



STATE OF THE ART REPORT

Deliverable: WP2/A1



Table of contents

1. Data about refugees and the Labour Market.....	3
1.1. Insights on Refugee Participation in the Labour Market.....	3
1.2. Strategies & Policies for the Labour Market Integration of Refugees	4
1.3. Current Status & Trends in Work & Profession for Refugees.....	5
1.4. Conclusion	6
2. The major mental wellbeing and/or mental health challenges faced by refugees in regards to labour market entry in their fields of expertise or according to their educational status	8
2.1. What are the current challenges faced by refugees in the EU?	8
2.2. How has migration, war, or other traumatic events impacted the mental and emotional well-being of refugees in these countries?.....	9
3. Gaps between the policy initiatives, already existing practices or projects and the challenges faced by refugees, especially regarding mental wellbeing and/or mental health	12
3.1. What are the gaps or areas for improvement in the current services and support available for refugees in our countries?	12
3.2. Are there any specific resources or interventions available to address the mental wellbeing and/or health needs of refugees in these countries?	13
4. Knowledge or trainings provided for professionals working with refugees.....	15
4.1. What evidence-based understanding has been gathered regarding the impact of migration, war, or traumatic events on refugees in these countries?.....	15
4.2. Are there any specific resources or interventions available for professionals working with refugees regarding the mental wellbeing and/or mental health need of them?	16
4.3. How can vocational-educational trainers and professionals better support refugees in our countries, taking into account the unique challenges they face?	16

1. Data about refugees and the Labour Market

The integration of refugees into the labour market is a pivotal aspect of their successful resettlement and a cornerstone of the [NewFuture](#) project. This section examines the challenges and opportunities that refugees encounter in the labour market highlighting strategies and policies that support their economic and social integration.

1.1. Insights on Refugee Participation in the Labour Market

According to the Annual Report 2022 of the Public Employment Service Austria (AMS) 34,720 recognised refugees and persons eligible for subsidiary protection were either registered as unemployed with the AMS or were attended a training course at the AMS. That means 10.4 % of all unemployed registered persons and persons participating on training courses.

According to the Asylum Statistics Report by the Austrian Federal Ministry of the Interior, the top countries of origin for refugees in Austria from 2015 to August 2022 were as follows: Syria, Afghanistan, Iraq, Pakistan, and India.

Studies and research on the labour market integration of refugees in Austria have shown that refugees face significant barriers in finding employment. A study conducted by the Austrian Institute for Economic Research (WIFO) found that refugees are more likely to experience unemployment and have lower employment rates compared to the general population.

A study about how successful is the labour-market integration of refugees in Austria summarise the following findings:

- Refugees in Austria take almost three years longer than other migrants to enter the labour market. This delay is largely attributed to the restrictions on labour market access they face during the refugee application procedure.
- While the type of first job is similar for refugees and other migrants, the study found that the stability of these jobs differs significantly. Refugees tend to have less stable and lower quality first jobs.
- This slow entry into the labour market and the low quality of initial jobs can have long-lasting effects on the successful integration of refugees into the labour market.
- That transferring occupational status from the last job in the home country to the first job in Austria is extremely limited, although some of that status can be regained over time spent in Austria.

1.2. Strategies & Policies for the Labour Market Integration of Refugees

Integrating refugees into Europe's labour market involves a variety of policy initiatives and programs, each facing unique challenges and varying levels of effectiveness.

a) Overview of Existing Policy Initiatives & Programs Aimed at Refugee Integration

The European Commission's integrated approach for migrant inclusion is vital for successful labour market integration. It encompasses improving EU policies, directing funding towards sustainable inclusion, creating high-quality employment opportunities, and ensuring social inclusion of vulnerable migrants (EC, 2019). The EU and its member states have launched several initiatives to aid refugees' labour market integration.

