**Annex 1 – Skilling Migrants for Employment**

**Collection of practices and tools[[1]](#footnote-1)**

1. **Practices and toolkits shared by national governments**

**Chile** - [AGEST Job fairs for Venezuelan refugees:](https://socialinnovationstories.org/case-studies/21-job-fairs-for-venezuelans-refugees) The national federation of the private sector in Chile (AGEST) was invited by the state-operated training and employment agency (SENCE) to conduct job fairs and streamline job application processes to reduce the risk of refugees joining informal markets and provide options to access the formal sector.

**Mexico -** Bilateral Labour Migration Agreements (BLMAs) facilitate labour migration governance and are concluded to overcome skills shortages and gaps, for example the Canada-Mexico BLMA.

**Philippines - Developing the Global Filipino Program**: Under this program, a Memorandum of Cooperation between the Philippine Commission on Higher Education and the Philippine Embassy in Phnom Penh was executed to pilot an education training program to equip, capacitate, and enhance the competencies of Filipino teachers in Cambodia to qualify them for better teaching career positions. There is also a Memorandum of Cooperation (MOC) between the New Zealand Qualifications Authority (NZQA) and the Philippine Commission on Higher Education (CHED) to further strengthen the educational relationship of New Zealand and the Philippines to facilitate the recognition of qualifications in higher education between them.

**Overseas Assessment Program, or the TESDA Onsite Assessment Program:** The Technical Education Skills Development Authority (TESDA) brings its services to the country where the Overseas Filipino Workers (OFWs) are located. Competency assessment and certification services are provided for the confirmation of possession of competencies required in the preferred workplace. Skills trainings are also provided to meet the standards of industries and companies where OFWs can find better opportunities. The program targets those employed in vulnerable occupations such domestic work and those performing low-skilled jobs to upskill them for better employment and entrepreneurial prospects abroad or at home.

**Sri Lanka -** [Skills Passport](http://nsp.gov.lk/): A tripartite venture introduced by the Tertiary and Vocational Educational Commission (TVEC) of the Ministry of Skills Development, Employment and Labour Relations with the Employers' Federation of Ceylon (EFC) and the International Labour Organization (ILO) is designed to support the successful reintegration of workers returning to Sri Lanka.

**Germany – ‘Kosovo Skills Partnership for Mobility’** a BMZ-funded Migration & Diaspora Programme (PMD) strengthens international cooperation and the standards of selected vocations in Kosovo. Through vocational training based on German standards carried out in Kosovo and Germany, young professionals have better employment possibilities in both countries and on return can support the “brain-gain” of Kosovo, making an enhanced use of migration pathways.

‘**Partnerships for development oriented labour migration**’ (PAM) aims to implement development-oriented migration models for training and employment. Strong partnerships between state, private sector, and civil society actors are intended to create added value for the countries of origin of trainees and skilled workers. The structures in the vocational training sector in the partner countries are to be strengthened and the recognition of migrants' qualifications and skills promoted.

**Belgium-Tunisia -** [Paving the way for future labour migration: a Belgian-Tunisian skills mobility partnership](https://belgium.iom.int/news/paving-way-future-labour-migration-belgian-tunisian-skills-mobility-partnership):A skills mobility partnership between Belgium and Tunisia with a multidimensional cooperation between different stakeholders from both countries (e.g. immigration office, public employment services, employers’ associations) in assessing labour market needs, streamlining procedures, selecting candidates. Implemented in partnership with IOM.

1. **Practices and tools shared by local and regional governments**

**City-to-city Skills Mobility Partnerships including cities Milan, Italy; Turin, Italy; Tunis, Tunisia; Sfax, Tunisia; Beni Mellal, Morocco; Tangier, Morocco**

