

# **Pôle Emploi action to help the professional integration of recipients of international protection**

# Pôle Emploi: committed to professional integration for all.

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➤ The largest stakeholder on the French employment market, Pôle Emploi has a significant territorial framework to:

- **support the return to work** of those who have fallen out of work
- **secure the professional transitions** of job seekers
- **respond in a manner that is adapted to the needs of businesses**



**900**  
Local Agencies



**54,000**  
personnel

➤ With the aim of overcoming the new challenges of the employment market, Pôle Emploi has made the **modularity** and **personalisation** of its services a priority.

**Aim:** To offer **support approaches that are adapted** to the needs and profiles of each individual

➤ **Strategic focus:** “*Do more for those who need it most*”.

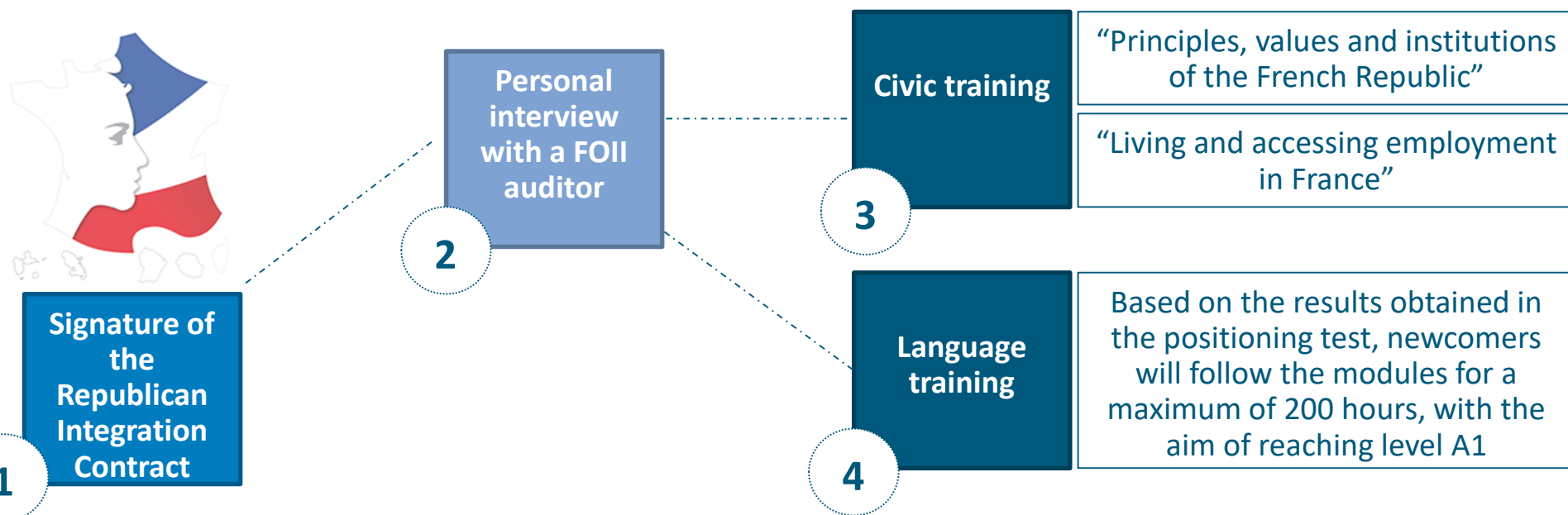


At the end of 2016, the intensive support concerned 500,000 job seekers and involved 1/3 of the Support Counsellors

# Background (1/2): The new arrivals and the personalised Republican integration pathway

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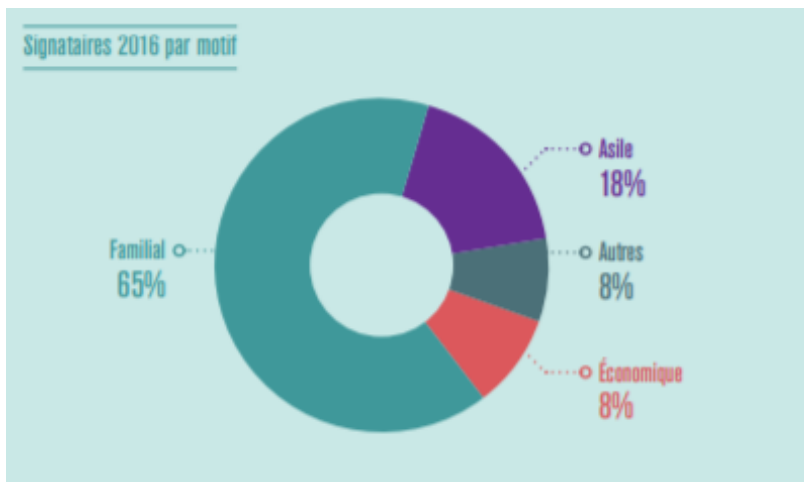
- Pôle Emploi organises its actions to help newcomers under the **Law of 7 March 2016 on the rights of foreign citizens in France**, which guarantees the reception and integration of foreign citizens by offering them a **personalised Republican integration pathway**.
- This pathway is made official when the **Republican Integration Contract (RIC)** is signed.
- **The French Office for Immigration and Integration (FOII)**, operating under the aegis of the French Ministry of the Interior, is the authority responsible for the reception and integration of RIC signatories.



