

# Integration of Third-Country Nationals in the Construction sector

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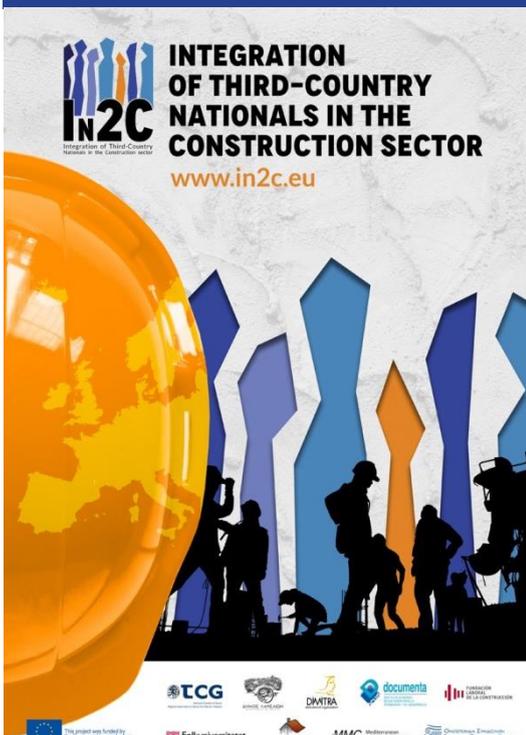
### Introduction: sixth In2C Newsletter

Dear readers,

Welcome to the sixth and final In2C newsletter. With this newsletter we want to put the final touches on a project that has been in development for three years and that has achieved great results despite the difficulties arising from the COVID-19 pandemic.

In this latest newsletter we want to tell you about: the results achieved during the three years of work, the online tools developed in the project, the Final In2C Conference and the actions that are being developed from WP7, Seminars for employers and Workshops for TCN. Finally, we want to say goodbye to everyone, hoping that the materials and products developed by the In2C project will continue to contribute to the integration of Third Country Nationals in the Construction Sector.

If you want to know about these topics, please continue reading...





## Main results of the project

### WP1. Management and Coordination Project

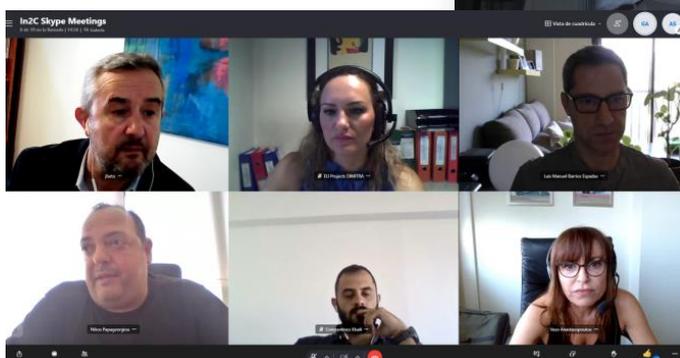
The management system is well structured and contributes to the smooth running of the project. During the duration of the project, various meetings were held, both physical and online. In addition, two external audits will be carried out after the completion of the project.

### WP2. Raising of Awareness and stakeholder engagement

Two profiles were created on social networks (Facebook and LinkedIn) that have been in operation since July 2019. For the dissemination of the project, brochures, posters, newsletters and press releases were designed. Dissemination and awareness campaigns were carried out in the four partner countries and the Decentralized Network was deployed for the participation of stakeholders.

### WP3. Identification of good practices, labour market needs and barriers

To understand the needs and barriers in the Sector, field investigations were carried out in partner countries, with the participation of 128 TCNs and 140 employers. These investigations were analysed and compared to produce a joint report at the European level. In addition, 20 good practices were analysed across the EU.





Various actions developed in the project: dissemination events, pilot training, workshops for employers, etc.