- The EU's initiatives like Eurodiaconia focus on providing targeted support, promoting skills development, and encouraging cross-sectoral cooperation (Eurodiaconia, 2020).
- The EU action plan on integration and inclusion, especially for the Ukrainian refugees, enables employment access for refugees and asylum seekers with platforms such as the EU 'talent pool' to match migrant skills with labour market needs (EP, 2022).
- The European Employment Policy Observatory (EEPO) highlights the importance of immediate labour market access but notes challenges like administrative delays and restrictive work permit conditions.
- Reports by European bodies emphasize integrated approaches to migrant inclusion, EU funding opportunities, and evidence-based policy development (EC, 2019).
- Specific projects e.g. Greece focus on vocational training for refugees, including educational background mapping, skills assessment, and job counselling (EC, 2023).
- Germany's response to the 2015 asylum seeker influx includes programs for language training and qualification recognition, though challenges such as course oversubscription persist (Migration Policy Institute).
- The integration of Ukrainian refugees highlights issues like demographic composition, language proficiency, and childcare access (ECB; 2023).

b) Evaluation of the Effectiveness and Impact of these Initiatives

Cities play a crucial role in Europe's migration crisis, offering services like language training and skills assessment. However, they face funding constraints and challenges in evaluating and prioritizing effective strategies (Migration Policy Institute, 2017).

Research by the Migration Policy Centre and the Bertelsmann Stiftung reveals difficulties in evaluating recent measures due to their novelty and the lack of systematic follow-up. These studies also point out the fragmentation and lack of coordination in implementation, suggesting a need for mutual learning and Europe-wide solutions (European Website on Integration).

The effectiveness of these initiatives varies across member states. For example, Estonia and Lithuania have successfully integrated Ukrainian refugees into their labour markets, but

language barriers remain a challenge in countries like Ireland (ECB, 2023). In Germany, issues like oversubscribed language courses and the difficulty in recognizing foreign qualifications necessitate alternative work pathways and qualification recognition methods (Migration Policy Institute). Denmark's efforts focus on overcoming challenges faced by women in the labour market, addressing language, cultural differences, and health issues (European Website on Integration). Despite these initiatives, refugees often experience slower integration and are more likely to be employed in low-skilled jobs. This highlights the need for ongoing development and adaptation of policies to meet the evolving needs of refugees in the EU labour market (European Parliament, 2022; European Commission, 2019).

1.3. Current Status & Trends in Work & Profession for Refugees

The employment landscape for refugees in the EU is complex and varies across MS. Despite efforts, refugees face lower employment rates compared to EU citizens. These rates gradually improve as refugees integrate into their host countries (EC's Joint Research Centre, 2023).

Employment Rates and Patterns:

- Initially lower, refugee employment rates improve over time. The initial years are crucial as refugees navigate legal, language, and cultural barriers (Eurostat, 2023).
- Inclusive labour market policies and robust integration programs, like those in Germany, contribute to higher employment rates among refugees (European Website on Integration, 2023).

Demographic and Geographic Variations:

- Younger and male refugees have higher employment rates than older refugees and females, influenced such factors as flexibility and family (Eurostat, 2023).
- Northern/Western Europe, including Sweden and the Netherlands, shows higher refugee employment rates due to comprehensive integration policies (EC, 2023).

Types of Employment and Sectoral Distribution:

- Refugees are often in agriculture, manufacturing, and low-skilled service jobs, due to immediate job availability and less language requirements (Eurostat, 2023).
- Many refugees, particularly those with professional qualifications, face a mismatch between skills and available jobs, often due to credential recognition challenges.

Employment Integration Over Time:

- Refugee employment prospects improve with integration programs that include language training and skills recognition. Countries investing in such programs see quicker improvements.
- Longitudinal studies show that the longer refugees stay in an EU country, the more likely they are to find stable and skill-appropriate employment, underscoring the importance of long-term integration strategies (European Commission, 2023).

Austria has implemented various actions and policy initiatives to support the integration of refugees into the labour market. The government has emphasized the importance of providing qualifications and skills training for refugees, with the aim of increasing their employability (Integrationsfonds, 2018). Language education programs have also been established to facilitate the acquisition of German language skills, which are essential for accessing employment opportunities (Federal Government of Austria, 2016). Furthermore, initiatives such as fast-track procedures for the nostrification of foreign qualifications have been implemented to help recognize and validate the qualifications and skills of refugees (European Migration Network, 2020).

1.4. Conclusion

This analysis reveals that while challenges persist, the gradual improvement in refugee employment rates highlights the effectiveness of integration programs. Continued focus on policy development, tailored integration efforts, and long-term support are essential for enhancing the labour market integration of refugees in the EU.

