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REPORT ON MEETINGS OF THE WORKING GROUP ON IMMIGRANT SUPPORT

Poland
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“Integrative Individual Action Plan”

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1. INFORMATION ON THE POSSIBILITY OF CONDUCTING CAREER COUNSELING IN POLAND, INCLUDING IMMIGRANTS

1.1. Who can provide career guidance, including for immigrants

The Polish system allows for the provision of career counseling by individuals with higher education (bachelor's or master's degree) in the field or specialty of career counseling, or higher education in another field and postgraduate studies in the field of career counseling. Within the framework of institutional career counseling conducted in Poland, two main streams can be distinguished: career counseling in schools and career counseling in the labor market. Career counseling for the labor market, i.e., for adults, concerns experiences, current values and goals, family, social, and environmental context. It also examines the relevance and adequacy of competencies and qualifications. Adults themselves are also more aware of expectations and needs. They talk about the need for change, about burnout, and sometimes about fears and concerns related to their situation in the labor market. They also discuss values, what is important at a certain stage of life, and what has ceased to be important. Sometimes they reflect on whether they have been pursuing their own goals and needs or perhaps the expectations of others. In the area of financing career counseling in Poland for the labor market, it is carried out by employment offices, especially for unemployed persons. Career counseling for immigrants and foreigners is implemented in the Polish system by employment offices in a manner similar to that for Polish citizens. On the other hand, career counseling in education is regulated by the Act of December 14, 2016 – the Education Law, which introduced regulations concerning the forms of career counseling implementation and the classes during which career counseling activities will be conducted. At the same time, the law defines what career counseling is and what its goals are at various stages of education, specifying: pre-vocational orientation for kindergartens, kindergarten sections in primary schools, and other forms of preschool education, vocational orientation for grades I-VI of primary schools, and career counseling activities for grades VII and VIII of primary schools and certain secondary schools. According to Article 26a of the Act of December 14, 2016 – the Education Law, career counseling covers students of all public and non-public schools, except for art schools, and all pupils of public and non-public kindergartens, kindergarten sections in



primary schools, and other forms of preschool education.

Furthermore, the regulation of February 12, 2019, on career counseling specifies the program content for career counseling for various educational stages and types of schools. The program content for career counseling included in the annexes to the regulation constitutes a coherent system for the implementation of career counseling, which should provide students with school support in making informed educational and vocational choices. The program content for career counseling, based on which the provisions for the regulation on career counseling were prepared, was developed by experts in the field of career counseling as well as representatives of schools and institutions, governing bodies, employers and trade unions, labor market institutions in the project "Effective educational and vocational counseling for children, youth, and adults" implemented by the Centre for Education Development in Warsaw. The regulation indicates the necessity for schools to develop a program for the implementation of career counseling in a given school year, taking into account the internal school career counseling system. To ensure the continuity of the implementation of specific program content for career counseling as specified in the annexes to the regulation, the career counseling implementation program should cover all activities related to the provision of career counseling in the school, divided by classes, and should define the themes of activities within which specific content will be implemented, as well as the persons responsible for their implementation. Additionally, the program should include methods, forms, and timelines for the implementation of specific activities, taking into account the participation of parents in these activities in schools where parent councils operate.

In the Polish career counseling system, both for the labor market and education, there is no special place designated for immigrants and foreigners. Individuals residing in Poland are subject to the same rights to career counseling both in job centers offering career counseling for the labor market, as in the education system, i.e., children and youth participating in the education system who are foreigners or immigrants.

In Poland, regulations regarding career counseling for foreigners and immigrants are based on a broader legal context concerning the labor market, migration, and social integration. Key elements of legal regulations affecting career counseling for this group include several important aspects.

The Right to Work is a fundamental element, according to which foreigners in Poland must have a work permit. In the context of career counseling, it is essential for the counselor to be



familiar with current regulations concerning the employment of foreigners, which may affect their ability to take up work.

Counseling in Public Institutions includes the provision of services by public institutions, such as job centers, employment agencies, or career information centers. These establishments are authorized to offer career counseling for foreigners, covering issues related to the legality of work, access to the labor market, and referral to appropriate institutions.

Migrant Integration Centers in Poland offer a wide range of services, including career counseling. Their task is to support foreigners in the process of adaptation and professional integration, which is a significant element of the full social integration of immigrants.

Career counseling for foreigners may also include aspects of support for Social Integration, such as learning the Polish language or understanding the work culture in Poland. Appropriate legal regulations may require providing support in these areas, aiming to facilitate immigrants' fuller participation in social life.

The Rights of Foreigners in Education and Work are an important element that career counseling should consider. This helps immigrants understand their rights and obligations in the context of the labor market in Poland and to shape educational paths in accordance with local regulations.

The Qualification Criteria for Counselors are crucial for ensuring the quality of counseling services. Individuals providing career counseling to foreigners should meet specific qualification criteria in accordance with the regulations concerning the career counseling profession.