[MeNTOR](https://mobilitypartnershipfacility.eu/what-we-do/actions-pilot-projects/mentor-mediterranean-network-for-training-orientation-to-regular-migration) (Mediterranean Network for Training Orientation to Regular Migration) project to promote legal migration paths through co-development cooperation projects, In its first phase (2017-2018), MenTOR aimed to improve temporary and circular migration schemes for young people between Italy, Morocco and Tunisia, co-financed by the EU in the framework of the ICMPD’s Mobility Partnership Facility. Through the opportunity offered by the Italian Immigration Regulation to deliver professional trainings to non-European citizens living abroad (mechanism in Art. 27), young participants from Morocco and Tunisia had the possibility to do traineeships in companies located in Lombardy and Piedmont regions and attend coaching on business start-up and job placement during and after their stay in Italy. Thanks to the cooperation between the Moroccan, Tunisian and Italian municipalities, employment agencies and NGOs involved in the project, MeNTOR successfully contributed to the improvement of the interns’ access to labour market and entrepreneurial skills, as well as to the development of local communities. Starting from the lessons learnt in the first edition, MeNTOR’s second edition (“MeNTOR 2”) aims at consolidating and expanding such mechanisms, by increasing the number and improving the effectiveness of transnational trainings, labour exchanges and employment opportunities for young people between Italy (Milan and Turin), Tunisia (Tunis and Sfax) and Morocco (Beni Mellal and Tanger). Reaffirming his commitment to this project in his 2019 pledge to jointly implement the Global Compact for Migration and Global Compact on Refugees, Milan’s Mayor Giuseppe Sala aims to improve the employment status of at least 50 direct project beneficiaries, to increase access to financial support by at least 20 new start-ups in Morocco and Tunisia, to enhance the usage of the Art. 27 Mechanism by Italian enterprises, and to have at least 150 young people employed in the start-ups created by the project in the target areas in line with GCM Objective 5.

**City-led Training and Up-Skilling Services**

**Dakar, Senegal -** Supports a project that supports youth, especially immigrants, who have dropped out of school to find alternative accreditations.

**Freetown, Sierra Leone -** [Mayor Yvonne Aki-Sawyerr partnered with the EU and IOM](https://www.iom.int/news/entrepreneurship-and-waste-management-sierra-leone-fight-unemployment-and-clean-cities) to provide entrepreneurship training and job opportunities to youth to offer an alternatives to migration and simultaneously help the city reach its target of collecting 60% of solid waste by 2022. Together, they conducted a 5-day training on sustainable waste treatment for 200 youths from Freetown in October 2019. The project provided young people with 15-months of business development support and distributed equipment, including 80 motorcycles. Through this global to local partnership, the Freetown City Council created jobs for 800 youth who are now self-sustainable thanks to their waste collection micro-enterprises.

**La Pintana, Chile -** The municipality runs an office for “[labour intermediation](https://www.extranjeria.gob.cl/noticias/dem-entrego-sello-migrante-a-la-municipalidad-de-la-pintana/)” to share information effectively with migrants and provide connections to economic opportunities.

**Mannheim, Germany -** The city runs seven business centres with different focuses (e.g. fashion, women and tech), with an emphasis on [immigrant entrepreneurship](https://www.odi.org/sites/odi.org.uk/files/resource-documents/202010_odi_mayors_dialogue_wp_final_web_updated.pdf). In addition, the city has specific services for Bulgarian and Romanian immigrants including Technical and Vocational Education and German language training.

**Milan, Italy -** Since 2010, the municipality of Milan has run an innovative employment service, the [Centre for Job Orientation and Placement (CELAV)](https://www.comune.milano.it/servizi/centro-mediazione-al-lavoro1), which focuses on empowering residents, including migrants and asylum seekers, to be autonomous and overcome obstacles to labour market participation. Services include increasing beneficiaries’ employability through workshops, CV writing, job placement, facilitation, traineeships for skills development with supporting municipal grants to beneficiaries. As part of his 2019 pledge to jointly implement the GCM and GCR, Mayor Giuseppe Sala committed to launch a new CELAV initiative in Autumn 2020 that will educate employers on the laws around asylum seeker employment and support asylum seekers find work while awaiting their papers.

**Nakawa (Kampala), Uganda -** Because of an enabling environment created by the Government of Uganda with the [Refugees Act of 2006](https://www.refworld.org/docid/4b7baba52.html), the Municipal District of Nakawa in Kampala provides training programs and start-up funds to create jobs for migrants in partnership with the IOM and others. As a part of these local programs, over 2,000 young people, including refugees, have been trained in sewing, shoemaking, and other trades.

**Vienna, Austria -** The [STARTwien Das Jugend Youth College](https://www.wien.gv.at/english/social/integration/arriving/youth-college-migrants.html) operates in 2 locations in Vienna by 9 partner networks offers around 200 places to young asylum seekers within the age group of 15-21. It is a fast track skills training programme that is delivered within a span of 9 months (230 days) - around 20 hours per week of education and mentoring with regards to the host language (German) and vocational subjects.The prospective candidates are selected and enrolled after their evaluation of language skills and basic competencies in mathematics, English and IT. The aim is to prepare the youngster to go to a school, to find a workplace or a further vocational training in Vienna post completion of the programme.

