



L-Università
ta' Malta

The inclusion of migrants and refugees in the LM:

Career guidance and the newly-arrived

16 Nov 2023



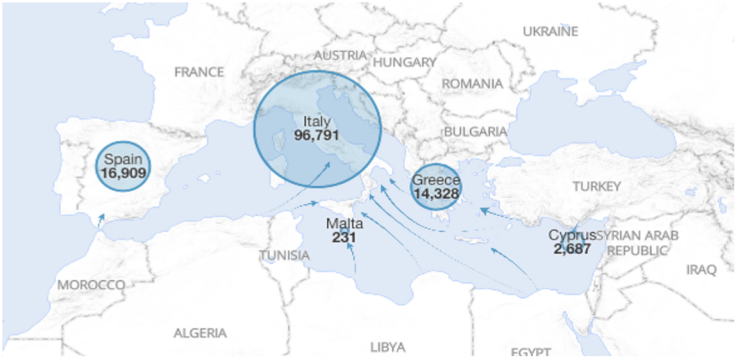
Ronald G. Sultana

Faroe Islands

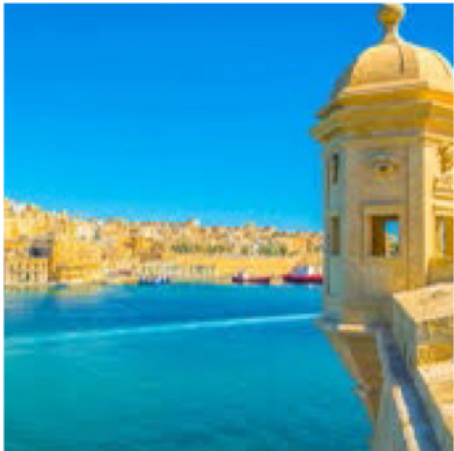
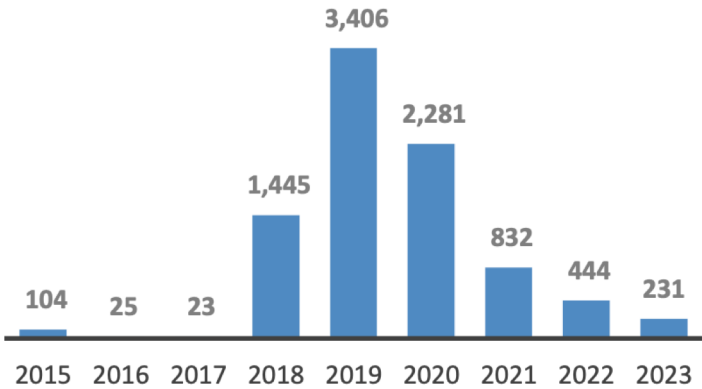




Mediterranean arrivals in 2023



Sea arrivals to Malta 2015-2023



A scoping paper

- Literature on the LM integration of the newly-arrived
- How CG has supported the integration of the newly-arrived
- Emancipatory potential of recent initiatives





“Migration is an expression of the human aspiration for dignity, safety and a better future.

It is part of the social fabric, part of our very make-up as a human family.”

Ban Ki-moon, 8th UN General Secretary, *3rd October 2013*

.... obliges us to consider what matters most to us when hard choices can no longer be avoided...

- We are all nomads: out of Africa
- Crisis discourse: 'swarm'; 'tidal wave', 'flood', 'infestation'
- Words provoke fear, dread, revulsion
- Only 1.7% of 130 million displaced moved to EU (2.2 million)
- EU: 500 million inhabitants, 21% of global GDP
- Of 82.4 million forcibly displaced, 48 million remain in own country
- Of those who leave, 86% are hosted in developing countries
- Africa hosts 26% of world's refugees: 7 x US, but 60 X lower GDP

