



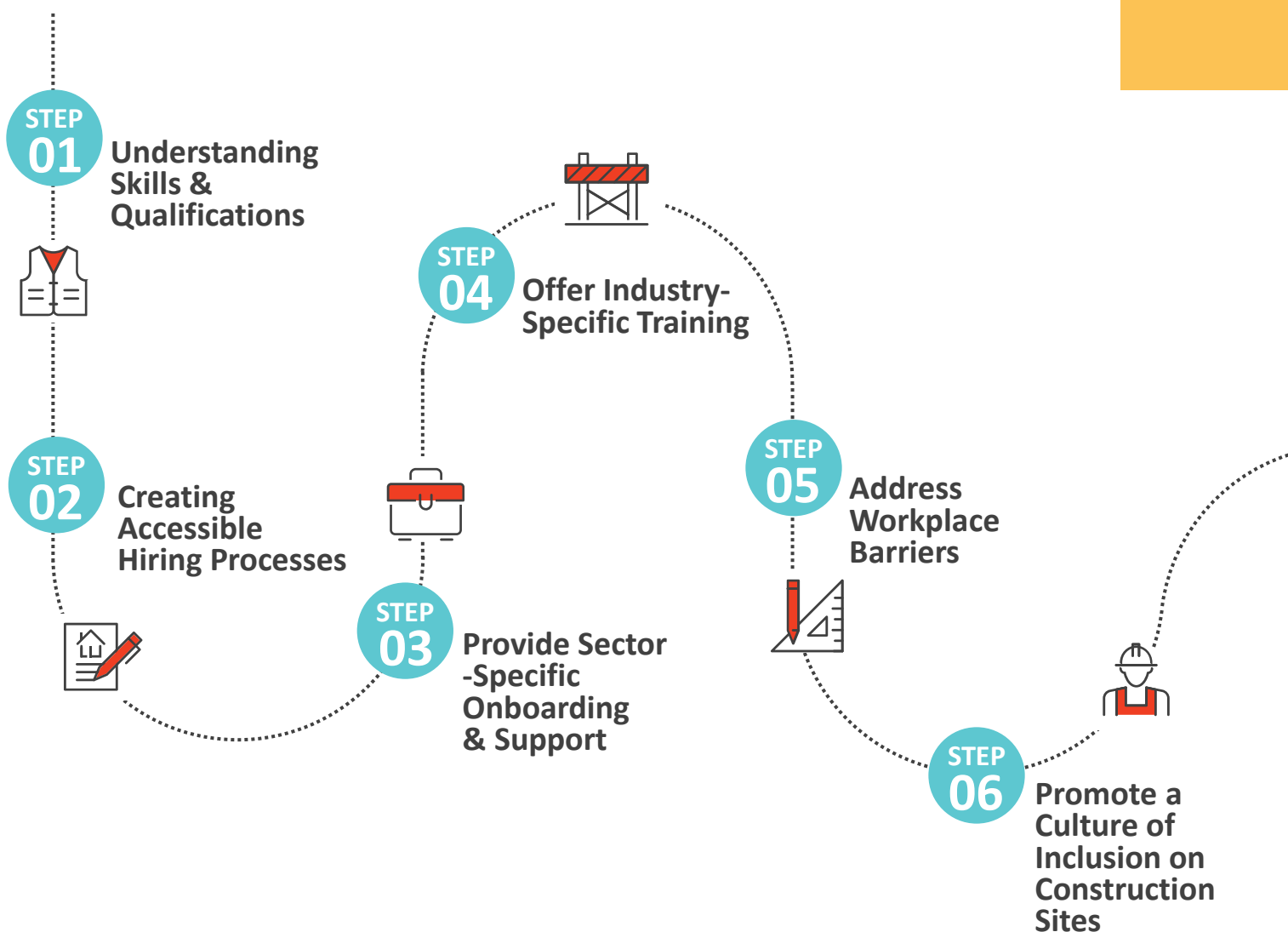
STEP 04:

Offer Industry Specific Training

www.welcomeworkproject.eu

WELCOME TO STEP BY STEP

Welcome to the **Welcome Work: Step by Step** strategies. We will show you through inclusive practices how to build a thriving work environment for refugees.





STEP 04 - Offer Industry - Specific Training

This step covers how to attract and implement training programs that equip refugees with the necessary skills for construction roles.



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01

Training Outreach through Community Spaces

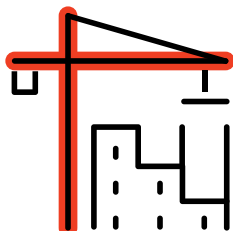
Have a clear message on job training

- Do a plan of action that defines how outreach will be conducted, the length of training, and what you will offer.
- Specify job roles, start date, location of sites, training info, and shifts.
- Provide a list of supports you will have for those with families, traveling to work, or who have a language barrier.

Form Partnerships with Community Groups, Language Schools, and NGOs.

Use Communication Channels such as Bulletin Boards, Social Media Groups, Newsletters, and Information Tables at community events.

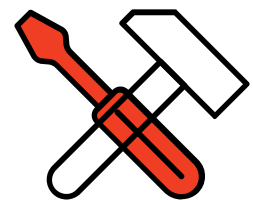
Make Training Info Sessions interesting by having a short impactful message, offer free training, include an interpreter in your plan, and offer a breakfast or a lunch.



02

Ensure migrants and refugees receive certifications required for construction jobs in the host country

- Identify the certifications needed in the host country for health and safety, for lift 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.

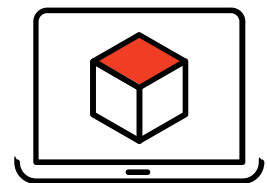




03

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

- Identify migrants and 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



04

Construction Training Organisations

SGS Academy in Denmark offers sector-specific training courses based on real-time industry needs.

<https://www.sgs.com/en-dk/our-services/training>

The AFPA (Agence Nationale Pour la Formation Professionnelle des Adultes) offers vocational training including for many construction-related trades in France.

<https://www.afpa.fr>

National Construction Training & Safety Ltd is an organisation specializing in training and safety for the construction, quarrying and all your health and safety company training needs in Ireland.

<https://www.nctsltd.ie>

Wojewódzki Zakład Doskonalenia Zawodowego Szczecinis a Polish vocational training centre that provides training in construction professions. It is an accredited examination centre so can conduct a wide range of examinations.

<https://wzdz.pl/>

The Fundación Laboral de la Construcción (FLC) is a construction training organisation that promotes vocational training, employment, health and safety, and innovation in Spain. FLC operates training centres across the country.

<https://www.fundacionlaboral.org>





Follow our journey



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