

## **MID TERM PROGRESS REPORT**



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**Project Number: 863738**

**Title: UnionMigrantNet and Cities Together for Integration**

**Implemented by (coordinator and co-beneficiaries): ETUC – Ville de Liège – Le Monde des Possibles – CEPAG – EKA – Generation 2.0 – FISASCAT Milano – ANOLF FVG – Comune di Milano – CITUB – SDA – NSDS – ZRC SAZU – Municipality of Ljubljana – Municipality of Athens – Comune di Pordenone – UIL – CISL -**

**Starting date: 1 December 2019**

**End date: 30 November 2022**

**Project website(s)  
(if applicable)**

<https://www.unionmigrantnet.eu/>

### **PART 1 – STATUS OF IMPLEMENTATION**

#### **1.1. Present the main achievements of your project so far.**

Work package 4 - New integration paths for TCNs in Italy, from December 2019, has achieved the following main results:

- analysis and mapping of the needs of the territory, improving the knowledge and awareness of the services requested and at the same time answering actual, real, and specific questions.
- definition of the requests and needs of migrant workers, increasing the possibility of being listened to and collecting their training and continuous updating needs.
- analysis of the skills of migrant workers and those required by the local market, promoting greater awareness of their skills and those to be developed in order to be inserted and / or promoted in the labor market.
- definition of the training required by the territory and by migrant workers and selection of candidates, activating the territory to collaborate with the Municipality, the bilateral bodies and the companies
- raising awareness and information on the issues of work and migration, activating, and promoting training days open to professionals, workers and entities that deal with immigration.

#### **1.2. Present the main problems/difficulties encountered during the implementation and the mitigation actions you have taken.**

Since 2020, the project has encountered obstacles and difficulties that have brought it several times to be remodeled and rethought according to the changes and needs that the territory and the target have

made. The pandemic was the major cause of these difficulties. During the lockdown it was difficult to promote relations with the territory and the target, as Covid -19 has moved the focus on emergency and health. The contacts were becoming weaker, although continuous, and attention and interest towards new territorial projects, have decreased and been moved to a world health crisis.

In September 2020, the project was relaunched, succeeding in having greater and serene participation and an adequate response to the proposed actions. The project has been rethought and remodeled based on the requirements of the territorial labor market and the change in modalities and novelty that the pandemic has triggered. Some collaborations are declined following changes and second thoughts by the actors involved.

The continuity of the project in 2021 has made it possible to structure and mature relationships with the actors involved, give continuity to actions and promote a project supported by the parties.

### **1.3. Confirm that the project will be completed according to the time schedule. Identify and justify any delays?**

#### **Development course programming**

We hereby confirm that the activities of the package will be carried out in the next month of March and we have defined the content of the course program by dividing the professional training proposal, in two parallel courses. These two courses will last about 100 hours each and are suitable for 12 participants (two groups of people). One group is from the industrial cleaning and sanitation sector and the other group is from the civil cleaning and sanitation sector with the presence of mixed prevalence of women. The goal is to strengthen the knowledge of the Italian language and technical terminology, aspire active citizenship and safety always in two parallel courses in Pordenone lasting about 60 hours each, which will be divided into: 40 hours of deepening the knowledge of Italian language sectorized for the specific professional field; 20 hours of empowerment and active citizenship, during which candidates will learn to map and build their skills portfolio to promote themselves on the job market in a conscious and adequate way. Furthermore, the components of active citizenship will be explored, promoting the opportunities offered by the territory and intercultural communication.

Internship subsequently, as an application and experiential phase with respect to the skills acquired in the training field, internships with local companies will start, for a period of 3 months.

### **1.4. Provide information on whether the budget consumption is in line with the advancement of the activities. Identify and justify any divergences.<sup>1</sup>**

- Liaising with project partners and experts (e-mail, phonecall, skype conference)
- Seeking and evaluating offers from sub-contractors (market search, tendering procedures)
- Liaising with sub-contractors (interpreters, printers, hotels, catering)
- Organising a project meeting (steering committee, workshop, seminar, conference)
- Preparing material for a project meeting (working documents, PPT presentations)

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<sup>1</sup> Please refer to Article 4.2 of the Grant Agreement with regard to the rules for amendment of the estimated budget.

- Attending a project meeting
- Following-up on a project meeting
- Drafting a document (report, study, leaflet, guidelines)
- Proofreading/revising a document (report, publication)
- Dissemination and promotion of project deliverables
- Monitoring and evaluation of the project activities
- Processing invoices and reimbursement forms of participants
- Processing project partners' financial reports
- Encoding and filing invoices
- Making Payments

## PART 2 – WORK PACKAGES AND ACTIVITIES

### ► Work package 4: New integratione paths for TCNs in Italy: Trieste and Pordenone

#### I. Description of the work (activities)

##### **Implemented activities**

In January 2020, the local partners together with ANOLF met to discuss and organize the distribution of tasks on multi-stakeholder actions in the FVG Region with the following orders of actions:

##### **Multi-stakeholder action of the Region FVG.**

- Background analysis and definition of a methodology for the evaluation / validation of the competences of the participating targets.
- Analysis of the context in the Region Friuli Venezia Giulia.
- Survey on the needs of local migrants on the labor market.
- Identification of the gaps between the legal framework and the reality of the labor market.
- Preparing a specific methodology to identify the skills of the migrants we will support.
- Collaborative mapping in order to identify the skills that migrants must obtain to be eligible on the labor market.

After discussing the characteristics and needs of the territories, we agreed to select the foreign people to be trained at the reception centers of the two reference cities, to verify their profiles and characteristics and command of the Italian language.