# Background (2/2): Migratory flows and the Republican Integration Contract (RIC) signatories

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- The Republican Integration Contract is intended for **all foreign citizens who have been authorised to reside in France for the first time and who want to establish themselves in the country permanently.**
- Diligently following the regulatory training modules and respecting the commitments undertaken by the signatory **constitute requirements for the issue of a multi-year residence permit.**
- Recipients of international protection are also RIC signatories; **however, they are not obliged to respect the clauses of the contract** in order to receive a residence permit.



**+41%**

Increase in the number of applications for asylum lodged between 2015 and 2016

**19,982**

*is the number of people who received protection status in France in 2016 (in comparison with 14,119 in 2015)*

# Action #1: Strengthening our relations with the FOII and encouraging the logistical partnership between the two operators

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**24 November 2016**

Signature of a **framework agreement** to help the professional integration of newcomers by the State, the FOII and Pôle Emploi

**Aim**

**To facilitate**, through an approach based on partnership and working together, **access to employment or professional training** for Republican Integration Contract signatories

**Areas of cooperation**

1. **Increasing the structuring of the services offered** to ensure better coordination of actions and smoother provision of support for people
2. **Facilitating and developing the exchange of technical expertise between operators**

# Action #1: Strengthening our relations with the FOII and encouraging the logistical partnership between the two operators

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## Achievements



Training of **150 FOII auditors** to perfect their knowledge of the services offered by Pôle Emploi



Opening up of the **Pôle Emploi partnership resources base** to the FOII and integration of its platforms within the list of resources available locally



Creation of **support information available in 9 foreign languages** to present the procedures for registration and accessing the Pôle Emploi services



Launch of an **IT project** to develop automated data exchanges

## Deployment

Activation of the framework agreement at **departmental level**  
Signature of a local partnership agreement by the Prefect, the local FOII department and the local Pôle Emploi department

# Action #2: Smoothing the socio-professional integration of 1000 recipients of international protection

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## Context and challenges

**Aim** → To overcome the barriers hindering the professional integration of refugees, in particular:

- **Limited command of the French language**
- **Lack of knowledge of the French labour market**
- **Lack of certification** and skills training
- Difficulties in accessing **stable housing**

## Needs

1. **To coordinate the actions** of the operators supporting the integration pathway
2. **To state the fields of employment, housing and professional training:** integrated approach
3. **To better spread the integration effort across the regions**

## Collective undertaking

**3 May 2017: signature** of the partnership framework agreement on the implementation of **1000** experimental professional integration **pathways**

## Experimental approach

Design inspired by the **experiment carried out in Île-de-France in late 2016**, based on supporting 90 refugees towards obtaining qualifications and employment.

# Action #2: Smoothing the socio-professional integration of 1000 recipients of international protection

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## The partners



French Ministry of the Interior  
French Office for Immigration and Integration

French Ministry for Employment  
Pôle Emploi

Fonds paritaire de sécurisation des parcours professionnels [Joint Fund for Securing Professional Pathways] (FPSPP)  
Authorised joint collection bodies (AJCBs) of the branches under pressure

French Ministry for Housing

L'association pour la formation professionnelle des adultes [Association for Professional Adult Training] (AFPA)

- ✓ **Recipients of international protection**
- ✓ Those who have achieved **level A1** in the French language

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- ✓ **Young people** aged under 25
- ✓ Isolated people residing in an **emergency housing centre**

## Target public





# Action #2: Smoothing the socio-professional integration of 1000 recipients of international protection

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One pathway,  
two routes

Professional training  
intern

Professionalization or  
interim professional  
development contract

## 1. Group preparation for employment modules (400 hours):

- creation of a professional project
- discovery of professions
- acquisition of the necessary basic skills



