

COMPe4Mi –Tools for professionals to assess and develop migrants' competences

INTELLECTUAL OUTPUT 1: Didactic Guidelines

Module 3: Professional
Development
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Module 3: Professional Development

The COMPe 4Mi project is designed to provide professional support for migrants as well as ensuring capacity building for professionals working with migrants in their host societies.

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Goals

- To support participants' career plan.
- To provide information about the professional fields in the host society.
- To support participants in developing a clear career vision and profile
- To prepare participants for professional life in the host society.

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Career Vision

Designing a career vision will support participants to reach their full potential by gaining the self-knowledge necessary to make satisfying career and professional choices.

According to the American School Counsellor Association, “The three main variables predicting career satisfaction are talent or aptitude, interest, and personality or temperament. In other words, well-matched Aptitudes + Interests + Personality = Career Success.”

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Career Vision (cont'd)

Defining a clear career vision will support migrant participants to find direction, make better career decisions, take advantage of opportunities and achieve their career goal in the host country.

This will in turn reduce uncertainty, frustration and support eventual integration of migrants in the host society.

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Task 1

Create a simple Career Vision Statement:

Participants will have a short class activity to write their career vision statement.

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Career Planning Process

Step 1: Self examination

Step 2: Skills

Step 3: Decision making

Step 4: Action

Career Planning Process

Career planning is a continuum that can help to support learning and development in the professional life.

There are four simple steps in this continuum that will be adopted to suit the personal profiles of each participants.

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Step 1: Self examination

At the beginning of a career path, it is important for participants to do an assessment of their personal life and qualification in order to have a clear vision of the next career focus in the host society.

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Step 2: Skills Recognition

Participants should be able to recognise their skills and competency in their current professional environment.

The recognition of these skills will ensure a perfect match of their qualification and vision which will in turn enhance their competency to prepare to a better work life in the host society.

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Step 3: Decision making

During this stage, it is important to streamline both career goals and skills in order to determine the most suitable for an individual.

Participants should be able to determine :

1. How do they fit with the current labour market?
2. How do they fit with their current situation and responsibilities ?

Step 4: Action

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This is stage of realisation and reality for participants.

At this stage, participants should utilize all that was learnt about skills and development to achieve their professional goals.

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Step 2: Skills Recognition

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Task 2

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Develop a career plan : Participants are expected to create their career plan which will help them to know their readiness to their desired profession.

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Assessment

Survey of participants learning outcomes

Evaluation and observation of the
module workshop

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End

Comments

Feedback

Q & A