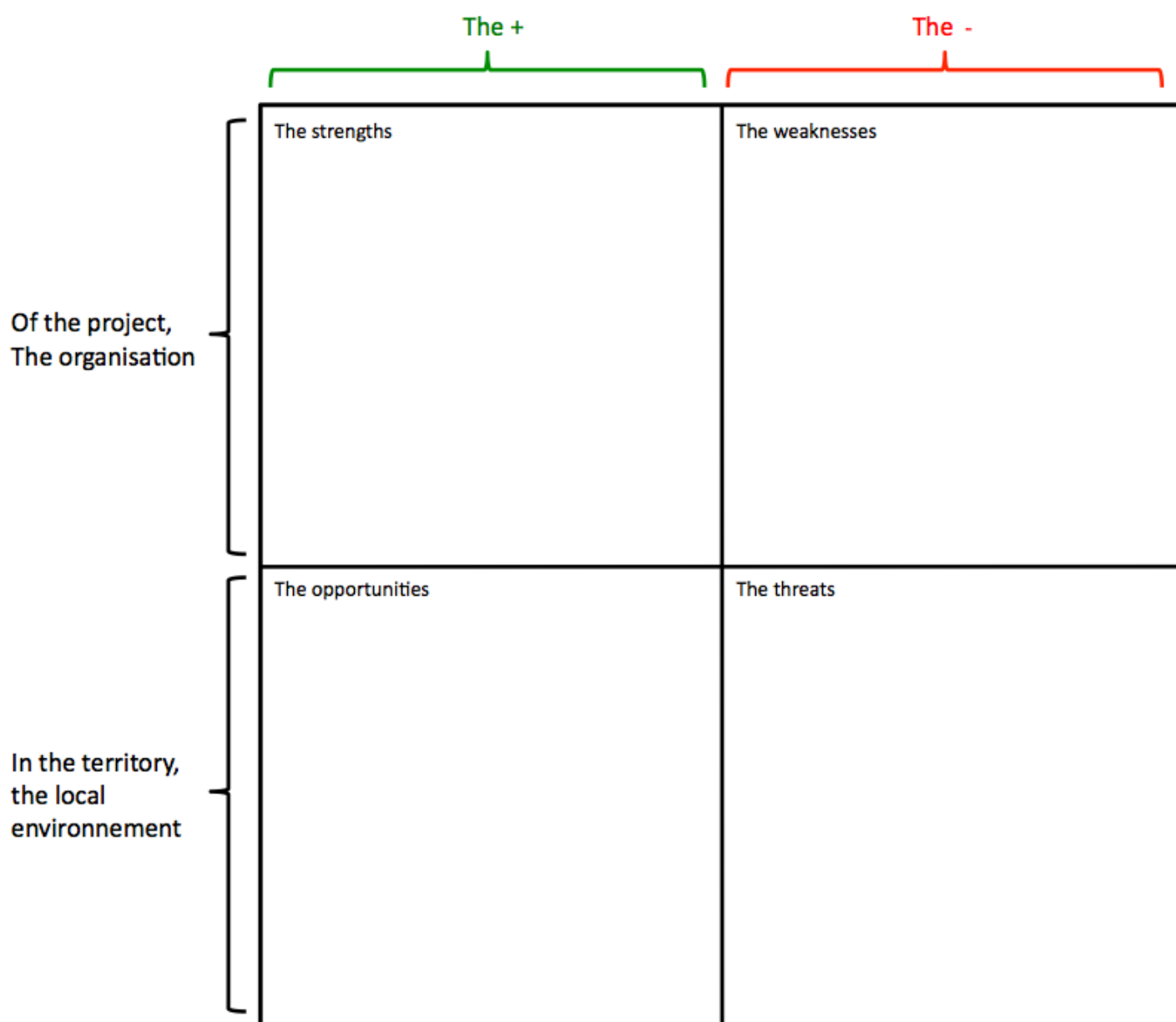




## SWOT ANALYSIS PROFINT

This SWOT matrix and the questions that accompany it, can help you either in setting up a project for migrants and refugees or in analysing your accompaniment strategy in an ongoing project.



The strengths and weaknesses to be identified relate to the capacity of your organization / your project to respond to the needs of refugees and migrants and to contribute successfully to their integration.

The opportunities and threats to be identified concern what can be a lever or obstacle to the success of your accompaniment in your territory and in your local environment.



## Questions for analysis

### Our strengths and weaknesses

#### *Our skills*

Do they allow us to take into account and support all the learning processes of the beneficiaries? Do we know the context and the situation of the beneficiaries well? Do we know how to manage the diversity of the beneficiaries? Are we familiar with the institutional and economic environment concerned by the integration of newcomers?

#### *Our methods*

Are they adapted to the needs and specificities of the beneficiaries? Do they promote autonomy? Do they take into account the skills of the beneficiaries? Can / will we work well in groups and exploit well the strengths of collective activities? Can we / will we be able to provide close individual support to beneficiaries?

#### *Our organizational processes*

Do our recruitment processes allow us to reach the beneficiaries we are targeting? Do our support processes allow us to be responsive to the problems of beneficiaries? Are we / will we be able to secure the beneficiaries' journey when they leave our device / our project? Are / will our processes be adapted to our human and material resources?

Is communication between people involved in the organization working well? Do we have effective internal communications routines?

Are our external collaboration processes satisfactory? Do we have effective collaboration routines with the key partners of our device?

#### *Our reputation*

Are our skills well known and recognized in our environment? Are our initiatives and our contribution to the integration of migrants known and well understood in our environment and by the actors concerned? Are our integration results known and recognized? Is our communication in this area appropriate / sufficient?

### Opportunities and threats

- Are there any employment needs in the territory and which ones?
- Are there jobs / training more particularly suited to the specificities / the skills of the beneficiaries? Which ones?
- Are there economic and institutional actors particularly committed to issues of integration and social responsibility?
  
- Are there meeting places, structures, local events facilitating socialization?
- Are there exploitable heritage and natural resources in the area?
  
- What are the initiatives contributing to the integration of migrants and refugees in the territory? What are the complementarities? What are the redundancies? Are there opportunities for collaboration? Are there risks of competition for resources?
- What are the existing financial supports? What is their sustainability?
- What are the resources in terms of support skills and commitment to the issue of integration in the territory?
- What are the existing institutional supports? What is their sustainability?



## **Strategic issues**

Do our strengths enable us / will they enable us to take advantage of opportunities and resist threats / prevent risks? How?

Can our weaknesses be corrected or compensated, transformed into strengths? How?

Can threats be turned into opportunities? How?

