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I02 - Migrant learning device: Improving psychosocial Skills

Access to employment is one of the major components of the integration of immigrants, helping to promote economic autonomy and facilitate socialisation. Yet migrants face many obstacles in their professional integration and are more than other victims of unemployment.

How to avoid the "identity trap" and instead put cultural differences at the service of employment and social cohesion?

In order to answer to this question, partners will create a learning system that aims at the development and/or acquisition of psychosocial skills by migrants.

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I03 - Learning system for companies: mediation and intercultural skills

This learning system aims to develop social mediation and/or the acquisition of intercultural skills within companies. This includes promoting and encouraging interaction with others, who are different in language and culture, in order to overcome differences, defuse conflicts and lay the foundations for "working (living) better together" understanding and strengthening intercultural dialogue.

In this sense, four skills require special attention to understand, adapt and evolve in contact with people from another culture:

- Knowledge:** specific to the cultural environment and to economic and social systems;
- Know-how:** relational skills, the ability to resolve conflicts and to convey a message verbally or non-verbally;
- Soft-skills:** personality traits to be developed such as open-mindedness, empathy, tolerance, etc.;
- Learning skills:** learning potential and motivation, emotional intelligence, ability to manage stress.

beineurope.eu/i04-support-for-the-creation-of-activities-entrepreneurship/

I04 - Support for the creation of activities/entrepreneurship

The enterprises created by migrants, often within an ethnic group, have a great impact on the territory since they create wealth and promote social participation, cultural presence and visibility. It is therefore important to enhance migrants' skills and to combat the depreciation of their skills.

The objective of this activity for the creation of activities/entrepreneurship is twofold:

- Migrants and entrepreneurs will carry out a joint project: sharing activity around the theme of entrepreneurship;
- Each group puts into practice the lessons received: psychosocial skills and intercultural mediation/skills.

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I05 - Collaborative platform Clichés

This platform will be the support of an activity called "Cliché".

Through this activity, participants will be invited to anonymously share a cliché (through photos, drawings, video, etc.) and share different experiences in each territory of the partnership.

The activity has the aim of taking stock of these clichés and understanding things differently, from another angle within an intercultural environment in which we live.

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PROJECT PRESENTATION

Be in Europe is a European project launched in the framework of the Erasmus+ programme dealing with adult education with the aim of fostering active inclusion in Europe.

Therefore, the European partnership has designed and implemented an effective training offer to reinforce not only the basic skills of these populations but also the key competences, namely the following tools:

- (a) Migrant learning device to develop psychosocial competences,
- (b) Learning device for companies: mediation and intercultural competences,
- (c) Support for the creation of activities/entrepreneurship,
- (d) Collaborative platform "Be in Europe" including some activities about *clichés*.

LAST IMPLEMENTATION

The partners from Belgium, Bulgaria, France and Portugal have managed to implement the training sessions:

In Belgium, piloting has been conducted online due to the pandemic situation and sanitary restrictions. All in all, 16 youngsters & adults trainees took part. Therefore, it was decided to implement training related to "intercultural knowledge" and "interpersonal relationships" with trainees depending on the composition of the groups and their needs, and also "Resilience" regarding the issues caused by COVID-19. The participants' feedback were very positive as shown in the following: "I appreciated the fact that our ideas were taken into account, I felt respected and considered as a person"; "The exercises make it possible to see what we do not saw before in our behaviour"; "It's necessary to understand how people interact and to try to make the communication easier...I feel that some exercises allow that!"

For TTB, Bulgarian partner, the training on Learning Device for Companies consisted of piloting a session about Conflict management. The group consisted of 6 entrepreneurs from Turkey, North Macedonia, Russia, Armenia, Serbia. The objectives of this learning unit were to define types of conflicts (Intra & inter-individuals, Inter-groups, Intercultural) and indicate the characteristics of intercultural conflicts and how they manifest in different contexts identify conflicts and possible roles and strategies for conflict resolution. The participants had also the opportunity to discuss the questions from previous learning units (1 to 5).

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In general, the feedback were quite positive because the participants were given the chance to learn and improve not only their communication skills, but to acquire new ideas to transform their companies and be more efficient on the market : *“The manual will be useful for me, when new employees join my company, I will include some soft skill sessions”*; *“A good session that is useful for both the Bulgarians and the foreigners I have recruited. An idea comes to me now to organize a short seminar with my employees to try to establish better connections within the team.”*

ScOpara in France, piloted intercultural communication with a group composed of entrepreneurs employing migrants and migrant entrepreneurs: one woman and five men took part in activities.

During the session, the participants acknowledged that intercultural dialog is important in enterprises. They also shared difficulties they face in their daily activities. At the end of the sessions, the participants stated that they will implement the newly acquired knowledge i.E. to foster exchanges between employees and their cultures, to use empathy, open-mindedness and emotional intelligence.

Concerning the Learning Device for Migrants, ScOpara carried out two activities: stress management and empathy, tolerance with a group composed of six women and two men. During the various discussions, participants underlined the stressful situations they face due to the lack of knowledge/mastery of French language. Indeed, language barrier represents a major handicap in their daily lives, in their professional integration and in their social interactions. When they are to make an appointment with an organization or an administration, they are stressed because afraid of being misunderstood or judged.

In Portugal, ISQ piloted “creative thinking” and “communication skills” sessions with a group of 18 migrants from Gustave Eiffel VET school. Following, some feedback collected from trainers and trainees: *“Students where quite engaged and curious about the subjects / activities proposed. It was good to see the debate / critical thinking arising, despite some of the noise created. This is a work in progress. Activities / subjects are transversal to several ages / modules, so this is a useful training that can be delivered in a row or bitesize”*; *“Trainees enjoyed the subjects as they could easily related them with their daily lives. They liked all the tested activities and made pertinent observations regarding the activities’ thematic.”*

“We could speak better with each other in the future; everybody interacted and made what it was asked, and I think they liked it; this was a good way to see that the others are not wrong all the time”; *“The less positive aspect from the course was the noise: sometimes people do not respect others. So, these subjects are very important to discuss”*.

IT'S ALL OVER!

After 27 months of cooperation, Be In Europe partners are finalizing the project. They are currently finishing with the last national and European multiplier events.

FOR MORE INFORMATION ABOUT THE PROJECT:

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