MILE
Migrants Integration
in the Labour market in Europe

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Report
Multistakeholder Working Groups
WG1/WG2/WG3 (Activity 2.3)

22 May 2019

Can Calderon, Viladecans, Barcelona, Spain

Program:

10:00 – 10:15 Introduction Mile project and Multistakeholder meeting presentation of participants

10:15 – 11:15 Group Dynamic: Employers and Migrants Needs

11:15- 12:00 Discussion and conclusions

12:00 Networking coffee

Participants:

- **ACH (https://www.accioncontraelhambre.org)**
- **FUTUR (http://www.futur.cat/)**
- **SENFO** (http://www.senfo.com/)
- **Amiga ETT Social (http://www.amigaett.org/)**
- **Ajuntament Viladecans** (http://cancalderon.info/)
- **Consell Comarcal Baix Llobregat** (http://www.elbaixllobregat.cat/)
- **Fundació Integralia** (https://dkvintegralia.org/)
- **Fundació Apip Acam** (https://fundacioapipacam.org/)

ICEI   AFOL METROPOLITANA   EMiTFeltrinelli   ACCIÓN CONTRA EL HAMBRE   FUNDACIÓ FUTUR   HELLENIC OPEN UNIVERSITY   OLYMPIC Training & Consulting   VEREIN MULTI KULTURELL

- **Doga, S.A** (https://www.doga.es/)
- **Fundació Cataluña la pedrera** (https://www.fundaciocatalunya-lapedrera.com/es/home)
- **Secretaria igualtat, migracions I ciutadania** (http://www.agendaimmigracio.cat/)
- **Formació I treball** (https://www.formacioitreball.org/)
- **Foment del treball** (https://www.foment.com/)

REPORT

1. Introduction of Mile Project and general objective of the Meeting (Power Point)
2. Round of participants presentations
3. Group Dynamic Activity: The participants had been divided in two mixed groups. Each group was composed by public administration, social entities and employers. One group had represented the needs of the employer and the second group the needs of the migrant person.
   The idea was that each group could emphasized and discuss with their own experience on what were those aspects, that a migrant person needs to be fully integrated into the labour market and which are the employer's needs.
   The main ideas collected were:
   - **Migrant needs:**

   Importance to identify her/his professional profile
   Motivations and personal skills
   Knowledge of the local Language
   Cultural issues
   The importance of the accompaniment and orientation
   To regularise the administrative status
   - **Employer's needs:**

   Hiring process: Fast, agile, flexible and temporary, Language command, responsible and trustful candidate profile, basic academic background
   Obstacles: Too much and complex bureaucracy
4. The second part, was focused on an open debate were the premise was to try to much the needs of the Employers and Migrants. The main ideas reached and shared by the participants were;
   - The importance to raise awareness to employers in order to involve them on TCN´s hiring.
   - Another aspect they mentioned was the importance to not just collaborate with other social entities and public administration but also to include trade unions.
   - To consider the new automation era, which means that an extent proportion of jobs position will disappear which means that technical training should consider and adapt this new transformation
   - Dual Trainings as a successful strategy to integrate TCN into the labour market
   - The main employer's obstacle for hiring TCN is the complex bureaucratic process