



[www.welcomeworkproject.eu](http://www.welcomeworkproject.eu)

# Welcome Work NEWSLETTER #4



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As the Welcome Work project concludes in March, we reflect on our collaboration to support refugees in the European construction sector amid a significant refugee crisis, worsened by Russia's invasion of Ukraine. With millions displaced, host countries have faced challenges in training and employment support, while the construction industry experiences a labor shortage. Welcome Work aims to connect refugees with meaningful work and foster inclusive workplaces. This final newsletter highlights the resources developed throughout the partnership.





Partners  
Involved

*In the Welcome Works Project*



Ireland



Spain



Denmark



Ireland



France



Poland





# Welcome Work Starter Kit



Throughout the project, partners from five EU countries worked together to understand the barriers newcomers face—language, unfamiliar systems, difficulty proving skills—and to design practical, accessible tools that respond to real needs. One of our flagship outputs is the Welcome Work Starter Kit, a free, interactive online resource for VET centres, construction companies, HR teams, and support organisations. It brings together clear guidance, real-world examples, and ready-to-use tools that help organisations recruit, train, and support refugee workers. By equipping employers and educators with reliable information, the Starter Kit strengthens both social and economic integration, helping address skills shortages while opening pathways to stable employment for refugees across Europe.





# Welcome Work Good Practice Compendium



To complement the Starter Kit, the project developed the Welcome Work Good Practice Compendium, a digital collection of 18 inspiring examples from across Europe. These case studies highlight what works—from employer-led initiatives and community partnerships to national programmes that support refugee inclusion. The Compendium also includes explainer articles on essential topics such as legal rights, skills evaluation, language support, and cultural orientation. Together with the Step-by-Step Ezines, it offers construction organisations a clear roadmap for creating welcoming, supportive, and inclusive workplaces. Designed for both independent learning and use in training settings, it has become a trusted resource for those shaping the future of the sector.



Articles



Case Studies



Step-by-Steps



# Welcome Work Mobile Training App



Our final major output is the Welcome Work Mobile Training App, created specifically for refugees and newcomers preparing to enter construction. The app provides short learning modules, visual tools, and a built-in chat assistant that explains information in plain, accessible language. It covers essential topics such as understanding the right to work, recognising existing skills, preparing a basic CV, exploring job roles, and learning workplace expectations. With features like a phrasebook, glossary, and checklists, the app supports users with limited language skills, low digital confidence, or irregular schedules. It is also a valuable tool for educators and support workers who need a simple, reliable way to guide newcomers through their first steps in a new country and a new industry.



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