

France: Migrapass Program Autremonde Association, Paris

Type of provider

Autremonde is an association in Paris. It has worked for more than 20 years with people in situations of exclusion and migration.

There is regular contact and collaboration with several non-profit associations and institutional actors in the fields of language learning, access to rights, integration, employment and training. Workshops benefit from help from migrant workers' homes and language training organisations. Local partnerships are created with recruitment professionals.

Objective

The purpose is to help migrants regain self-confidence through professional integration. Migrapass is a first gateway that allows them to retrace their journey, to identify and verbalise their experiences, and become aware of their abilities.

For 8 weeks, participants take the time to observe and analyze their life experiences in order to identify the skills and qualities they have developed, especially during the migration experience, and to reflect on their medium and long term professional projects.

This work is manifested through an individual portfolio, the creation or optimization of a CV and the discovery of reflection tools.

The programme aims to combat the discrimination that migrants face in the process of finding employment, by:

- assisting them to improve expression- oral and written - in a professional setting.
- promoting their skills, valuing their career and all skills within a holistic approach.
- reinforcing their esteem, through an approach that promotes the migration experience: the originality of this pedagogy is the ability to highlight skills acquired by migrants. This programme is not intended to replace the expertise of other structures on the issue of employment. Its main value lies in the re-mobilisation, the regaining of confidence of the person in question.

Assessment approaches

Tutoring plays a very special role, especially in the development of the portfolio. The uniqueness of this approach is not to consider their status as a migrant as a handicap, but as a life experience in which learners have developed particular capabilities. There is also an adaptation to the realities of migrants, therefore sessions are often held in the evening or over the weekend.

A personal interview provides an opportunity for the counselor to present the objectives of the programme and how it functions, and to ensure the individual's motivation and understanding (thereby rendering them as actors in the process). It is also to ensure that the level of French is adequate.

The pedagogical objectives of the activity must also be shared with the participants: this is a pedagogical principle necessary for adequate concentration, motivation and appropriation. The objectives stated are:

Assessment approaches (rest)

- Promote a collective voice and create a space of trust between participants
- To sensitize the participants to the concept of valorisation of the migratory course
- Define the bases of a chronological approach

Each year, Migrapass offers three 8-week sessions. The cycle includes weekly workshops, a visit to a forum dedicated to information and advice on professional pathways, and another professional workshop.

Steps are as follows:

- Preparatory meeting: 45 minutes
- **Workshop 1:** Presentation and Group Dynamics, 2h

The purpose of the first Migrapass session is to create a relationship of trust with the group and within the group but also to check participants have a good understanding of what the workshop entails.

In this context, the main purpose of the activities will be the presentation of all the participants (including the tutors) and the collective definition of the rules of the workshop.

The creation of links and the good dynamics of the group are essential for the smooth running of the workshop. Afterwards, six additional workshops are scheduled:

- **Workshop 2:** Migration Experience/What is a Competence? 2h
- **Workshop 3:** Former Professional Experience abroad and in France, 2h
- **Workshop 4:** Professional Competences, 2h
- **Workshop 5:** Social Experiment, 2h

Visit to Professional Pathway Forum, working on a professional project, 2h

- **Workshop 6:** Action Plan for Professional Project, 2h
- **Workshop 7:** CV and programme evaluation, 2h30. Group and individual interviews.

The portfolio is an evaluation of one's competences and is adapted to migrants. This personal document asks people to retrace their steps, listing and describing professional experiences, including social ones, in their families, or migration experience. From this activity competences are identified in order to elaborate a plan of action. Once competences are identified that one wishes to develop, the participant expresses his goals and defines actions to carry out.

Work Forum Visit & complementary workshop (with other professional structures)

Target group

Migrapass workshop cycles are aimed at vulnerable groups, often alone and without any family around them, particularly remote from employment access. The programme is intended for migrants who do not yet have a professional project or would like to revisit it. They have to be motivated and available for 8 consecutive weeks. There is a minimum language level needed in order to benefit from the pedagogical tools.

Potential transferability/scalability

The programme was originally a European project and therefore implemented in several countries before it was adopted by Autremonde. The programme is fully transferable to other organisations, provided that facilitators are effectively trained. The programme is also unique in that volunteers are recruited and trained as tutors. Migrapass program is based on a particular pedagogy. Each participant is truly involved in his career path and the collective also holds a key role in the success of the programme. Once the «philosophy» is mastered by its facilitators, an organisation can implement this program. Each new tutor must attend a training animated by «former» volunteer animators in order to understand the philosophy (importance of the collective, lack of judgment, making participants truly actors of their pathway ...) and of the stakes of the program (regaining self-confidence, creating a network, awareness of skills, understanding the labour market, identifying barriers to employment, remobilisation for employment when the administrative situation allows it).

Potential transferability/ scalability (rest)

Materials available include the Migrapass portfolio, a complete tutor guide, an accompanying module for tutors, the film.

Summaries or Basic elements of analysis

The first indicator of success, according to Autremonde, is that during registration for each new Migrapass session, where several former participants come systematically with their friends to register for the program. The fact that many former participants encourage their friends to enroll in Migrapass is a sign of its success and of the relevance of the program.

In 2017, 38 participants were enrolled in the programme, and 32 followed the programme to the end, (an attendance rate of 84%) showing a solid interest in the programme. Autremonde works with people in situations of great precariousness and exclusion and are therefore particularly vulnerable (impromptu change of residence, confinement in administrative detention center, other disruptions, etc...). For other activities proposed by Autremonde (French workshops, computer science sessions, cultural activities etc...) the attendance rate is lower, at around 68%.

Since a fairly large part of the target group does not yet have a residence/work permit the number of participants in stable employment within 3-6 months after finishing the program cannot be a reliable indicator. Moreover, access to stable work is not the primary objective. This is rather about developing self-esteem, regaining confidence in skills, inclusion in a network, and better knowledge of the labour market, all qualitative objectives are difficult to quantify.

