

MaWIC Online Course – Migration and Workplace Integration Coach

Module 8: Assisting migrants in career development



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Welcome to Module 8 – Assisting migrants in career development



Welcome to Module 8!

This is the shortest module of the course and focuses on assisting migrants in career development. To do so, in this module you will be asked to deliver one assignment which has three parts as detailed in the following presentations. At the end of the module, you will have to upload one single document for the assignment which will include these three parts. This will help you try out a practical approach to coaching!

The evaluation of this module will be 100% based on the document you submit as your final assignment.

So, let's start!

Your module trainer is:



MaWIC Online Course – Migration and Workplace Integration Coach

Module 8: Assisting migrants in career development



Assignment Part 1: Hands on in assisting migrants in career development (INDIVIDUAL)



Your first task is to **research information** from your local context and the company you work for on the three topics mentioned before (further training options, formal education systems and certificates, and getting validation and recognition for migrant's competences and qualifications – as if you were developing a career development plan).

For example, how the migrant employee can get recognition of his/her engineering degree in your country? Has your company a training programme in place? If so, what does it include? Which are the institutions and what is the enrollment and certification process for migrants?

Once your information is complete, please **create a visual/graphic document** (maximum 3 pages) that you could use at work as coach to inform a migrant employee that comes asking for advice. This document could be a leaflet, a road map, a Power Point presentation, a word document, etc.

Be as creative as you want!

It should take you approximately 1 hour.



Assignment Part 2: Share your thoughts (NATIONAL GROUPS)



Upload your document into the forum, under the folder called “MODULE 8 – Exercises to complete the assignment” within Module 8 forum discussion. The objective of this action is that you reflect on others’ personal experience and local context, and contribute to each other's documents.

So, your task here is to **give at least 2 comments to each of your classmates** in order to improve their document. You can also agree in having a conversation but on your final document assignment you must have at least two specific comments to your classmates.

Remember that your comments should be constructive and giving specific examples on what can be improved and on how things can be done differently from your experience and perspective.

Once you have finished, incorporate the comments of your classmates into your document.

It should take you approximately 20 minutes.



Assignment Part 3: Facing real life situations (IN PAIRS)



The objective of this part of the assignment is for you to practice the coaching and integration skills you have learned so far.

The exercise is to do a **face to face role-play in pairs with a coworker** (if you can't find anyone, just find someone who knows something about the topic). For 15 minutes, one person will be the coach and the other the migrant worker. After this time, you will swap roles for another 15 minutes. The migrant worker would have just arrived into the country and the company so the coach will need to make sure to set personal goals* for the migrant coming months which could include: using the training programme of your company for specific training development, getting the migrant's degree validated in the host country or getting further training in the host country. It could also include having his/her children into school or opening a bank account. There is no need to record the role play. **Remember to use the visual/graphic document you have created!**

Be creative and think of real situations!

Once you finish, **share with everyone on the forum your experience** (Forum discussion name "MODULE 8 – Face to face role play reflections") **answering these 5 questions:**

1. How did you feel in the role of the coach?
2. How did you feel in the role of the employee?
3. What would you change if this situation repeats?
4. Was it easy to agree on personal goals for the migrant employee?
5. Where there any cultural barriers that made the meeting more complicated than expected?

Assignment presentation

Prepare **one single document** with:

1. Part 1: **Your visual/graphic document** which should be a maximum of 3 pages and should include information on the three main goals of the module: further training options, formal education systems and certificates, and getting validation and recognition for migrant's competences and qualifications.
2. Part 2: Your (at least) **2 comments to the documents** of your classmates.
3. Part 3: **The reflection on the role-play** which should reply to the five questions mentioned before.

And finally, **UPLOAD THE FILE into the Module 8 page (not the Forum!)**

Evaluation of Module 8

60% - Your 3-page document (we will evaluate the final document according to creativity, usage, and completion. It should include the three topics covered in this module) – Part 1.

20% - Your reflections on your classmates documents (2 per classmate) – Part 2.

20% - Your reflections from the face to face role-play activity – Part 3.

If you have any questions, please add them on the forum.

3, 2, 1... START!



Congratulations!

You have completed Module 8!

We hope you enjoyed the shortest module of the training course!

After studying module 8, you should have learned in a very practical way, how you can help migrant employees with their career development.

The next module 9, the last module of the course, will help you support your company as an employer of migrant workers.

Let's go!

