

IO.4 - JOB SHADOWING FINAL REPORT

The Job Shadowing activity took place in all partner countries between November 2018 and March 2019. The aim was to provide a direct contact of the participants with the work values and culture in the territory, getting a deeper knowledge of what is expected by the employees, trainers and colleagues in the labour market. The Job shadowing activities were performed in different contexts of work as kindergarten, office canteen, building company, recycling centre, classroom and art and craft laboratory. All partners organized a preliminary session to explain to both participants and companies/workers the meaning of Job Shadowing and EVOLVE project and approach. The total number of participants involved was 41, coming from different nationalities as Syria, Somalia, Afghanistan, Colombia, Ecuador, Morocco, Romania, Russia, Pakistan, Chechenya, Serbia and Egypt. They were migrants in search for job, unemployed adult attending VET school and language class or leaving in open centres. Participants were contacted directly (when already involved in partner's activities) or through different channels and entities supporting migrants. The participants attended the Job Shadowing activity showing enthusiasm and motivation.

An assessment was carried out through group discussion and/or the compilation of evaluation forms. The experience allowed the participants to identify key values and competencies that are required by the employers. All the participants considered the experience and added value for their labour integration.

Employers had a good experience with the participants and gave positive feedback.

Job shadowing is an experience quite popular in some partner's countries and almost unknown in others. This created some initial difficulties due to the lack of knowledge and popularity of Job shadowing. All partners managed to overcome potential obstacles respecting countries regulations and safeguarding the safety of participants and employers.

EVOLVE project is contributing to get Job Shadowing more renowned as efficient way to learn about labour market values, requested skills and competences as well as an effective mean of migrants integration.

IO.4 - JOB SHADOWING GALLERY

Collection Location of the Huber Entsorgung (Austria)



Le Monde des Possibles (Liege - Belgium)



Alka Ceramics – MFCC Malta Fairs & Conventions Centre (Ta' Qali - Malta)



BLAN Integral (Valladolid – Spain)



Damplassen kindergarten, office canteen at Steen & Strøm (Oslo – Norway)

