

EUROPEAN LABOR MOBILITY SUPPORT – LAMOS EU

Model of working with people interested in transnational labour mobility

Athens, 18th October, 2018

Model of Transnational Career Counselling

The model describes the sequence of support phases for the citizens of the European Union/ European Economic Area migrating within these European communities.

The following institutions can be committed to the realization of the Model of Transnational Career Counselling and aid to an individual going abroad to work:

- Public (e.g. EURES) and non-public employment services
- Job agencies, employment agencies
- Firms and enterprises assigning employees to work abroad and accepting foreign workers
- Institutions rendering training and development services
- Other entities supporting labour market institutions (business environment institutions, academic career offices, school career centres, non-governmental organisations, provincial centres of information, organisations of compatriots of the employee, religious organisations, diasporas, etc.)

The Transnational Career Counselling Model consists of four stages:

IN THE COUNTRY OF ORIGIN:

Stage 1. Travel preparation

ABROAD:

Stage 2. Employee adaptation

Stage 3. Preparation for the return from the labour migration

IN THE COUNTRY OF ORIGIN:

Stage 4. Adaptation to the home labour market

Stage 1. Preparation for departure in the country of origin:

- departure conditions/formalities
- diagnosis of competencies material in transnational professional mobility
- career counselling/ job agency
- individual plan of transnational professional mobility
- mentoring/ coaching/ psychological support
- training (among others, competencies supporting mobility, cultural adaptation, foreign country specificity, etc.)

Stage 2. Worker's adaptation abroad:

- adaptation in a new workplace
- job instructions/ mentoring/ coaching/ psychological support
- training (vocational, language, related to the specificity of the country, etc.)
- worker's development path abroad

Stage 3. Preparation for the return from labour emigration:

- formalities related to the finalisation of the employment contract/ secondment
- career counselling/ job agency

Stage 4. Adaptation to the native labour market in the country of origin:

- career counselling/ job agency
- adaptation to the native labour/cultural environment (to changes that occurred during the stay abroad)
- training (vocational, related to the specificity of the labour market, etc.)
- psychological support

Tools and Principles in the Work of Counsellor within Transnational Career Counselling:

- Principles of working with clients going abroad for work
- Career interview and counselling with the client at the stage of preparation for the transnational labour migration
- Guidance in social and employment integration
- The tool for assessment of readiness and capacity for transnational labour mobility – LAMOS
- Training programs for preparation and adaptation of an employee/individual for transnational labour mobility
- Individual transnational labour mobility plan
- Problems and types of clients interested in transnational labour mobility

Tips for an employer how to support a new employee from another country

Thank you for your attention !!!

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