

PROJECT
TOWARDS A PROFESSIONAL PATH

HOW WE ARE READY FOR LABOUR
MARKET INTEGRATION
OF QUALIFIED MIGRANTS:

LIFELONG LEARNING CHALLENGES AND
OPPORTUNITIES

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2023-11-13

PROJECT TOWARDS A PROFESSIONAL PATH

Project's aim: Integration of immigrants into the labor market in Lithuania.

Target group: Unemployed educated immigrants who have legal status to live in Lithuania.

Challenges of the target group:

- physical, unskilled work leads to health problems,
- finding a long-term job that would ensure a higher income,
- financial stability,
- language barrier, cultural differences,
- lack information related to employment,
- lack information about the availability of psychological help.

The Employers attitudes:

- that immigrants arrive with lower qualifications than qualified specialists in Lithuania,
- that immigrants have arrived temporarily and will leave in the near future,
- that immigrants are still not to know the local language well enough.

FOR PARTICIPANTS WERE GIVEN OPPORTUNITIES DURING THE PROJECT

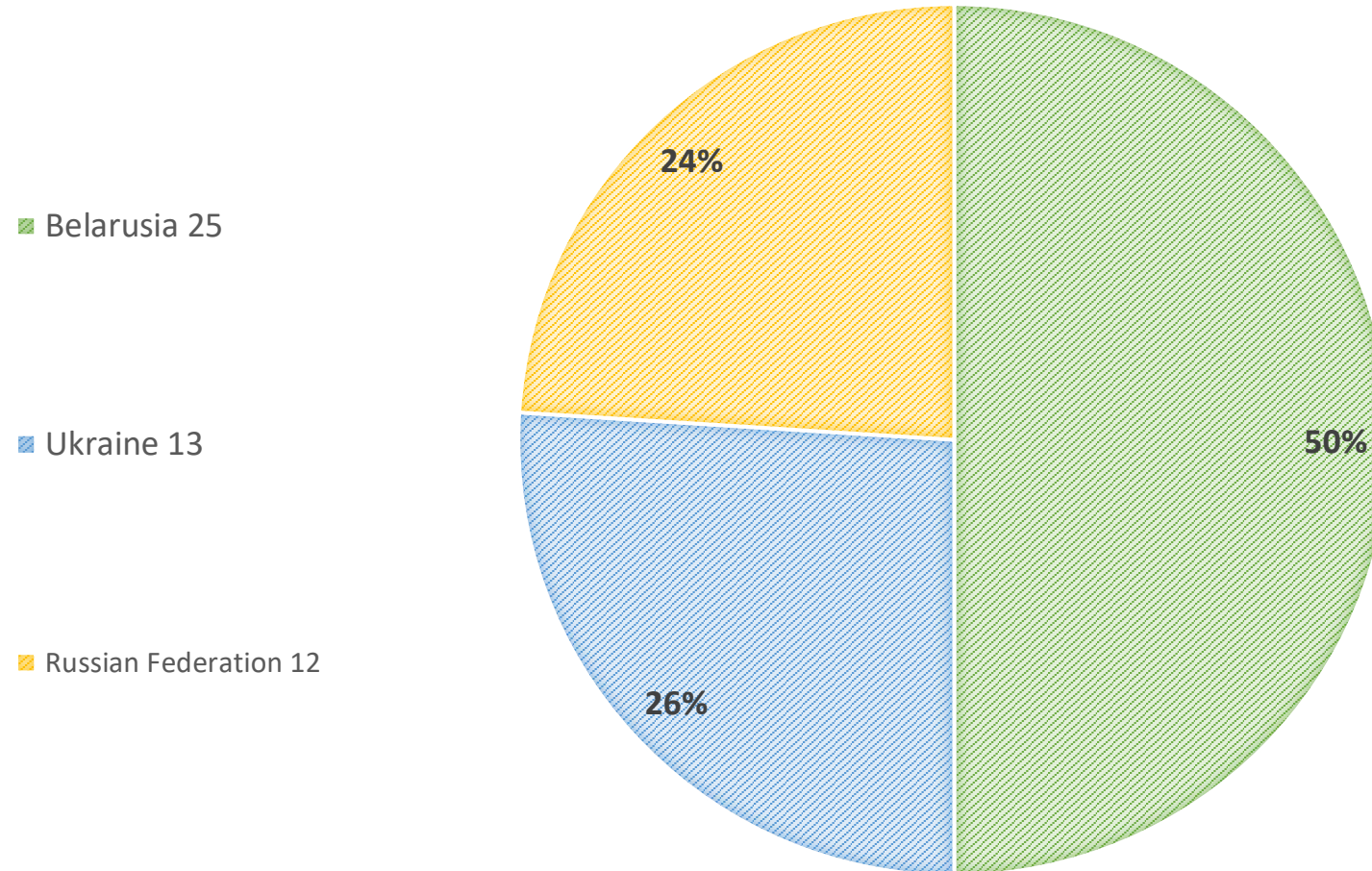
- personalised mentors assistance to immigrants who are higher-skilled work candidates,
- Lithuanian and English language learning opportunities to pass language exams,
- lectures on work culture, labor law, social guarantees and pension system, professional qualification recognition and job search processes in Lithuania,
- group motivational meetings with a psychologist
- possibility to get involved: voluntary activities, participation in the Lithuanian speaking club on weekends, expanding their circle of communication.

