

TRAINING PILLS

Motivation



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Motivation: Competencies and Skill Mapping

Motivation and Empowerment

Although migrants collectively face many of the same barriers to finding work in their new country, their experiences, education level and skill sets vary greatly. Effective careers guidance should take into consideration each migrant's circumstances so that support can be made relevant to the individual.

Finding a job can be a discouraging experience, for migrants it can be an especially gruelling uphill battle. Acclimatising to a new culture, learning a new language, making friends, navigating complex governmental processes, leaving behind work and family, facing rejection and discrimination. All of these things can make it especially challenging to maintain motivation and hope.

While careers guidance should be realistic it can also instil hope and inspiration in migrants, giving them the tools and motivation to achieve goals that are meaningful to them. The following mapping worksheets can be used to guide individuals to create a path forward and find solutions to the problems that they face.

Worksheets

The following worksheets can be used to map the competencies and challenges that individuals face in entering the job market of a new country and better help careers advisors in finding a path forward. Use the worksheets to spark conversation and explore solutions.

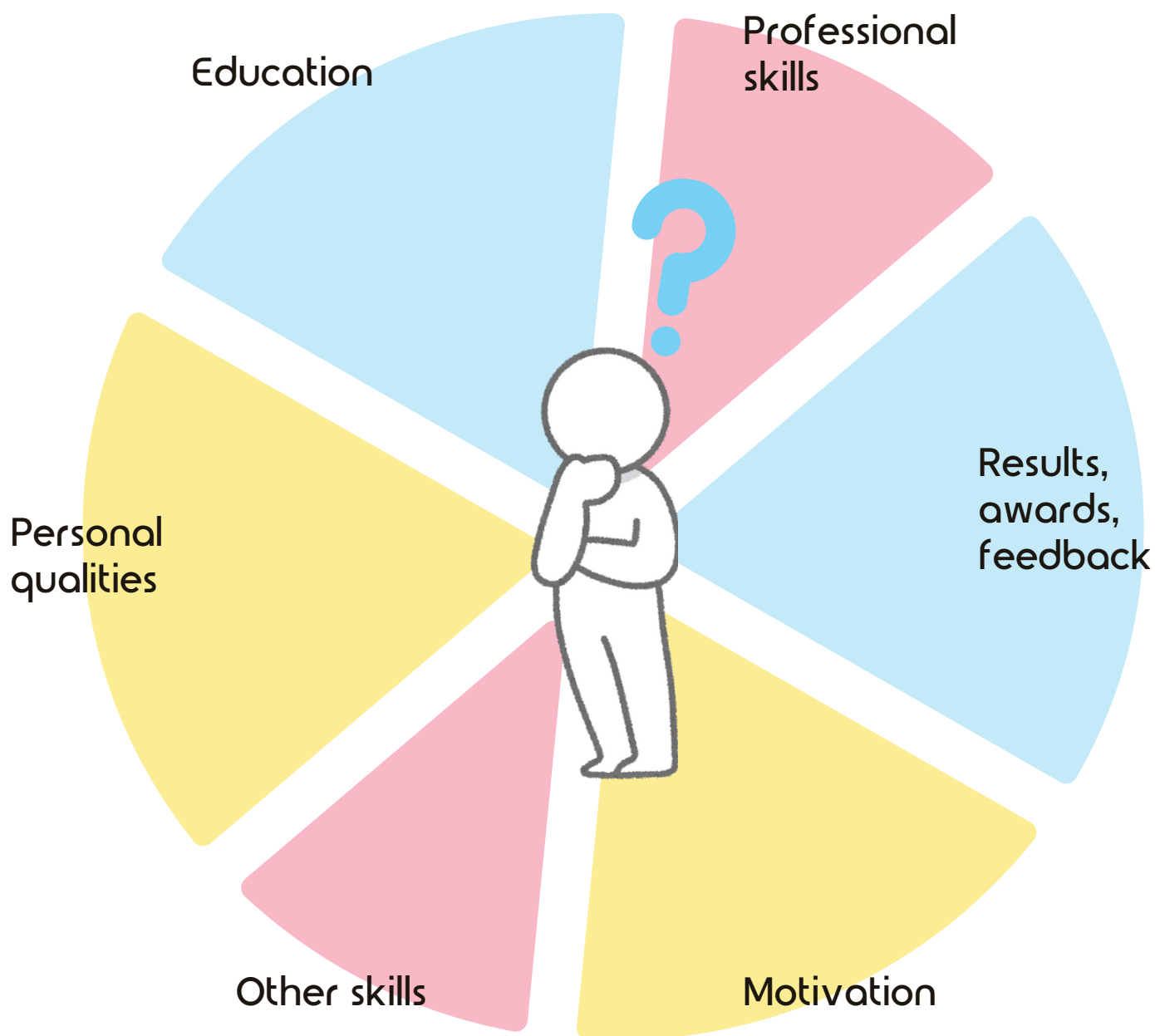
The barrier mapping document can also be used for careers advisors to consider the challenges that migrants face and find ways for their organisation to better support job seekers. This could look like offering language classes, developing competencies in areas such as immigration law or mental health and understanding where to sign post individuals that need specialist support.

