



Fast-track Integration of Highly Educated Refugees (HER) into Labour Market

"Better and faster
integrating highly
educated refugees into
the Flemish labour market
by developing a platform
frame bringing all relevant
actors and initiatives
together"

INVESTEERT IN
JOUW TOEKOMST



WHAT IS ALL-IN-ONE 4 HER?



"Bringing all relevant actors and initiatives together on a platform for HERs "

All-in-one 4 HER is a project funded by the **European Social Fund (ESF)** and **Flemish government**. It aims to develop a fast-track integration model for Highly Educated Refugees into the Flemish labour market.

The challenge we address is the **employment gap** between natives and migrants in Flanders, Belgium which is over the EU average. This gap raises as the education level raises. Refugees represent one of the most vulnerable groups of migrants on the labour market. A big portion of **Highly Educated Refugees (HERs)** are overqualified for their jobs they occupy. Moreover in the first 5 years after arrival, only one in four refugees is employed, the lowest of all migrant groups.

There are already a lot of initiatives and projects on the ground but mostly fragmented and many with little impact. The challenge is make it work.

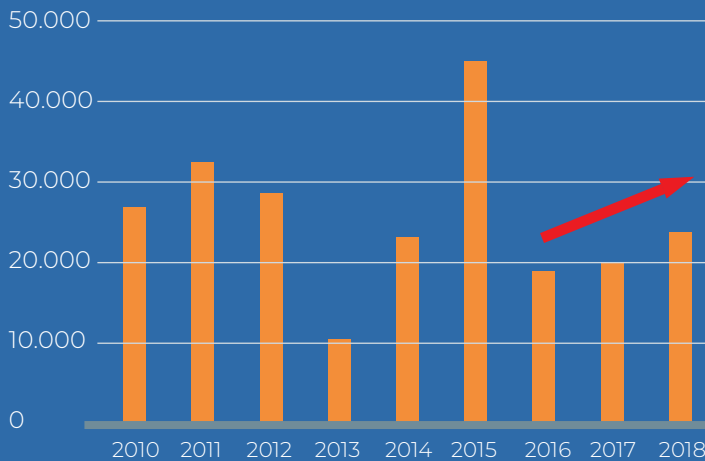
All-in-one 4 HER project aims to have an impact of reducing this gap by developing a **fast-track integration model for HERs in Flanders**. This model is being developed based on an action research including relevant tripartite actors **-Flemish government organisations, employers and HERs-** and also using best practices from other European countries and regions. This model will be experimented and operationalised by early and effective informing HERs by a Welcome Application, helping them to determine their **path to work** with professional career coaching and helping them on their path by voluntary based mentoring, and bringing all relevant actors and initiatives together on a platform.

To make it happen, the project is supported by leading Flemish government organisations and several current initiatives, also a big network of HERs.

CHALLENGES

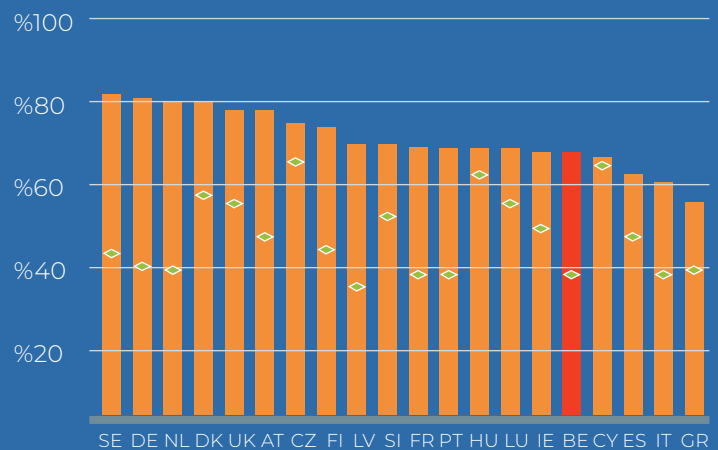
All-in-one 4 HER aims to address the challenge of the employment gap between highly educated natives and refugees, which needs to be reduced in order to reach the goals of the Europe 2020 strategy (75% of people aged 20–64 to be in work).

Asylum Applications in Belgium



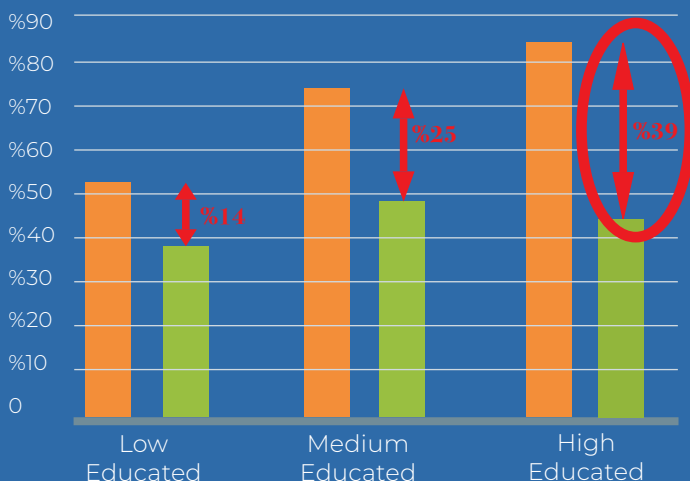
Although the number of people asking international protection in Belgium significantly decreased after the high peak of 2015, it still has an increasing trend in the last 3 years.¹ 37% of these are highly educated in Flanders (Agentschap Integratie&Inburgering, 2016).²