**Swedish Association on Local Authorities and Regions (SALAR) -** Launched in February 2015, this fast-track initiative by the Swedish government is targeted at the quick labour market inclusion of newly arrived immigrants with residency permits and a prior work experience or education connected to a sector in the country facing a labour shortage. The targeted immigrants are offered an initial Swedish language training followed by a profession specific-Swedish language training and eventually an internship in the particular professions or as guidance counsellors and language tutors. The aim of the programme is to have the immigrants establish themselves in the Swedish labour market within two years of arrival and to simultaneously reduce the acute skills shortage in the targeted sectors.

**City Advocacy on Skills Certification and Regularization**

**Montreal, Canada -** Recognizing the vital role of migrants and asylum seekers working during the COVID-19 pandemic, the City of Montreal advocated for the regularization of essential workers. As a result of large public advocacy, the Governments of Canada and Provincial Government of Quebec agreed to offer permanent residency to asylum-seekers working in essential healthcare fields across the country.

1. **Practices and toolkits shared by civil society organizations and the private sector (includes initiatives realized in partnership with governmental institutions)**

**Bangladesh -** Network of [69 technical training institute for 212 categories of work](http://www.old.bmet.gov.bd/BMET/trainingHomeAction).[[2]](#footnote-2) Bureau of Manpower Employment and Training (BMET): orientation training for migrant workers and skill development courses at the Technical Training Centres (TTC). In addition, skill development and awareness campaigns through grassroot level organisations.

**Egypt -** The Federation of Egyptian Industries (FEI): FEI is collaborating with IOM on labour mobility and human development, including employability of youth to enhance the welfare of Egyptian society and migrants.[[3]](#footnote-3)

**France** - [Test your selfie - Evaluez qui vous êtes au travail](https://www.capemploi-61.com/ressources/formations/test-your-selfie-testez-qui-vous-etes.html): A free application by Cap Emploi Orne to evaluate soft skills for a work environment.

**India -** [Norka-Roots training programme](https://norkaroots.org/skills-and-training) for vulnerable women with ‘[Trivandrum Social Service Society](http://www.tsss.in/) (TSSS)[[4]](#footnote-4) CSO, provides facilities and training for women from most vulnerable groups via grassroots CSO networks to foster employment in destination countries, and in particular in GCC countries. The [Skill Development Institute](https://www.sdskochi.com/about-us/) (SDI)[[5]](#footnote-5) of the State of Kerala provides six months skill training programs with certification in Industrial Electrician (Oil & Gas), Fitter Fabrication, Industrial Welder (Oil & Gas) and Process Instrumentation, with the supported of [INKEL ltd](https://www.inkel.in/)[[6]](#footnote-6) (a Public-Private company of Kerala government) and National Council on Skill Development (NCDC). The CSOs in the state disseminate information about the skilling initiatives to prospective migrants. The [Short-term skilling centre in the provincial state of Andhra Pradesh](https://www.apnrts.ap.gov.in/apisdc) works with employers from countries of destination with certification provided by international agencies, including MoUs with [employers from Gulf countries](https://www.apnrts.ap.gov.in/apisdc).[[7]](#footnote-7)

**Italy -** [B.E.S.T. - Buone pratiche, scambi di esperienze e training per l’intercultura](http://conngi.it/b-e-s-t/) (Best practices, exchange of experiences and training on inter-cultural practices) - An initiative of CoNNGI (Coordinamento Nazionale Nuove Generazioni Italiane), an umbrella of associations, and the social cooperative Dedalus, aimed at empowering young people with a migratory background for civic activism and participatory approaches in policy-making. [Italia Africa Business Week (IABW)](https://iabw.eu/): An annual economic and commercial forum that aims to promote knowledge-sharing between the African and Italian economic, commercial, and financial sectors and promotes building of partnerships and networks to accelerate economic growth on both continents.

**Nepal –** [‘Safer Migration’ (SaMI) project (Helvetas Nepal)](https://www.sami.org.np/access-to-skills) is a joint skill-upgrade initiative to ensure decent work in countries of destination. It provides skill training, including life skills and health, and certification for prospective migrant workers (9000 have benefitted from this programme between 2011 and 2018 of which 22% of women). Collaboration between CSOs, private institutions, the Council for Technical Education and Vocational Training (CTEVT) and Foreign employment board (FEB).[[8]](#footnote-8)

**Republic of Korea -** Vocational Competency Development Training for Foreign Workers facilitated by the Human Resource Development ministry, for migrant workers entering and working through the [Employment Permit System](http://mfasia.org/migrantforumasia/wp-content/uploads/2017/01/2-Policy-Brief-South-Koreas-EPS-A-Successful-G2G-Model.pdf) (EPS).[[9]](#footnote-9) EPS also provides education and training for reintegration of prospect returnees and also for migrant workers who have been admitted for more than three years.