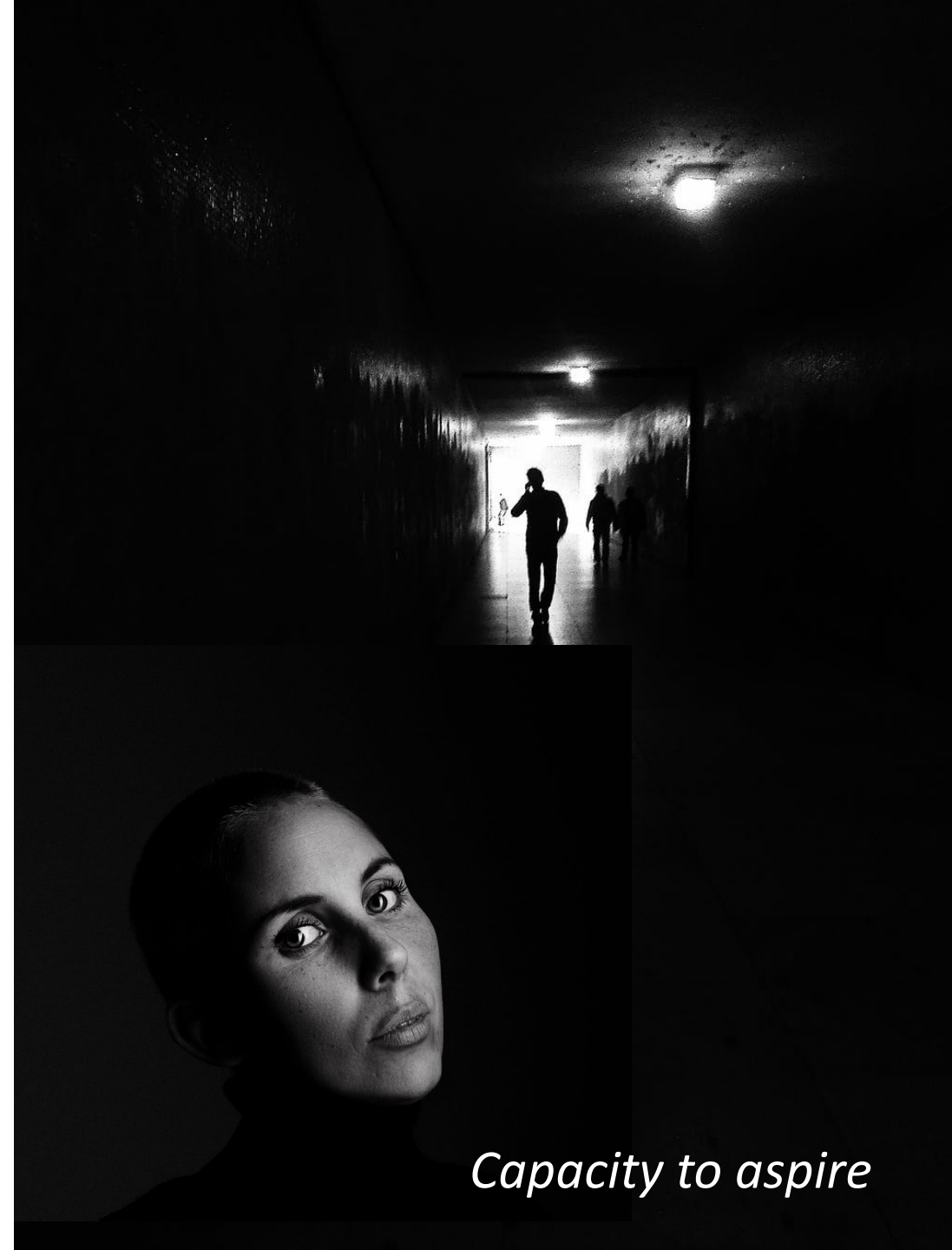


Facing the
facts

Why people move

- Temporary or permanent
- Final terminus or stepping stone

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- War
 - Climate change
 - No LM openings
 - Escape discrimination
 - Reuniting with family
 - Study abroad
 - Exploring new life
 - Globalization



Capacity to aspire

Attempts by the modern state
to control, manage, limit,
and at times encourage
the global flow of peoples,
as well as to shape perceptions
of the phenomenon



- Migrant (economic, humanitarian, un/documented)
- Newly arrived, asylum seeker
- Refugee, forcibly displaced
- Unaccompanied minors
- 'Sans papiers', 'extracomunitari'

Exposure to competing discourses

- Religious traditions of charity and hospitality (e.g.'hijrah')
- Radical humanism: no illegal migrants, only illegal states
- Economic benefits (cheap labour, menial work)
- Threat to cultural and religious identity
- Displacement effect on native workers
- Depressing wages (especially in low skills sector)
- Exploit social welfare systems
- Vector for illnesses and for crime



Paid employment or self-employment

- Gives access to a livelihood
- Facilitates the process of psychosocial adjustment
- Enhances integration: helps put down roots
- Helps build up social and supportive networks
- Facilitates learning the local language/s and culture/s,
- Enables independence (bank account, pay rent, accessing health & education services)
- Economic Independence, pay taxes/social security: positively considered
- Migrants in decent employment: less frustration, more positive about their new home.

Challenges faced by the newly-arrived

- Mastery of host language
- Different accent
- Culture shock
- Confusion, loss, powerlessness
- Lack of (recognized) skills
- Lack of social capital
- Lack knowledge of LM

Different phases in making multiple transitions

- Where to stay
- Caring for family members
- Self-doubt, shock
- Testing new options
- Search for meaning
- Integration and renewal

Offering appropriate holistic
and integrated support at
each stage

Self-identity

- Sense of 'self in transition'
- Confusion and multiple challenges
- Efforts to decode new surroundings.
- Loss of migrants' vocational identity 'often severely lessens or diminishes immigrant workers' positive sense in their selfhood.'
- Leads to 'a weakened and more negative self-concept.'
- A crippled vocational self-concept can have a devastating impact on immigrants' total self-concept system
- This may affect their effort to re-establish their career self-identity in the new environment'.
- Developing a sense of 'possible selves'
- 'Adaptive preferences' in response to perceived choices within constraints





Career development
experience and vocational
life always coexist with other
aspects of individuals'
personal and social lives

**Career guidance as
part of a
comprehensive
package of linked
services**

CG to be conceived in
broad terms...