Employment Gap in Europe



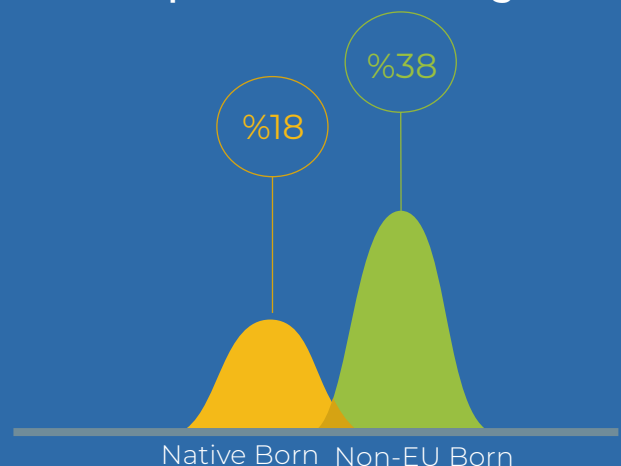
Employment gap between native-born and migrants (non-EU born) is over the EU average and employment (activity) rate of the migrants is the lowest in Belgium (Eurostat, 2017).³

Employment Gap vs Education Level



The unemployment gap between natives and migrants raises in Flanders as the education level raises while the opposite can be expected (OECD, 2015).

Over qualification in Belgium



There is also a gap between the overqualified working percentages of highly educated native-borns and migrants.⁴ Highly Educated Refugees (HERs) constitute a considerable portion of this group.⁵

1. https://www.cgvs.be/sites/default/files/asielstatistieken_2019_januari_nl.pdf

2. https://www.integratie-inburgering.be/sites/default/files/atoms/files/20160204_monitoring%20asielinstream_profielen%20van%20asielzoekers%20erkend%20vluchtelingen%20en%20subsidiair%20beschermden.pdf

3. https://ec.europa.eu/info/business-economy-euro/economic-and-fiscal-policy-coordination/eu-economic-governance-monitoring-prevention-correction/european-semester/framework/europe-2020-strategy_en

4. <http://www.werk.belgie.be/publicationDefault.aspx?id=47812>

5. https://www.oecd-ilibrary.org/social-issues-migration-health/settling-in-2018/over-qualification-rates_9789264307216-graph4l-en

OBJECTIVES & OUTPUTS

OBJECTIVES

Developing a sustainable and working fast-track model for integrating Highly Educated Refugees (HER) into Flemish labour market

- To improve and accelerate the integration process of highly educated refugees,
- To reduce the employment gap between HERs,
- To decrease overqualified working.

OUTPUTS



All-in-one 4 HER Platform

- improving the interoperability and communication between all actors,
- making a one-stop-shop for HERs
- bringing all related initiatives together



Welcome Application for HERs

- Increasing early situational awareness and facilitating adaptation



Handbook for system improvement

- improving labour market integration process

PROJECT PLAN

All-in-one 4 HER project has 4 phases which lasts for 3 years. Project starts with a research phase (I) which is followed by product development (II) and improvement of product (III). The last phase will be the distribution phase (IV) lasting for 6 months. During this project we will bring all partners and related stakeholders together under **Advisory Board** and **Focus Group** meetings and **Workshops**. We will use a comprehensive approach to determine, evaluate and offer an improvement in integration process.



MEETINGS



Advisory Board Meetings

- 2 meetings (one per year)



Focus Group Meetings

- 5 meetings focusing on specific work packages



Workshops

- 2 national and 4 transnational workshops


ROADMAP



Project Pilot practices



Career coaching
2x8 rounds




- Job matching
- Language
- Job Training



Regional counter

AGENTSCHAP
INTEGRATIE & INBURGERING

- Language
- Diploma Equivalency
- Integration Courses



Regional counter

~ 6-18 months



Refugee grant



RM
er.eu



- Social support
- Job finding



Regional counter



MUNICIPALITY

MENTORS



MENTORING

NETWORKS




Mentoring



MENTORING & CAREER COACHING



CAREER COACHING

- **16 HERs** will be coached by **professional coaches**.
- The **talent portfolios** of HERs will be developed based on their internal compass and the needs of the job market.
- Coaches are from **Papilio Projects**, who has strong links with **My Future Works**, one of the leading coaching centres of Flanders.
- Coaches have **strong experience** with highly educated international talents.



