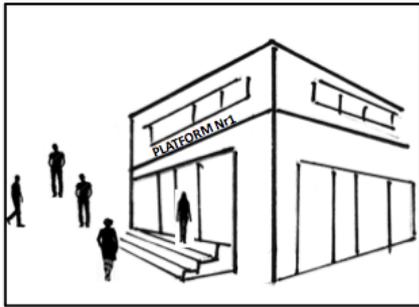


The program FOCUS YOUNG REFUGEES

How to answer to the specific needs of young refugees?

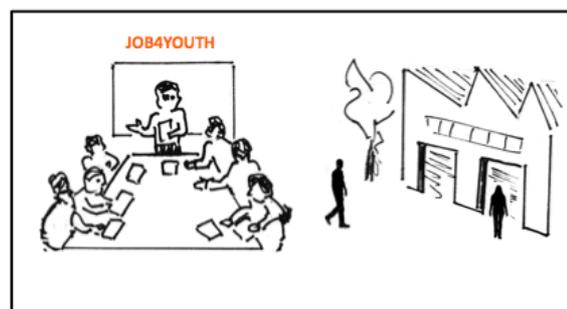


The story of FOCUS YOUNG REFUGEES begins in 2016 when a number of refugees arrive in the city of Wayldon. PLATFORM NR1 has the responsibility of welcoming migrants and refugees in the large city, supporting them in seeking residence permit or asylum right. In 2016, it had to take care of 200 young people asking for asylum. Half of them were isolated and 90% did not speak the host language. Most of them were rather well educated, they had a little professional experience from their country but none in the new host country. Most of them were without housing. The main issue for PLATFORM NR 1 was

thus to organize an accompaniment for these young people giving them the possibility to a minimum of resources for housing and other basic support so that they could mobilize for seeking job and get financial autonomy.

JOB4YOUTH has the mission from the city to accompany youth out of employment into work. Among other support initiatives, it implemented 2015 a fulltime accompaniment program for youth with no work experience, who are too low educated for integrating professional training but motivated and able to mobilize full time to find a way to employment. This program includes 4 weeks of collective activities during which young people are informed on the local job market, guided in outlining a professional project and introduced to job search techniques. They also tackle different social issues (like health, addictions, housing, etc.) and are introduced to different cultural elements of the environment. Thereafter the young people are individually supported during 8 months for finding and making practice in companies or training in different centers, while participating from time to time in thematic collective activities.

2016, PLATFORM NR 1 guided a number of young refugees having received a residence permit into this program. But for JOB4YOUTH the experience of welcoming these young refugees was not satisfactory. Most of the young refugees they integrated on the program dropped out from the first month of the program activities essentially because they did not master the host language.



Therefore the program manager discussed the issue with the responsible for young migrants at PLATFORM NR 1 and they finally decided to sketch together a solution adapted to the needs of these new arriving young people: The program FOCUS YOUNG REFUGEES

An original partnership

Their ground idea was to build on the existing accompaniment program at JOB4YOUTH, introducing a language training that should run in articulation with the professional accompaniment activities.

After some common work sessions they agreed on the following draft:

- Regarding the *criteria of recruitment* the youth should have the *same prerequisites* as the existing program (no work experience, too low qualified for integrating professional training, motivated and able to mobilize full time). They should not speak the host language but have attended the basic compulsive linguistic course for new arrivals given by PLATFORM NR 1.

- *An adapted agenda*, i.e.:

. ½ day collective accompaniment everyday during 9 weeks (instead of 4 weeks), in parallel to ½ days of training in the host language.

. Up to 8 months individual accompaniment with 3hours language courses per week and collective times for job seeking and for working with self-confidence.

- *A mixed team*, i.e. a professional accompaniment advisor from JOB4YOUTH + a language trainer from PLATFORM NR 1.

