

SYNTHESIS SHEET of GOOD PRACTICE
 SEMINAR: Acting for the socio-professional inclusion of migrants and refugees
 July 13th to 22nd, 2018

Name of the good practice	Skills on ! integration program 2 year long project, co-funded by the Asylum, Migration and Integration Fund of the European Union
Project's holder (organisation responsible)	Artemisszió Foundation - Hungary New website : http://www.artemisszio.hu/ Old website : http://artemisszio.blog.hu/
Themes of the good practice	Job seeking strategies: 1. job skills trainings, 2. individual consultations, 3. guidance of a social worker to find work, 4. Hungarian classes (provided by volunteers) (I was a volunteer Hungarian as a foreign language teacher for 9 months, I provided Hungarian classes for two Afghan refugees and a Nigerian university student (through Stipendium Hungaricum – scholarship offered by the state), the girl also worked at the UNHCR as an intern) 5. Internship placement
To which problematic does the good practice answer ?	<p>After the long asylum procedure and traumatic experiences, refugees usually feel lost, lonely, depressed. Thanks to these programs provided by NGOs, refugees have a possibility to meet local people and participate in different cultural events, meet other refugees and migrants, make friends, share experience. This project involved volunteers and mentors as well, who were trained by professionals. The whole project was based on mutual benefits.</p> <p><u>Feedbacks from participants:</u></p> <p><u>1. Feedback from Samyar Shoushian</u> <i>The Iranian Samyar Shoushian, participant of Skills on! program, is spending his internship program at an organization and also participated in job skills programs and Hungarian class at Artemisszio. He wrote a short summary about his experiences.</i></p> <p><i>I met Artemisszio two years ago but I was not able to make a contract to start training until this September. When I had an interview, I decided to participate in some programs, such as Hungarian class and job skills. I was already disappointed with finding internship in my field (Accounting) and asked Artemisszio to help me in this. Artemisszio changed my life dramatically with finding internship in less than three weeks at one of the fumes NGOs "Terre Des Hommes". I am so pleased to work in that organization and gained new skills which I can use in my profession. Artemisszio even provides me a monthly salary because my internship is unpaid.</i></p> <p><i>Another support by Artemisszio is the Hungarian class with nice teachers. Learning Hungarian is one of my priorities since I am planning to apply for citizenship here in Hungary in the future and Artemisszio provides me this opportunity for free.</i></p> <p><i>Finally, I would like to express my sincere thanks to the Artemisszio group for supporting us in any kind of challenges that we are facing in our life as refugees or migrants, specifically to Erzsi who is a coordinator, to Andrea who is a social worker, and to Zsuzsi who is my teacher.</i></p> <p><u>2. Feedback from Nguven Ngoc Bich Tram</u></p> <p><i>"The program gives me much more than I expected" - a participant about Skills On program</i> <i>Our Vietnamese Skills On participant, Tram heard about our program from her volunteer Hungarian teacher. She joined and decided to try other programs as well. Here she shares her experiences.</i></p>

I heard about the Skills On program from my friend Katalin, who was also my volunteer teacher in a Hungarian class. When I came to the program, I was already disappointed and blamed myself for not having information, skills or luck... I had an interview at the office of Artemisszió and I decided that I had to become a participant. I wish I had more time to attend all the programs organized by Artemisszió and Mighelp.

The program gives me much more than I expected. We start with “job skill training” and during the training, I got more information from Etelka about the Hungarian job market and also tips to get my dream job. Seeking a job is not easy, especially if you are a foreigner and do not know about the local market. That’s a reason why they teach us about job interviews. I also learn how to write a good CV and how to get confident in public. At the end of the job skills training, I had a job interview test. We were given more useful advice for writing a good CV and preparing for the interviews. We had to take it very seriously, as experience is really important for the future.

Later on, I participated in another project, which was a public speaking workshop with Rita. It was helpful for my studies. We had to give a presentation in a team, and also individually. We had a great time learning and understand each other.

I was also interested in another project, namely the Digital Empower Tool. Within the project, an expert helps the participants find their strengths and interests. This project helped me a lot as I was able to find my real interests and competences. I learned how to build on my strengths and how to use them in the future. It is sometimes difficult to be in Budapest alone. Sometimes you hide behind another person and forget about yourself.

