



EU Skills Profile Tool for Third Country Nationals

The European Multilingual Skills Profile Tool for Third-Country Nationals was developed for organisations assisting refugees and migrants. It facilitates the identification of skills, qualifications and professional experience and the provision of personalised advice for further action, such as applying for recognition of diplomas, validation of skills, further training or employment support services.

It is accessible online from most devices, including computers, mobile phones and tablets at:

<https://ec.europa.eu/migrantskills>

The tool is multilingual, available in all EU languages and in Arabic, Farsi, Pashto, Sorani, Somali, Tigrinya and Turkish. It is possible to select display questions in two languages at the same time, thus facilitating the understanding of the migrant and reducing language barriers between the counsellor and the migrant.

The profile can be completed in one or more sessions with a counsellor. If so, it has to be saved under xml format on the device used by the migrant because when starting the following session he will be asked to import this xml file. Depending on the language level of the migrant, it will take a minimum of 8-12 hours to complete it properly.

A migrant can fill alone or with some help, the following areas:

- Personal Information (which include migration-related information),
- Expectations
- Skills Identification.

It is advised to browse the tool and think about the fields to fill before going online. Expectations that can be *Improve language skills / Follow integration course / Undertake education or training / Find work / Other* are to be prioritised. If we choose *Find work*, for example, we have to think about the type of work, the field of activity and the occupation (that can be searched in the language of the migrant).

Skills identification includes: *Languages / Education and Training / Literacy skills / Numeracy Skills / Digital skills / Professional skills / Skills acquired outside the workplace / Other basic and transversal skills / Driving Skills*. Examples are given to facilitate the filling of Numeracy and Digital Skills.

Professional skills are described by each work experience for which skills were needed: they can be selected in a scroll-down list.

Skills acquired outside the workplace can be evaluated among *Caring for children / Caring for elderly people / Caring for sick or disabled people / Making or mending clothing / Preparing*

meals / Cultivating crops / Taking care of livestock / Making pottery / Selling or trading products / Making furniture / House construction / Coaching or teaching.

The *Other basic and transversal skills* that are estimated are *Work independently / Make decisions independently / Work in a structured way / Solve problems / Work with others / Work with people of different cultures / Work with customers / Work as a leader / Manage projects / Work in stressful conditions / Develop new ideas and turn them into action / Inspire and enthuse others / Take responsibility for my own learning.* They are also evaluated on a four scale level, from *With guidance* to *Expert*.

The counsellor will fill the Overall appraisal and recommended next steps section. This overall assessment should summarize the strengths and weaknesses of the profile created and give concrete advice on what the migrant should do next. For example, if the person has qualifications acquired in a non-EU country, the counsellor will write the contact of the organisation that deals with the recognition of foreign qualifications. The person should also be referred to the relevant bodies if validation of competences, further training, employment assistance or additional referrals are needed. The counsellor must therefore be familiar with all resources (recognition and validation services, access to training, employment assistance, etc.). It is also advisable to contact these organisations before making personalised recommendations in order to verify their feasibility.

The summary is unilingual, but it is possible to obtain it in all other languages using the language selector. Completed profiles can be exported as PDF to be printed or attach to a mail. It is then a useful tool to assist the migrant in the path towards employment.



<http://velay.greta.fr>