**Sierra Leone, Ghana, UK -** [The Supporting Entrepreneurs and Enterprise Development in Africa (SEEDA),](https://www.afford-uk.org/diaspora-volunteering-programme-supporting-entrepreneurs-and-enterprise-development-in-africa-2006-2011/) implemented by AFFORD, coordinated diaspora experts who volunteered their skills to contribute to job creation and business development in Ghana and Sierra Leone.The SEEDA project engaged 155 diaspora experts from United Kingdom to provide affordable, accessible business support to 800 micro, small and medium-scale entrepreneurs (MSMEs) in Ghana and Sierra Leone by transferring their skills to help grow MSMEs, create jobs and wealth that complemented the efforts of enterprises on the ground. This was achieved through personalised and enhanced business support for MSME clients using one-to-one business coaching, group training in enhanced business management and creating a network of experts serving as a pool of resource persons. SEEDA also worked through business associations, strengthening their advocacy in playing leading roles in private sector development in their countries.SEEDA attracted local and international partners to the project - Voluntary Service Overseas (VSO) who supported AFFORD with funding, capacity building, in-country training and in-country resources; Barclays Bank Ghana, Rokel Bank Sierra Leone, and the London Borough of Southwark which was twinned with Koidu Town, Sierra Leone. Through partnership with local stakeholders, SEEDA built relationships in-country with corporate, investment clubs, hometown associations, local government and other integral partners.

**Sri Lanka** - Sri Lankan Foreign Employment Agency (SLFEA): provide quality employees for foreign job market. [Sri Lankan Bureau of Foreign employment (SLBFE)](http://www.slbfe.lk/page.php?LID=1&PID=142): pre-departure training/skill development program and courses for domestic workers based on MOUs with various countries.[[10]](#footnote-10) 23 training centres by SLBFE and also training centres managed by CSOs such as Caritas, the Action Network for Migrant Workers (ACTFORM), international agencies[[11]](#footnote-11) and Private recruitment agencies.[[12]](#footnote-12)

**Global**

[The Migration Challenge Startup Competition](https://www.seedstarsworld.com/event/migration-challenge/): The [International Organisation of Employers](http://www.ioe-emp.org/) (IOE) and [the Business Advisory Group on Migration](https://gfmdbusinessmechanism.org/) in partnership with [Seedstars](https://www.seedstars.com/" \t "_blank) launched “the Migration Challenge”  a competition aimed to reward solution-oriented, innovative start-ups in the field of human resources, fin-tech, civic-tech and ed-tech, whose products respond to the needs of the labour market and help improve migration management. In 2020, the competition is open for global start-ups that have created products helping to match skills shortages in the labour market with qualified regular migrants, supporting governments, employers, and migrants throughout the process to promote skills mobility. BAG Innovation, a start-up based in Rwanda, won the Migration Challenge Start-up Competition at the Twelfth GFMD in 2019, which focused on Africa and South America regions. INMI, a start-up from Chile that aims to integrate migrants through job placements, was also a runner up at the same competition.

[Voice of Young Refugees in Europe](https://www.wearevyre.net/): A network of young refugees and organizations in Europe providing capacity building and training on project management, effective communication, presentation, and critical thinking skills for young refugees to enable them to achieve their potential.

[Migration as opportunity](https://www.odi.org/publications/11126-migration-opportunity-evidence-labour-migration-initiatives) - innovation, policies, and practice: This ODI Working Paper reviews existing practice and proposes a typology for different types of programmatic and policy interventions seeking to maximise migration socioeconomic benefits. The paper presents a wide range of good practice examples, from efforts focusing on existing migrant populations, to those aiming to introduce new or extended migration pathways. Building on this, the paper explores a series of shared challenges and next steps for practitioners and policymakers seeking to advance programming in this area.

A [Global Skill Partnership](https://www.cgdev.org/gsp) is a bilateral labor migration agreement between a country of origin and a country of destination. The country of origin agrees to train people in skills specifically and immediately needed in both the country of origin and destination. Some of those trainees choose to stay and increase human capital in the country of origin (the “home” track); others migrate to the country of destination (the “away” track). The country of destination provides technology and finance for the training and receives migrants with the skills to contribute to the maximum extent and integrate quickly. Migrant rights associations and diaspora groups are integral to the selection, training, and quality assurance of the model, facilitating successful integration of both those on the "home" and "away" track.