References:

1. Andersson, et al. (2018). Economic Integration of Refugees in Western Europe. *Journal of International Migration and Integration*.
2. Brücker, J. (2019). Role of Labor Market Intermediaries in Refugee Employment in Germany. *Comparative Migration Studies*.
3. Burkhardt, C. (2018). Labour Market Integration of Refugees in Germany. IZA Institute of Labor Economics.
4. European Central Bank. (2023). Integration of Ukrainian Refugees in the Euro Area.
5. European Central Bank. (2023). Integrating Ukrainian refugees into the euro area labour market.
6. European Commission. (2019). Integrated Approach to Migrant Inclusion.
7. European Commission. (2023). Settling In Report: Indicators of Immigrant Integration 2023.
8. European Commission. (2023). Vocational Training for Refugees in Greece.
9. European Commission DG Employment, Social Affairs and Inclusion. (2023). Educational Background of Refugees.
10. European Commission's Joint Research Centre. (2023). Atlas of Migration 2023.
11. European Employment Policy Observatory (EEPO). (n.d.). Immediate Access to the Labor Market for Refugees.
12. European Migration Network. (2021). Studies on Refugees in the Labour Market.
13. European Parliament. (2022). EU Action Plan on Integration and Inclusion.
14. European Website on Integration. (2016). Hiring refugees - What are the opportunities and challenges for employers?
15. European Website on Integration. (n.d.). Overcoming Obstacles in Women's Labor Market Integration.
16. European Website on Integration. (2023). Labour market performance of refugees in the EU.
17. Eurodiaconia. (2020). Supporting Migrant and Refugee Integration.
18. Eurostat. (2023). Migrant integration statistics - employment conditions.
19. Eurostat. (2023). Statistics on migration to Europe.



2023-1-DE02-KA220-VET-000157237

20. *Frontiers in Psychology*. (2022). Labor Market Situation of Refugees in Europe: The Role of Individual and Contextual Factors.
21. Ginn, T., Resstack, R., Dempster, H., Arnold-Fernández, E., Miller, S., Guerrero Ble, M., & Kanyamanza, B. (2022). Global refugee work rights report 2022. Refugees International, Center for Global Development, and Asylum Access.
22. Migration Policy Centre and the Bertelsmann Stiftung. (n.d.). Evaluation of Refugee Integration Measures. European Website on Integration.
23. Migration Policy Institute. (2017). Challenges in Refugee Integration.
24. Norwegian Labour and Welfare Administration. (2017). Neighborhood Effects on Refugee Employment: Evidence from Norway.
25. OECD. (2019). The French Model of Labor Market Integration.
26. *Personnel Today*. (2023). Employers across Europe commit to hiring thousands of refugees.
27. van der Leun, J. (2020). Integrating Refugees into the Dutch Labour Market. Springer.

2. The major mental wellbeing and/or mental health challenges faced by refugees in regards to labour market entry in their fields of expertise or according to their educational status

For a better understanding of the terms, we offer the following two definitions to fill in the report more accurately with available data:

1. Mental Health refers to the state of someone's mental functions, involving the absence of mental disorders or illnesses such as depression, anxiety, schizophrenia, etc. It is about the way people think, feel, and behave, and how they cope with the demands of life.
2. Mental Wellbeing is more about the positive aspects of a person's mental state. It's not just the absence of mental illness, but also the presence of positive qualities, such as the ability to manage stress, feeling engaged and purposeful, and having good relationships.

2.1. What are the current challenges faced by refugees in the EU?

Refugees coming in the EU encounter numerous hurdles that can jeopardise their integration and well-being. These problems are usually divided into three categories: socioeconomic integration, linguistic barriers, and mental health. Migration itself does not count as a risk factor for health, but the circumstances of migration are often associated with physical, mental, and social health disorders.