It is worth noting that legal regulations may change, and the specific legal situation of foreigners may depend on their legal status and the purpose of their stay in Poland. Therefore, it is always recommended to check current regulations and consult with specialized institutions dealing with the rights of foreigners.

1.2. How career counseling is currently conducted, including for immigrants

As indicated in point 1, vocational counseling in Poland is divided into two main areas: educational and for the labor market. Educational counseling is conducted in preschools, primary and secondary schools, and it is group counseling included in the curriculum resulting



from the Education Law and implemented in accordance with the regulation on vocational counseling. It covers 10 hours of counseling per school cycle, i.e., for primary or secondary education. The Polish education system does not provide for individual vocational counseling for students at any level of education.

The next area of counseling implemented in the Polish system is vocational counseling for the labor market, carried out by job centers, especially for unemployed individuals to activate them. As part of the vocational counseling conducted by Job Centers, there is a Professional Activation Center where unemployed individuals participate in personalized workshops for them and have an Individual Action Plan developed along with the indication of a professional activation path.

Job Centers, as part of activation and assimilation with the labor market, offer language courses (Polish language) for immigrants and refugees, which are free for them.

Vocational counseling in Poland, including for immigrants, is carried out by various institutions and organizations. The current situation of vocational counseling in Poland, with particular emphasis on immigrants and the forms of support offered, is based mainly on:

Job Centers: Job Centers in Poland play a key role in providing vocational counseling services for residents, including immigrants. Advisors in job centers support career guidance, preparation for the labor market, and provide information on available training and support programs.

Migrant Integration Centers: Special migrant integration centers in some cities are an important place of support in terms of vocational counseling. Here, immigrants can receive help in adjusting to the Polish labor market, developing language skills, and social integration.

Non-Governmental Organizations: Non-governmental organizations, especially those dealing with migration and integration issues, often offer vocational counseling services for immigrants. These projects can be supported by public funds or carried out as part of private social initiatives.

European Union Projects: Projects funded by European funds focus on supporting the integration of immigrants in the labor market while also offering vocational counseling services. These initiatives include training, mentoring, and assistance in finding employment.

Online and Digital Tools: Online resources are becoming increasingly common in the field of vocational counseling, also available for immigrants. Internet platforms offering information about the labor market, online courses, and self-assessment tools are available to all



interested parties.

Integration Programs: Integration programs at the local or regional level may include elements of vocational counseling for immigrants. They are often implemented in cooperation with local governments, public institutions, and social organizations.

It is important to emphasize that immigrants in Poland often encounter specific challenges related to adjusting to a new professional and cultural environment. Vocational counseling services for this group are designed to take into account their individual needs and experiences. Changes in access to these services may also result from the evolution of migration policy and changes in the labor market structure.

1.3. Scope of support for career counselors for immigrants in Poland

The Polish vocational counseling system, both in education and for the labor market, does not specify vocational counseling for immigrants or refugees; however, they can take advantage of the opportunities mentioned above. The change in the vocational counseling market occurred after the outbreak of the war in Ukraine and the influx of refugees from Ukraine to Poland. As part of the assistance to refugees from Ukraine, Poland introduced the following support:

The possibility of granting a PESEL number to people fleeing the war – which entitles Ukrainian citizens to the possibility of using health care, education, and social benefits on the same rights as Polish citizens,

The possibility of subsidizing accommodation and food expenses (including for those staying in Polish homes),

A number of non-governmental organizations, as part of commissioned tasks, operate support centers for refugees from Ukraine, including free assistance in: childcare, psychological counseling, vocational counseling, legalization of education and qualifications in Poland, free retraining, free Polish language courses, consultations on integration issues, assistance with official matters, and support in obtaining free food. Unfortunately, this extensive support is exclusively for Ukrainian citizens who arrived in Poland after the outbreak of the war and have refugee status. Other immigrants, including those from Ukraine who arrived before the war, do not receive such extensive support and are only entitled to the same support as Polish citizens, i.e., vocational counseling for students within education and vocational counseling



for the labor market conducted by Labor Offices. In the context of the recent influx of refugees to European countries, including Poland, it is important to emphasize certain specifics of counseling provided to refugees and migrants. Understanding multiculturalism and national differences is key to effectively performing the role of a counselor. At the same time, mental health aspects manifest differently across cultures, and experiences related to fleeing one's homeland or migration play a significant role in the well-being of refugees and migrants. How can we, counselors educated in the Western tradition, assess these elements and their interplay? Especially when they involve not only cultural differences between races and nationalities but also degrees of suffering and collective oppression that may never be understood by us? The concept of "cultural sensitivity" (defined in the most basic way as "the counselor's sensitivity to cultural diversities and the cultural aspect of his own approach") seems inadequate in dealing with this challenge. Even setting aside the unimaginable nature of torture and its impact on the psyche, anyone working with refugees encounters stories of numerous losses: extreme social disintegration, forced migration, and cumulative trauma after arriving in the host country (Birkett, 2006). Although mental health issues are not the main subject of vocational counseling, workers engaged in vocational counseling for refugees and migrants should always be mindful of the specific experiences they have undergone and the existing cultural differences.