Desired result:

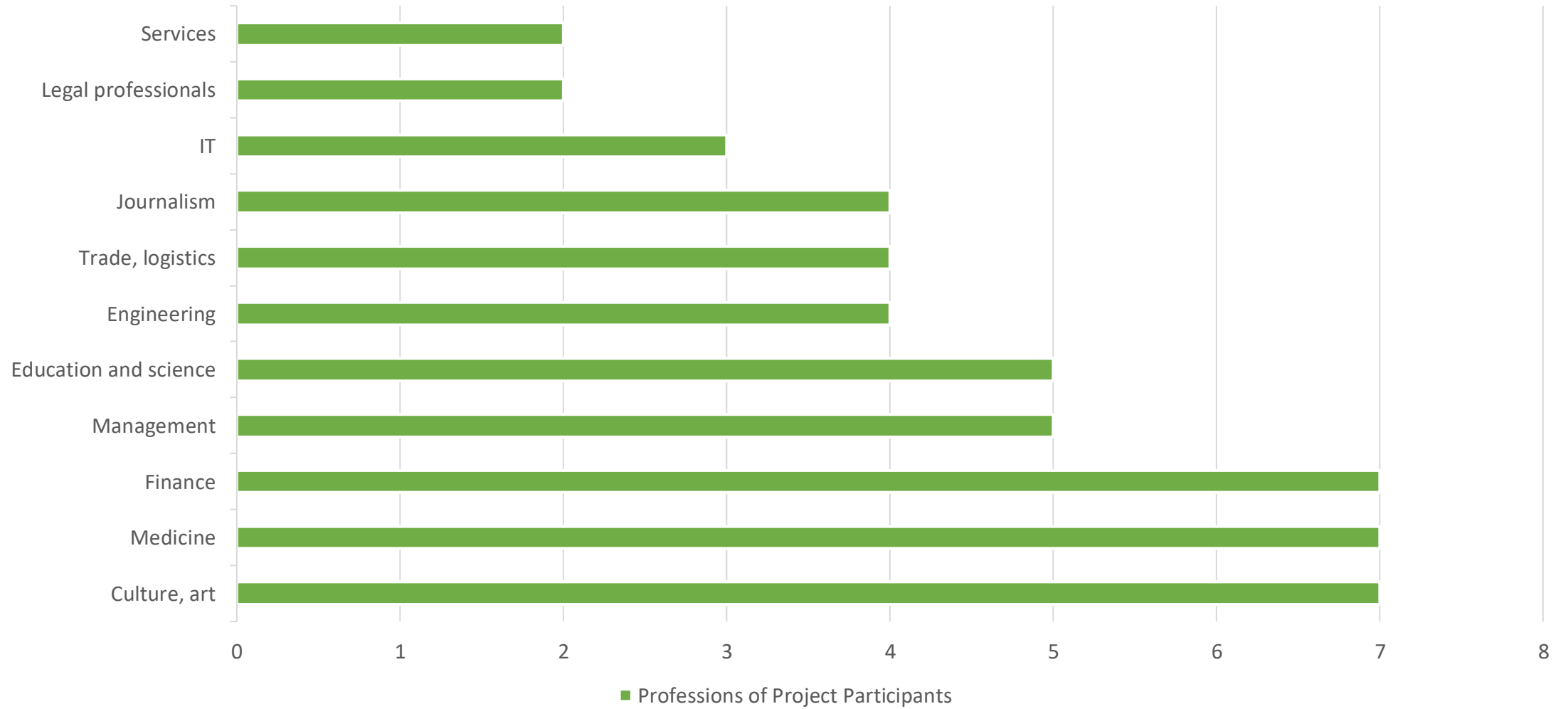
50 immigrants have been included in the project,

half of them get a job, start an individual activity or do fellowships in companies and organisations.