The [Mayors Dialogue on Growth and Solidarity: African and European cities taking action on human mobility](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.odi.org%2Fprojects%2F16889-mayors-dialogue-on-growth-and-solidarity-reimagining-human-mobility-in-africa-and-europe&data=04%7C01%7Cphausmann%40iom.int%7C0aa2229efcd94df0f1f708d886f64249%7C1588262d23fb43b4bd6ebce49c8e6186%7C1%7C0%7C637407739518747747%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C1000&sdata=NPjHcVxdCAtsM%2BKcGyLfoyh1OWu5gKpAi%2BHmK2odnHA%3D&reserved=0) is a city-led initiative established to deliver innovative and practical solutions for human mobility in African and European cities. It aims to improve the lives of all urban residents, including migrants, and help redress the power imbalances that persist between the two continents. The Dialogue is led by Mayors Yvonne Aki-Sawyerr of Freetown and Giuseppe Sala of Milan and supported by a core group of partners; the Overseas Development Institute, the Mayors Migration Council, Robert Bosch Stiftung and the Open Society Foundations. Today 20 cities are participating in the Dialogue, pooling their efforts and resources to develop innovative partnerships to collaborate in key sectors, including; skills for green economies, housing, and other urban services and inclusive local governance. The Mayors Dialogue’s partnerships of equals can demonstrate how pragmatic alliances can be forged across the two continents, and crucially how they can deliver on the ground. Milan and Freetown are currently developing a city-to-city partnership focused on mobility, local development and trade in fashion and textiles, through training, mentorship, entrepreneurship (including startups), female empowerment, and sustainability. Specifically, Freetown has suggested a circular mobility scheme for skills and capacity-building targeting women and youth. Other African and European cities are coming together to tackle challenges and innovate on access to housing, cultural industries, active participation of migrants, inclusive neighborhoods. The Mayors Dialogue participating cities will also devote efforts to testing approaches for inclusive labour market policies.

1. **Practices, toolkits, and publications shared by Regional Organizations**

**African Union Commission (AUC)**

[Skills Initiative for Africa (SIFA)](https://skillsafrica.org/#:~:text=SIFA%20is%20an%20initiative%20of,South%20Africa%2C%20Togo%20and%20Tunisia.): An initiative supported by the German government to fund projects aiming to develop the skills of youth in several countries to enhance their employability.

[One Million By 2021](https://1millionby2021.au.int/): Launched in 2019, this initiative focuses on encouraging investment in the future of African Youth in the four core areas of Education, Employment, Entrepreneurship and Engagement and create opportunities for one million youth.

**Council of Europe (CoE)**

[European Qualifications Passport for Refugees](https://www.coe.int/en/web/education/recognition-of-refugees-qualifications#:~:text=The%20European%20Qualifications%20Passport%20for%20Refugees%20is%20a): A document that contains an assessment of the person’s higher educational qualifications based on available documents and interviews and information on prior work experience and language proficiency. It can be used as a reliable document in employment applications and further studies.

**Common Market for Eastern and Southern Africa (**[**COMESA**](https://www.comesa.int/programme-activities-cross-cutting-programmes-2/)**)**

Several member states under the COMESA umbrella are negotiating agreements for the exchange of skills.

**Eastern African Community (EAC)**

[East African Qualifications Framework for Higher Education](http://iucea.org/eahea1/qualifications-framework/): The framework aims to integrate the educational and training systems in the EAC and provide comparability and recognition of qualifications.

**Economic Community of West African States (ECOWAS)**

[ECOWAS Regional Qualification framework](http://www.unesco.org/new/en/media-services/single-view/news/cooperation_between_unesco_and_ecowas_towards_a_qualificati/) *(under development)*: ECOWAS and UNESCO are working together to reform the qualification systems in ECOWAS countries and establish a regional skills and qualifications recognition framework.

**Organisation for Economic Co-operation and Development (OECD)**

[Skills for Jobs Database](https://www.oecdskillsforjobsdatabase.org/index.php#FR/_): The database provides an OECD country-level analysis of demand and supply for skills to address skill imbalances in the labour market.

[Making Integration Work: Assessment and Recognition of Foreign Qualifications](https://www.oecd.org/publications/making-integration-work-assessment-and-recognition-of-foreign-qualifications-9789264278271-en.htm): This OECD publication looks at best practices and policy challenges in the integration practices adopted by OECD countries.