2. PORTRAIT OF AN IMMIGRANT IN POLAND

2.1 Who is coming and for what purpose

Currently, Poland is home to nearly half a million foreign women and men, which is slightly above one percent of the country's population. This data does not include Ukrainian citizens who arrived as refugees after the outbreak of the war in Ukraine. This makes Polish society one of the most ethnically homogeneous in the world. However, the number of migrants arriving in Poland is increasing year by year. The largest group, accounting for over half of all immigrants to Poland, are Ukrainian citizens. Other significant groups of foreigners include citizens of Belarus, Germany, Russia, and Vietnam. Migrations can be classified in many ways: internal (within the country) and external (beyond the state borders), voluntary and forced, temporary and permanent, legal and illegal. The reasons and nature of the arrival of foreign



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women and men to Poland are diverse and are associated with the specific legal status of each person. In this respect, the largest group of foreigners in Poland are economic migrants and, after the outbreak of the war in Ukraine - refugees, estimated to number about 2 million, predominantly women and children. Economic migrants. They come to Poland for short- or long-term stays due to employment. They stay in the country on the basis of a work visa, temporary or permanent residence permit, or long-term EU resident permit. Currently, these are most often citizens of Ukraine, Nepal, Belarus, Moldova, China, and Vietnam. Between 2015 and 2019, the number of work permits issued to foreign women and men in Poland steadily increased. In 2019, 444.7 thousand were issued, which was 116 thousand more than in 2018 and 379 thousand more than in 2015. Permits were most often obtained by Ukrainian citizens. Foreign students. Compared to other developed countries, Poland is not particularly attractive for foreign students, although their number is steadily increasing. In 2020, about 85,000 were studying at Polish universities. For comparison, in the academic year 2012/2013, there were nearly 30,000. Foreign students usually stay in Poland on the basis of student visas or temporary residence permits. Among them, citizens of Ukraine, Belarus, India, Spain, and Turkey predominate. Most come for paid studies, but also as part of student exchange programs. Family members. One of the reasons for settling in Poland may be to reunite with a family member living in Poland, most often a spouse or parents. To grant a residence permit to a family member, state authorities determine whether there are factual family ties between the applicants, especially between spouses, to avoid sham marriages. It is worth mentioning that foreigners who have obtained one of the forms of international protection in Poland, such as refugees and persons granted subsidiary protection, also have the right to family reunification. European Union citizens. Although they are often economic migrants, foreign students, or members of Polish citizens' families, it is worth mentioning them as a separate group, as European Union law grants them a special status. They are entitled to more rights than other foreign women and men. For example, they can work in Poland without any restrictions or study for free at Polish higher education institutions. Refugees. This is a special group of foreign women and men - they did not leave their country voluntarily but were forced to do so by circumstances. These are people who face persecution or serious violations of their universal rights in their home country. Currently, there are refugees from Ukraine in Poland due to the outbreak of the war in Ukraine, with an estimated nearly 2 million Ukrainian citizens residing in Poland in connection with the outbreak of the war. Foreigners with irregular status.



These are foreigners who stay in Poland in an undocumented manner, thus not in compliance with migration regulations. Most often, these are people who have remained in Poland despite the expiry of their visa validity or who have not fulfilled the obligation to leave Poland, e.g., after being denied international protection. Such individuals have very limited rights and face many difficulties in daily functioning. In case of checks on the legality of stay by the police or border guard, they may be deported from Poland.

Poland also hosts a relatively large group of stateless persons (apatrides), most often originating from the former Soviet republics, who, after the dissolution of the Soviet Union, did not acquire citizenship of any newly formed states (e.g., due to absence from the country and failure to complete necessary formalities). To date, Poland has not introduced legal regulations concerning stateless persons, leading to many formal difficulties.

It is also worth mentioning the Polish Charter issued since 2007. This document does not grant the right to stay in Poland but confirms affiliation with the Polish nation. It is received by foreign men and women of Polish descent who have lost their Polish citizenship or never acquired it. Holders of the Polish Charter are entitled to a number of facilitations related to obtaining an entry visa to Poland, the right to work, access to education, and the use of national cultural goods. The Polish Charter is most often granted to citizens of Ukraine and Belarus.

It is important to note that in today's world, it is increasingly difficult to separate the reasons for migration. It is not always possible to classify a foreign man or woman into one of the groups mentioned above. Globalization, climate change, environmental degradation, mass violations of human rights, and the exploitation of natural resources of developing countries by developed countries – all these factors can indirectly and directly influence the decision to emigrate.