PROJECT PARTICIPANTS BY COUNTRY OF ORIGIN



PROFESSIONS OF PROJECT PARTICIPANTS



THE ATTITUDES OF MIGRANTS AND HOW WE WORK WITH IT

People from the age of 40 often think that life is already over and they will no longer learn anything or find a better job.

We show Lithuanian examples, stories, how people change jobs every 3-5 years and learn all their life, even in retirement.

They often think that they will not learn new languages because they are too old or that they do not need it, because people in Lithuania understand Russian.

We provide an opportunity to learn not only the Lithuanian language, but also to renew English language skills, to practice in speaking clubs

Feeling lost because don't know which skills and experiences could be useful in the new cultural and social environment.

Personal help of mentors in assessing abilities, preparing documents for qualification recognition, resumes, motivational letters, social profiles in LinkedIn

They will don't find the right employer

We offer ideas, show work platforms how they work, look for opportunities for work practices, conduct advocacy

A better job is not for me - falling into a motivational "roller coaster"

Work with a psychologist, motivator





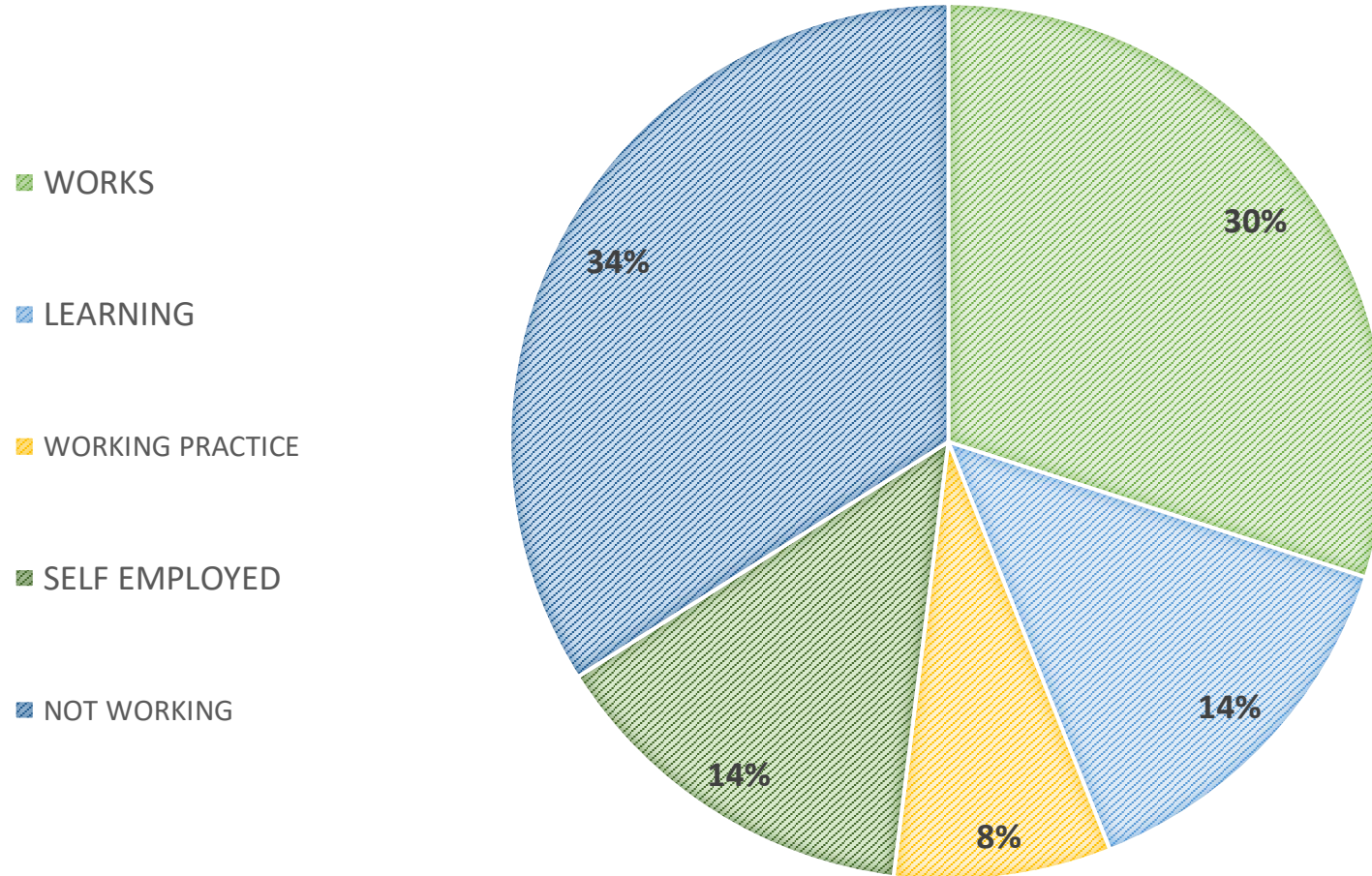


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NOT WORKING

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ACHIEVEMENTS OF PROJECT PARTICIPANTS



