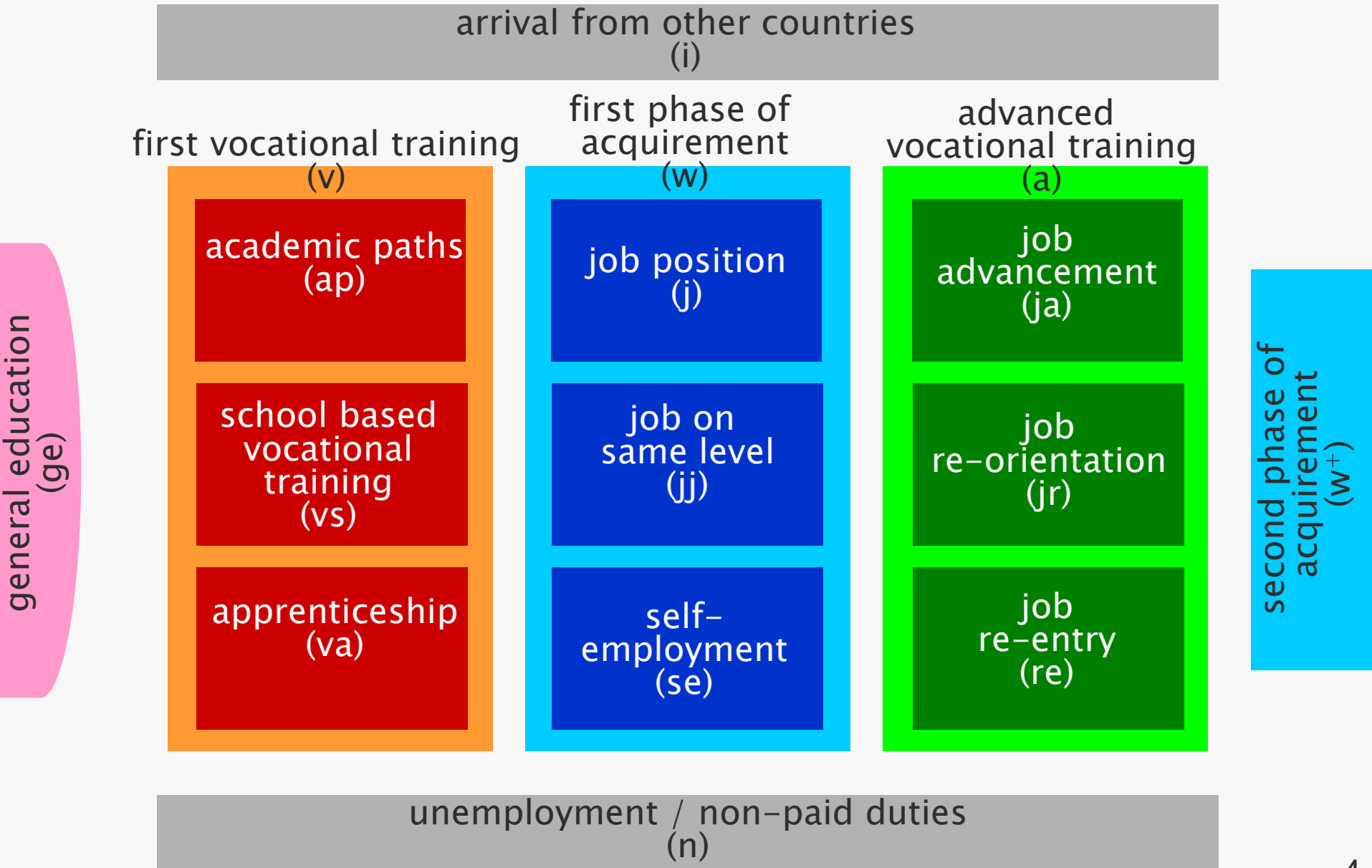
●
**inducement
problem
participants**

**Delphi
Broadband
Survey**

●
survey design
survey instrument

Delphi
Broadband
Survey

Field of assignment of vocational and career counselling - essential spots within professional life-





**survey design
clustering**



**Delphi
Broadband
Survey**

Delphi Broadband Survey

Findings

*In the process of counselling
specific topics and needs
result in specific challenges
both for clients and their counsellors*

specific challenges



**Challenges arising from
knowledge gap in the field
of the receiving country's
educational and
employment system**

knowledge gap

specific challenges

challenges arising from

- learning and using a second language as medium for acting and responding in education, working environment and counselling communication

knowledge gap
second
language

specific challenges

- challenges arising from both the residence status and the recognition of foreign vocational and academic qualifications

knowledge gap
second language
recognition

specific challenges



challenges arising from
discriminating behavior or
structural discrimination

knowledge gap
second
language
recognition
discrimination

specific challenges

- challenges arising in the framework of assessing clients` potential and empowerment
(being driven by all challenges named before)

knowledge gap
second
language
recognition
discrimination
assessment

specific challenges



**challenges arising for
access to and designing
and handling of supportive
measures and labour
market schemes**

**knowledge gap
second language
recognition
discrimination
assessment
labour market policy**

specific challenges

● challenges for
counsellors' competence
arising from all the
previously mentioned
issues

knowledge gap
second language
recognition
discrimination
assessment
labour market policy
counsellors'
competence

specific challenges



knowledge gap

second language

recognition

discrimination

assessment

labour market policy

counsellors'