In September 2020, we organized a meeting to resume actions and discuss how to relaunch the project, then we agreed to organize in October at the City Hall of Muggia, a multi-stakeholder relaunch event to promote cooperation between businesses, trade unions, bilateral bodies, Confcommercio, Confindustria and local authorities.

During the event we analyzed the multi-stakeholder actions in the FVG Region and we identified the results of the survey and activities conducted with 28 participants (two groups of 14 people), one in Trieste (for the restaurant sector) and one in Pordenone (for the wood sector with the presence of only female staff). Subsequently we defined the content of the course program consisting of a total of 180 hours of which a professionalizing part of 120 hours in 20 days and a part of 60 hours in 10 days of

strengthening knowledge of Italian language and technical terminology, active citizenship and safety.

### **Activities delayed or not implemented**

In November 2020, unfortunately, with the advent of the pandemic we were forced to postpone the start of the project previously agreed with you.

In April 2021, after the reopening, we persistently resumed and a few meetings were held so that the project could start immediately after the lockdown due to Covid19.

Subsequently, we managed to revive the project through the relevant bodies, re-contacting the course participants and confirming their adherence to the course. Unfortunately, we had difficulties with the companies we reached out to because we were not able to obtain their involvement.

Again we postponed after the vacations.

In September 2021 we resumed the activities of the project, and are hoping for a quick response from the companies. We would like to point out and remind that we are more than ready to restart this very useful project. As already agreed, we report it in the part below in order to point out the changes regarding both the staff involved and, as already mentioned, the changes in the budget.

We reanalysed the results of the survey and activities conducted through August 2021. From the interest expressed by a wide range of people in charge of the social service and the change in the professional offer due to the Covid - 19 pandemic, we identified as an area of strong territorial interest, that of cleaning and sanitation.

### **CHANGES IN OUR FUTURE WORK PROGRAM**

In October 2021, we held several meetings with local partners and we again analyzed the characteristics and needs of the territories. We got in touch with different professional training realities and it was agreed to select foreign people to be trained at the Regional Office of "Orientation to the cleaning sector", promoted within "the axis of disadvantage" by SoForm (training agency accredited in the Region) and intended for people reported by the Social Service of the Municipality of Pordenone and Trieste.

Subsequently, we got in touch with some training institutions accredited in the FVG Region, in particular **IAL FVG and SoForm Institution**. We are deciding to choose one of them, stipulating a collaboration agreement for a support from specific teachers in the field of professionalizing training.

### **Chronoprogram of activities already carried out or in progress:**

**SEPTEMBER 2021** – deepening of the results emerged and reorganization of the activities according to the requests and needs of the territory post pandemic Covid19

**OCTOBER - NOVEMBER 2021** – Research and identification of specialized cleaning and sanitation agencies in the region. Design of training activities in an appropriate and homogeneous manner.

**JANUARY - FEBRUARY 2022** – Collection of applications, selection and analysis of applicants, and design of class composition; Accurate logistics and scheduling of all phases of training and internship start-up.

**MARCH 2022** – Start of vocational training and knowledge of Italian language/active citizenship.



**APRIL 2022** – Conclusion of the training course.

**MAY 2022** – Awareness events on the benefits of integrating refugees into the labor market.

An event on integration in the labor market, organized by ANOLF FVG in collaboration with local partners and hosted by the City of Pordenone. The best practices presented will focus on refugees and/or asylum seekers' integration activities. Current and potential employers, including the social economy sector, local and regional authorities, migrant and refugee communities and NGOs, public authorities and trade unions (including UnionMigrantNet members) will be invited. The events are mainly aimed at informing a wide audience about the activities that will be undertaken through the project and reaching out to other Italian municipalities interested in integration measures.

## **II. Results (output and deliverables)**

### **II.a. Outputs**

**May / June 2022** MLP – Mutual learning programs to improve ways and methods UMN and local authorities provide assistance to migrants. We decided to give our preference to the following:

a) *EKA (the Athens LabourUnionsOrganisation)/Municipality of Athens/ Generation 2.0 – Greece.*

Therefore, this action aims to implement Mutual Exchange Programmes (MLPs) between UMN members and municipalities that will be able to discuss policy measures and concrete practices to foster the integration of migrants into the labour market in order to exchange good practices on how they provide assistance to migrants, effective measures (including those implemented through the project) and future challenges.

### **II.b. Deliverables**

#### **June 2022 – Vademecum**

A Vademecum will be prepared and drafted that will include relevant information on Italian legislation on immigration, information on workers' rights, access to services and how to get a job in Italy. The drafting of the Vademecum will be coordinated by Fisascat Cisl Milano / ANOLF Milano and ANOLF FVG, the Municipalities of Milan and Pordenone. It will be mainly addressed to UMN and operators of local authorities dealing with integration measures in Lombardy and FVG.

#### **Production of a video**

The video will present all the activities carried out during the project, including the various exchanges between the municipalities and the union organizations hosted in the municipalities of Milan, Trieste and Pordenone. It will contain snapshots of the various activities developed together and quotes, statements and interviews from the stakeholders of the different projects. *Since the production of the video is a complex task considering the fact that it would include bringing together the three cities mentioned previously, it is requested that the production of the video will be developed by Anolf FVG in Trieste with part of the budget reserved for Anolf itself.*

#### **September 2022 – Final Disclosure Conference**

A final national dissemination event will be organized by ANOLF FVG and Fisascat Cisl Milano / ANOLF Milan, Municipality of Milan and Pordenone, where the final results of the various activities will be shared, including the dissemination of the Vademecum. The event will bring together representatives of the project partners, local and regional authorities and other Italian and European stakeholders. It will aim to disseminate the final results of the various activities implemented during the project and present possible new future actions rooted in the spirit of the project. The conference will be held in Milan by the Municipality of Milan.



