



Profint
EUROPEAN PROFESSIONAL TEAMS
FOR SUCCESSFUL INTEGRATION
OF MIGRANTS AND REFUGEES

PROFINT – IO5

Construction of the professionalization platform



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1. Objective of IO5

The objective of this last phase of the project is to produce a platform or "professional resource" which will be designed and structured so as to be used autonomously,

by individuals or groups of professionals (training sessions, meetings of peers, project teams, actors in a territory, etc.), to develop their skills in training and supporting refugees and migrants towards social and economic integration.

2. Work method

Due to the COVID crisis, the IO5 work was launched at the end of June, before training tests and IO4 experiments were started. Phase IO5 and phases IO3 / IO4 therefore took place in parallel during the months of summer 2020. Considering:

- the completed and current productions,
- the partners' professionalization approach which has, in a certain way, been positively impacted by the pandemic since it led them to design and test "training resources" to be available at distance and in three different contexts,
- the different availability of time and different time budget management for each partner over summer 2020,

The partners started

- to work *collectively and gradually* (that is to say, as they tested the training kit and completed the IO3 work) on the structure of the platform.
- and to work each on the different contents, starting from a distribution of tasks proposed and supports provided by Socialinnovation, leader of IO5.

3. Looping of an intellectual production process in loops

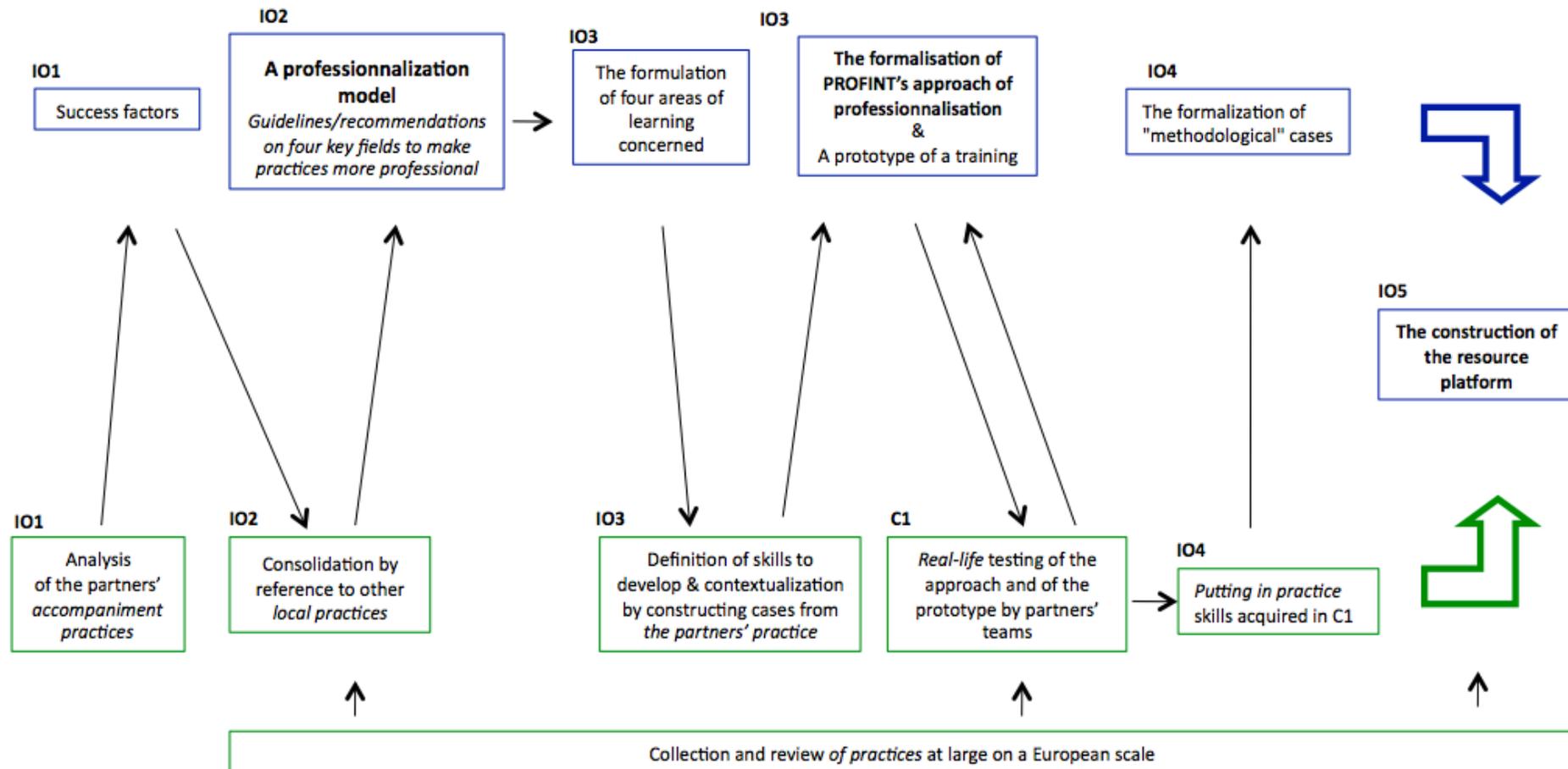
The PROFINT project approach is similar to an action research approach. It consisted in making the teams of partner organizations be the actors of a professionalization process formalized and equipped in the framework of the project in order to offer this platform.

