



Vestland
County Council

Career guidance for refugees

- Early, positive interventions for successful inclusion and integration

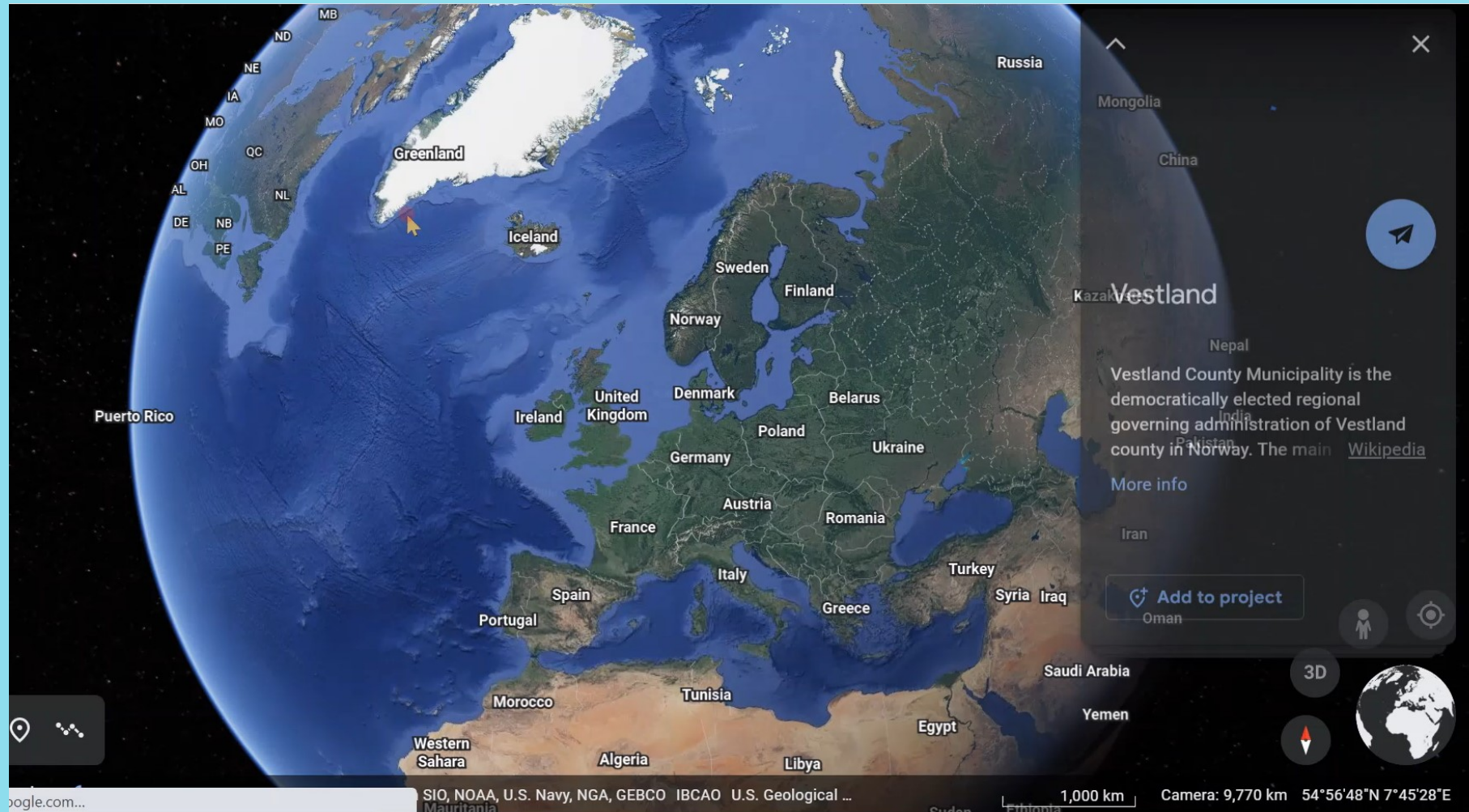
Coordinator for Integration,

Amila Suljevic Melle

Career Centre Vestland County Council

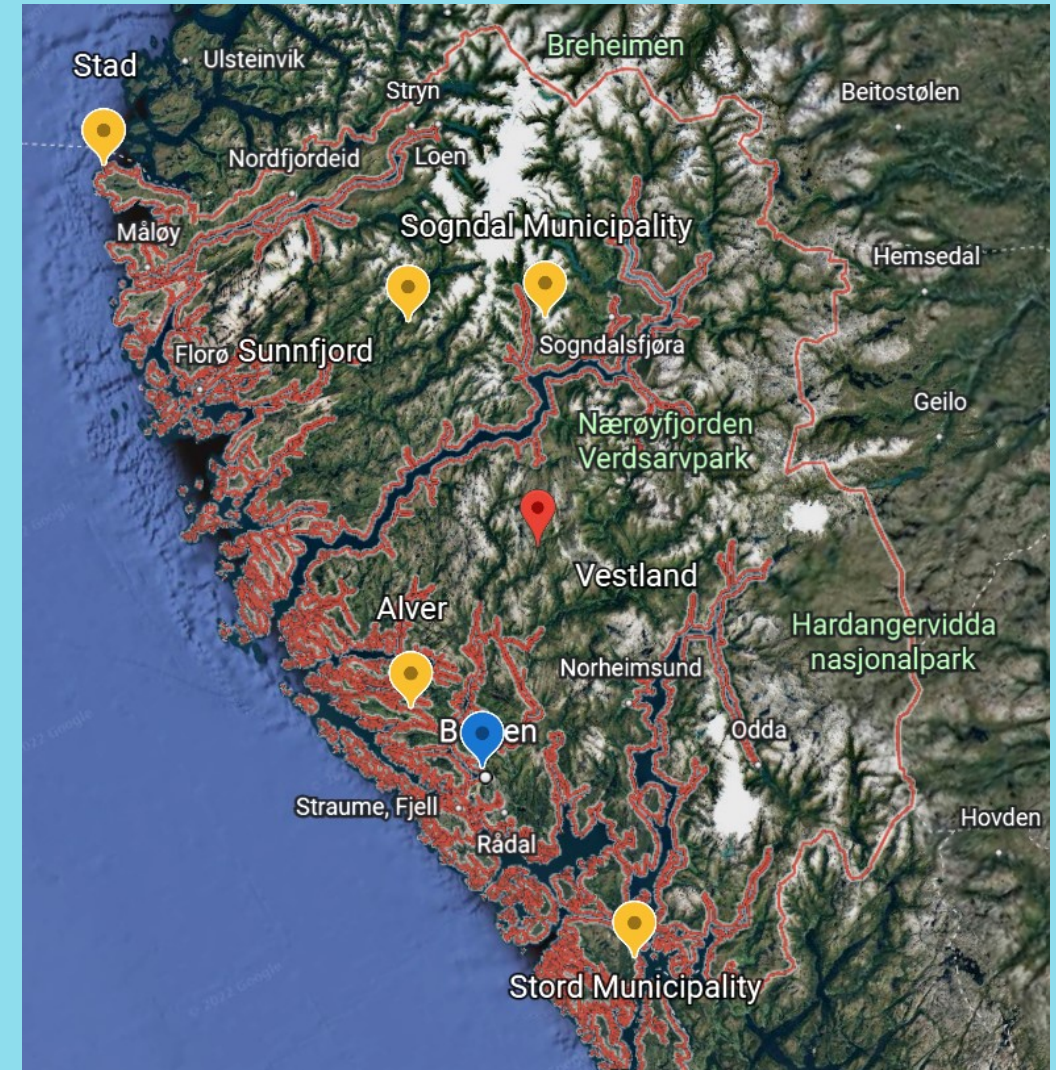
Regale Presentation, 30.06.22

Norway, Vestland County Council and Career Vestland – the career centre



About us - Career Vestland

- Pilot January 2015, and from 2017 was an established offer in the county.
- Career Vestland from 01.01.2020
- Part of the «Department for Innovation and Business Development»
- 15 employees in total
- 10 career counselors, coordinator integration and manager in 6 physical locations
- Bergen, Alver, Stord, Sunnfjord, Stad and Sogndal
- <https://www.vestlandfylke.no/utdanning-og-karriere/karriere-vestland/>
- *3 digital counselors in a national project (2022)*
- <https://karriereveiledning.no/>



About us - Our offers

- Career guidance for all adults over the age of 19 (video, telephone and physical meeting)
- Career guidance for newly arrived refugees
- Competence center for other actors who work with career guidance such as schools, NAV, Introductory programs, educational institutions:
 - Lectures
 - Training
 - Project collaborations



About us– Career Vestland

- We follow the National Quality Framework
<https://www.kompetansenorge.no/kvalitet-i-karriere/>
- Collaboration with many different parties

(Norwegian Directorate for Higher Education and Skills, The Directorate of Integration and Diversity, NAV, other career centers throughout the country, county municipalities, Educational institutions, local business etc.)

