

From Expats To Experts (FETE): Inclusion for Change strategy:

Internships and mentorships for migrants to find their fit/feet in the Danish job market

Introduction:

The "Inclusion for Change" strategy is the central part of the From Expats to Experts (FETE) project, which is an international partnership project funded by the EU's Erasmus+ Programme.

The main goal of the FETE project is to improve labor market inclusion of young immigrants by providing them with the opportunity to deepen their skills through participation in workshops and to gain work experience through the implementation of an internship, accompanied by a mentorship program.

We know that: Looking for a job is always a challenge. Moreover, it is particularly difficult if you are living in a new country with a different language, culture and labor market conditions.

- The FETE project thus targets 60 young first-generation immigrants mainly from non EU-countries but currently living in either Italy, Malta, France, or Denmark as the four countries participating in the project, and aims to provide them with the opportunity to gain useful experience relevant for their careers.
- During FETE, the participants will join a professional 7 days soft skills training aimed at strengthening their communication, team-building and other social skills that are particularly relevant in the current job market.
- They will also work on an own project (*Seed*) during a 3 month internship, which can be full-time or part-time according to their own schedule (see table below for details).
- In addition, they will take part in a mentoring programme *Mentors and Mentees in Action* and have a mentor they can always talk to about challenges, success stories or career plans.
- Finally yet importantly, they will get to know people from all over the world and share thoughts and experiences about living and working abroad. They will get the chance to talk to other young fellows about their plans and exchange ideas and thoughts about living in different EU countries and what they have learned about themselves.

Motivation: Create Changes through Providing Chances together

Crossing Borders and its partners in Italy (CESIE), Malta (PfC) and France (CNAM) are concerned about the stereotypes surrounding immigration in many European local communities. Some politicians, as well as media are often scapegoating immigrants, which leads to an alarming rise of hostility and discrimination.

- Under this project, we would like to highlight the positive things immigrants bring beyond their immediate skills: immigration leads to more diversity, an essential feature of democracy.
- We are very glad to commonly work on FETE and tackle the particular challenge of an improved labor market inclusion in Europe. Our project's aim is to provide 15 participants in Italy, Malta, France and Denmark with a new opportunity to gain and improve work experience and soft skills, which can be used as a significant experience for their professional future.

- The long-term goal is to develop and publish a human rights-based inclusion strategy for young immigrants living in Europe.

Below is a table highlighting specific implementations/activities in Italy (FETE Italy), France (FETE France) and Denmark (FETE Denmark) from July to December 2015

Specific Activities:

Period: July-December 2015: strategy implementation in Italy, France and Denmark

Time frame	Activity	Output/status
July – Dec 2015	Mentoring Program: Mentors and Mentees in Action"	Mentors and mentees identified and matched
July – Dec 2015	Workshops - seven (7) days in total (dates to be agreed on with all participants)	Interns go through 7 day training workshops in relation to the mentorship & Internship program in skills such as: Communication, teamwork, leadership etc.
Sept 2015	Evaluation meeting in Malta	5 of the 15 interns travel to Malta for a 7 day training & evaluation workshop (20 th – 27 th)
Sept – Dec 2015	Internships (Participants will have the opportunity to choose between a full time internship and a part time internship).	Full time internship provides the participant with (six) 6 hours per workday, four (4) days a week, for three (three) 3 months.
		Part time internship provides the intern with experience for seven (7) hours a week, for three (3) months.
		Seeds - Small scale projects in the remaining partner countries conducted by 15 participants benefiting local communities.
Dec 2015	Dissemination conferences presenting results to local communities	The partners organize dissemination events where results of the project are communicated to their local communities
Sept – Dec 2015	7 day training for youth Ambassadors in Denmark	Participants, who complete the trainings and internships in their country, will be able to join "Ambassadors for Diversity and Youth Empowerment" programme.

Learn more about the Project here: <http://fete.crossingborders.dk/about/>