**Southern African Development Community (SADC)**

[The Southern African Development Community Qualifications Framework (SADCQF)](https://www.saqa.org.za/docs/webcontent/2017/SADCQF%20booklet.pdf): A regional qualification framework, the SADCQF aims to enhance regional integration in the fields of education and training by promoting regional standards and recognition of qualifications.

1. **Practices, toolkits, and publications shared by international organizations**

**Food and Agriculture Organization (FAO)**

Reintegration of young migrants into their countries of origin requires coordination between several organizations. In [Tunisia, Ethiopia](http://www.fao.org/3/i8740en/I8740EN.pdf), and [Kenya](http://www.fao.org/kenya/news/detail-events/en/c/1254580/), FAO has partnered with IOM and other organizations to build the skills and knowledge of young migrants and rural residents in migration-prone areas to harness the potential of migration and economic mobility, specifically in areas of agriculture and rural development.

[Enhancing livelihood resilience of host community members and Syrians under Temporary Protection (SuTP) in Turkey through provision of agricultural skills trainings:](http://www.fao.org/3/I8479EN/i8479en.pdf) FAO supported the vocational skills of SuTPs in the food and agriculture sector to improve their access to employment opportunities. Building on assessment results showing significant shortage of skilled and semi-skilled labour in the sector in southern and south-eastern Turkey, FAO in partnership with UNHCR and the private sector carried out vocational trainings in the agriculture, food processing and livestock sectors for unemployed SuTPs and host communities. This project offered SuTPs the opportunity to gain vocational skills in agriculture and related sectors to increase their prospects of gaining employment and becoming self-reliant.

[Promoting self-reliant livelihoods of Syrians under Temporary Protection (SuTP) and host communities through provision of skills trainings and productive assets:](http://www.fao.org/3/cb0348en/cb0348en.pdf)This project assisted host community members and SuTPs in gaining access to formal employment through the delivery of a vocational training programme, developing beneficiaries’ vocational and technical skills. This intervention created livelihood opportunities in the local market for programme graduates, specifically focused on the production of niche agri-food products with strong and stable consumer demand.

**International Centre for Migration Policy Development (ICMPD)**

EU Pilot Projects on Legal Migration funded through the [Mobility Partnership Facility](https://mobilitypartnershipfacility.eu/):

[Digital Explorers](https://digitalexplorers.eu/): mobility scheme that connects talented Nigerian ICT professionals to the Lithuanian labour market to advance cooperation between the two countries. The project offers career advancement opportunities (employment and internships) to tech-savvy Nigerians, and opens up new markets for Lithuanian ICT companies, with long-term socio-economic advancement in mind.

[Pilot Project Addressing Labour Shortages Through Innovative Labour Migration Models (PALIM)](https://www.enabel.be/content/europees-proefproject-palim-linkt-it-ontwikkeling-marokko-aan-knelpuntberoepen-vlaanderen-0): an innovative labour migration scheme linking Morocco’s growing ICT sector with Flanders’ qualified ICT workers shortages. In view of boosting their employment potential, a group of Moroccan graduates are offered technical and soft skill training in Morocco. Approximately half of them are subsequently coached to find employment in Morocco, whereas the other half prepares to find employment in Belgium. The project also includes capacity-building activities to help improve service delivery in Morocco and help all stakeholders reap the benefits of labour migration.

[High Opportunity for Mediterranean Executive Recruitment (HOMERe)](https://homere-med.com/): the project seeks to boost youth employability and overcome skill mismatches by mobilising cooperation between local authorities, private sector, universities and other stakeholders in France, Morocco, Tunisia and Egypt to offer mobility placements for 6-month internships in French companies of various sectors.

[Young Generations as Change Agents](http://sepie.es/ygca/) (YGCA): a mobility scheme between Morocco and Spain for studying purposes, enabling Moroccan post-graduates to enhance and strengthen their skills through a master’s degree in Spain. A selection of students has the opportunity to subsequently launch tailored projects upon their return to Morocco, through which they will have the opportunity to contribute to the development of specific key social and economic sectors and positively affect their communities of origin.

**International Labour Organization (ILO)**

Webpage: [Skills and Migration](https://www.ilo.org/global/topics/labour-migration/policy-areas/skills-migration/lang--en/index.htm)

Policy Brief: [Skills for migration and employment](https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_651238.pdf)

[Centro Interamericano para el Desarrollo del Conocimiento en la Formación Profesional](https://www.oitcinterfor.org/) (CINTERFOR): Established in 1963, CINTERFOR is a specialized centre of ILO that focuses on knowledge management and development of human resources, including skills development, development of partnerships and promotes South-South cooperation.

