



progress  GB

# Routes to Integration and Inclusion

## Lessons from Progress GB

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promoting adult learning



# Barriers to progress in the labour market experienced by refugees and migrants, as identified by PGB partners

- **Lack of English language skills, UK work experience and references**
- **Lack of understanding of employment rights and responsibilities and culture of the workplace**
- **Non-recognition of qualifications and skills gained abroad**

# Barriers...

- **Shortage of opportunities for vocational ESOL and skills adaptation courses**
- **Inadequate provision of appropriate careers advice, information and guidance services**
- **Negative attitudes to new and emerging migrant communities**

# New approaches and methods tested by Progress GB

## Skills Recognition and Vocational Adaptation

New learning pathways involving:-

- skills audits
- integrated vocational and ESOL courses
- work experience
- mentoring and personal support
- job coaching
- celebration of success



# New approaches...

## New information, advice and guidance services involving: -

- partnerships and networks
- specialised staff including those speaking the appropriate languages
- advice on learning, careers and employment rights and self-employment for migrants and refugees
- provision of IAG to employers and mainstream organisations

# Lessons learned and recommendations

- Provide comprehensive information to all new migrants
- Research the characteristics and needs of migrant communities
- Establish systems and centres to recognise skills and qualifications
- Deliver integrated learning programmes
- Provide work experience placements

# Lessons learned and recommendations...

- Form and sustain regional and local partnerships
- Provide specialist services and build capacity in mainstream and voluntary organisations
- Ensure better protection at work
- Provide employers with IAG
- Disseminate positive images

‘The consequences of these barriers are that the UK is failing to benefit fully from the talents of refugees and migrants; and that while these groups fail to make their way in the labour market, they are less likely to integrate fully into the wider UK society.’

Thank you for listening and please use your influence to take action on these recommendations.