Participate in strategic EU project Stride4Stride together with the Hardanger Council

- <https://www.earlall.eu/project/stride4stride/>
- Participated in a project on “Life skills and Management in a new country” under the auspices of Directorate for Higher Education and Skills

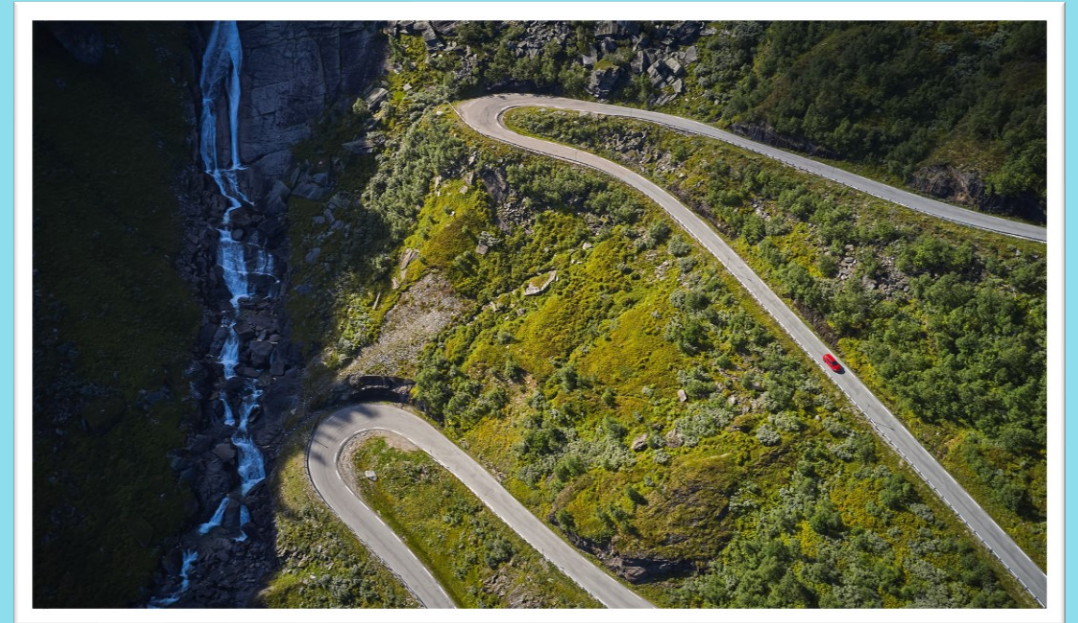


Background

A lot of research has been done the last 10 years on career guidance and immigration. Both internationally and in Norway.

Our government appointed a committee that was to study a comprehensive system for career guidance.

This and other earlier reports resulted in an “NOU” (National inquiry report) in 2016.



