Key issues

• Existing frameworks for recognition of qualifications and competences

• Latest developments in skills assessment procedures, including bilateral and multilateral recognition frameworks, introduction of pre-migration measures

• To what extent do these practices meet the needs of the (changing) labour market and of various types of migrants?
Definitions

CEDEFOP terminology:

• Formal, informal and non-formal learning
• Qualification
• Competence
Recognition systems - differences

• Definition of regulated and non-regulated professions
• Methods for assessment and recognition of formal learning
• Alternative and conditional recognition of formal learning
• Practices for recognition of informal and non-formal learning
Recognition systems - differences

- Employer involvement
- Different methods within one country: federal vs decentralized systems
- Multilateral and bilateral agreements for recognition
Coordination/harmonization

• Fragmentation of the system discourages migrants to seek recognition of qualifications and competences.

• Harmonization of various recognition procedures should be promoted to make the system of recognition more transparent and simple to access.
Increasing awareness

• Studies have pointed out shortcomings in migrants’ access to information

• Need to provide multilingual information in the context of integration programmes

• Lack of awareness among employers
Early and timely recognition

- Assess foreign credentials as early as possible in order to reduce relative disadvantages
- Pre-migration screening
- Time limits for the procedure
Data collection and interpretation

- Limited availability of statistical information on recognition outcomes
- Need to tap full potential of immigrant skills in the EU
- 36% overqualification rate of non-EU born in 2009 (natives 21%; EU-born 28%)
Policy recommendations

• Adopt recognition procedures which harmonize an approach based on formal qualifications with one based on learning outcomes

• Reduce complexity of the recognition process through one-stop shops and coordination among authorities involved

• Increase employer involvement in the recognition process
Policy recommendations

- Increase awareness of the recognition system and its outcomes
- Encourage early recognition of qualifications
- Adopt a holistic approach between integration and recognition policies for the full utilization of the skill-set of migrants
- Data collection and analysis of the effects of recognition on labour market insertion
THANK YOU!

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http://labourmigration.eu