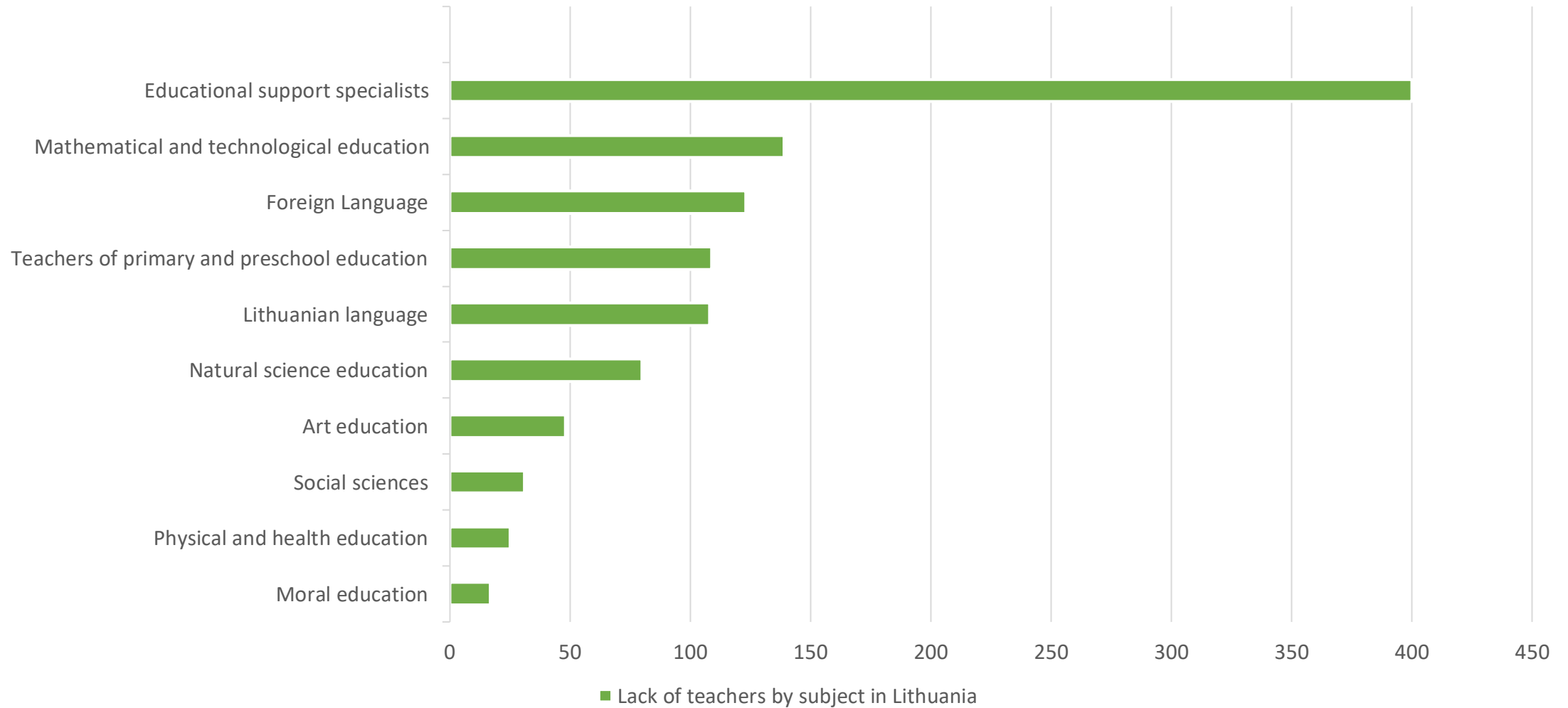




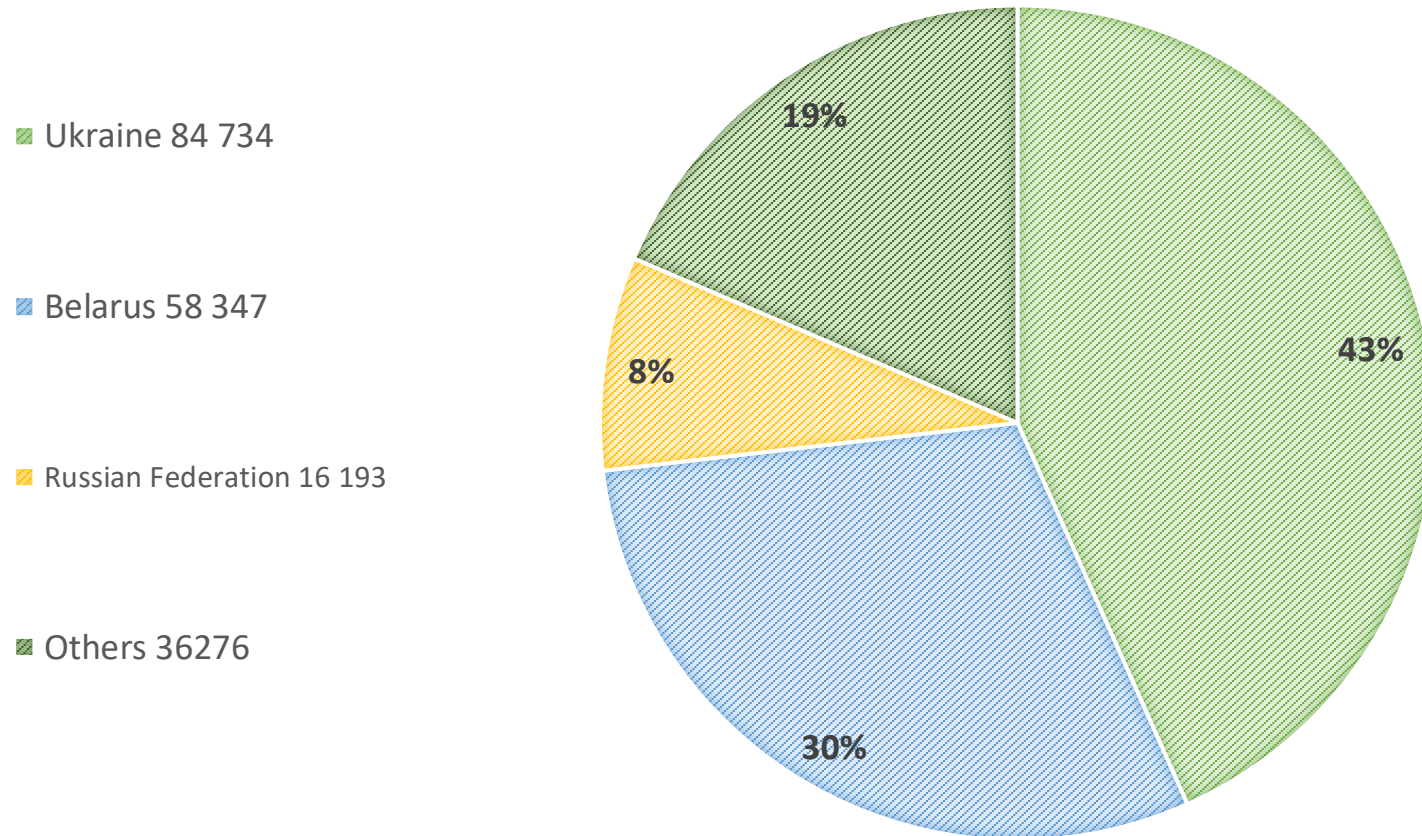