Background

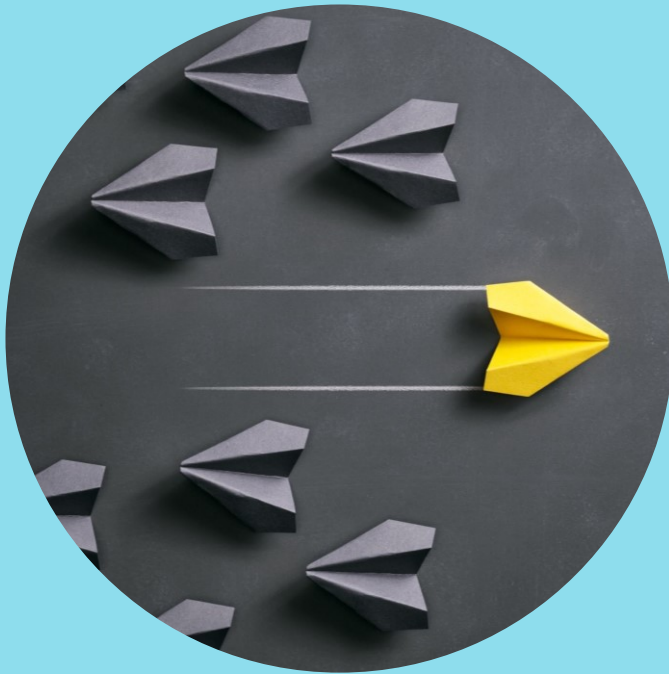
- The competence of immigrants is neither seen, used nor developed well enough in Norwegian society and working life (OECD, 2014)
- Unemployment and exclusion is inherited (NOU 2016, Blustein (2013), Hooley, T. and Sultana, R. (2016).
- Through career guidance, new immigrants will be able to utilize the skills they have brought with them more quickly and adapt to work or education in Norway.
- A population survey from Vox states that close to one in five adults needs career guidance.
- The report also shows that immigrants benefited somewhat more from guidance on job and educational opportunities than the Norwegian respondents (NOU 2016)
- **Career guidance can act as a prevention tool against PTSD and early trauma-reactions to the migration process.**

Sources: NOU 2016: 7, Holje, 2021. Stortingsmelding 14 (2019-2020): Kompetansereformen «Lære hele livet»)



Our mandate following the Integration Act

§ 11 Career Guidance



- «Persons covered by section 8, first paragraph, have the right and duty to carry out career guidance. The career guidance shall be based on the competence mapping pursuant to § 6 or 10, and should be carried out before a decision is made pursuant to § 12.
- **The career guidance shall contribute to the individual being able to make informed choices about work and education and to the introductory program being adapted to the individual's needs..**
- When the career guidance has been completed, a recommendation on work or education should be given to the individual participant within the framework. “
- This means that career guidance usually takes place within 3 months after settlement. The career guidance is mandatory for the refugee.
- The career guidance results in a recommendation to the municipalities where the refugee is settled and will receive an introductory programme of 1 to up to 3 years.
- The municipality is expected to tailor the programme after the career guidance recommendation and refugees wishes.

What do we mean with Career Guidance?

- We are not looking to just solve a challenge at the present, but contribute to **lifelong learning and career-skills**
- The definition of career guidance adopted in the OECD Career Guidance Policy Review was that it. described „**services intended to assist people, of any age and at any point throughout their lives, to make. educational, training and occupational choices and to manage their careers**“ (OECD, 2004, p.19)