2.2 Legalization of an immigrant's stay and work in Poland

In Poland, obtaining permanent or even temporary residence is not an easy process. Polish immigration regulations are considered quite restrictive. Foreigners must meet several conditions to obtain permission to reside and work in Poland, requiring detailed proof of all circumstances they invoke.

Additionally, relevant authorities check whether they pose a potential threat to the country's



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security. All proceedings are conducted in the Polish language, posing an additional challenge for foreigners.

To enter Poland, a foreigner must possess a valid visa. Exceptions include citizens of the European Union and some non-EU countries, such as Ukraine, the USA, Australia, Brazil, Israel, Japan, or Georgia, who can enter Poland without a visa for 90 days. During their stay in Poland, foreigners must have a document authorizing their presence in the country, which could be a visa, temporary residence permit, or refugee status. The rights of a foreigner depend on the type of their residence status, influencing the permissible length of stay in Poland, the right to work, the possibility of starting a business, accessing social assistance, or pursuing free education at a Polish university. For example, refugees have the right to work in Poland, while individuals on tourist visas do not. Regardless of the migrant's status, one entitlement remains unchanged: the right to education for children under 18 years old. Every child, regardless of their migratory status, has the right to education in a Polish school.

In recent years, Poland has introduced facilitations in access to the labor market for citizens of Armenia, Belarus, Georgia, Moldova, Russia, and Ukraine (they can work in Poland for 6 months a year under a simplified procedure). However, migration law is subject to Europeanization, and an increasing number of regulations regarding migration and asylum policy depend not only on the country but also on EU law.

Since the repeal of the previously effective document, "Poland's Migration Policy – Current State and Proposed Actions," in late 2016, which comprehensively described Poland's strategy on migration, no new document has been created. Experts argue that such a document is necessary since migration is a constant element of modern reality. The document should define the place of foreigners in Polish society, specify the goals that our country sets in the field of migration and integration, considering the needs of both the receiving state and the host community, as well as the migrants themselves.

Accepting immigrants should be accompanied by the implementation of an effective integration policy by the state. Integration involves a positive attitude of foreigners toward the host country while maintaining a positive relationship with the culture of the home country. Integration should be distinguished from assimilation, which involves the rejection of the foreigner's own cultural tradition and the adoption of the host country's culture. Integration activities may include language learning, involvement in local community life, improving professional skills, etc. However, in Poland, these activities are severely limited and



almost entirely conducted by non-governmental organizations. Some municipalities, such as Gdańsk, exhibit good practices, but overall evaluations of the state of Polish integration policy are highly critical.

In 2015, the Supreme Audit Office concluded that "the refugee assistance system provides them with subsistence but does not sufficiently serve their integration into society or promote the assumption of independent life in Poland." As a result, refugees are an exceptionally vulnerable group, exposed to extreme poverty and homelessness, leading most of them to view Poland as a transit rather than a destination country. Even less attention is devoted by the Polish state to other groups of foreigners, such as migrant workers or students. There is virtually no state-integrated offer for these groups. Additional difficulties faced by migrants in Poland include the complexity and protraction of residence legalization procedures, problems with handling matters related to the language barrier, and often discrimination based on origin.

Meanwhile, experts agree that effective integration is the key to ensuring that immigration benefits both the host country, the hosting community, and the migrants themselves. In this field, there is still much to be done in Poland.

2.3 A foreigner on the labor market in Poland

The concept of "refugees" has been clearly defined in international law, providing protection to those who are outside their country of origin due to fear of persecution, conflict, violence, or other circumstances seriously disrupting public order, which, as a result, requires "international protection." They are often in such a dangerous situation that they cross national borders in search of safety in neighboring countries, thus being recognized internationally as "refugees," individuals entitled to assistance from other countries, UNHCR, and relevant organizations. They are considered refugees precisely because their return home is too dangerous, necessitating shelter elsewhere. These are individuals for whom the denial of asylum can potentially have deadly consequences.

Access for foreigners to the Polish market is regulated by both national and international law. The right to work in Poland is granted to a very broad group of foreigners.

Free access to the Polish labor market is granted to citizens of the European Union, Iceland, Norway, Liechtenstein (within the European Economic Area), and Switzerland. They have the



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right to work on the same terms as Polish citizens. Citizens of other countries can work in Poland if the employer wishing to hire them obtains the necessary work permit, or the foreigner holds a unified permit for temporary residence and work. An exception to this rule applies to citizens of five countries: Armenia, Belarus, Georgia, Moldova, and Ukraine. Citizens of these countries can legally work based on the employer's statement of entrusting work to a foreigner without the need for a work permit. Additionally, extra facilitations in employment legalization have been introduced for citizens of Ukraine and their spouses, provided they arrived in Poland from the territory of Ukraine since February 24, 2022, and declare their intention to stay in Poland.