One of the most significant problems that refugees encounter is finding work and achieving economic self-sufficiency. This can be attributed to several factors, including 1) accreditation of qualifications (refugees may struggle to have their foreign qualifications recognised in the EU, limiting their employment opportunities); 2) language barriers (language proficiency is often a prerequisite for securing employment in the EU, which means that refugees may face difficulties in learning the local language, especially if they lack prior exposure); 3) lack of work experience (refugees who left their home countries abruptly may not have the work experience required by employers in the EU). Adding to these are other limitations to more vulnerable people, such as women, older and disabled refugees. The fit between skills levels and jobs remains problematic, threatening de-skilling and depression of the refugees.



2023-1-DE02-KA220-VET-000157237

Furthermore, because language proficiency is essential for effective communication, social integration, and employment opportunities, refugees frequently face challenges in learning the local language due to: 1) limited or no access to language courses (refugee camps and reception centres may not have adequate language training facilities); 2) cultural differences (unfamiliarity with local cultural norms and idioms can further complicate language acquisition); and 3) psychological barriers (the trauma of displacement and resettlement can hinder refugees' motivation and focus on language learning).

Finally, the experience of displacement, trauma, and uncertainty can significantly impact the mental health of refugees. Common mental health issues faced by refugees include: 1) post-traumatic stress disorder (PTSD) (refugees who have experienced violence, war, or persecution may develop PTSD, characterised by flashbacks, nightmares, and difficulties sleeping); 2) anxiety disorders (the uncertainty and stress of resettlement can lead to anxiety disorders, characterised by excessive worry, nervousness, and difficulty concentrating); 3) depression (refugees may experience feelings of sadness, hopelessness, and loss of interest in activities they once enjoyed).

2.2. How has migration, war, or other traumatic events impacted the mental and emotional well-being of refugees in these countries?

The mental and emotional well-being of refugees in EU countries is significantly impacted by a range of factors, including pre-migration experiences, the migration journey, post-migration factors, and specific circumstances.

Pre-migration experiences such as persecution, violence, loss of loved ones, and traumatic events can cause severe psychological distress, leading to PTSD, depression, anxiety disorders, and other mental health problems. These events are usually associated with migrants crossing the EU external borders in an irregular manner in the hope of creating a better future for themselves and their families. A 2022 European Union Agency for Fundamental Rights (FRA) inquiry found out that two out of three refugee women and one out of two men reported depression, anxiety or panic attacks, difficulties in sleeping and concentrating, or loss of self-confidence or feeling vulnerable.

However, the migration journey itself exposes refugees to additional stressors, including dangerous border crossings, overcrowded camps, separation from family members, and physical and sexual violence. These stressors can exacerbate existing mental health problems and contribute to the development of new ones. In 2022, 330.000 irregular border crossings were detected and between 2014 and the end of February 2023, 26.089 people died or went missing while trying to cross the Mediterranean Sea, a development that triggered since 2015 the introduction of several measures to deal with the deterioration in fundamental rights protection upon arrival and after integration in host countries.



2023-1-DE02-KA220-VET-000157237

Moreover, upon arrival in EU countries, refugees often face limited access to healthcare, accommodation, social services, discrimination, and uncertainty about their legal status or prospects. These factors can further strain their mental health and well-being. In fact, the United Nations and the Council of Europe have been reporting on serious fundamental rights violations against refugees for several years. Incidents entail verbal and physical violence, ill treatment, failure to rescue, stripping people of their clothing, stealing their property, forced separation of families and summary expulsion of those seeking asylum. The victims of these violations are sometimes vulnerable people, including women, older people, and unaccompanied children. Even when faced with a welcoming attitude, such as the case of people fleeing the Russian invasion of Ukraine, 23% of respondents to an FRA inquiry in 2022 reported that they were still missing documentation, namely passports, and an increasing number of refugees faced difficulties obtaining identity documents in their host countries, needing to drive back-and-forth between host countries and Ukraine. Additionally, reception difficulties remain in EU countries, with overcrowded asylum reception systems and lack of decent and long-term accommodation.