<https://www.youtube.com/watch?v=nkMUP0eVVuQ&t=4s>

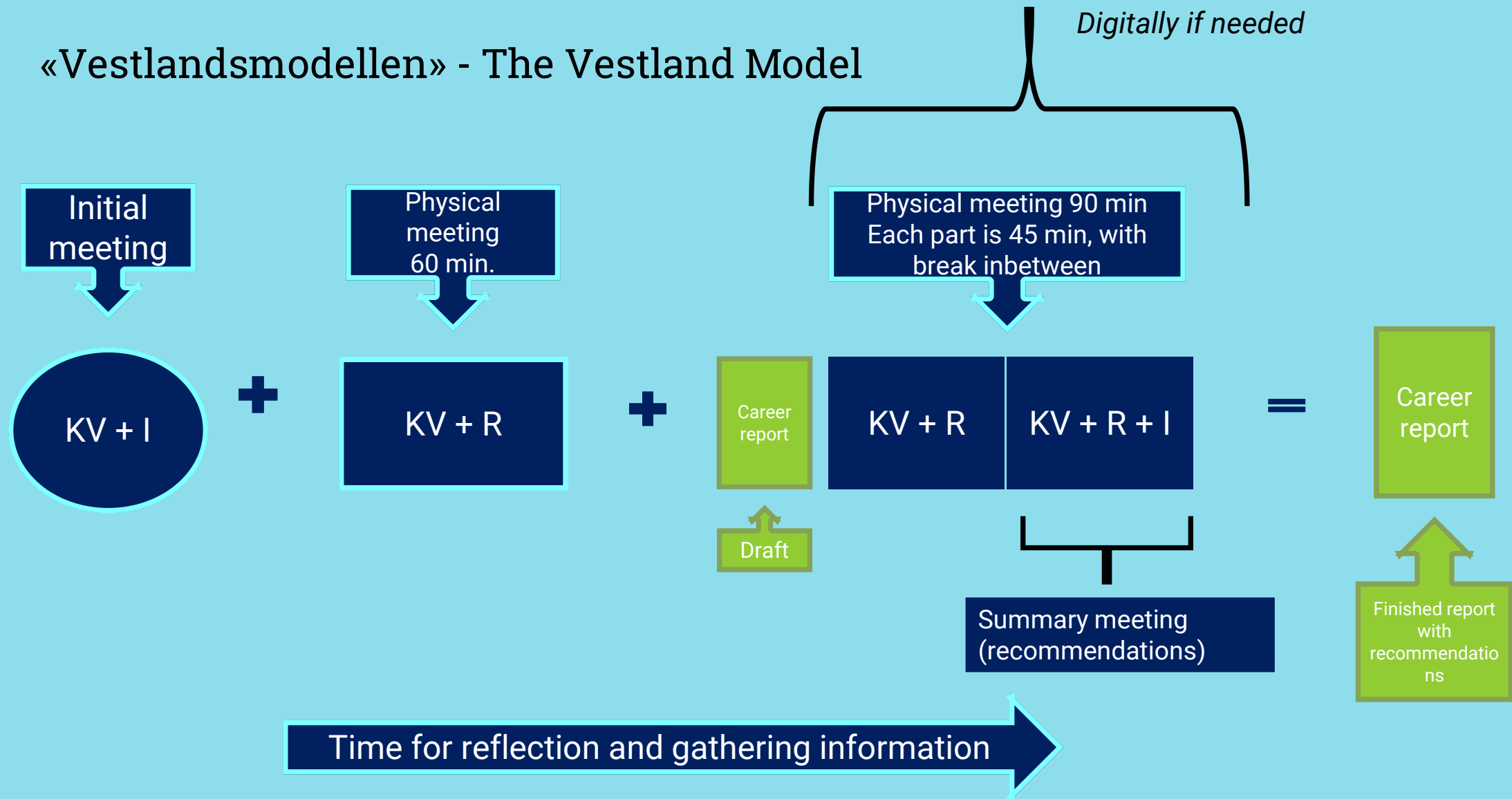
*OECD= Organisation for Economic Co-operation and Development

Career guidance as a process over time

- 1) Reflection
 - ✓ Who am I? What skills do I possess? What do I want?
- 2) Information
 - ✓ What possibilities exist?
- 3) More reflection
 - ✓ What are my possibilities?
 - ✓ Do they align with my wishes?
- Ownership of the process
- Motivation to set oneself goals and steps necessary to achieve those goals



«Vestlandsmodellen» - The Vestland Model



KV= Career Vestland
I = Introprogram counsellor
R= Refugee

Close collaboration with municipalities



- Vast county with 43 municipalities.
- We have 6 physical locations, so we visit the municipalities to make it easier for them and the refugee.
- Each municipality has a regional contact that is responsible for them and conducts the career guidance sessions with the refugees
- Equality across the county
- Coordinator is responsible for the quality and ethical foundation

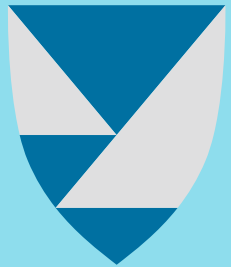
Our first year 2021: Possible outcomes, hopes and ambitions.



Quality guidance and equality for better inclusion and integration

- **570 sessions with 223 individuals, in 28 municipalities**
- **Created a 3-party collaboration model, between the career centre, the municipality and the refugee.**
- The model is based on national ethical quality framework for career guidance.
- Career Vestland has a principle of aspiring for equal service - for refugees as otherwise for the population, and equal service throughout the county
- Being a career advocate for the refugee – keeping dreams, ambitions and aspirations alive, whilst giving realistic and relevant information
- Strengthening the refugees possibilities within the norwegian system
- Strengthening the refugees knowledge about the educational and employment system in Norway
- Ensuring human rights

Thank you for your attention!



**Vestland
County Council**

Questions?

**Contact
Information**



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