... issues of self-identity,
cultural competence,
Awareness of duties and
of rights... all are relevant

Early skills assessment

Introduction programmes

Intensive language courses

Access to job mediation

CG embedded in the standard package

- Clarification of goals
- Accreditation of prior learning and experience
- Work shadowing
- Increase employability (CMS)



Individualized integration plans

- Improve match between pre-existing skills and training/job offered
- Language, civic and working life skills, TVET
- Subsidised job placements, rehabilitation

Working with trained counsellors in

- Co-constructing an understanding of the situation
- Considering options, building strengths
- Mobilising institutional resources and social capital

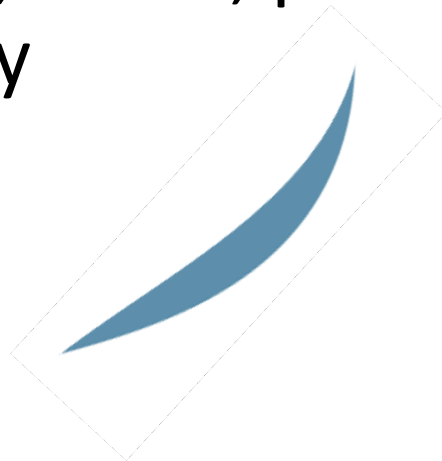
CG help face cumulative effect of challenges

- Overcome feelings of rejection, confusion, frustration...
- Combating low self-efficacy, low outcome expectations
- Action planning to bolster agentic capacity





- Humanitarian refugees
- Survival migrants
- Highly qualified migrants
- Women, LGBTI, persons with disability



**Beyond
standard
packages....**

**...tailor-made
programmes**

Systemic approaches

- Good: Subsidies to encourage employers to recruit migrants
- Bad: Reduce minimum wage; make it easier to hire and fire
- Low caseloads for time-intensive counselling
- Free legal service to guard against exploitation
- Volunteer mentors to serve as introduction guides
- Advocacy: raising awareness of benefits of employing refugees
- Accreditation of prior learning to cushion 'role shocks'

Career Guidance facing the challenge

- **Mobilising theoretical frameworks that are fit for purpose**

Social cognitive theory; Career Eco-System model;
Constructivist (storied) approaches; Systems theory;
Hope action theory; Integrative life planning

- **Enhanced training programme**

New challenges: need for strong in-service programmes
Competence frameworks: National professional standards
Awareness of robust research: interests and rights aligned

- **Peer learning**

Increasing number of inspirational case studies
Practical initiatives (e.g. volunteer networks; 1-stop shops)

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Special thematic focus on Career Guidance, Migrants, Refugees, and the Newly Arrived, in the *International Journal of Educational and Vocational Guidance* (forthcoming, 2022).

Editorial:

“Migration, educational and career guidance and social inclusion”

[Andreas Fejes](#), [Manon Chamberland](#) & [Ronald G. Sultana](#)
<https://link.springer.com/article/10.1007/s10775-021-09493-0>

Articles:

“The labour market integration of migrants and refugees: career guidance and the newly arrived”

[Ronald G. Sultana](#)
<https://link.springer.com/article/10.1007/s10775-022-09529-z>

“A systemic and qualitative exploration of career adaptability among young people with refugee backgrounds”

[Peyman Abkhezr](#), [Mary McMahon](#) & [Marilyn Campbell](#)
<https://link.springer.com/article/10.1007/s10775-020-09446-z>

“Approaches and strategies for understanding the career development needs of migrants and refugees: the potential of a systems-based narrative approach”

[Paola Magnano](#), [Rita Zarbo](#), [Andrea Zammitti](#) & [Teresa Maria Sgaramella](#)
<https://link.springer.com/article/10.1007/s10775-020-09457-w>

“Supporting (or not) the career development of culturally and linguistically diverse migrants and refugees in universities: insights from Australia”

[Karen Dunwoodie](#), [Clemence Due](#), [Sally Baker](#), [Alex Newman](#) & [Connie Tran](#)
<https://link.springer.com/article/10.1007/s10775-021-09506-y>

“How does career guidance at schools encounter migrant young people? Interactional practices that hinder socially just guidance”

[Sanna Vehviläinen](#) & [Anne-Mari Souto](#)
<https://link.springer.com/article/10.1007/s10775-021-09467-2>

“Young refugees’ and asylum seekers’ career choices: a qualitative investigation”

[Laurence Fedrigo](#), [Shagini Udayar](#), [Cecilia Toscanelli](#), [Eva Clot-Siegrist](#), [Federico Durante](#) & [Jonas Masdonati](#)
<https://link.springer.com/article/10.1007/s10775-021-09460-9>

“Existential career guidance for groups of young refugees and migrants: a Danish initiative”

[Inger-Lise Vanja Lund Petersen](#), [Kristina Mariager-Anderson](#), [Thi-Van Patillon](#) & [Jean-Luc Bernaud](#) <https://link.springer.com/article/10.1007/s10775-022-09535-1>