The resources and the professionalization approach offered by the platform thus start from the concrete experience of the partner teams (enriched by the good practices of other peers) and are based on reasoned observation and active experimentation. This final production completes a production process in loops or back and forth) between **analyzes of practices / experimentation** in the **particular contexts** of partner organizations and **formalization - modelling** of recommendations / tools / supports that can be used for the professionalization of actors **in general**, whatever their context.

Figure 1.describes this process on the next page

**Figure 1. The process of intellectual production in PROFINT
An approach in loops**

...to the general



From the particular...

4. Structure and support of the platform

THE PROFINT MODEL, built on the basis of a broad analysis and exchange on accompaniment practices for partners and their peers, is the basis of the entire experimentation / formalization process that characterized the professionalization process of partner teams within the framework of the project.

It is at the core of the platform and therefore structures the professionalization approach proposed by this platform in the same way. The different parts / areas of recommendations of the model presented in different colours correspond to the different areas of competence targeted by the different modules of PROFINT TRAINING as highlighted by the colours assigned to the different modules.

It also structures the various "educational" resources that were built and tested by the partners and formalized their professionalization approach within the framework of the project:

PEDAGOGICAL CASES - They come from the concrete experience of the partner teams. They address issues and highlight support practices for migrants and refugees in connection with the recommendations of the PROFINT model.

The construction of the cases and the case study method were a central element of the professionalization process experienced under the project and remains so in the approach offered on the platform. The cases invite potential users of the platform to question their professional practices individually or with colleagues and peers involved in supporting migrants and refugees. The colours attributed to the different cases presented, indicate in which main area of skills the case provides illustrations or raises questions - even if each case necessarily describes a reality rich in experiences and practices implementing a wide range of skills.

THE TOOLS – they were developed and tested by the partners to support the improvement of their practices with reference to the recommendations of the model;

GOOD PRACTICES – they were selected from a review of practices at European level, in connection with the various recommendations of the model.

The platform was developed in French on Wordpress in collaboration between Socialinnovation and the communication manager of the Mission locale of Villeurbanne, assorted with an automatic translation reviewed by the partners, in English, Italian and Swedish.