INSIGHTS, CHALLENGES AND OPPORTUNITIES



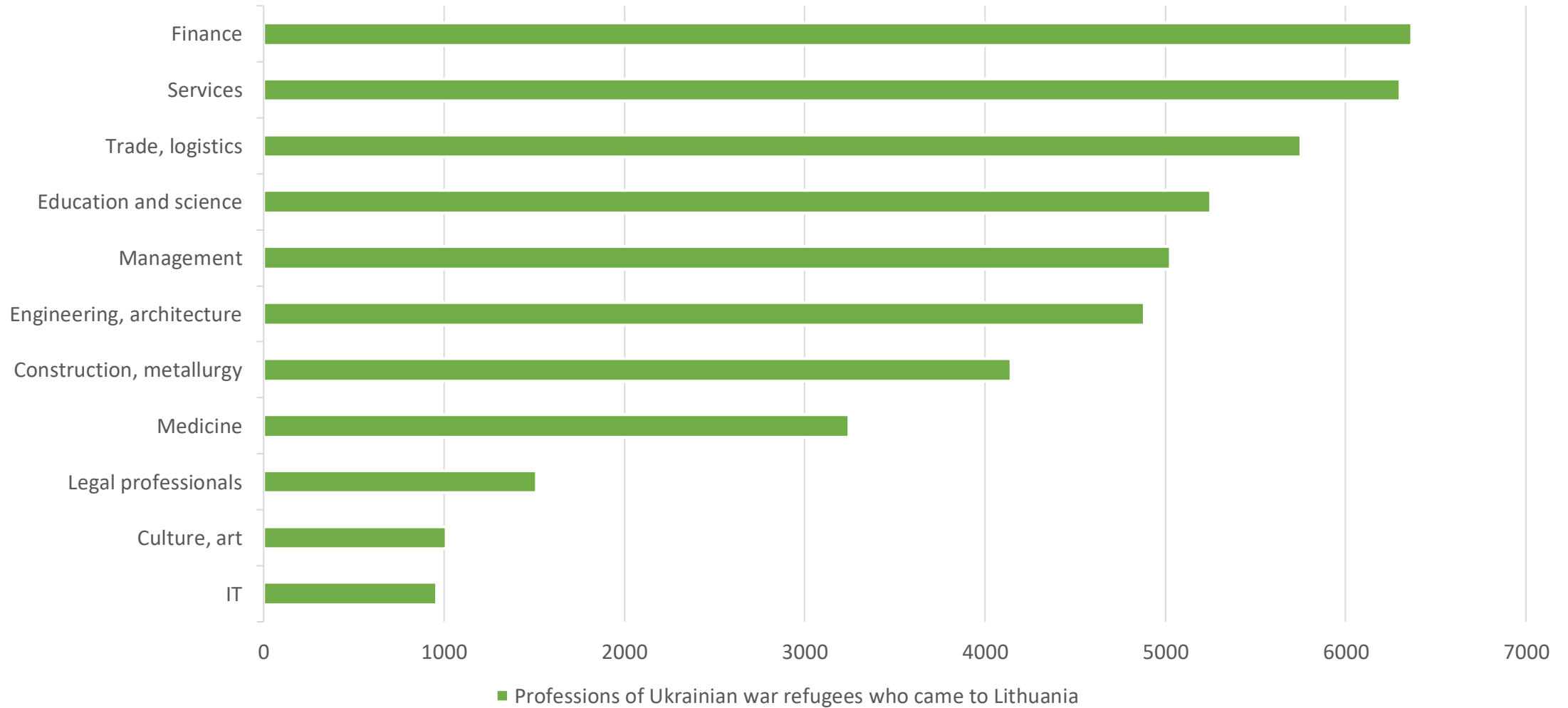
LACK OF TEACHERS BY SUBJECT IN LITHUANIA



