

1st Newsletter - Welcome!

Project Overview

A large percentage of migrants coming in to the European Union do so for employment reasons. With the rise of unemployment in Europe, people are finding it increasingly difficult to feel secure in their working lives. This not only concerns Europeans, but also non EU-citizens who are particularly vulnerable to redundancy during these difficult financial times. It is therefore crucial to ensure that high quality training in employability is made available to all potential employees. However, on top of the hard skills needed, migrants need extra support to overcome language barriers and the guidance on skill requirements and job seeking in their new country.

This is where JEM steps in and provides useful information to Vocational Education and Training (VET) trainers/organisations working with migrants to develop and share knowledge and best practice. This will be done through a series of 4 workshops. The aim is then to develop a Wiki ("Facilitators Guide: Practical Support for New Migrants in Job Seeking/Employability) which will be shared with nother VET trainers throughout Europe.

During this project, there will be four workshops:

1. Supporting 'soft' skills development for job seeking/employability for new migrants
2. Supporting the development of language skills for job seeking/employability and migrants entry into the labour market through self-employment
3. Supporting VET trainers in working with migrants through multi-cultural learning and coaching skills for trainers supporting new migrants in job seeking/employability
4. Final Workshop to bring together conclusions and celebrate achievements

Workshop 1 - Supporting 'soft skills' development for job seeking/employability for new migrants



The first workshop was held in Sheffield on the 4th of December and focused on the importance of 'soft skills' development for the employability of new migrants.

What are soft skills?

Softs skills are traits and interpersonal skills that describe an individual's behaviour towards events and other individual. They

Welcome to the first newsletter of the JEM project!

In this issue, you will find out more about our project and the first workshop which took place in Sheffield, UK, on the 4th of December.

Partners



Intercambio, are an international team who encourage and promote lifelong learning for all. Their main aims are to provide networking opportunities for migrants to the UK, provide advice on career and training/study opportunities in the UK, and provide mentoring and coaching.



Greta du Velay is based in France in the beautiful Velay region. Greta is a network of public educational establishments which is part of from the Ministry of education. Greta provides training to regional companies and support the vocational integration of disadvantaged groups such as the unemployed, migrants and persons with disabilities.



include decision making, creativity, self-confidence and intercultural sensitivity for example. Everybody has them at some level. They are considered as an asset to hard skills and are a significant advantage according to employers. In fact, according to Hodges & Burchell (2003), eight of the 10 top skills employers search for in an employee, are soft skills. In business roles, the ability and willingness to learn was considered particularly important. Some might have soft skills that they don't even know they have. Just because they are not used does not mean they do not exist. We just need to learn to access and value them! Through soft skills development programs, participants can be made aware of these skills.

Why is soft skills development important?

There is no doubt that soft skills are important, and only until recently have they become equally as valued as hard skills by employers while searching for a new staff member. Many new research show the significance of soft skills on job performance. Therefore developing soft skills is not only valuable for the employers, but for the psychology of the potential employee.

Mentoring Circles™

This is a methodology (developed by Inova Consultancy UK in 2001) which can facilitate soft skills development. It is aimed at increasing and nurturing self-confidence, preventing isolation, connecting with people with peers could be used in JEM to access the labour market. This seems like the perfect method, but how does it actually work?

They are usually groups of 4 to 5 people meeting with a mentor/facilitator to learn from each other over a set period of 2-3 months. Circles usually bring together action learning theory, coaching and mentoring principles to support and build confidence and the self-efficacy of learners. The approach is based on the following sources: Performance accomplishments, vicarious learning, emotional arousal, and verbal persuasion.

For more information, visit the [Mentoring Circles™ website](#).



This project has been funded with support from the European Commission. This newsletter reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.

UPTA (Union of Self-Employed Professionals and Workers of Spain) works nationwide in Spain and represents the interests and rights of self-employed workers by providing training and information, and particularly encouraging self-employment in the social sector.

Top 10 soft skills important to business executives:

1. Integrity
2. Communication
3. Courtesy
4. Responsibility
5. Social skills
6. Positive attitude
7. Professionalism
8. Flexibility
9. Teamwork
10. Work ethic

Useful websites:



National Career Services (UK)

Jem website