

# Language

## Key Consideration 1

Language training ideally tailored to refugee's personal situation, skills and qualifications - combined with work practice.

## Key Consideration 2

Flexible on-the-job/combined language training should be available to make 'work first' pathways a true and sustainable alternative.

# Skills and qualifications

## Key Consideration 3

Cooperation PES/educational institutions/vocational system/social partners essential for acquisition of skills and qualifications.

## Key Consideration 4

Employers/educational institutions/relevant organisations in cooperation with PES:

- assess and recognise qualifications,
- provide adequate job opportunities,
- adapt on-the-job training schemes (apprenticeships, internships, work placements, etc.).

# Partners and institutions

## Key Consideration 5

Information sharing, well functioning processes and clear roles between relevant institutions needed for optimal timing and sequencing of services.

## Key Consideration 6

Social networks, local labour markets and cultural aspects of host country are important elements in successful integration. Close cooperation with municipalities can help.

# Employers

## Key Consideration 7

Employment helps refugee become self-reliant and directs away from depending on the PES. On-the-job skills acquisition is great learning and enhances insight into working culture and working language.