According to the report "Foreigners Working in Poland in 2022" by the Central Statistical Office, several key aspects regarding the characteristics of foreigners in the Polish labor market should be noted:

At the end of December 2022, over 1 million foreigners were employed in Poland.

At the end of December 2022, the number of foreigners working increased by 27.3% compared to the end of January 2022.

In 2022, citizens of Ukraine constituted the largest group of foreigners working in Poland.

At the end of December 2022, men accounted for 51.4% of Ukrainian citizens working in Poland.

At the end of December 2022, the median age of foreign workers was 36.0 years.

At the end of 2022, foreigners working were present in all counties and cities with county rights in Poland.

At the end of December 2022, in 13 counties and cities with county rights, Ukrainian citizens constituted over 90% of foreigners living and working there.

At the end of December 2022, over a quarter of those working in the "Administrative and Support Service Activities" sector were foreigners.

Concerning the integration of foreigners in the Polish labor market, various forms of support are offered to facilitate adaptation and improve the quality of life in the new environment.

Key areas of activity include:

Legal Assistance: Free legal advice is provided to foreigners, with a particular focus on issues related to residence legalization, establishing business activities, as well as civil and professional matters. The goal is to provide clarity and support in processes related to the legal aspects of living in Poland.



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Polish Language Lessons: Free lessons in Polish as a foreign language are conducted, supporting effective communication and helping foreigners feel more confident and secure in their new reality.

Career Counseling: Experienced career advisors offer assistance in determining an individual career path. Support includes CV and cover letter creation, interview preparation, and active support in job searching.

Psychological Support: Free psychological support is provided, with a focus on counseling in cases of experiencing domestic violence. The aim is to support mental health and social integration.

Intercultural Workshops: Promoting intercultural dialogue and diversity policies is done through workshops where participants can better understand the culture and customs of many countries, fostering understanding and respect.

Women's Support Center: Creating a safe space within the Women's Support Center, where migrant women and their children can receive free support, both in private and professional matters. The goal is to provide places for conversations and support, with full respect for the individual needs and stories of each migrant woman. Institutions working to activate the professional potential of foreigners and immigrants aim to create conditions conducive to full integration and professional development in the Polish labor market.

3. MEETINGS WITH NGO REPRESENTATIVES

3.1 Information about meeting participants

Workshops were conducted on June 20, 2023, June 21, 2023, and June 22, 2023, with the participation of 23 women and 8 men, totaling 31 career advisors, psychologists, and individuals involved in supporting immigrants and refugees in Poland. The participants included representatives from non-governmental organizations, primary and secondary schools, labor market institutions, and higher education institutions working with and for immigrants and refugees. Among the participants in the meetings were immigrants and refugees from Ukraine, who are currently actively involved in supporting these target groups. This facilitated a constructive discussion on the real needs and challenges faced by foreigners arriving in Poland.

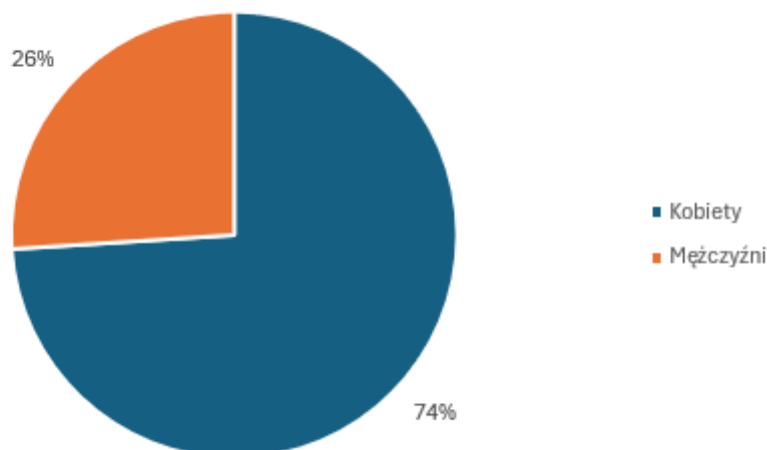


Chart 1. Number of participants by gender (23F+8M= 31 individuals)

3.2 Information on the course of meetings

The concept of the workshops was designed in such a way that the program was the same every day, with only the group of participants varying.

Workshop program:

- Welcome
- Presentation of the "Interactive Individual Action Plan" project: goals, assumptions, outcomes
- Presentation of issues related to the professional activation of immigrants/foreigners in partner countries (Poland – Foundation for Development and Innovation WIR, Italy – COSVITEC)
- Lunch break
- Discussions, conclusions, recommendations
- Meeting summary.

Invitations to career advisors were sent so that they could register online at their convenience, choosing from different time slots each day.

Topics discussed during the meetings included:

- Integration of newly arrived migrants/foreigners and their children into mainstream education structures
- Prevention of social exclusion and support for intercultural dialogue



- Promotion of work, education, skill enhancement, and qualification acquisition
- Integration of immigrants/foreigners into the local community.