+ Social support and finding a housing solution

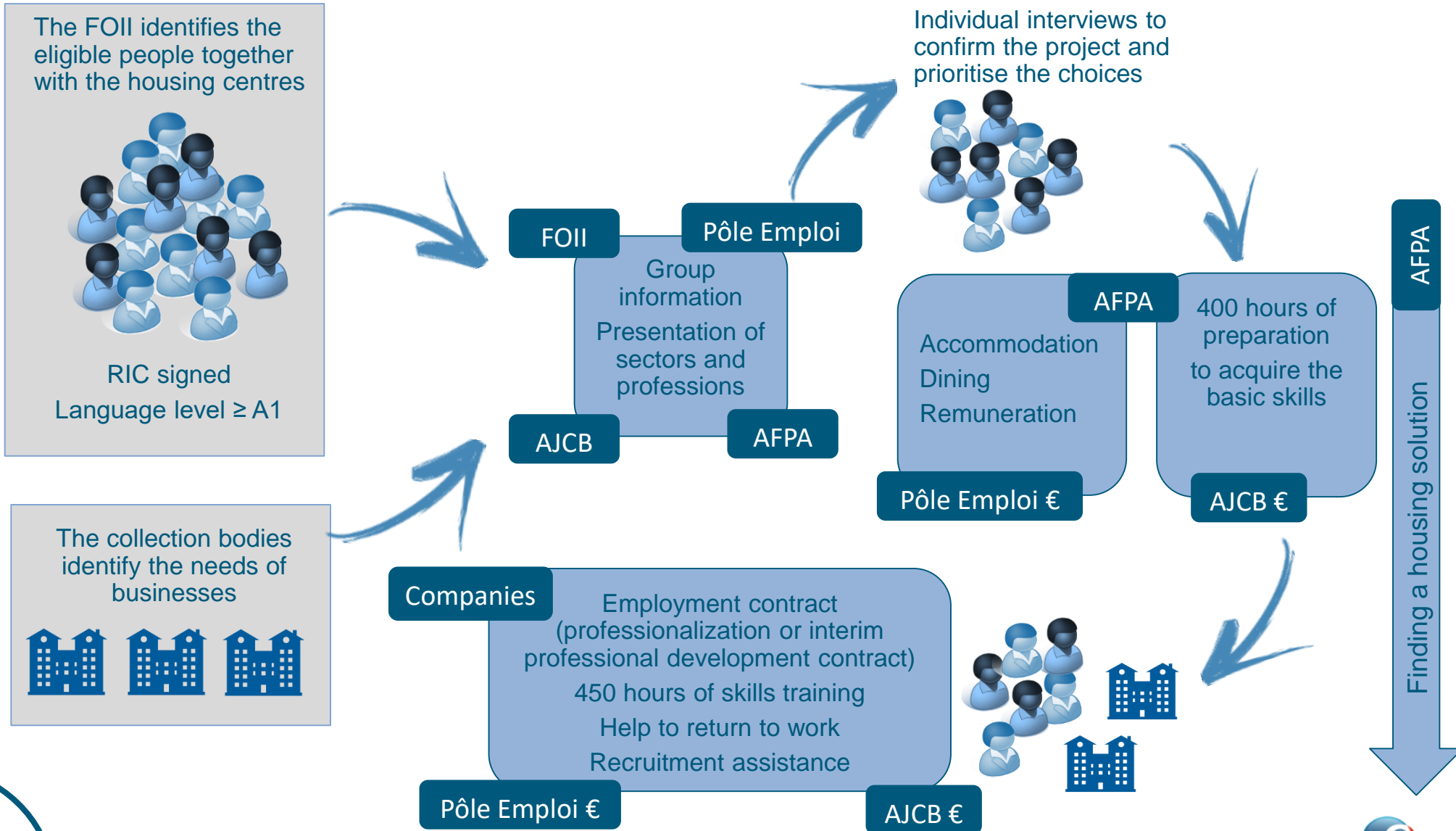
## 2. Skills training (450 hours) and work experience

- help to find employment
- recruitment help



8 months

# Action #2: Smoothing the socio-professional integration of 1000 recipients of international protection



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Where are we?

**Identification of eligible candidates by the FOII**, together with the housing centres, in the regions.



The **needs of businesses were determined** at the same time by the AJCBs.



**Group information meetings and selection interviews** under way in the regions



**Operational modules for preparation** for employment, under way in certain regions and about to launch in others



Feedback and areas for improvement

Candidate identification stage: difficulties encountered in **determining the target** public.

The level of **command of language**, is a condition precedent for proper completion of the pathway.

Access to **sustainable housing** must be the subject of **individual and continuous support** throughout the pathway.