

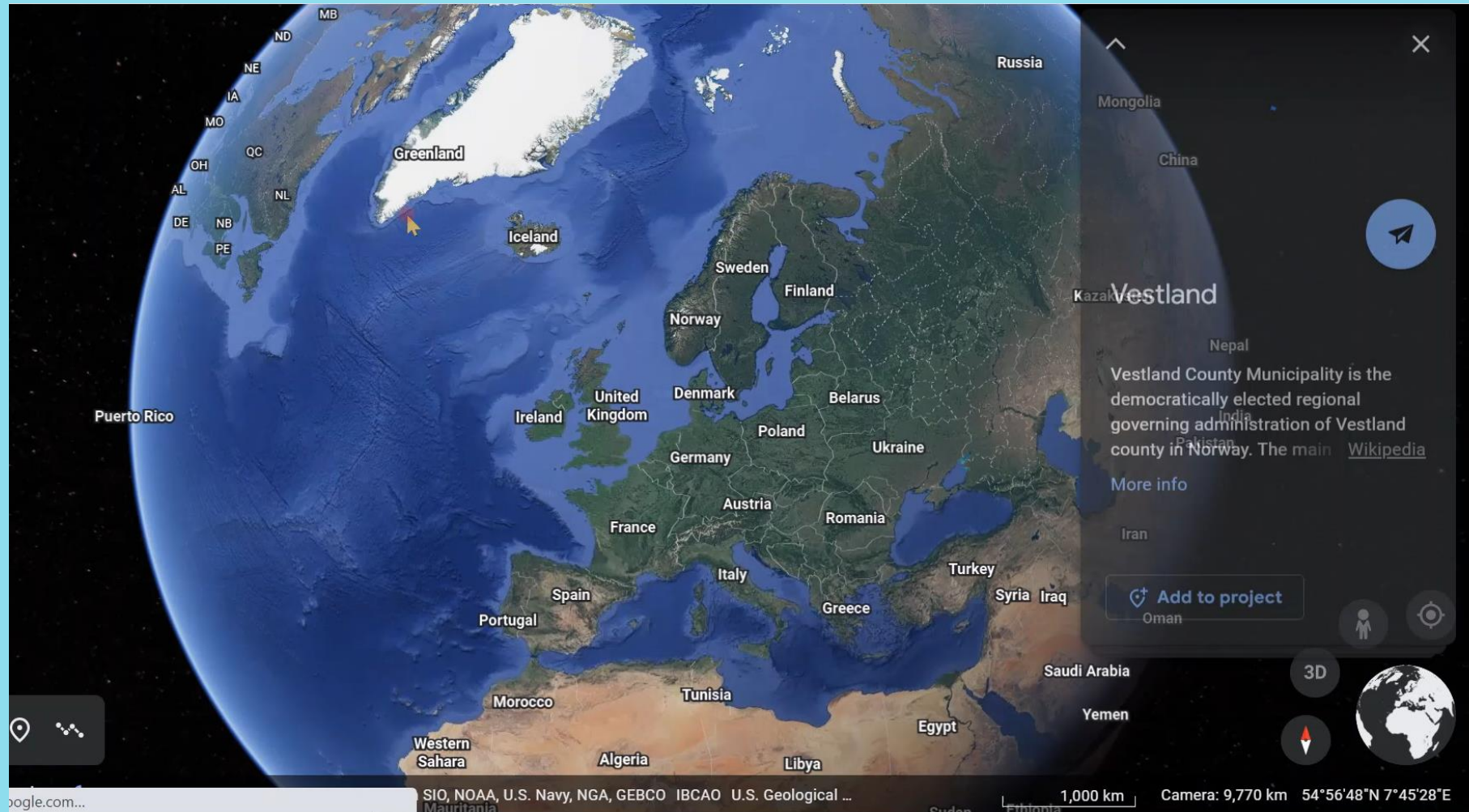


Vestland
County Council

Career guidance for refugees

- **Early, positive interventions for successful inclusion and integration of refugee and migrant women**

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
- 16 employees. 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/>



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, Intro-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 centres 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





What is 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 „**which help people of any age to manage their careers and to make the educational, training and occupational choices that are right for them.**

It helps people to reflect on their ambitions, interests, qualifications, skills and talents - **and to relate this knowledge about who they are to who they might become within the labour market**

“ (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
- Short term and long-term guidance