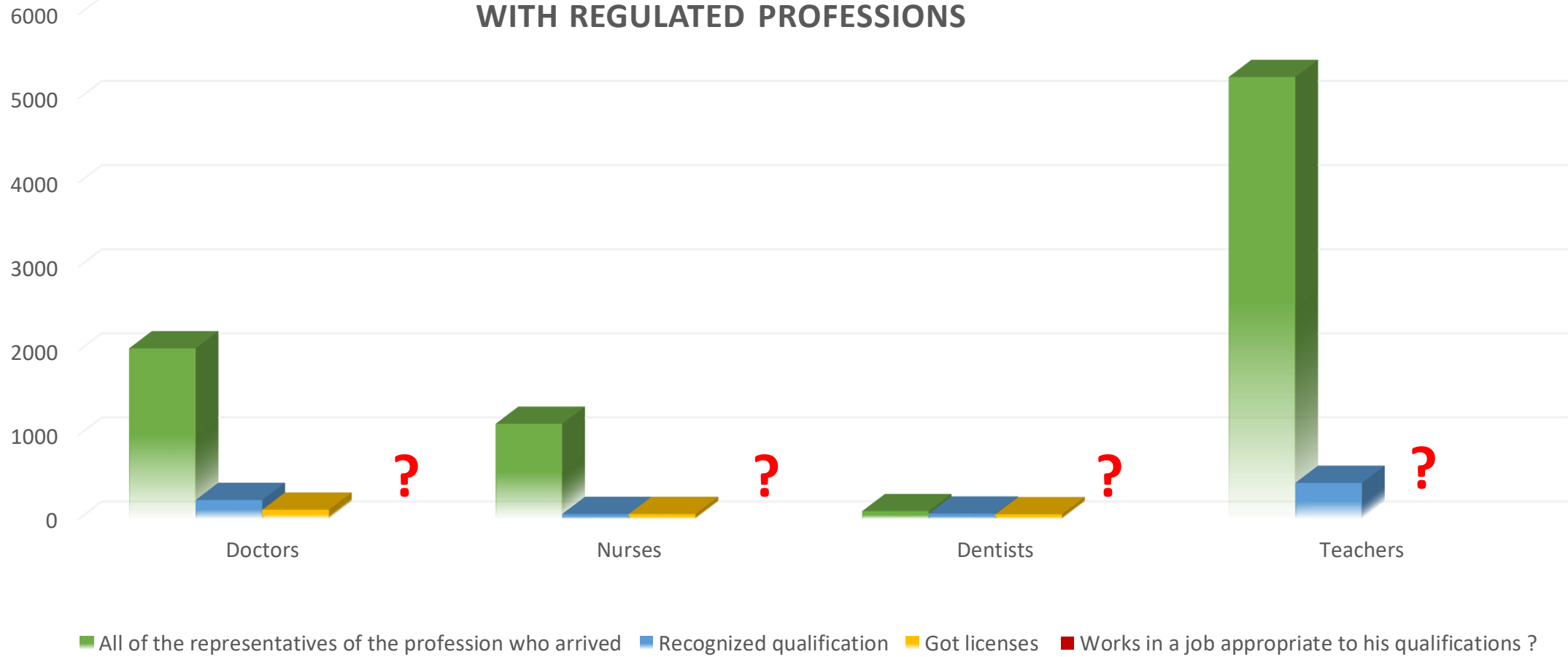
FOREIGNERS IN LITHUANIA 2023-07-01 195 550 PERSONS



PROFESSIONS OF UKRAINIAN WAR REFUGEES WHO CAME TO LITHUANIA



RECOGNITION OF QUALIFICATIONS IN LITHUANIA OF UKRAINIAN CITIZENS WITH REGULATED PROFESSIONS



CHALLENGES FACED BY STATE INSTITUTIONS AND EMPLOYERS

- We still do not see migrants as a serious possibility in the labor market
- We do not collect and analyze data on all migrants, needed for the labor market
- We have no consistent retraining programs for educated migrants
- Specific integration programs are required for representatives of regulated professions in the fields of medicine, education, and others
- **Employers - state and private organizations are not ready for the integration of qualified foreigners:**
 - Does not have prepared technical and personnel documents in several languages
 - Does not have work practice or fellowships programs
 - Does not have mentoring programs.
 - Lack of know how, how integrate people of another nationality, language, culture or race in the work.

DDG ADVICE

Create funding instruments intended to promote the integration of qualified migrants into the labor market of regulated professions

Create practical models of migrant integration into the labor market using the experience of NGOs, educational organizations and international businesses

Subsidies for employers creating fellowship positions and mentorships for skilled immigrants in companies and organizations

Bridging funding programs between training centers for migrants and employers are needed

Educate employers and employees about diversity

Do not hesitate to contact us.

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