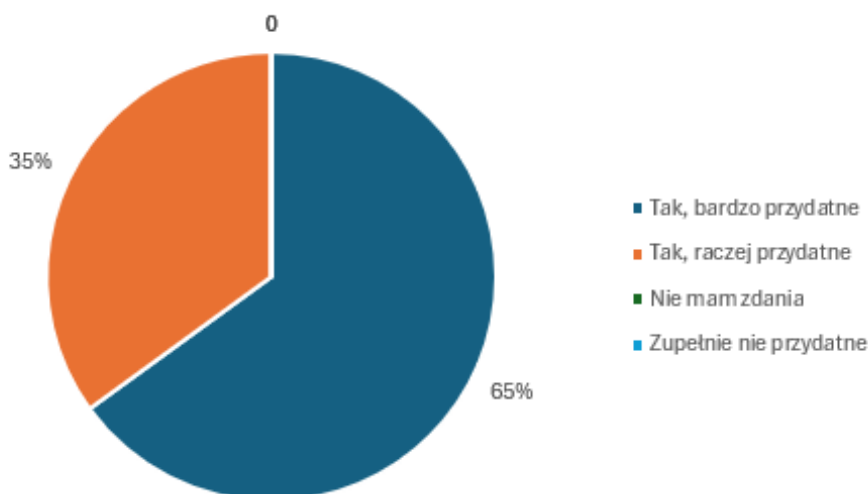


Chart 2. Workshop Effectiveness

Additionally, in the evaluation survey, participants positively assessed the quality of the workshops and expressed the need for further meetings and exchange of experiences to enhance the development of career counseling. Moreover, they showed interest in ongoing discussions/collaboration in this area to improve their professional practices through the exchange of insights.

3.3 Conclusions and recommendations from the meetings

In summary, drawing conclusions from the three days of meetings, it can be acknowledged that the participants' insights and recommendations regarding actions for immigrants/foreigners in the field of career counseling should focus on the following areas:

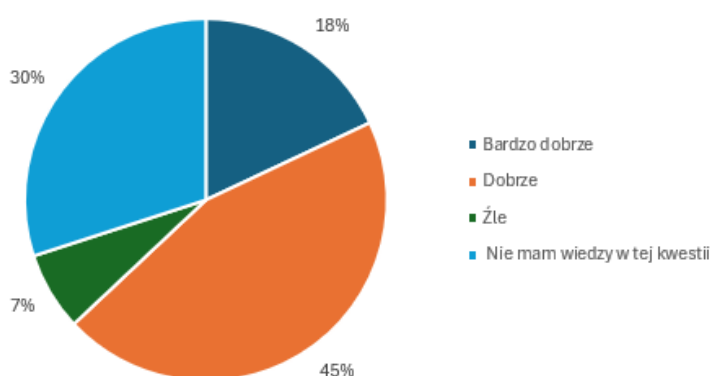
1. The need to introduce interactive tools in working with advisors.
2. The importance of considering cultural aspects in the career counseling process.
3. The necessity of incorporating psychological aspects into counseling (it is recommended for career counseling to be conducted by a psychologist with career advisor qualifications).
4. The importance of addressing language barriers – facilitating communication and support by creating tools in multiple language versions.
5. The need for social support, including housing, residence legalization, and dealing with official matters.
6. The necessity of providing comprehensive support to foreigners in a multi-faceted dimension.



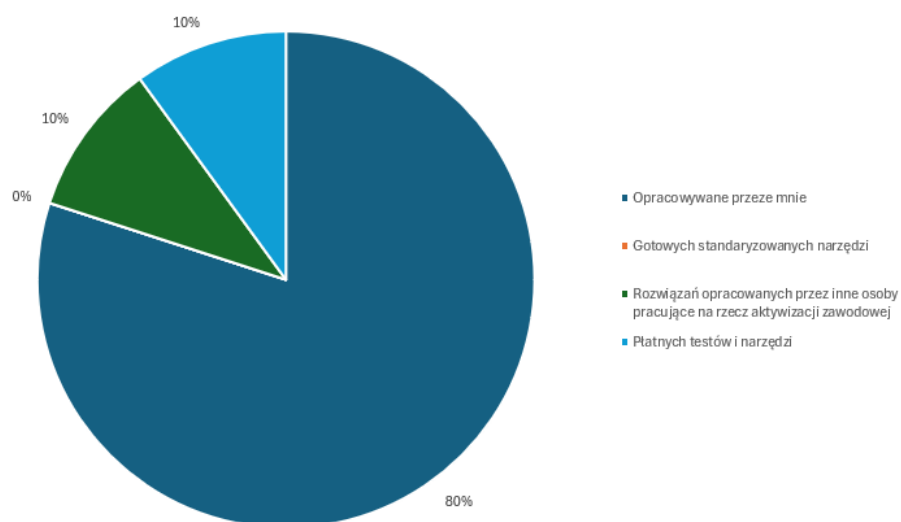
7. The need to establish a pathway for the legalization of documents concerning the education and professional experience of foreigners.