Furthermore, specific circumstances also impact the mental and emotional well-being of refugees, such as cultural and ethnic differences, with refugees facing difficulties adapting to a new culture and integrating into a different social environment, leading to feelings of isolation, alienation, and cultural shock and language barriers, since the inability to communicate effectively in the host language can hinder social interactions, access to services, and employment opportunities, contributing to feelings of isolation, frustration, and marginalisation. For example, an interruption in the provision of interpretation services to the Asylum Service in 2022 complicated the process of asylum applications in Greece. Additionally, refugees may have strong family ties and a traditional family structure that differs from the host country's norms, creating challenges in adapting to new family dynamics and roles and young adolescents, who have experienced forced migration (disrupted education, separation from parents, witnessing violence), might be particularly vulnerable to mental health problems as they adapt to a new culture and school system. These factors can have a crucial impact on their development and well-being. In fact, children displaced from Ukraine showed difficulties in integrating into schools, and many (29 %) followed online schooling from Ukraine rather than attending school in the host country, according to the 2022 FRA's report.

Traumatic experiences, such as violence, war, or torture, can lead to the development of PTSD, characterised by flashbacks, nightmares, anxiety, and difficulty sleeping. Refugees with PTSD may require specialised mental health treatment. Adding to this, refugees may also experience depression and anxiety due to various stressors, including loss of social support networks, disrupted familiar or social structures, and the strains of adapting to a new environment. These conditions can significantly impact their quality of life and ability to function in daily life. Finally, complex trauma – such as prolonged exposure to trauma, including physical, psychological, and sexual abuse – can have a long-lasting psychological effect, leading refugees to experience difficulties in regulating emotions, disruptions in attachment patterns, and impaired self-esteem. However, EU countries still face difficulties in addressing



2023-1-DE02-KA220-VET-000157237

special reception needs, given limited reception capacities in general and a lack of specialised services for victims of torture or for people with physical or mental disabilities.

References:

1. UNHCR Regional Bureau for Europe (2023). Displacement patterns, protection risks and needs of refugees from Ukraine
<https://reliefweb.int/report/poland/displacement-patterns-protection-risks-and-needs-refugees-ukraine-regional-protection-analysis-3>
2. European Union Agency for Fundamental Rights (2023). Asylum and migration: progress achieved and remaining challenges
https://fra.europa.eu/sites/default/files/fra_uploads/fra-2023-asylum-migration-progress-challenges_en.pdf
3. Omer Karasapan (2022). Ukrainian refugees: Challenges in a welcoming Europe. Brookings.
<https://www.brookings.edu/articles/ukrainian-refugees-challenges-in-a-welcoming-europe/>
4. Dhingra, R. & Roehse, S. (2023). A roadmap for European asylum and refugee integration policy. Lessons from the Ukraine response. Brookings
<https://www.brookings.edu/articles/a-roadmap-for-european-asylum-and-refugee-integration-policy/>

3. Gaps between the policy initiatives, already existing practices or projects and the challenges faced by refugees, especially regarding mental wellbeing and/or mental health

3.1. What are the gaps or areas for improvement in the current services and support available for refugees in our countries?

Integration into the labour market is a critical aspect of refugee resettlement in host countries within the European Union (EU). However, refugees face significant challenges that affect their ability to enter and succeed in the labour markets. These challenges vary from country to country but include:

- Challenges in Refugee Labour Market Entry, which can differ significantly depending on the policies and practices of individual EU nations.
- While refugees and other migrants may initially find similar types of jobs, refugees' first jobs in EU countries tend to be less stable and of lower quality. This instability can have long-lasting effects on their overall labour market integration and economic success.
- Occupational status transfer from previous jobs in the home country to the first job in EU countries is challenging. Although some status can be regained over time, this process is limited and may further hinder refugees' labour market integration.

Integration into the labour market also has a strong impact on Mental Health. A significant proportion of refugees in EU countries experience moderate to severe mental health problems, with women being at higher risk than men. Traumatic experiences during migration and discrimination encountered in EU countries contribute to poorer mental health among refugees. Conversely, proficiency in the local language, successful social and labour market integration, and improved living conditions contribute to resilience and better mental health outcomes.

Unlike previous refugee flows, newly arrived individuals from Ukraine have the right to seek employment at a much earlier stage. The Temporary Protection Directive, activated by the EU



2023-1-DE02-KA220-VET-000157237

in an unprecedented move in early March 2022, grants immediate access to employment or self-employment for refugees from Ukraine.

