

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

Pôle Emploi: committed to professional integration for all.

➤ 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

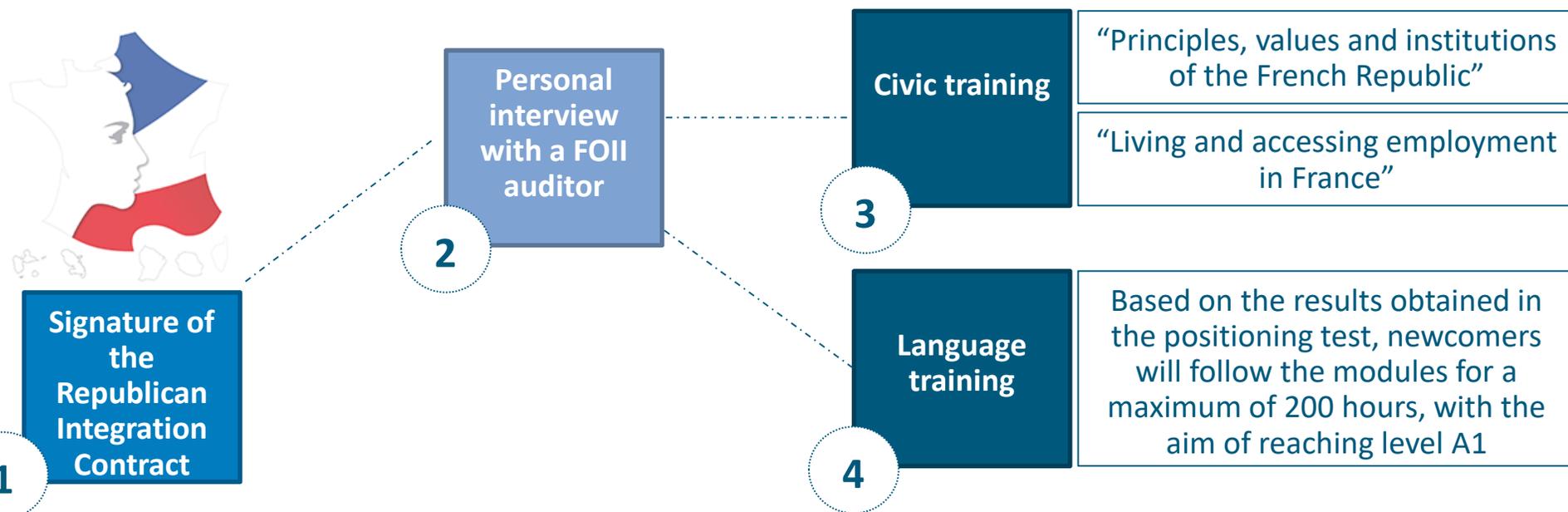
➤ **Strategic focus:** “*Do more for those who need it most*”.



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

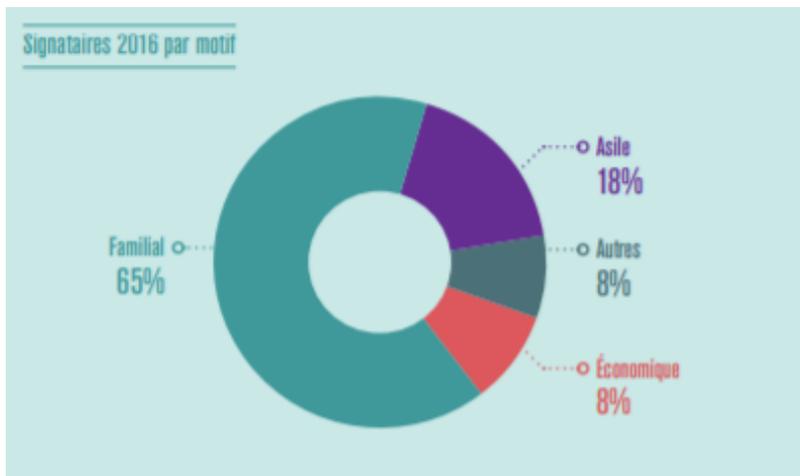
Background (1/2): The new arrivals and the personalised Republican integration pathway