3.4 Information and meeting materials

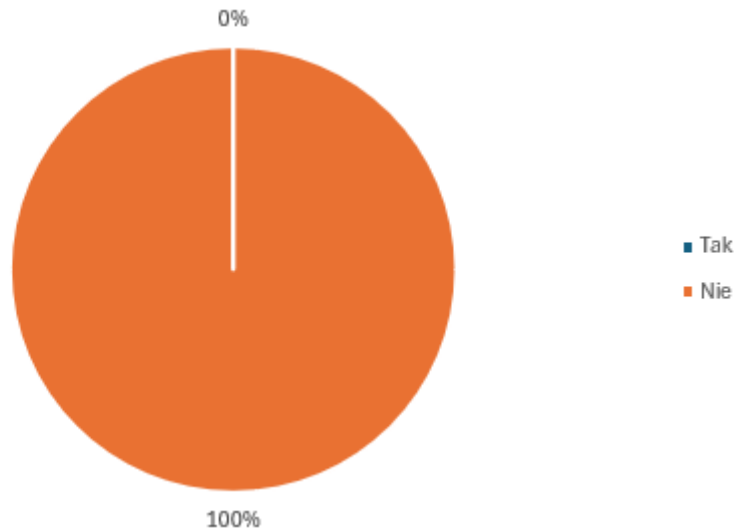
1. How do you assess the effectiveness and efficiency of career counseling for foreigners at the local level?



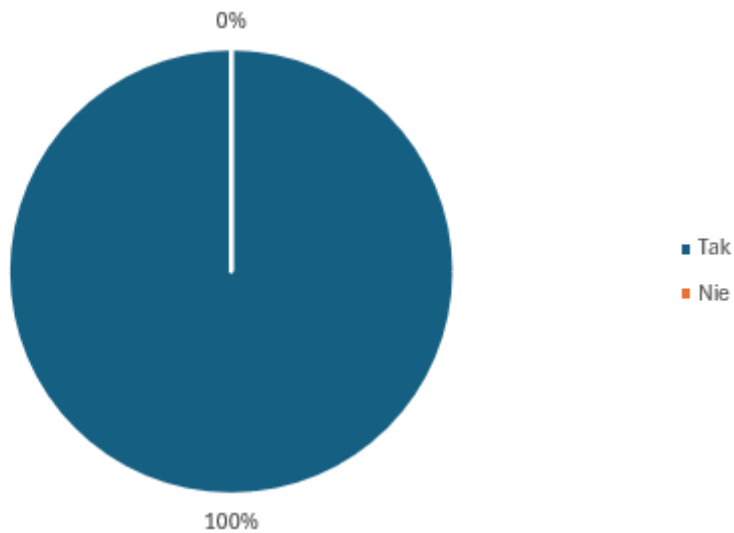
2. In my professional work related to vocational activation, I use tools and solutions that are:



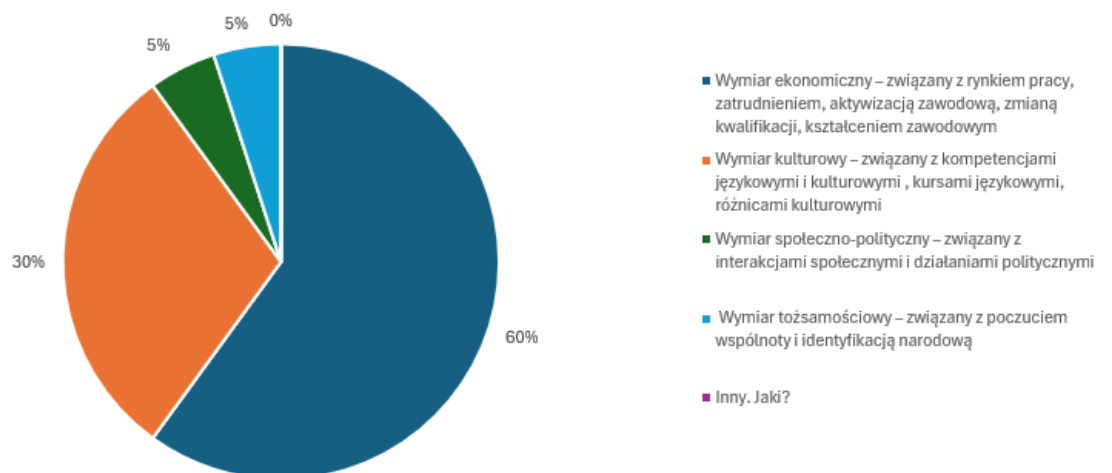
3. Do I use online solutions in my professional work?