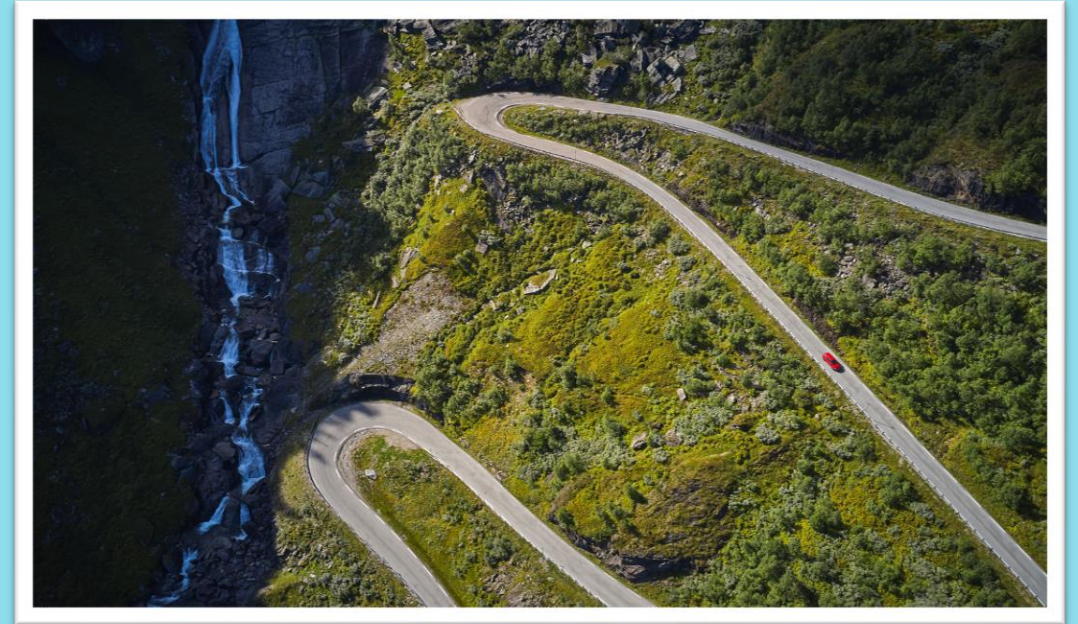


Background for our new venture

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

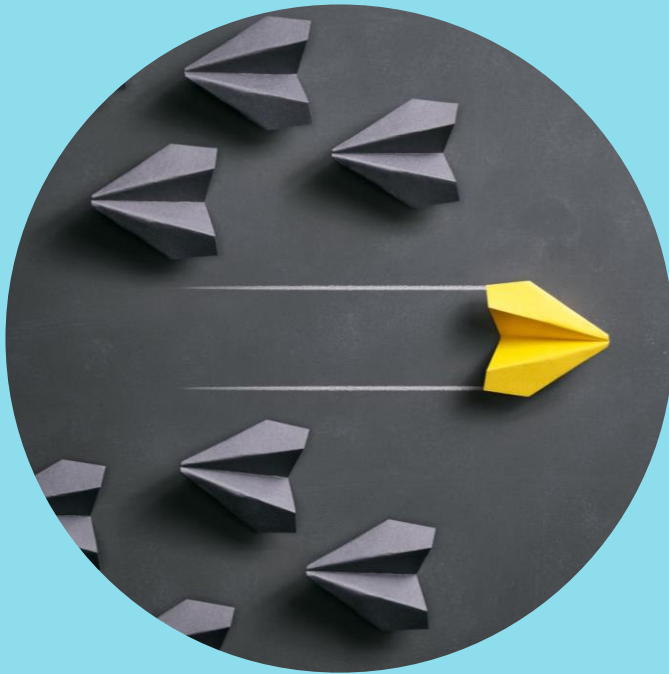
- The competence of immigrants is neither seen, used nor developed well enough in Norwegian society and working life (OECD, 2014)
- Unemployment and exclusion is inherited (NOU 2016, Blustein (2013), Hooley, T. and Sultana, R. (2016).
- Through career guidance, new immigrants will be able to utilize 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»)



