



## 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



## STEP5: ADDRESS WORKPLACE BARRIERS



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