

● IMMIGRANT COMPLEXITY

.././../, Intellectual Output 4 (IO4), Assoc. Prof. Dr. Salim ATAY
Introduction to the module



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LECTURERS



INTRODUCTION

The aim of the module

Reality 1

The motivation for getting education or being employed is an important sign of a refugee's belief for a better life, improving his life circumstances and wellbeing.



"Being able to realize their personal potential in the labor force is a significant factor in successful integration of immigrants/refugees"
(UNHCR, 2002)

● Reality 2

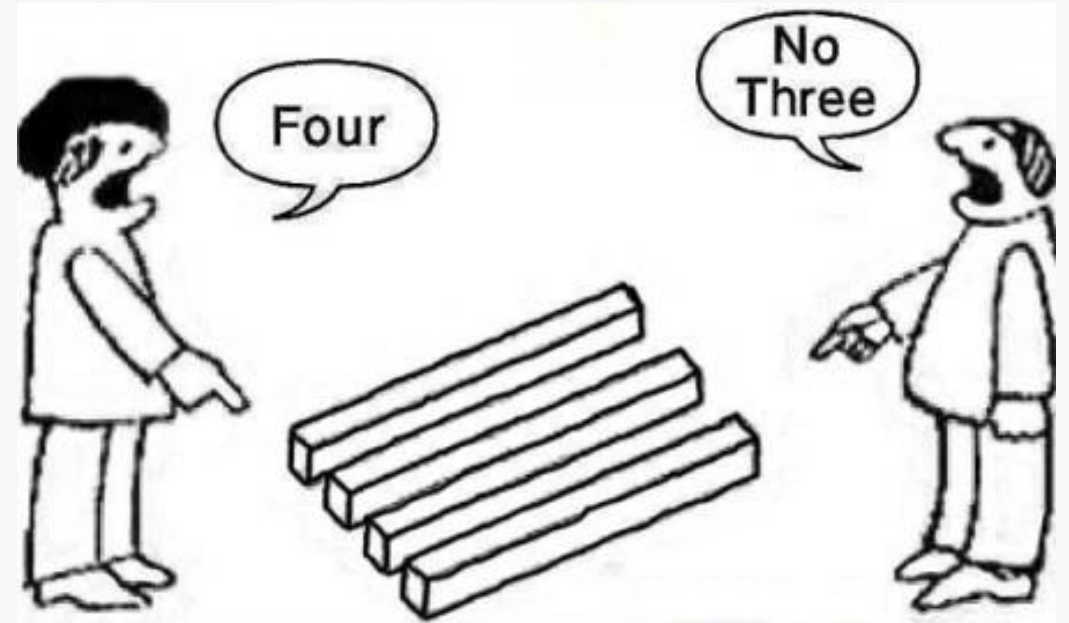
"Without employment, refugees risk becoming trapped in a cycle of social and economic marginalization affecting not only them but possibly future generations and also the host country's society"

(UNHCR, 2002)



Reality 3

Migrant/refugee counselees view, perceive and believe differently as they are coming from very different cultures and had different experiences



● That is why...



Cultural awareness and knowledge about acculturation

is an essential competency and an important component of effective counselling for refugees/ immigrants