Resources:

- **Competencies map** - for individuals that are uncertain of what they have to offer
- **Barriers map** - for individuals to understand what may be hindering their job searching
- **Take action/ Goal setting form** - to guide individuals in what next steps to take

Skills map

Spend time writing down the competencies and skills that you have currently. What can you do, what do you know, what have you done before? Consider hard and soft skills that an employer might be interested in.



Barrier map

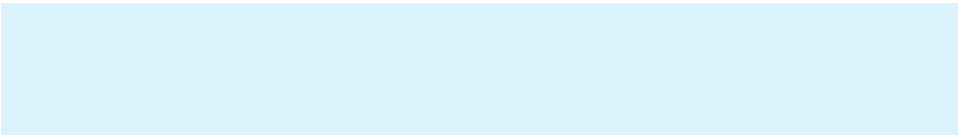
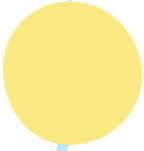
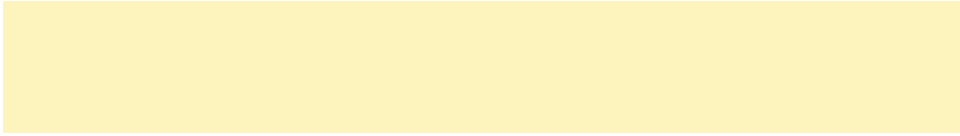
What barriers stand between you and the job you want?
Use the space below to explore what skills you may need to develop, what challenges you may encounter and what might be preventing you from reaching your goal. Consider things that are within and outside your control.

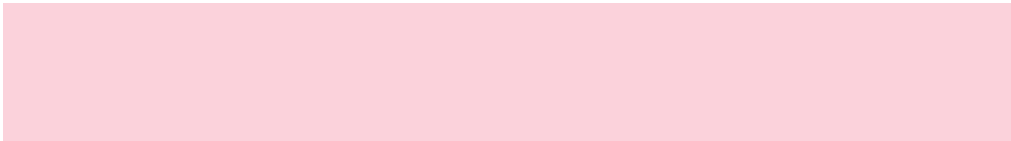
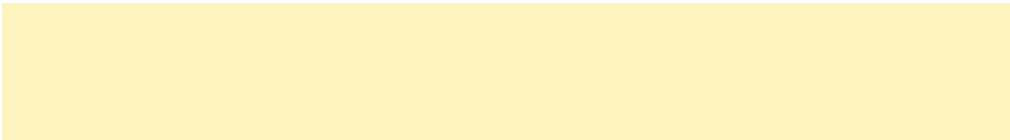
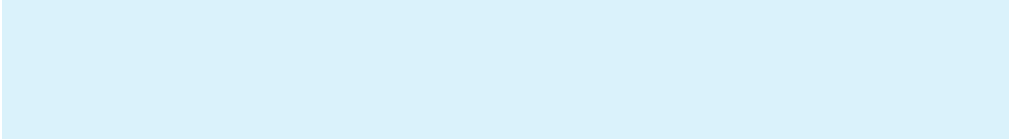
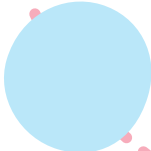
Eg. Language level, knowledge about your chosen industry, discrimination



Taking action

Of the barriers that you explored consider one central area that you can influence, how can you reframe this as a new goal to work towards. Consider three actions that you can take to reach this new goal and where you may consider finding extra support.

