DEVELOPMENT OF INCLUSIVE INTEGRATION PATHS 4 MIGRANT WOMEN

ENGAGE

Press Release

ENGAGE
Job Shadowing

The European Commission support for the production of t
communication does not constitute an endorsement of the
contents which reflects the views only of the authors, and
the Commission cannot be held responsible for any use
which may be made of the information contained therein

Co-funded by the
European Union

Project Number: 957673

ENGAGE Project Introduces Job Shadowing Scheme to Empower Migrant Women in the Labour Market

The ENGAGE Project (Development of inclusivE iNteGration pAths 4 miGrant women), is increasing the capabilities of third-country national (TCN) women to enter the labour market and social life of the host society. With TCN women representing 45% of refugees in the European Union, the project aims to address the lower activity and employment rates, higher risk of poverty, and prevalence in lower-skilled occupations that they often face. By focusing on effective integration processes, the ENGAGE Project seeks to contribute to the social and economic inclusion of TCN women.

In pursuit of this objective, the ENGAGE Project is implementing a Job Shadowing Scheme, a structured career exploration activity that pairs mentees with business mentors. This scheme offers TCN women the opportunity to observe the workday of a mentor, interact with clients or customers, and participate in meetings and appointments, all aimed at enhancing their understanding of different job sectors and building occupational knowledge.

Eight TCN women will be selected for the two-month Job Shadowing experience, during which they will be matched with mentors from host organizations representing various sectors. The project leverages the network and expertise of its partnerships to address the integration challenges faced by TCN women and develop capacity-building programs that foster their progress.

Job shadowing provides mentees with numerous benefits, including gaining valuable insights through real-world learning, recognizing the importance of theoretical and practical knowledge, developing soft skills and work readiness, obtaining a general overview of the company and industry, understanding daily tasks and industry insights, exploring career pathways and available resources such as education and training opportunities, and building a network of business contacts for future career prospects. This scheme not only equips mentees with valuable skills but also creates awareness of job market potential and opens doors to potential job opportunities, internships, and entry-level positions.

Moreover, the Job Shadowing Scheme brings added value to participating companies. By providing internship opportunities, companies have the chance to assess the skills, commitment, and attitudes of job seekers. This firsthand experience allows companies to identify potential future employees and contributes to shaping their recruitment and selection policies. Furthermore, opening up workplaces to job seekers promotes diversity and inclusion, addressing the growing need for diverse work teams that foster innovation. Employees from different cultural backgrounds often bring unique knowledge and perspectives, leading to the development of innovative products and services.

The ENGAGE Project recognizes the importance of empowering TCN women in the labour market and facilitating their integration into the host society. By implementing the Job Shadowing Scheme, the project aims to bridge the gap between theoretical knowledge and practical skills while fostering diverse and inclusive work environments that drive innovation.

For more information about the ENGAGE Project and its initiatives, please visit https://amif-engage.eu/or follow us on social media: @amif-engage.eu, @ProjectEngageU, @engage_project.

Co-funded by
the European Union