**International Organization for Migration (IOM)**

[COVID-19: Guidance for employers and business to enhance migrant worker protection during the current health crisis](https://iris.iom.int/sites/default/files/IOM-COVID%2019_Employer_Guidance_V1.pdf)

[COVID-19: Guidance for labour recruiters to enhance migrant worker protection during the current health crisis](https://iris.iom.int/sites/default/files/COVID-19_Recruiter%20Guidance_Final_V1.pdf)

[Skills Mobility Partnership](file:///C:\Users\bsidoti\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\L9T3X2ZZ\i.%09https:\eea.iom.int\publications\skills-mobility-partnerships-towards-global-approach-skills-development-and-labour)s (SMPs): Bilateral and multilateral agreements concluded between states with a focus on labour mobility and changing demographics aimed at addressing skills development from a global perspective. The IOM publication highlights eight prerequisites for sustainable skills mobility partnerships.

[MATCH - Hiring African Talents](https://belgium.iom.int/match): MATCH is a 36‑month initiative funded by the European Union (EU) aimed at providing highly skilled talents to private sector companies whose needs for qualified staff cannot be satisfied by the offer available on the EU labour market. By joining MATCH, companies from Belgium, Italy, The Netherlands and Luxembourg will be supported with the sourcing and recruiting of African talents from Senegal and Nigeria, two countries offering a surplus of qualified professionals. In addition to the job placements, MATCH will also implement complementary activities such as skills development, capacity building and knowledge sharing between the participating EU and African countries.

[Enhancing Tunisian Youth Employability in Belgian Companies](https://www.youtube.com/watch?v=msfilYm2hHA&feature=youtu.be): An IOM labour migration project, implemented thanks to the financial support of the Government of Belgium. The project aimed at supporting the efforts of the Tunisian Government to reduce the high unemployment rates among young Tunisian nationals. This was done by offering internships and apprenticeships in Belgium to a group of 30 selected beneficiaries, to enable them to reinforce their knowledge, acquire new professional competences, and increase their probability to find an appropriate job in the Tunisian labour market.

[PROMISE - Poverty Reduction through Safe Migration, Skills Development and Enhanced Job Placement in Cambodia, Lao PDR, Myanmar and Thailand](https://thailand.iom.int/sites/default/files/Infosheets/IOM%20Infosheet%20-%20PROMISE.pdf): This project aims to provide migrant workers from Cambodia, Myanmar and Lao PDR better employment opportunities and conditions in Thailand through skills development and protection, contributing to poverty reduction in their communities of origin.

[LINK-IT](https://eea.iom.int/sites/default/files/documents/LINK_IT_Leaflet.pdf): A skills profiling tool that can support skills mapping initiatives. This project aims at facilitating better integration of Syrian refugees resettled to the UK, Germany, Portugal, and Romania. The project involves pre-departure skill profiling, post-arrival integration support and information sharing with host communities to support mutual learning and exchange.

Comprehensive Information and Orientation Programme ([CIOP](https://eur02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fwww.iom.int%2Fnews%2Funited-arab-emirates-signs-accord-iom-orientation-guidelines-migrant-workers&data=02%7C01%7Cbsidoti%40iom.int%7Cfc7079048fbb4608ede008d81e77c277%7C1588262d23fb43b4bd6ebce49c8e6186%7C1%7C0%7C637292849086950641&sdata=Hf4Al%2B8LytKnYRl4WBqXP4rPQiEGU73qgBuf1XNG6CI%3D&reserved=0)) - An innovative project focusing on strengthening labour market integration and protection of migrant workers. This initiative operationalizes a management system for tailored and coordinated orientation services for migrant workers.

IOM is about to launch a project with the support of the IOM Development Fund, aimed at developing specific policy recommendations, guidance, and methodologies for effective management of skills-based mobility through SMPs and their prerequisites (webpage under development). The project, Towards Sustainable Integration of Skills in Migration Governance, will begin in 2021 in collaboration with the Global Skills Partnership.

IOM has two country-level projects in the pipeline on skills mobility and migration governance to be launched later this year. Strengthening Labour Migration Framework in Albania will conduct assessments and prediction modelling to understand the impacts of COVID 19 on labour migration and the labour market in Albania. Further, Engaging Diaspora in Strengthening the Health Sector in Pakistan, aims to use digital tools and innovative diaspora engagement strategies to match skilled health workers in the diaspora with health institutions in need due to the COVID-19 crisis. Both projects will begin in 2020 and continue for two years with the support of the IOM Development Fund.