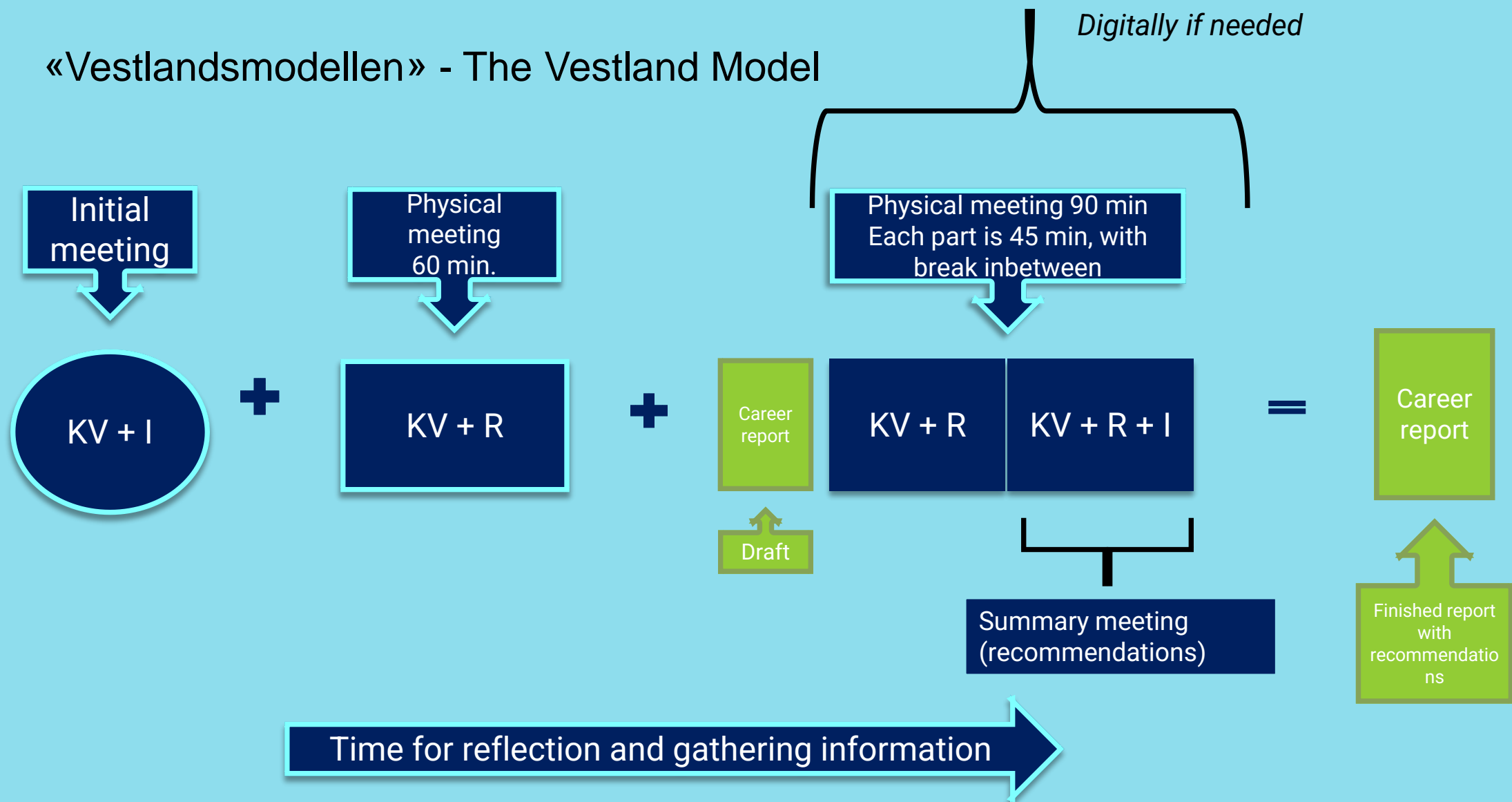
Our mandate following the Integration Act

§ 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. “*
- In reality, 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.

«Vestlandsmodell» - The Vestland Model



KV= Career Vestland
I = Introprogram counsellor
R= Refugee

In the middle of the crossroad

- mandatory participation and empowerment

How Career Vestland engages with refugee/migrant women when they arrive in Norway and encourage them to participate in training courses.

- Mandatory Introduction program in Norway
- How do we engage, empower and motivate woman to participate on their own terms?
- Being a counsellor for the individual, not the system
 - **Social Justice**
- **Career = Identity**
 - We can bridge that gap



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



**Quality guidance and
equality for better inclusion
and integration**

- **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**

Contact Information

Amila Suljevic Melle:

E-post: amila.melle@vlfk.no

Tlf: 98 888 165