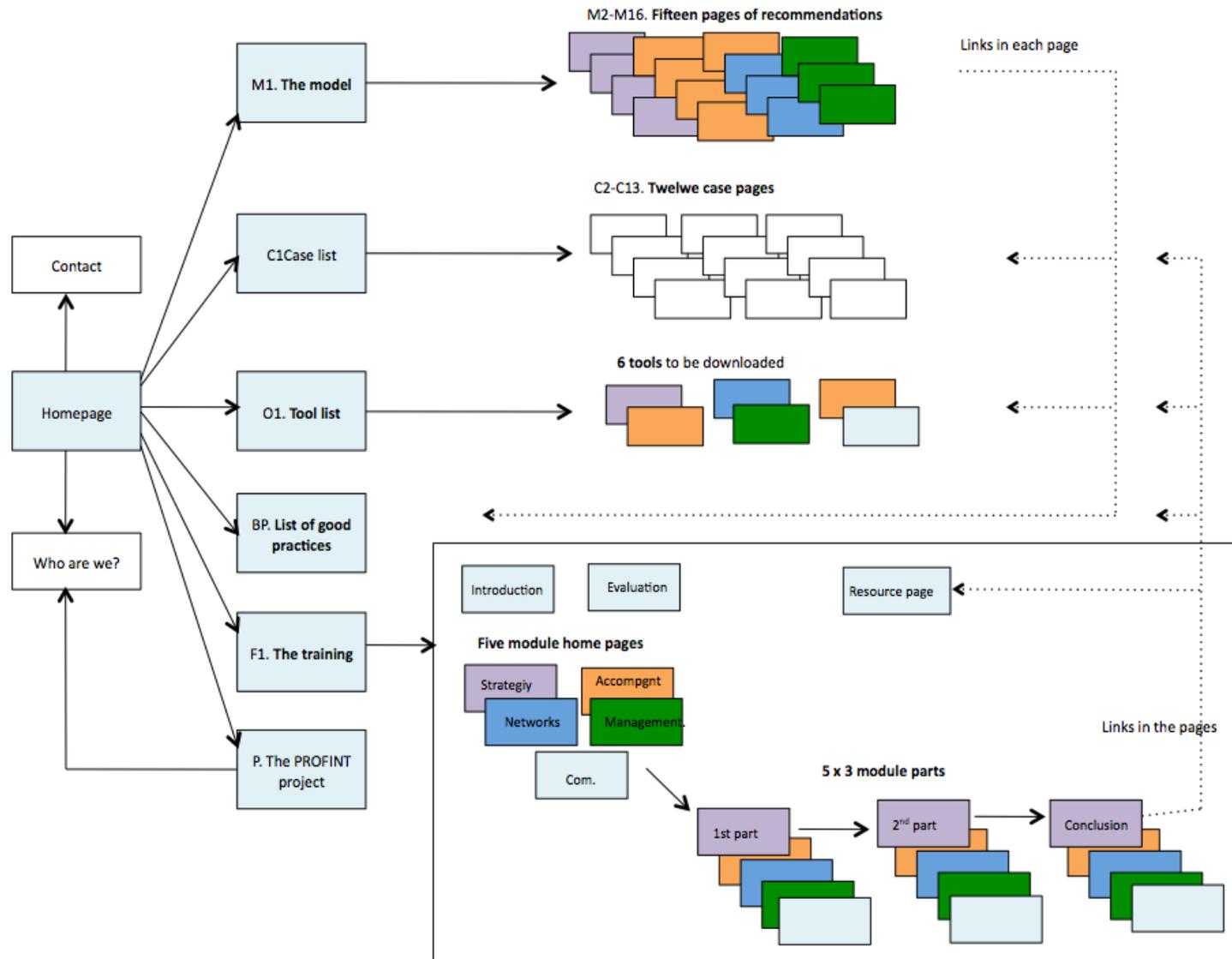
See the structure on the next page

4. Mode of use of the platform

This platform has been designed to be used:

- individually and directly online by professionals
 - . to explore and appropriate the recommendations of the model
 - . to reflect on their own practices by consulting cases and good practices or even training modules
 - . to obtain tools to support their own management and / or support practices

Figure. Structure of the PROFINT professionalization platform



- by organizational teams or teams of partners contributing to supporting devices for migrants and refugees and wishing to undertake a collective training or professionalization process. The training is designed in order to . be directly followed online

. or provide all the necessary support to a group or a training facilitator to organize and facilitate training modules in a form adapted to the group of participants and the training context.