#### WP4. In2C Training Package for TCNs

An In2C training curriculum was developed and tested that includes various materials that contribute to improving the labour insertion of TCNs in the Sector: a terminological glossary, a technical vocabulary based on images, learning material on Labour Legislation and Health and Safety. These materials have been first tested by focus groups of experts and employers for their improvement and adaptation

A pilot training of these materials was carried out for a total of more than 400 TCN, 100 TCN in each partner country.

#### WP5. In2C E-platform / E-Tools

Two multilingual web applications were developed: a terminology glossary and an image-based technical vocabulary, translated into 8 languages. In addition, an e-library has been created with materials to improve skills related to Labour Legislation and Health and Safety.

#### WP6. In2C Skills Online Assessment Tool (SOAT)

A SOAT evaluation and validation methodology has been **was** developed for three topics: Technical vocabulary, Labour Legislation and Health and Safety. These online assessments certify the skills of TCN participants in these subjects.

#### WP7. Employers' mobilisation to promote TCN integration into the workforce

Development of an online collaboration/communication platform to match TCN with employers.

In addition, twelve national seminars were held to promote In2C tools and twelve workshops to match employers with TCNPs interested in working in the Construction Sector, with a total of 480 participants in these actions.





Terminology Glossary



Image based Technical Vocabulary



Health and Safety Library



Labour Legislation Library



Jobs Platform



SOnAT



Vocabulary

## In2C Online Tools

The In2c project has designed a series of tools to improve the labour insertion of TCNs in the Construction Sector. You can find them on the project website. These are:

- E-Library. It is a library divided into two themes: Labour Legislation and Health and Safety. In each section you can find the In2C learning materials, books, articles, relevant websites, etc. Access: <https://in2c.eu/en/e-platform/labour-legislation.html> and <https://in2c.eu/en/e-platform/health-and-safety.html>
- Terminology Glossary. It is an educational tool that offers a selection of terms related to the Construction Sector, translated into 8 languages and with their meaning. It includes more than 200 terms and you can access it through this link: <https://glossary.in2c.eu/>
- Image-based technical vocabulary. Like the terminology glossary, it offers a wide variety of Construction Sector terms in 8 languages, with their explanation and also with an image that helps visual recognition and faster understanding. It can be accessed through the following link: <https://vocabulary.in2c.eu/>
- SOnAT (In2C Skills Online Assessment Tool). This tool aims to identify the skills and needs of TCNs. There are three evaluations: Labour Legislation, Health and Safety, and Technical vocabulary. Once the three tests have been passed, a certificate will be issued with the result obtained and which demonstrates the level of skills in each field of the participant.
- Jobs Platform. The objective of this tool is to create a virtual space for collaboration / communication to put TCN in contact with employers in the Construction Sector. The platform, which is available in four languages (English, Spanish, Greek and Swedish) is divided into two categories, TCN and Employers, and contains a series of questions to create each profile. It is a platform where employers can publish their job offers in the Sector and the necessary requirements, and TCNs can present themselves as candidates for the various positions in which they are qualified. All the information can be found in the following link: <https://jobs.in2c.eu/>





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and connect with companies looking for skilled and available employees

The In2C project aims to facilitate and foster integration of Third-Country Nationals (TCNs) in the construction sector



 Support: Migration and Integration Fund 2014 - 2020  
 The European Union's Asylum, Migration and Integration Fund