The proposal assumed thus a co-responsibility of the program and a co-management of the operating team by the two partners:

- JOB4YOUTH bears the responsibility of the professional accompaniment program. It finances and manages the accompanying staff

- PLATFORM NR 1 has the responsibility of pre-evaluating and guiding the beneficiaries to the program. It finances and manages the language trainer and accompanies the beneficiaries on all other issues than professional ones

- The management of both organizations decides of the definitive recruitment on the program and evaluates the results together.



The following step was to have the agreement of the Municipality that finances JOB4YOUTH and to get the acceptance of the National Authority for Integration for financing the linguistic training, extra premises and material for the new device. They received both the agreements and the extra funds demanded to start with a first group of 15 young people, under the condition to set a steering committee (including representative of the funders) and to appoint an external evaluator.

Setting up and organizing the work of the operational team

JOB4YOUTH decided to recruit a full time new advisor for leading the program, with following competence demands:

- . experience with working with training actors
- . experience of working actively with companies
- . ability to construct innovative pedagogic methods and curricula
- . competences in animation and training
- . sensitivity to the issue of language training of foreigners

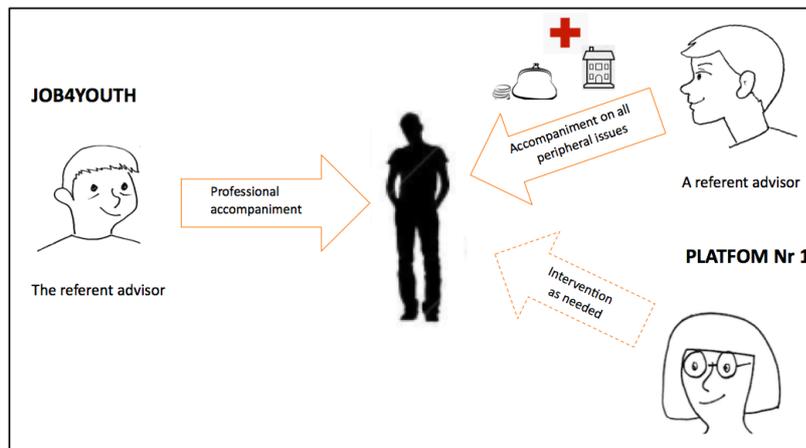
PLATFORM NR 1 made available one of its language trainers (working with compulsory training) at part time.

During a full month before starting the first program, the tandem developed together the tools used in the ground program for an audience who do not speak the host language (tool for expressing their competences, to discover industries and the training system, for training & employment research).

Each beneficiary got a JOB4YOUTH referent (an advisor accompanying the professionalization) and a PLATFORM NR 1-referent (for dealing with all problems other than professional). During the

individual accompaniment periods, it is the JOB4YOUTH-advisor who intervenes and especially in contact with companies but the language trainer may be called upon to intervene on the phone (and of course also the PLATFORM NR 1-referent if needed).

- JOB4YOUTH and PLATFORM NR 1 had to involve an external public actor to make an evaluation of the program and the managers are part of the steering committee with the financiers.



The development of the program

The new device was experimented with 2 groups in 2017. The program was then run for 3 groups in 2018 and for 4 groups the year after. The language trainer at PLATFORM NR 1 got rapidly his working time with the project increased and during the two last years JOB4YOUTH employs a trainee (dual training) to support the advisor.

The first evaluations indicated the necessity to organize a stronger interaction between the language training and the professional accompaniment of each beneficiary and the management had to weekly set up formal coordination times for the tandem. This way of working is time asking, but it happened that the tandem at the beginning was very engaged, were not counting their time and were very innovation minded. Today 80% of the beneficiaries leave the path with having a job or following a professional training (positive exit).

Last year the professional advisor left the job. The new advisor could work a month together with the previous one. An issue for the JOB4YOUTH manager is that the manager is now much more solicited in terms of support to resolve problems, the new advisor being also more concerned about "counting her time" with the beneficiaries and the device.

Globally the initiative is judged as successful. Via the steering committee and the evaluator the device and its results have been largely communicated in the local environment and even at a larger level.