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STEP4: OFFER INDUSTRY SPECIFIC TRAINING



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1. Advertise Roles in Ukrainian Community Channels

- Identify and utilize spaces commonly accessed by Ukrainian refugees, such as:
 - Ukrainian community centres.
 - Refugee support networks.
 - Social media platforms like Facebook and Telegram.
 - Online job boards used widely in Europe (e.g., OLX or similar platforms).
- Use accessible and straightforward language in advertisements to ensure clarity and understanding.
- Distribute advertisements through cultural organizations and local refugee groups to maximize visibility.
- Highlight the key benefits of the role, such as training opportunities or assistance with legal requirements, to attract more applicants





2. Ensure refugees receive certifications required for construction jobs in the host country

- Identify the certifications needed in the host country for health and safety, forklift operation, and scaffolding. Most countries have a minimum qualification covering Health and Safety standards to access onsite occupations.
- Remember, there are regulated occupations such as electricians and forklifting operators that require specific professional certificates. Companies can partner with accredited training organizations to offer affordable, accessible certification programs.
- Develop fast-track pathways that validate refugees' prior experience through practical assessments and recognition of prior learning. An in-depth knowledge of the process is required.
- Collaborate with public institutions, VET centres, and other employers to align certification programs with job requirements, ensuring they improve employability.





3. Develop and fast-track training programmes for refugees with prior construction experience

- Identify refugees with prior construction experience through detailed interviews and documentation of past work. Community initiatives play a key role in the recompilation of information.
- Create intensive, short-term training modules (30–50 hours) built around micro credentials to familiarize them with local building codes and workplace practices.
- Pair refugees with experienced mentors for on-the-job training to enhance their adaptation.
- Work with VET centres, community initiatives, and other employers to integrate these fast-track programs into hiring and onboarding processes, ensuring seamless transitions to employment