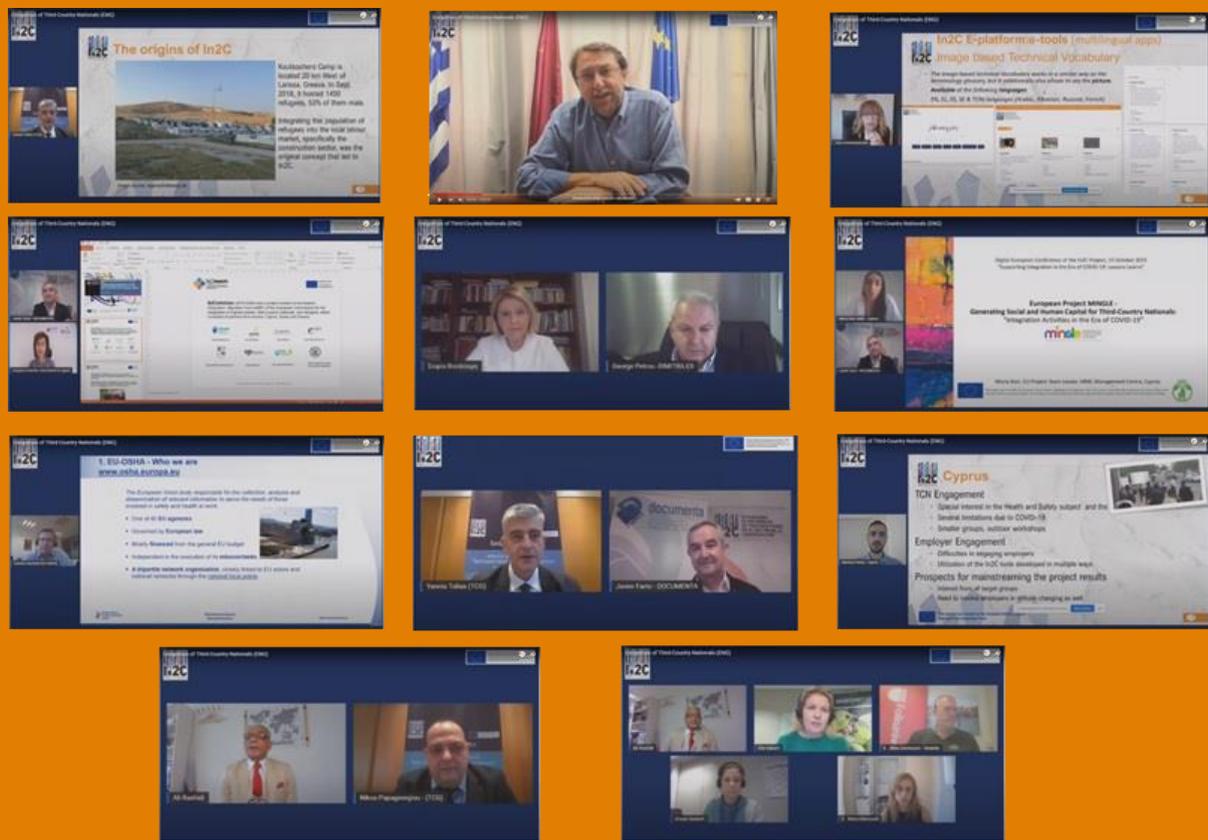
## In2C Final Conference

On October 15, the Final Conference of the project was held online. This Conference, with a duration of 4 hours, is available on the YouTube platform, at the following link: <https://www.youtube.com/watch?v=3DekPTWnoa4> and has been watched by more than 250 people.

The Conference was divided into four blocks: presentation of the Conference; results and main lessons learned in the development of the project; an expert panel entitled "Supporting integration in the era of COVID-19: lessons learnt"; and, finally, another round table entitled "Designing the future of Integration Policy: Tools and Methods for effective integration of TCNs"

In the first part of the Conference, coordinated by George Petrou (Executive Director, DIMITRA), different professionals presented and participated: Sofia Voultepsi, Deputy Minister of Migration and Asylum in charge of Integration; Nikolaos Papageorgiu, President of Technical Chamber of Greece, Regional Department of Central and Western Thessaly; Giorgos Soultis, Deputy Mayor for Business Planning and Technical Works, Office of European Programs, Municipality of Larissa; Edina Reitinger, In2C Project Officer; Ursula Hoenich, DG Home, Policy Unit; and Iulia Barbu-Vlachopoulos, INTE Projects Coordination.