Ukrainian refugees exhibit a faster integration into the labour market compared to other refugee groups within the EU. In several European countries, including the Netherlands, Lithuania, Estonia, and the United Kingdom, the proportion of employed Ukrainian refugees of working age already exceeds 40%. Similar trends may exist elsewhere, notably in Poland and the Czech Republic, where short-term jobs and informal employment are considered. Although a significant portion of early employment for Ukrainian refugees is concentrated in low-skilled positions, skills mismatches are widespread.

Addressing the challenges faced by refugees in entering and succeeding in the labour markets of EU countries requires comprehensive strategies that focus on improving access, job stability, and quality, as well as addressing mental health issues. Integration programs tailored to the needs of different refugee groups can play a crucial role in facilitating their successful integration into EU societies and labour markets.

The refugee phenomenon is multifaceted and intricately connected to rapidly evolving social, political, and economic forces.

3.2. Are there any specific resources or interventions available to address the mental wellbeing and/or health needs of refugees in these countries?

There are significant ways in which mental health institutions and Trauma informed knowledge can contribute to refugee mental health beyond mere compassion and quality care:

Firstly, through Training:

Resident training and continuing education can promote cultural competence training programs tailored to the present refugee predicament. These programs can help deconstruct prevailing prejudices about refugees, fostering a more empathic understanding. The Canadian Psychiatric Association's (CPA) training guidelines offer approaches that could assist mental health services in addressing the challenges posed by the current refugee influx.

Secondly, in terms of Model of services:

A phased approach is crucial, prioritizing non-specific psychosocial interventions until emotional and social safety is established. Interventions targeting baseline safety, employment, education, and immigration status play a pivotal role during resettlement. Involving progressive community organizations and lay workers in the delivery of well-circumscribed trauma interventions, sometimes virtually, may prove promising. However, close monitoring of both processes and outcomes is essential due to potential risks.



2023-1-DE02-KA220-VET-000157237

Additionally, Advocacy plays a crucial role: Psychiatrists, through a public health model and in partnership with other social and medical stakeholders, can influence decision-makers by providing information about mental health determinants in the post-migratory environment. Proposing protective social policies can be instrumental in addressing the mental health needs of refugees.

Lastly, addressing the heterogeneity of positions within psychiatry is imperative to define the profession's role and mandate in refugee mental health. This involves navigating the delicate balance between respecting individual positions and engaging in ethical debates associated with this humanitarian crisis.

Despite the challenges, mental health professionals can explore innovative avenues to provide care, particularly in times of resource shortage. Emerging evidence suggests that trained lay staff can deliver effective interventions, and virtual interventions may need to be considered as viable options in delivering care to large numbers of refugees with PTSD.

Relocating as a refugee to a new country is a complex and challenging process for many reasons. These include separation from and concern about family and friends, difficulties in accessing healthcare, finding employment, legal uncertainties regarding staying in the host country, delays in the asylum application process, and social isolation, among other factors. These post-migration challenges render refugees vulnerable to mental health problems. Common mental health problems, related to refugees, especially fleeing from countries with military conflict are anxiety, depression, Post-Traumatic Stress Disorder (PTSD), Somatization, Prolonged Grief Disorder (PGD).

References:

1. European Council on Refugees and Exiles. Health care [Asylum Information Database] <https://asylumineurope.org/>
2. The Organisation for Economic Co-operation and Development (OECD) - <https://www.oecd.org/ukraine-hub/policy-responses/what-are-the-integration-challenges-of-ukrainian-refugee-women-bb17dc64/>
3. UNHCR. (2022, March 21). Mental health and psychosocial support in emergencies <https://www.unhcr.org/mental-health-and-psychosocial-support>

4. Knowledge or trainings provided for professionals working with refugees

Addressing the mental wellbeing of refugees in vocational-educational trainings within the project partner countries is crucial for several reasons. Firstly, refugees often face significant mental health challenges due to trauma experienced in their home countries and during their journeys to the EU. These challenges can hinder their successful participation in vocational-educational trainings and integration into the host society. Secondly, mental wellbeing encompasses positive qualities beyond the absence of mental illness. By prioritizing mental wellbeing, vocational-educational trainings can create a supportive and inclusive learning environment, fostering engagement, motivation, and a sense of purpose among participants. Moreover, attending to the mental wellbeing of refugees can enhance the overall effectiveness of vocational-educational trainings by improving participants' ability to manage stress and adapt to new environments. Ultimately, prioritizing mental wellbeing in vocational-educational trainings for refugees can contribute to their successful integration, improved mental wellbeing and mental health outcomes, and overall well-being in the European Union.