MENTORING

- We develop a **mentor pool** of natives and those with HER/migrant background who experienced the same way towards a job.
- We do **matching** of mentors with mentees on our platform based on their working sectors.
- We practice mentoring models developed by **KU Leuven HIVA**.
- The platform serves as also for a **one-stop-shop** for all mentoring initiatives for HERs.

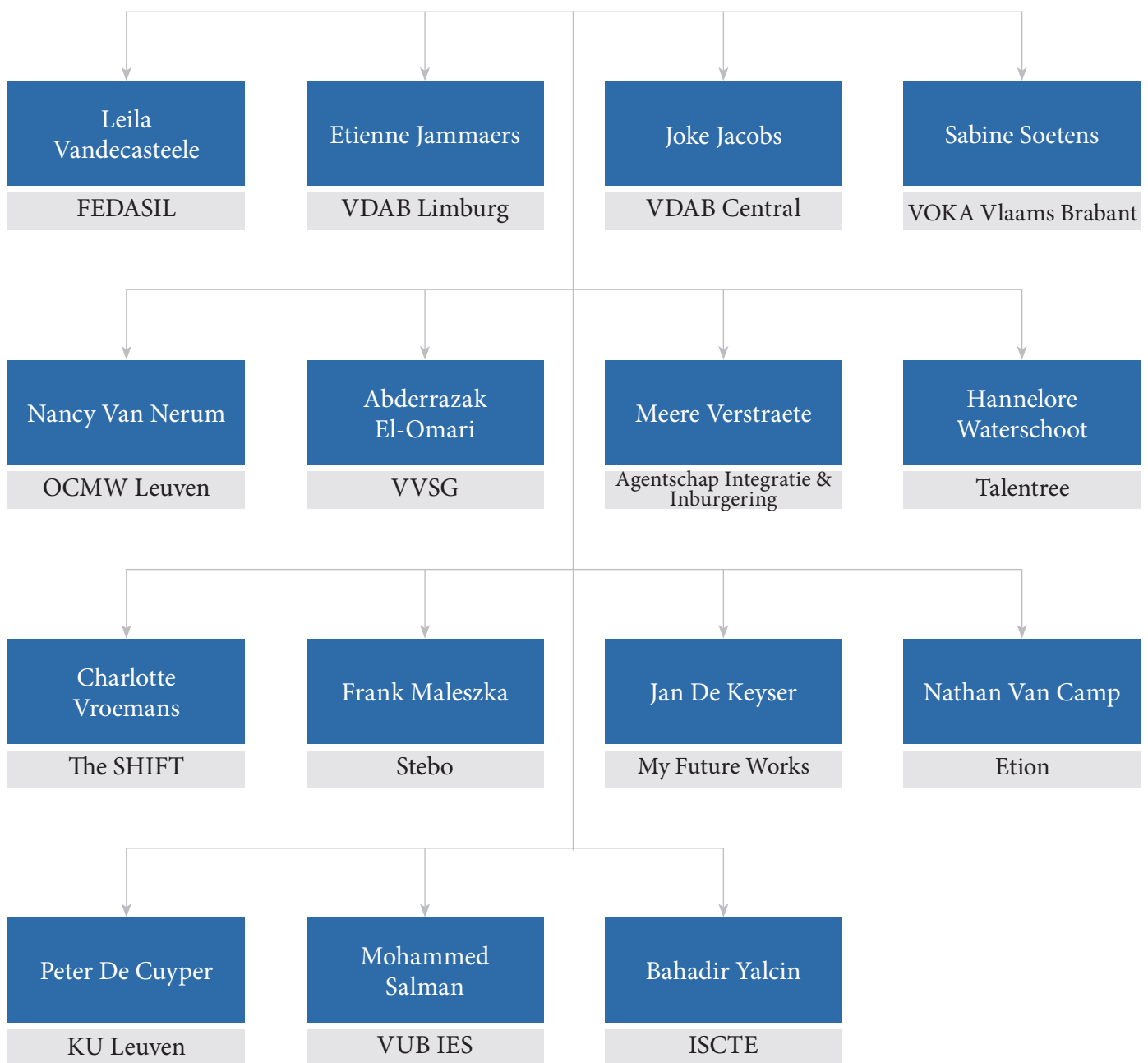
PLATFORM



All-in-one 4 HER Platform

- provides a space for coordination and communication between stakeholders to accelerate the integration process of HERs into the labour market
- has different interfaces for each stakeholder based on need-to-know principle complying with GDPR
- fills the need for a **one-stop-shop platform** for HERs
 - to reach all relevant information
 - to get access to networks
 - to reach mentors & coaches
 - to find available jobs and get in contact with employers
- informs **employers** for hiring HERs and matches them with the right talents they are looking for.

ADVISORY BOARD



• Partners



• Stakeholders




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The project is co-financed by the ESF and the Flemish Government.