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ENGAGE Project Newsletter

INTRODUCTION TO THE PROJECT

Project Development of inclusivE iNteGratiOn pAthS 4 miGrant women /
ENGAGE aims to increase TCN women's capability for entering the labour market and social life of the host society. TCN women, which are representing the 45% of refugees in the EU, have lower activity and employment rates, a higher risk of poverty and are more likely to be in lower skilled occupations. Most of them face particular integration challenges associated with lower education and labour market outcomes compared to refugee men. A main reason is that they are coming from countries with high gender inequality and low employment rates for women. Therefore, an effective integration process of these women in the new social environment, can contribute to their social and economic inclusion.

Learn more about the project on <https://amif-engage.eu/>





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The Job Shadowing Scheme

Job Shadowing is a structured Career Exploration activity in which a mentee is paired with and observes the workday of a business mentor, interacts with his or her clients or customers and attends meetings and other appointments with the person they are shadowing.

Designed to help students explore a field of interest while developing research skills and building occupational knowledge, job shadowing is conducted at the workplace and occurs over most of the workday. (Source: <http://wbltoolkit.cte.nyc/job-shadowing/>)

In this project, 8 third-country national (TCN) women – after a selection process - will have the opportunity to experience a 2-month Job-Shadowing in different job sectors. They will be matched with 8 mentors of 8 host organization representatives.

The project's scope is to fill in the above needs by utilizing the partnerships' network and experience in working with TCN women and developing capacity-building programmes that will enhance their integration progress.





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Benefits of job shadowing for Mentees

The benefits of job shadowing for mentees are several. Here are some of them: gain valuable insight through real and relevant learning; realization of importance of the theoretical as well as practical knowledge, soft skills, and work readiness skills; General overview of the company and industry; Awareness and understanding of daily, weekly, and yearly tasks and industry insights; An understanding of career pathways and available resources (schooling, certificates/licenses/degrees, training); What resources are available for said education as well as the time they take; Potential job opportunities (internships, entry-level positions, etc.); Business contacts for the future; Awareness of job market potential.





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Added value of the Job Shadowing Scheme for your company

Through an internship, jobseekers get a chance to get a taste of a job. At the same time, as a company you **get to know people**: their skills, commitment, attitude. Not every intern is ready for a job after their first internship, but they might be in the future.

The 'scarcity on the labour market' is forcing many companies to reconsider their recruitment and selection policies. By opening up your workplace to job-seekers, and thus working on **diversity**, you are helping to promote **inclusion**.

A mixed work team is often linked to **innovation**. The innovative ideas that are needed for this can be found more quickly if your team consists of diverse people.

Think, for example, of employees from different cultural backgrounds. They often have different knowledge and ways of thinking. This can be very refreshing and can lead to innovative products and services.



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