

Good practices in vocational guidance: EU Skills Profile Tool for Third Country Nationals



WHAT?

The EU Skills Profile Tool for Third Country Nationals can support refugees and other migrants, as well as citizens of non-EU countries who are staying in the EU (third country nationals), with early profiling of their skills and competencies. Furthermore, the tool can be used by services that assist citizens of non-EU countries in an interview situation to produce a profile of their skills and competences with a view to i) support further assessment; ii) form a basis for offering guidance; iii) identify up-skilling needs; and iv) support job-searching and job-matching.

WHO?

The tool was first developed in 2017 as part of the Skills Agenda for Europe, and will become an integral part of the new Europass platform in the context of the updated Skills Agenda.

IMPACT OF THE PRACTICE?

The tool helps third country nationals to map their skills, qualifications, and work experiences, and gives them personalized advice on further steps, e.g., on steps that can be taken to achieve recognition of qualifications, validate skills, or find further training. It furthermore can support employment services that target third country nationals.

TARGET GROUP?

Citizens of non-EU countries and organizations assisting them, such as:

- National authorities responsible for reception and integration of refugees
- Reception centers
- Employment assistance services
- Education and training advisers
- Social services
- NGOs and charitable organizations

ELEMENTS OF GOOD PRACTICE:

- Impact local level ✓
- Impact national level ✓
- Impact EU level ✓
- Transferability ✓
- Quality assurance ✓
- Innovative practice ✓

WHERE?

All countries of the European Union.

ORGANISATIONS IMPLEMENTING THE PRACTICE

The tool was first developed in 2017 as part of the Skills Agenda for Europe, and will become an integral part of the new Europass platform in the context of the updated Skills Agenda.

METHODS OF IMPLEMENTATION

The tool is multilingual, available in all EU languages (except Irish) and in Arabic, Farsi, Pashto, Sorani, Somali, Tigrinya and Turkish. Users can either create a new profile or import a previously created profile.

Below, we describe the steps in order to complete a profile using the tool. The steps can be followed in a sequential or random order.

1. The user provides personal information
2. The user describes their career expectations
3. The user identifies their skills
4. The tool appraises the user's expectations and skills, and recommended next steps

The filled-in personal skills profiles are not stored centrally. The interviewee can receive a copy of their skills profile either in a print format, or save a copy locally (e.g., on a hard drive or USB stick, etc.).

LESSONS LEARNED

Although the tool only supports third country nationals in profiling their skills, it can be considered a good practise for any integration service, and should be carefully studied. Moreover, the format of the skill assessment should be checked and used as an inspiration for the VET Voices outputs.

RELEVANCE FOR VET VOICES

The EU Skills Profile Tool for Third Country Nationals is highly relevant for VET Voices and should be explored by the team developing the concept and app. **Comparison:** Both tools assess the career interests and potentials of young refugees/asylum-seekers; both provide online web apps; both are multilingual; both are aligned with the ESCO framework. The EU Skills Profile Tool for Third Country Nationals asks about expectations, without guaranteeing that these expectations are feasible, while VET Voices will include tests which output a profile of interests/competences that the young refugee/asylum-seeker can use during their career search. Thus, VET Voices is more oriented toward exploring/testing individuals' interests. Although the EU Skills Profile Tool for Third Country Nationals is also meant to be also taken by individuals, it is more targeted toward counsellors/advisors from organizations assisting individuals, while VET Voices is designed as a self-test which individual can access on a mobile device.

FOR MORE INFORMATION:

- The tool itself and background information are available at <https://ec.europa.eu/migrantskills/#/>
- A video introduction is available at <https://audiovisual.ec.europa.eu/en/video/I-145869>