4. Is it justified to take actions in the context of professional activation of immigrants?



5. What areas should be considered in the context of professional activation of immigrants?





Furthermore, all workshop participants work with foreigners, immigrants, or individuals of foreign origin, as the invitations were directed to individuals supporting the career counseling process in this target group. The exchange of experiences, particularly on an international level, is essential for workshop participants, given that there are relatively few individuals of foreign origin in Poland, mainly those who arrived from Ukraine due to the war. The majority of meeting participants expressed a willingness to collaborate in testing the developed tools.

4. CONCLUSIONS AND RECOMMENDATIONS REGARDING THE DEVELOPMENT OF A TOOL SUPPORTING IMMIGRANTS

4.1 Substantive scope and recommendations

In the context of career counseling for migrants and refugees in youth organizations, possessing skills in conducting interviews with clients to gather a comprehensive history of employment, education, and career goals is crucial. Additionally, counselors need to provide and interpret tests aimed at determining clients' interests, abilities, and skills.

Counselors should also effectively identify barriers to employment access and assist clients in job preparedness, developing job search strategies, crafting resumes, and preparing for interviews. It is also essential to assess the need for assistance, such as rehabilitation, financial support, or additional vocational training, and refer clients to appropriate services.

Moreover, counselors should provide information to workers on job retention, advancement within organizations, dealing with professional dissatisfaction, and making mid-career changes. Collecting information about the job market for clients, including available positions, entry requirements, skills, and other information related to specific professions, is also a crucial aspect of their work.

Ultimately, providing counseling services for social groups, agencies, and organizations offering community-based career planning resources is essential for comprehensive and effective support for migrants and refugees in the process of professional integration.

Developing tools for career counseling for immigrants and foreigners requires considering their unique needs, experiences, and the specifics of labor market integration. Below are recommendations for developing effective tools:



Cultural Context Analysis:

Understanding cultural and national differences is crucial. Conduct a detailed analysis of the cultural context of immigrants, considering differences in approaches to work, professional values, and expectations.

Individualization of Counseling:

Tools should be flexible and tailored to the individual needs of immigrants. Allowing personalization of the counseling process will increase the effectiveness of support.

Legal Support:

Tools should include information and guides on legal issues, such as residence legalization or work permits, to ensure immigrants are aware of their rights and responsibilities.

Language and Communication:

Adapt tools to different levels of proficiency in the local language. Ensure clarity of messages and information accessibility in various languages.

Cultural Support:

Offer tools that support immigrants in understanding organizational culture and work customs in a new environment, facilitating their integration.

Recognition of Intercultural Competencies:

Tools should consider the development of intercultural competencies, which are essential in the contemporary job market.

Access to Labor Market Information:

Provide tools that enable immigrants to access current information about the job market, professional trends, and employment requirements.

Cultural and Psychosocial Barriers:

Include tools that identify cultural and psychosocial barriers to ensure counseling addresses specific challenges related to migration.

Training for Counselors:

Conduct training for career counselors to enhance their cultural awareness and skills in working with immigrants.

Monitoring Progress and Effectiveness Assessment:

Implement mechanisms to monitor progress and assess the effectiveness of tools regularly, adjusting them to changing immigrant needs.

The development of tools for career counseling for immigrants and foreigners should be a



dynamic process, taking into account changing social, legal, and economic conditions.

4.2 Scope of adapting the tool to the immigrant's profile

Recommendations for adapting tools for career counseling for immigrants and foreigners:

Individualization and Language Adaptation:

Tools should be optimized for the use of different languages, adapting to varied levels of proficiency in the local language. Interfaces and instructions must be clear, understandable, and adjusted to users' language competencies.

Culture and Professional Values:

Tools should consider cultural differences in approaches to careers and professional values. Formulating tests and questions requires special attention to reflect cultural diversity.

Legal and Informational Support:

Provide clear information on immigration law, legalization procedures, and work permits. This content should be available in multiple languages, ensuring a full understanding of immigrants' rights and obligations.

Recognition of Cultural Competencies:

Tools should include elements assessing intercultural competencies, delving into adaptive skills and the ability to work in diverse environments.

Access to Education and Training:

Assist immigrants in identifying available training, language courses, and other forms of educational support. Adapt information to different educational levels.

Psychological Support:

Incorporate elements of psychological support, such as self-assessment tests for mental health or information on available psychological support services. This helps in dealing with potential stress related to migration.

Family and Social Aspects:

Consider family and social aspects related to immigrants' integration. Assistance in finding support for families, information on schools for children, or social services is crucial.

Adaptability of Tools:

Tools should be flexible and adapt to the changing needs of immigrants. The system should be easily modifiable, allowing for the consideration of the evolution of users' life and career situations.



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User Training:

Organize training on tool usage, especially for individuals with lower technological proficiency.
Provide instructional materials in various formats.

User Feedback:

Regularly gather opinions and feedback from immigrants using the tools. This enables the adjustment and improvement of tools based on users' actual needs.