



IOM STAFF FACILITATES A PRE-DEPARTURE ORIENTATION (PDO) SESSION WHERE REFUGEES ARE LEARNING ABOUT THE DIFFERENT ASPECTS OF THEIR NEW HOMES. © IOM 2019, MUSE MOHAMMED

Moving to a new country with different cultures, traditions, and practices can require an adjustment period of variable duration and difficulty. Migrants of all categories frequently have unrealistic and, consequently, inaccurate expectations of their future life in their destination country. These expectations not only cause stress to the newcomers upon their arrival, but may also strain the relationship with the general public and cause confusion for public service providers in the host community. IOM, the UN Migration Agency, is convinced that early, tailored, training and information provision is key to empowering migrants for their successful integration.

Migrant training includes a wide range of activities designed to prepare migrants, both permanent and temporary, for their successful integration into their new society. Often delivered in the country of origin and as close as possible to the migrant’s departure date, migrant training provides critical information about migrants’ destination country and identifies the skills needed for migrants to succeed, whether in the workplace or in their new communities. IOM’s migrant training activities have been implemented in over 70 countries in Africa, Asia, and the Middle East/North Africa.

In the context of resettlement, IOM works both prior to departure and post arrival to ensure that migrants are well equipped but also that the receiving communities are well prepared, through targeted and relevant information outlining potential integration challenges. As resettlement quotas increase and integration policies become a higher priority

In 2019, IOM has 35 migrant training projects, serving 93,704 refugees and migrants of 72 nationalities.

Out of 35 migrant training projects, 23 projects provided trainings to refugees, 11 programmes provided training migrants while 1 project provided trainings to both refugees and migrants

for States, especially within the EU, IOM has taken a greater role in developing tailor-made migrant training curricula to address the needs of various beneficiaries, in consultation with governments.

**In 2019, 50% of beneficiaries who received migrant training were women and 50% were men.**

**A total of 47,318 refugees and 46,386 migrants participated in Migrant Training Programmes worldwide. Among the refugees, there were 24,133 men and 24,133 women. Meanwhile, migrants included 22,547 men and 23,839 women.**

## **IOM VISION**

IOM believes that integration is a continuum which begins long before a migrant departs from his or her own country and extends well beyond arrival. Consequently, IOM is committed to providing the most relevant training possible in order to prepare migrants - whether permanent or temporary - for their new life. IOM works closely with governments and relevant institutions when designing training programmes, and develops curricula tailored to the needs of various migrant groups. IOM consistently assesses the impact and relevance of its trainings, to adapt its approach and techniques and improve the integration outcome of its beneficiaries.

## **OBJECTIVES OF MIGRANT TRAINING**

IOM facilitates the migration process by preparing migrants prior to their arrival for their initial months in their destination. It provides migrants with accurate information about life in the receiving country, and helps them develop realistic expectations about their future. Migrant training helps in developing the skills and awareness necessary for successful adaptation to a new society. Particular attention is placed on facilitating the integration of women.

Pre-departure migrant training courses provide a risk-free, non-threatening forum in which to ask questions and address fears and concerns, thereby enabling migrants to gain a better sense of their rights and obligations.

Ultimately, migrant training empowers participants to adapt more rapidly and successfully to the day-to-day demands of their new environment and to better navigate the services in place, designed to assist them in the settlement process.

## **IOM'S TRAINING APPROACH**

IOM's primary goal is to contribute to a successful integration process through interactive, meaningful learning experiences, rather than through simply dispensing information.

IOM's approach takes into consideration both migrants' specific needs, as well as the key priority messages of the receiving country. A range of factors are taken into consideration, when designing and delivering the training, including migrants' cultural, educational and socio-economic backgrounds as well as the specific integration challenges they may face.

IOM believes that the best results are obtained when training activities that take place before a migrant departs are linked with those that are provided post-arrival. IOM encourages bridging programmes and information-sharing among all stakeholders involved in the integration process, so as to ensure that all actors understand both training content and methodology and are aware of the potential challenges identified pre-departure that may need additional attention and follow-up post-arrival. In order to support bridge building with the host society IOM works with receiving communities to raise their awareness of the needs of newcomers and build their intercultural competence.

For more information on the above activities please contact the Integration and Migrant Training Unit in IOM Headquarters at [intmt@iom.int](mailto:intmt@iom.int)

