

FUTURE-PROOFING ADULT LEARNING IN CITIES



FUENLABRADA, Spain

The MILMA PROJECT

Key facts

The MILMA (Migrants Labour Integration Model based on Acculturation) Project in Fuenlabrada, Spain, seeks to promote integration between migrants and the city's local population through employment.

Timeframe and funding	The project was first implemented in 2017 and is funded through the European Regional Development Fund (ERDF).
City population	194,514
Governing body	Fuenlabrada City Council
Link	MILMA Project - Migrants Labour Integration Model based on Acculturation Project UIA - Urban Innovative Actions (uia-initiative.eu)

Main objectives

Fuenlabrada, located in the Madrid metropolitan area, has experienced a tripling of its population in the last four decades due to increasing national and international migration into the city. However, unemployment in the city is high, particularly among lower skilled young people and migrants. To tackle social inclusion and unemployment, Fuenlabrada established the MILMA project. The objective of the MILMA project is to create opportunities for the city's local people and migrants to access Fuenlabrada's labour market.

Content and mode of delivery



The MILMA project has business challenges labs (BC labs) where both local and migrant unemployed people work together to increase their employability, engage in acculturation innovative programmes and receive technical, practical and soft skills training in high-potential employment niches, including green production, multimedia development, provision of elderly care, catering and digital production. BC labs also promote entrepreneurship by encouraging interested participants to develop products and services to meet job market needs.

Stakeholders



The Municipality of Fuenlabrada manages the MILMA project in partnership with the Fuenlabrada Centre for Entrepreneurship and Innovation (CIFE), a public agency, and other non-governmental organisations in the city. In addition, the project team identifies companies in the niche employment fields and establishes partnerships with them in the management of the BC labs, as well as in the design of the technical and practical contents of the training programmes. Starting in 2017 with 40 partner companies, the project had over 77 partner companies as at 2019.

Key challenges, success factors & transferability



From March to August 2019, the project trained 116 people, 30% of which were immigrants. Eighty-four people completed the training, with 37 of them gaining employment within six months after completion.

Despite these achievements, the MILIMA project faces certain challenges. One challenge is that some SME partners are not able to co-manage BC labs effectively compared with larger companies due to limited resources and economic power. In addition, working with people at risk of social exclusion is challenging as some of them lack confidence, hampering the training process. Furthermore, it is difficult to encourage companies to promote integration since some of them are not advocates for diversity and inclusion.

Nevertheless, the project reveals the need to engage local stakeholders, institutions and the local social economy to manage local skills programmes successfully.

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