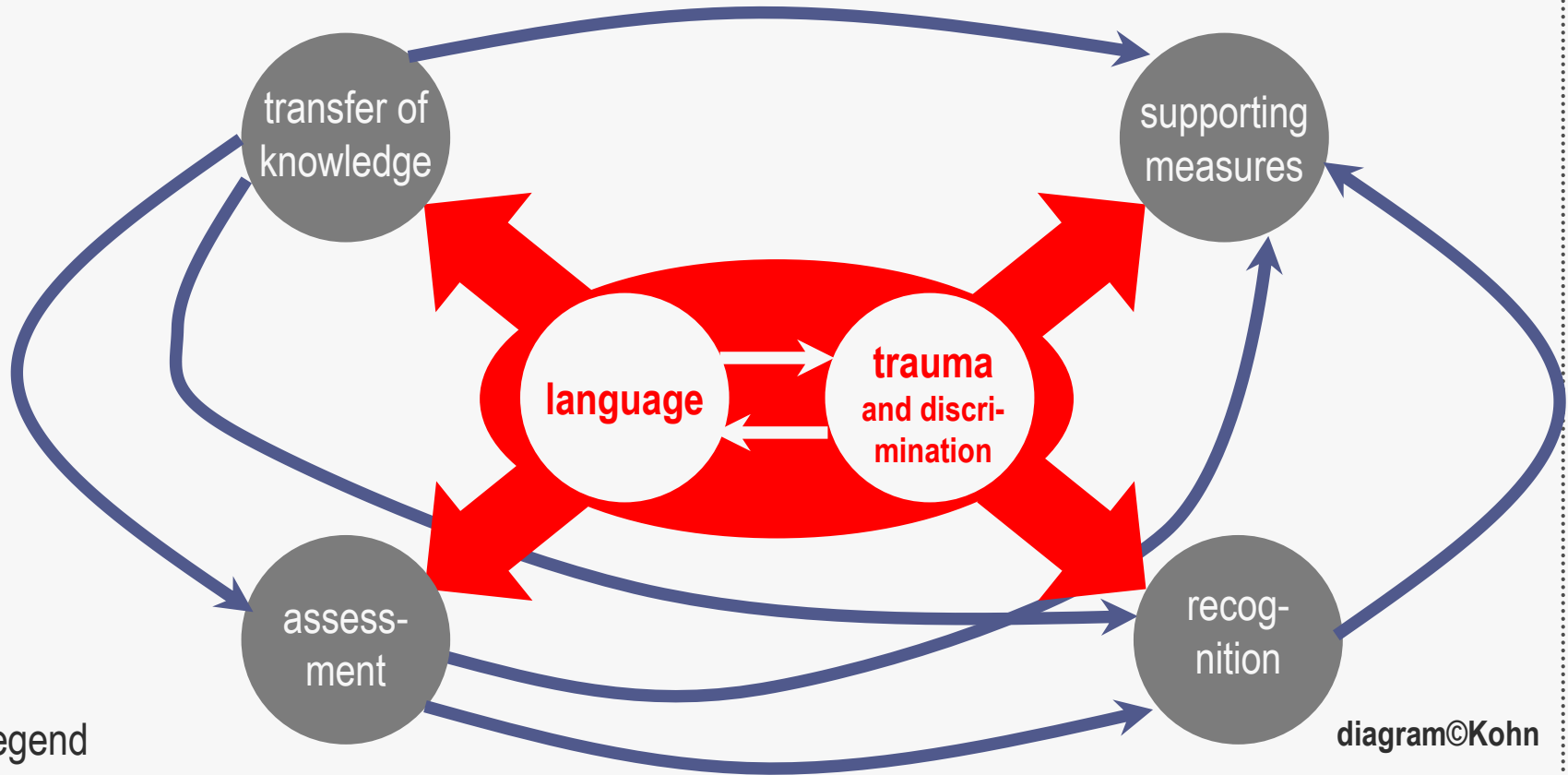
competence

Delphi Broadband Survey

Transfer from Findings

Cycle of Influences

of specific challenges in settings of vocational counselling and guidance for refugees



challenges

regions of origin
reasons for flight

specific
knowledge gap

using second language

residence permit status

recognition of
qualification certificates

trauma

discrimination

cultural imprint

instruments

specific address
and approach

specifically assessing
potentials

intensive information and
transfer of knowledge

efficient labour market
support for target groups

Empowerment

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

matters of
network partners

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



**Thank you for
the attention.
Questions?**

karl-heinz.kohn@arbeitsagentur.de