Next Speaker

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Check of competences

WAPES – Labour market integration of refugees – the role of PES

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initial condition
recognised refugees and persons granted subsidiary protection, registered unemployed (blue) or attending an PES training (red) (April 2016) – development since January 2013
newly registered recognised refugees and persons granted subsidiary protection at PES Vienna each month – development 01/15 – 04/16

01/15 - 04/16

<table>
<thead>
<tr>
<th>Month</th>
<th>Number of Persons</th>
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check of competences – Phase 1

- In order to get more information about the educational level of refugees registered unemployed and living in Vienna, the PES Vienna started at the end of August 2015 the pilot project “check of competences“ to survey their formal and practical qualifications and skills.

- 6 projects were implemented, each for about 150 participants. The measure was offered in the most frequently mother tongues of the refugees involved (Farsi, Arabic, Russian, French) and lasted for 5 weeks. 2 projects were implemented only with women, 2 only with men, 2 were implemented unsexed.
check of competences – Phase 1

- Each participant had 5-6 hours one-on-one biographical interviews and 50 hours of workshops.

- During the implementation of the pilot project the PES Vienna adapted several things:

  - **extension of the project to 7 weeks for women.** Additional empowerment for women was necessary, because 85% of those participants who did not work in their country of origin at all were women.

  - **courses in the mother tongue “French”** which were planed especially for persons from the African continent were given up because of a lack of demand.
check of competences – Phase 2

- In April 2016 the PES Vienna started the roll out of the “check of competences” all over Vienna for about 6.000 participants until May 2017; **roll-out for all over Austria**
- Further adaptations of the project:
  - 4 projects: 1 for “women older than 18 years”, 1 for “men between 18 and 25 years”, 2 for “men older than 25 years”
    - Difficulties for the counsellors of PES Vienna to check the mother tongue of the potential participants (this is now done within the project)
    - A need to differ between the target groups
check of competences – Phase 2

- **Further adaptations of the project:**
  - integration of the civic courses of the „Austrian Integration Fund“
  - further development of the reporting to the PES counsellors from „results“ to „results + perspective“: PES Vienna broadend this to the labour market and qualification perspectives (short-term and long-term) of the participants
  - **Further and more detailed reporting on the practical qualifications:** more intense proof of practical experiences: implementation of so called „expertise-check“: checked by private companies or training institutes in their field of profession, results are reported back to the competences-check-organisation; combination of work-training/working trial and german language course
check of competences – methods and tools

➢ Biographical interviews (one-on-one setting):
  ▪ offered in Arabic, Farsi/Dari and Russian, to be able to start at a very early stage (German language skills A1) and to gain more accurate checks and to avoid translation mistakes.

➢ Workshops (groups of 12 persons):
  ▪ information about the Austrian labour market, social insurance system, education system and health system, civic courses

➢ Validation of formal, in-formal and non-formal qualifications:
  ▪ guidance and support in the process of validation and formal recognition.

➢ Practical testing:
  ▪ check of theoretical and practical competences and skills in certain professions carried out by private companies or training institutes and reported (expertise)
check of competences – methods and tools

- **Process (1):**
  - What is the mother tongue of the person and is she/he alphabetised in the mother tongue?
  - What other language skills does the person have (level A1 to C2)?
  - Is the person alphabetised in Latin letters (e.g. Englisch speaking)?
  - What is the level of German language skills (alphabetised to C2, certified or estimated)?
check of competences – methods and tools

- **Process (2):**
  - What are the IT skills of the person (none, sufficient, good, very good)
  - What is the highest formal graduation gained abroad? (none, primary school, lower secondary school, vocational education, higher secondary school, post secondary and tertiary school)
  - Is the graduation certified and can be proofed by the person?
    - Yes: guidance in the field of validation and recognition
    - No: tailor-made measure (basic qualification, bridging courses, et cetera)
check of competences – methods and tolls

- **Process (3):**
  - Does the person have practical experience in a certain profession but cannot formally prove this? Is it realistic to work in this profession in Austria?
  - If yes, the person gets tested in theory and practical terms by educational institutions or private companies. (expertise)
  - **The result can be:** no skills, low skills, sufficient skills, good skills
  - Depending on the result, the person gets offered a tailor-made qualification measure
Specific activities in relation to competences

- Activities for specific groups: defined qualification with certificates: doctors of medicine, pharmacists ad pedagogical degree >> process of nostrification or for the last group to find specific trainings for job opportunities in the overall field of social and pedagogical work

- And in the field of higher level IT competences
Challenges – in general

- create a standardised information transfer system
  
  (asylum seekers – no labour market access / recognised refugees and persons granted subsidiary protection – labour market access)

- create a standardised “integration pathway”

- start as early as possible, get as fast as possible

- supply combinable and tailor-made active labour market measures
Challenges – in general

- Budget and staff for the PES for integration work
- Regional differences: concentration in the bigger cities and at least in Vienna (2/3) (discussion: compulsory residence, more places in the school and apprenticeship system in the regions)
- Discussion about the benefits in the context of the Austrian social security systems (BMS)
- Discussions about rights and duties, transfer of values
Challenges – labour market measures

- assessment and validation of formal, non-formal and in-formal qualifications gained abroad in combination with system of validation in Austria for universities, school and vocational training degrees

- language skills

- providing information on the austrian labour market, social insurance system, education system and health system, civic courses

- supply of combinable and tailor-made active labour market measures and qualifications, data quality in the PES System
key questions for the future

- How to find a balance of quality and speed of validation of vocational practical experiences and formal, non-formal and in-formal qualifications gained abroad?
- How to supply tailor-made qualifications in the field of VET?
- How to make testing more individual and web based?
results – Afghanistan

Matura = higher secondary school
Studium = postsecondary and tertiary level

Keine Schulbildung = no school attended
Grundschule = primary school
Pflichtschule = lower secondary school
Berufsausbildung = VET
results – Syria

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