If you don’t know the local language, you don’t get all the information you need. The most important project supported by Artemisszió is a Hungarian class every week. I fitted all the appointments of the projects into my schedule.

During the program, the coordinator always helped everyone find internship program. Finally, I would like to thank all coordinators, Zsuzsa, my DET expert, my teacher Éva and Erzsi, who was the most helpful person. Thank you for everything you did for me and all the participants.

I really enjoyed the program as I could learn a lot of things that were not part of my university studies.

In the end, I believe that I have been gaining more experience and knowledge which will help me find my dream job in the future.

3. Feedback from AKADRI TOSIN

„This gift has enabled me to modify my life”

I started my journey in this awesome organization in October 2016, when I heard they are teaching language courses. Moreover, I was so much interested in learning the Hungarian language in order to improve my speaking and to socialize with the Hungarians. My roommate MOSES told me about it. Therefore, I attended the first class and after I was asked if I would like to join the organization, and I said yes of course. I filled the form given to me and went for an interview, which gave me the privilege to know more about the organization. I continued with Hungarian classes that was taken by Stefania. After a few months I started to have new classes with my new teacher Istvan.

Some other programs like the job skills training which really helped me in creating my own CV and which gives me a courage and to be brave when facing an interview in any company. The other program which I also attended was the competence mapping held by Melinda. I was reluctant in the first place to take part in this program because Artemisszió already found me an internship in the Budapest School where I was working as an assistant English teacher. Therefore, I found it difficult to create my time for this program. However, at the long run, I was able to manage my time for this amazing program held by Melinda and Laura. This competence mapping brought out a map of my past background, myself, and shows a plan of my future. I really enjoyed myself in the 5 weeks of this competence-mapping program.

All these are the reason why ARTEMISSZIO is a preferred Organization.

I want to share my excitement upon opening the letter of grant approval I was floored and in

shock. Through your generosity. This gift has enabled me to modify my life. This equipment will help to shape the way I live from this point on. I can't thank you enough for the ability to live my life outside of my Hungarian friends to the fullest as well as the ability to be able to see the inside of me.

Thank you again for your generosity I am truly humbled. If there is anything I can do to help going forward please let me know. Please relay my thanks to the folks of the Artemisszio Foundation for providing me with funds during my internship program. Finally, special thanks to ERZSI, STEFANIA, ISTVAN, MUSTAFA, HANNA, MELINDA AND ETELKA for this great knowledge they gave to me.

Please call on ARTEMISZIO ANYTIME, ANYWHERE BECAUSE THEY ARE ALWAYS WELCOMING PEOPLE.

Description and functioning of the good practice

Job skills training for migrants and refugees

As a major aspect of the Skills on program, job skills training was held. The training provides practical tips related to job search and information on the Hungarian job market. The participants were migrants/refugees who originate from various nations like Afghanistan, India, Iran, Uganda, Nigeria and others. The jobs skills training was held in 5 sessions. CV's of the participants were collected before the session for the better understanding of their requirements. They were all analyzed by Etelka, the trainer of the program.

First session went with introductions and there was a discussion about the participant's dream job, their aspirations and challenges in finding the job in Hungary. This gave a clear idea of the participant's needs and what they can expect from the training.

In the further sessions, there was a presentation on how to prepare a good CV. The CV's collected before was discussed, Etelka provided her input's on the places of improvement in the CV.

Then there was a session on how to act during the interview. This presentation gave various nuances of job interview like communication, body language, what to do and what not to do. In the next session, as a continuation we discussed the various interview questions. It was more of a interactive session, where each participant answered for each interview question. It was very informative and fun.

In our last session, there was a presentation on rights & obligations regarding employment in Hungary. It was very informative and gave a clear picture of the situation in Hungary.

Finally, an opportunity was given to attend the job interview stimulation to put our skills developed in this training to test. It was conducted by Etelka and another HR person. After the interview feedback was given to the participants on the areas of improvement.

Overall this job skill training was very helpful, informative and useful for the potential job seekers in Hungary. Thanks to Artemisszio foundation for organizing this. And special thanks to Erszi and Etelka for coordinating this successfully.

Elements and criterias necessary to its replicability in other variable contexts

All elements of the project can be used in other contexts.