**United Nations Conference on Trade and Development**

UNCTAD, and UNITAR (2020). E-learning course on Entrepreneurship for Migrants and Refugees. https://www.unitar.org/event/full-catalog/entrepreneurship-migrants-and-refugees

UNCTAD’s project “Promoting Refugee and Migrant Entrepreneurship in East Africa, the Andean region and the Middle East”

UNCTAD, forthcoming, UNCTAD COVID-19 Report 2020, Chapter 4: Strengthening resilience of vulnerable developing countries and groups, 4.5. Supporting migrant workers

UNCTAD, 2019, Summary of key messages from the workshop on recognition of qualifications to facilitate movement of natural persons, available at: https://unctad.org/system/files/official-document/tncd2019-05-03\_Informal%20summary%20of%20discussions.pdf

UNCTAD, IOM, UNHCR (2018). Policy Guide on Entrepreneurship for Migrants and Refugees. United Nations. https://unctad.org/system/files/official-document/diae2018d2\_en.pdf

UNCTAD, 2018, Economic Development in Africa Report 2018: Migration for Structural Transformation

**United Nations Major Group for Children and Youth (UNMGCY)**

Policy Brief: Youth Consultations in Africa for the AU-GFMD Regional Meeting

**Multiple organizations**

[Global Skills Partnership](https://www.ilo.org/skills/pubs/WCMS_653993/lang--en/index.htm): An initiative launched by ILO, IOM, UNESCO, IOE and ITUC to bring together the technical expertise of these organizations and support stakeholders such as governments, employers, workers, education and training institutions to maximize the benefits of migration for countries of origin and countries of destination.

ILO and IOE: Guide for Employers on Labour Migration Governance for Africa *(under development)*

ILO, IOM and GIZ: [Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa (THAMM)](https://www.ilo.org/africa/technical-cooperation/WCMS_741974/lang--en/index.htm): The project aims to strengthen migrant protection throughout the process of migration. It also examines practices and develops new strategies with respect to skills development and recognition.

AU, ILO, IOM and UNECA: [Joint Programme on Labour Migration Governance for Development and Integration in Africa](https://www.ilo.org/africa/areas-of-work/labour-migration/policy-frameworks/WCMS_671954/lang--en/index.htm) - The programme aims to enhance the framework of labour mobility for better integration and development in Africa, including with the aim to address skills shortages and recognition of qualifications.

1. This Annex includes resources shared by participants during the break-out sessions devoted to the topic ‘Skilling Migrants for Employment’ of the GFMD Regional Consultations co-hosted by the African Union, the Regional Conference on Migration (RCM - Puebla Process), and the Organization for Economic Cooperation and Development (OECD). It also includes resources shared through the African Union [Technical Paper](file:///\\gvafile01\ICP\MPD\GFMD\2020\Skilling%20Migrants%20for%20Employment\2.%20Regional%20report\Technical%20Paper) that was prepared prior to the Regional Consultations (April 2020). The paper is available in English and French. [↑](#footnote-ref-1)
2. <http://www.old.bmet.gov.bd/BMET/trainingHomeAction> [↑](#footnote-ref-2)
3. <https://egypt.iom.int/en/news/iom-and-fei-sign-cooperation-framework> [↑](#footnote-ref-3)
4. TSSS is an NGO operates in Kerala with an aim to empower the marginalised communities towards sustainable and participatory governance. It comes under the Latin Arch diocese of Trivandrum. TSSS is a subsidiary of Migrant Forum in India: <http://www.tsss.in/> [↑](#footnote-ref-4)
5. <https://www.sdskochi.com/about-us/> [↑](#footnote-ref-5)
6. <https://www.inkel.in/> [↑](#footnote-ref-6)
7. <https://www.apnrts.ap.gov.in/apisdc> [↑](#footnote-ref-7)
8. <https://www.sami.org.np/access-to-skills> [↑](#footnote-ref-8)
9. <http://mfasia.org/migrantforumasia/wp-content/uploads/2017/01/2-Policy-Brief-South-Koreas-EPS-A-Successful-G2G-Model.pdf> [↑](#footnote-ref-9)
10. <http://www.slbfe.lk/page.php?LID=1&PID=142>

    <http://www.slbfe.lk/page.php?LID=1&PID=118> [↑](#footnote-ref-10)
11. <https://www.giz.de/en/worldwide/18415.html> [↑](#footnote-ref-11)
12. <https://link.springer.com/article/10.1007/s41027-018-0117-4> [↑](#footnote-ref-12)