- 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

- 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

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

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

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

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

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

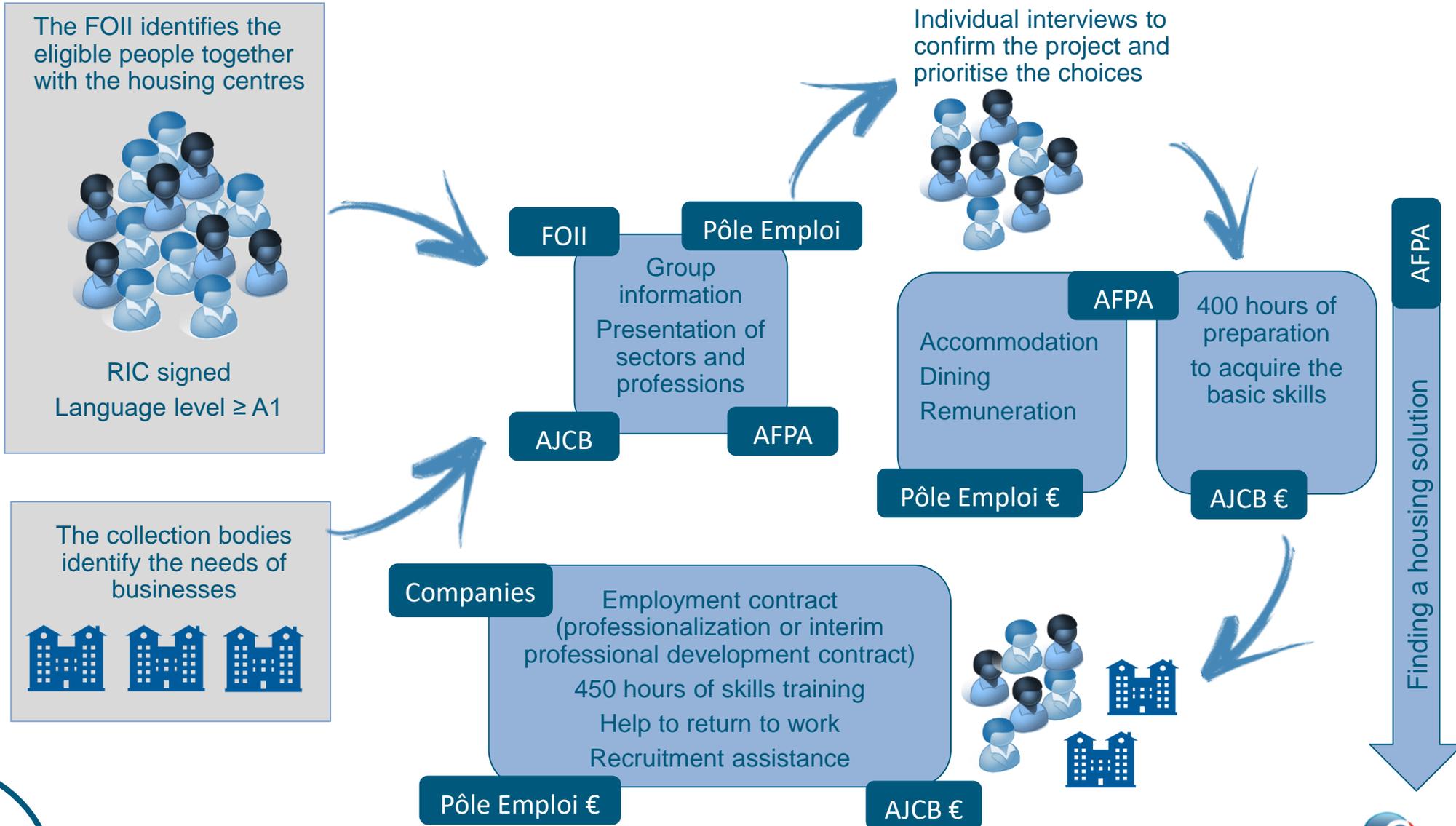
2. Skills training (450 hours) and work experience

- help to find employment
- recruitment help



8 months

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



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

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.