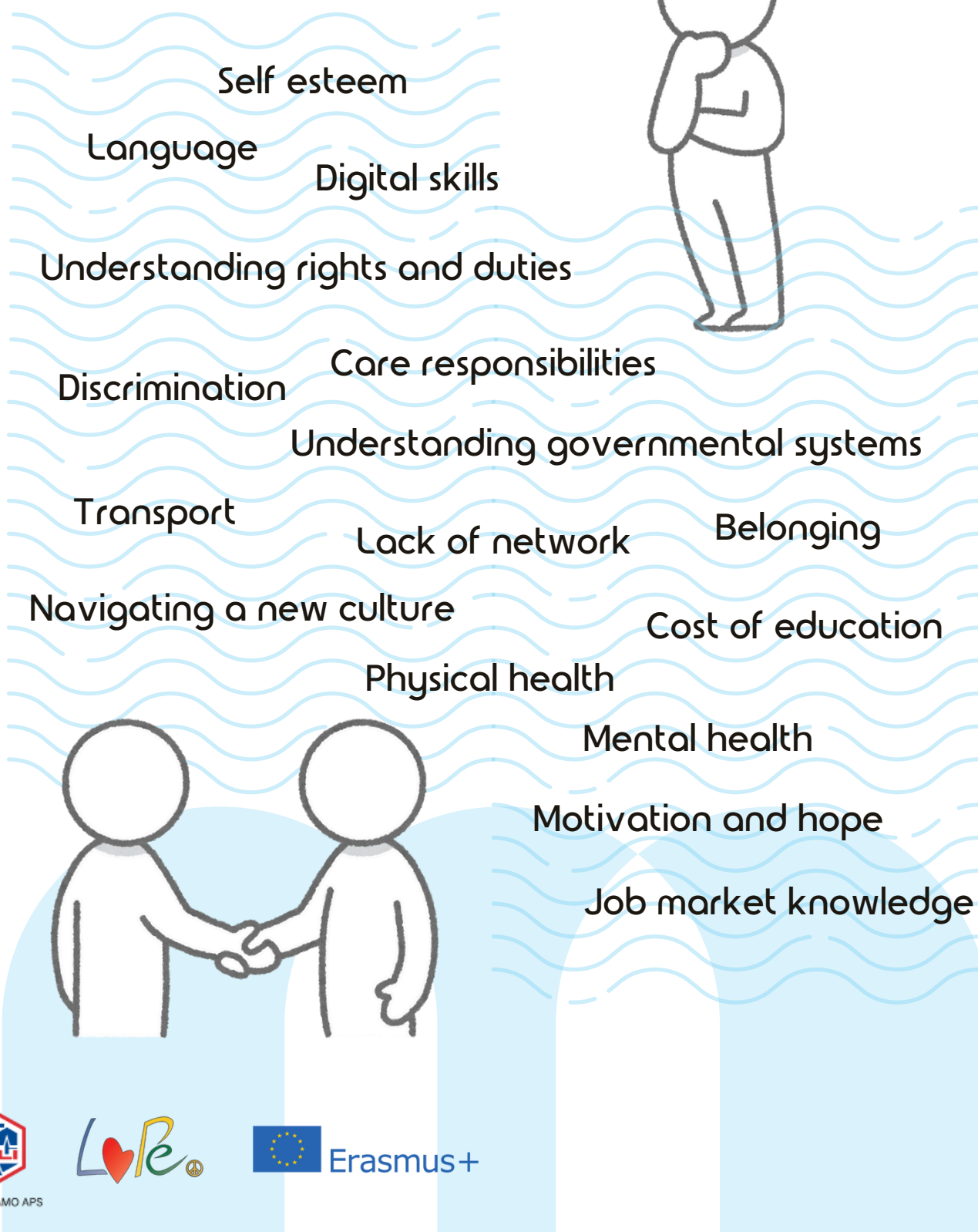
Barrier:	Goal:
	
	
	

Barrier:	Goal:
	
	
	

Barrier map – Example

What barriers stand between you and the job you want?
Use the space below to explore what skills you may need to develop, what challenges you may encounter and what might be preventing you from reaching your goal. Consider things that are within and outside your control.

Eg. Language level, knowledge about your chosen industry, discrimination



Taking action – Example

Of the barriers that you explored consider one central barrier that you can influence, how can you reframe this barrier as a new goal to work towards. Consider three actions that you can take to reach this new goal and where you may consider finding extra support.

Barrier: Language level

Goal: Obtain B1 level



Ask others who have a high language level with the same background, what steps they took to get there.

Spend at least 30 minutes a day speaking, listening, reading or writing in the language.

Sign up for a course or join a language cafe to stay motivated with other learners.

Barrier: Lack of job market knowledge

Goal: Better understanding of career opportunities

Attend a networking event for my industry.

Spend 5 - 10 minutes a day reading job adverts and news about industries I am interested in.

Find resources online, in the library or from a careers centre to learn more about job options.



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