4.1. What evidence-based understanding has been gathered regarding the impact of migration, war, or traumatic events on refugees in these countries?

Various resources and interventions are available for professionals working with refugees regarding their mental wellbeing and/or mental health needs in Austria, Bulgaria, Germany and Portugal. These include psychological first aid, therapy opportunities, group interventions, community-based approaches, psychosocial support, and trauma-informed training and teaching methods for vocational-educational trainers. However, it should be noted that the access and availability of these resources may vary across different regions or organizations.

The survey findings - accomplished as a part of the [NewFuture](#) Project Needs Analysis in the project countries - from professionals engaged in supporting refugees and migrants shed light on the impact of migration, war, and traumatic events on refugees in their new countries. The data gathered from the 196 participants, including job coaches, trainers, social workers, and legal experts, provide valuable insights into the challenges faced by refugees in their integration journey. The findings reveal that trauma, mental health issues, integration and cultural differences, practical challenges, and behavioural and psychological issues are the key challenges faced by refugees. The diverse perspectives from professionals underscore the need for a comprehensive understanding of the complexities involved in refugee integration to facilitate mental wellbeing and successful integration into society.



2023-1-DE02-KA220-VET-000157237

4.2. Are there any specific resources or interventions available for professionals working with refugees regarding the mental wellbeing and/or mental health need of them?

The project partner countries offers various interventions, programs, and training opportunities to promote the mental well-being of refugees and provide evidence-based support. There are organisations offering specialized training programs for professionals working related diversity, integration, and refugee. Furthermore, organizations offer training programs aimed at enhancing vocational-educational trainers' intercultural competencies when working with refugees. However, it is important to note that there may be additional programs and interventions available at the regional or local level. Professionals working with refugees are strongly advised to recognise the refugee aid scene or support opportunities for refugees at all levels and to keep their information up to date.

In addition, we can state that it is not clear and obvious that all VET trainers who work with refugees are automatically provided with the relevant courses as training and further education by the employer.

Our survey reveals a significant gap in comprehensive training programs specifically designed to support refugees, with over 60% of respondents reporting they have not received specialized training in this area. However, various resources and interventions were mentioned by participants, which were available for professionals working with refugees. These include workshops, seminars, online courses, supervision sessions, additional training courses, and conferences related to refugee integration. Specific resources mentioned by respondents include internal training and support, government and NGOs, health centres and hospitals, educational and professional support, and personal networks.

The lack of comprehensive training programs highlights the need for targeted efforts to enhance trainers' competence in supporting refugees' mental wellbeing.

4.3. How can vocational-educational trainers and professionals better support refugees in our countries, taking into account the unique challenges they face?

Professionals working with refugees face unique challenges in vocational-educational settings, which require tailored support and understanding.

The survey findings indicate a lack of confidence among trainers in identifying and assessing mental health and wellbeing issues in refugees. Strategies to create a supportive learning environment include individualized attention, extra language assistance, cultural activities, and adaptable teaching techniques. To address the multifaceted needs of refugees, targeted training programs encompassing trauma-informed practices, continuous learning



2023-1-DE02-KA220-VET-000157237

opportunities, and self-care techniques for educators are essential. Collaborative learning opportunities, feedback mechanisms, and access to resources and support networks also play a crucial role in fostering compassion and understanding among professionals working with refugees.

In conclusion, the survey findings underscore the urgent need for targeted capacity-building activities to equip professionals with the necessary tools and knowledge to support refugees' mental wellbeing and successful integration into society. The diverse expertise and perspectives of professionals engaged in supporting refugees highlight the collective commitment to enhancing mental health/mental wellbeing and successful integration in their new future. By leveraging available resources and fostering collaboration, training programs can be developed to address the complex needs of refugees, ensuring a better future for all.

References:

1. NewFuture Project Partnership (2023). WP2 Needs Analysis Report