Accordingly,

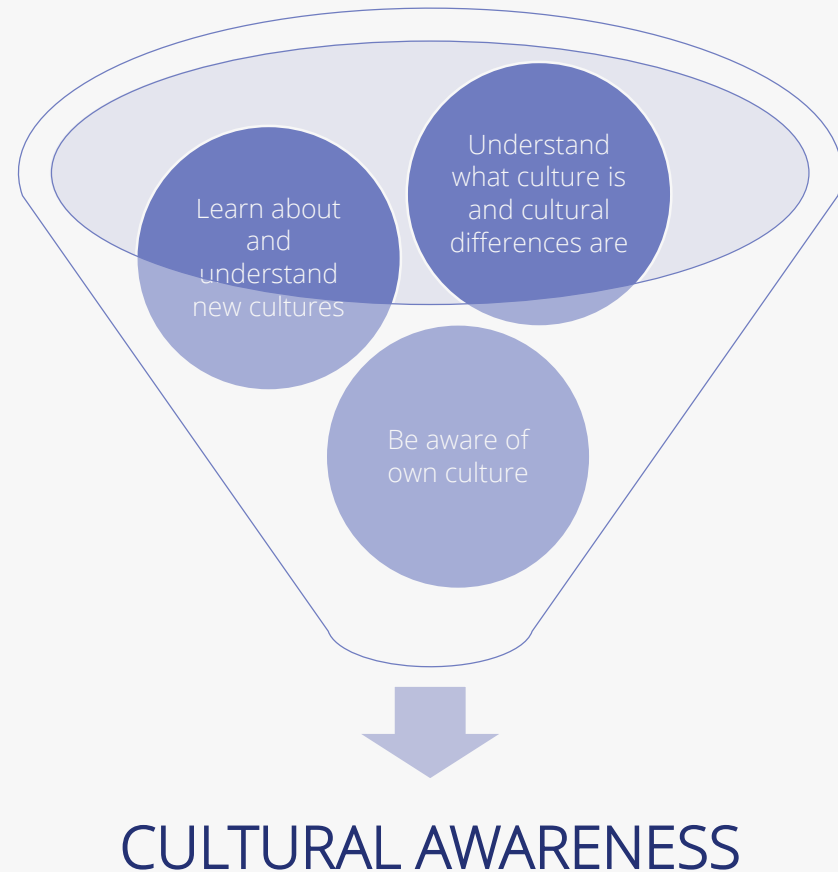
the counsellors who can apply their understanding of culture and cross-cultural communication skills in counselling services could be more effective

In Order to Develop Cultural Awareness

Career counsellors

1. need to understand what culture is and cultural differences are
2. be aware of their own culture
3. learn about and understand a new culture

Thus, they can be aware of and ready for the role of cultural differences on labor market integration



● Counselors' Intercultural Competence

Three main factors determine whether a counselor has intercultural competence or not

1. Counselor's cultural self-awareness
2. Understanding cultural differences
3. Ability to develop culture-sensitive methods for counselees

1. Counselor's Cultural Self-awareness

Refers to self-perception of career counselor about his values, personal limitations and beliefs

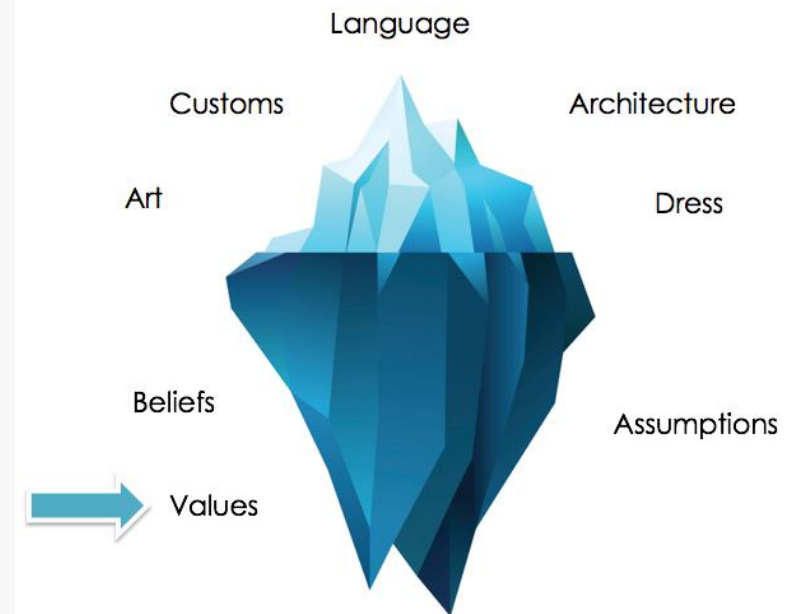


=> This competency is very valuable for making adjustments in career counseling due to the different cultures

2. Understanding Cultural Differences

Understanding cultural differences means understanding different world views, human behaviors and biases of counselee from different cultures

=> helps counselor to deal with different types of cultures



● 3. Ability to Develop Culture-sensitive Methods for Counselees

Career counselor is expected to develop best-fit strategies and recommendations for counselees according to their cultural values



CRITICAL NOTE



Career counsellors are not expected to work like cultural experts. However, they need to understand counselees for having a sustainable and effective communication



=>Thus, the first aim of career counseling is:

understanding the previous experiences and current situation of the counselees and then motivating them for building a new life

GROUP DISCUSSION

1

WHAT IS CULTURE

2

WHAT ARE THE
CHARACTERISTICS OF
CULTURE

3

WHAT ARE THE
COMPONENTS OF
CULTURE

4

HOW IT FUNCTIONS IN
DAILY LIFE

Thank you for
the Attention.
Questions?

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