Coaching for integration-project

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1. Setting the context for the project
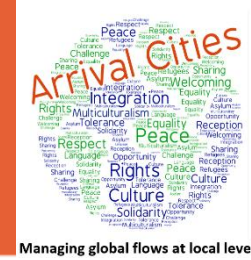
- Vantaa is the most multicultural municipality, more than 15% (2015) of the population are not native Finnish/Swedish speakers

- The project focused on Hakunila-Länsimäki area: The area was chosen to participate in the project due to high percentage of immigrant population (23%, 2016) and high level of unemployment among immigrants

- A need for new experimental working methods due to diminishing resources in the public sector

2. Coaching for integration-project 1/2
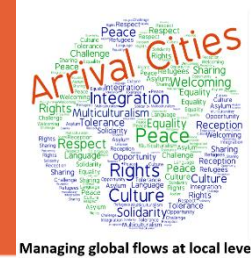
- A collaboration between the City of Vantaa, Uusimaa Employment and Economic Development Office and Hakunila International Society

- Period of implementation 1.4.2015-31.12.2016

- 2 employees: public servants from City of Vantaa and the Employment and Economic Development Office

- Financed by the Ministry of Economic Affairs and Employment and by the City of Vantaa

2. Coaching for integration-project 2/2
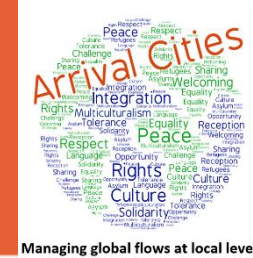
- Budget 62 000 €, plus one salary paid by the Employment Office, and a share allocated for the NGO

- Aimed to test a new model of outreach work – public servants were located at the premises of an NGO in the suburb of Hakunila-Länsimäki

- The aim of the project was to

A) offer local immigrants a low-threshold service with advice and support in integration and job seeking

B) To create a profile of the immigrant community, and to map out the residents' needs and challenges

3. Challenges/Difficulties 1/2

- Evaluation of the project was carried out in late 2016 by an outside consultant firm, Owal Group consulting

- Examined the effectiveness of the operating and working methods used in the project compared to conventional services

- The concept of outreach work was considered functional and useful, especially considering the target group of the project → ability to reach people in most vulnerable positions

- Benefits the mutual information and knowledge exchange between public institutions and NGOs

- Main challenges:

  Clientele formation depends on the area/NGO (80% women in this project), working in pairs is vulnerable to changing conditions, lack of employer contacts, not enough competence transferring from public services to NGOs in this model

- Experimented a partnership between the state, the municipality and a NGO → functional, though raises questions about the division of labour between the stakeholders

4. Case questions
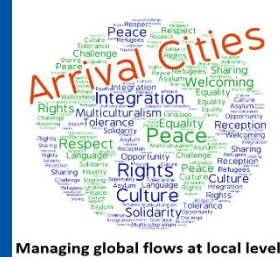
- What kind of competences and conditions are required for successful collaboration between public and third sector (NGO)?

- What are the key ingredients for creating low threshold services to support migrants into employment?

- How to work effectively with migrant women?