DEVELOPMENT OF INCLUSIVE INTEGRATION PATHS 4 MIGRANT WOMEN

ENGAGE

Press Release

ENGAGE
Job Shadowing – The Experience

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ENGAGE Project Empowers Migrant Women through Job Shadowing Experiences, Fostering Personal and Professional Growth

The ENGAGE Project (Development of inclusivE iNteGration pAths 4 miGrant women) continues to drive positive social change and offer hope for a better future for migrant women facing uncertain and challenging professional paths. With a focus on addressing individual needs and challenges, the project aims to provide comprehensive support tailored to help migrant women thrive in European societies.

Partner associations across Europe have joined forces to coordinate a transformative activity with a common mission: Uplifting migrant women's professional futures and careers. Through innovative "learning-by-doing" methodologies, the ENGAGE Project has introduced Job Shadowing experiences that go beyond theoretical knowledge, providing hands-on opportunities to gain practical experience and skills. The impact of the Job Shadowing experiences has surpassed initial expectations. Migrant women participating in the program have not only improved their job prospects but have also forged new professional connections, developed friendships, gained insights into work culture and regulations in their host countries, and even discovered their true passions along the way.

Job Shadowing experiences have played a crucial role in boosting migrant women's confidence in their skills and abilities, which is essential for their success in the workplace and optimal mental health. The activities break down barriers and support their professional growth, making the inclusion of migrant women in society a more achievable and enriching endeavor.

The ENGAGE Project is proud to share some of the remarkable success stories that have emerged from the Job Shadowing experiences. Svitlana, a photographer from Ukraine, found a platform for her artistic talents through art events organized by the association Kitev in Germany. She even had the opportunity to showcase her own photos in an exhibition at Unterhaus, Oberhausen. In Austria, the Interaktion Association partnered with the leading gastronomy group "Dean&David" to provide an optimal work climate for eight women participating in the Job Shadowing experience in Graz and Linz. Dean&David demonstrated their commitment to diversity, equity, and inclusion by adapting business requirements to accommodate the needs of the women, offering flexible practices for balancing work and family obligations. Two women from this experience were even offered permanent positions within the company. In Slovenia, ZRC SAZU, in collaboration with the Municipality of Ljubljana and other associated city administrations, successfully facilitated job-shadowing experiences for two women. These experiences allowed the participants to gain hands-on experience in complex tasks, including translations and daily reports, while also enabling them to meet with city officials to discuss challenges and explore avenues for improvement. The positive impact of Job Shadowing experiences extends to Spain as well. Claudia, a young lady of Cuban roots, had the opportunity to explore her interest in kindergarten teaching through her experience at "El Arrullo," a childcare center in Albacete. She embraced the chance to learn about daily routines, work with children with special needs, and receive guidance and support from welcoming teachers. Another participant, Susana, partnered with the local association and corporate group "Amiab" in Spain. Despite lacking previous office job experience, she successfully overcame challenges and excelled in her role, supported by her peers and the team at Dramblys. This job-shadowing experience provided her with new connections, skills, and a renewed motivation to pursue her professional goals.

The ENGAGE Project celebrates these inspiring stories and recognizes the transformative impact of Job Shadowing experiences on the lives of migrant women. By creating opportunities for hands-on learning, building professional networks, and fostering personal and professional growth, the project paves the way for migrant women to succeed and thrive in their host societies.

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