In the second part of the Conference, the results achieved during the three years of development of the project were presented. In this case, it was Yanis Tolia, TCG, the coordinator of the pooling and the person in charge of showing an overview of the objectives achieved by the In2C project. Also participating in this part of the Conference: Vaso Anastasopoulou (DIMITRA) who explained the online tools developed by the project to improve the integration of TCN in the Construction Sector; Marinos Petrou (MMC) highlighting the results achieved in Cyprus; Javier Farto López (DOCUMENTA) explaining the experience and results obtained in Spain; Ali Rashidi (FOLKUNIVERSITETET) with the results achieved in Sweden; and Patricia Ruiz (FLC) who told us about the integration of TCN in the Construction Sector and, more specifically, in the current situation.



The third part of the Conference was a panel of experts entitled "Supporting integration in the era of COVID-19: Lessons learnt" and coordinated by Javier Farto, President of DOCUMENTA. In this panel, Maria Xiari, Coordinator of the European project AMIF Mingle (MMC) and Amparo Coterillo, Coordinator of the European project AMIF InCommon (DOCUMENTA) explained their experiences in the area of integration of TCN and the lessons learned during the development of the two projects. In addition, Ioannis Anyfantis, Project Manager of the European Agency for Safety and Health at Work (EU-OSHA), participated.

The last part of the Conference was a round table coordinated by Ali Rashidi, Director of the Department for International Cooperation of Folkuniversitetet, under the theme "Designing the future of Integration Policy: Tools and Methods for effective integration of TCNs". Participants in this round table were Elin Kebert (Swedish Construction Federation), Maria Marcoulli (Psychologist, Solidarity Network Nicosia in Action (NicInAct) – Nicosia Municipality Multifunctional Foundation), Mike Davenport (Expert in Integration Method of Folkuniversitetet) and Ursula Hoenich (DG Home, Policy Unit).

Finally, the farewell was given by Nikolaos Papageorgiu, President of Technical Chamber of Greece, Regional Department of Central and Western Thessaly.



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and connect with skilled and available employees of Third-Country Nationals (TCNs)

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Asylum, Migration and Integration Fund (AMIF) - 2014-2020  
The European Union's Asylum, Migration and Integration Fund (AMIF) - 2014-2020



Seminar held in Santander (Spain) for key actors in the integration of TCN and workshop for TCN



Workshops for TCN held in Jerez de la Frontera and Guadalajara (Spain)



Seminar for employers held in Sweden



National Seminars and Workshop for TCN held in Cyprus

## WP7. National Seminars and Workshops for TCN

During the last months of the project development, the different partners held National Seminars for employers and other key stakeholders with the aim of making them aware of the project and its results, as well as to encourage them to be part of the initiative “Employers Together for the Integration”. In this sense, DOCUMENTA held a National Seminar in Santander (Cantabria) that has had the participation of the main organizations in the TCNs integration sector as well as representatives of local authorities. For its part, MMC in Cyprus and Folkuniversitetet in Sweden have also held various Seminars.

Additionally, in this last part of the project, workshops for TCN will also be held to teach the different tools of the project, exchange experiences and give instructions on how to be part of the employment platform.

A total of 480 participants, among employers, key actors and TCN, in the Seminars and Workshops, in the four partner countries, will be the final touch to a project that has managed to involve in its actions a wide network of people interested and involved in integration and in the Construction sector.



## Farewell

The In2C project has come to an end after three years of development. A project that was marked by an exceptional world situation such as the COVID-19 pandemic. Even so, the efforts of the different partners have managed to reach the set objectives and contribute to the improvement of the skills and abilities of the TCNs for their insertion in the labour market, more specifically in the Construction Sector.

There is a growth in the Sector in Europe, supported by the European Funds, which suggests an increase in the need for qualified workers and an improvement in the situation of the Sector at a general level. Undoubtedly, this is an opportunity for the participants in the In2C project, who will be able to find in this Sector a way of integrating into the workplace.

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## The In2C Consortium

The In2C consortium consists of nine organisations from four EU Member-States.

