WOMEN IN NEED
REPORT
2021-2023

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CONTEXT

The number of migrants in the EU countries is constantly growing. As the geography of migrants is expanding, the European Union in a serious response to this challenge encourages measures for the integration of migrants, among which emphasizing the exceptional role of educational tools.
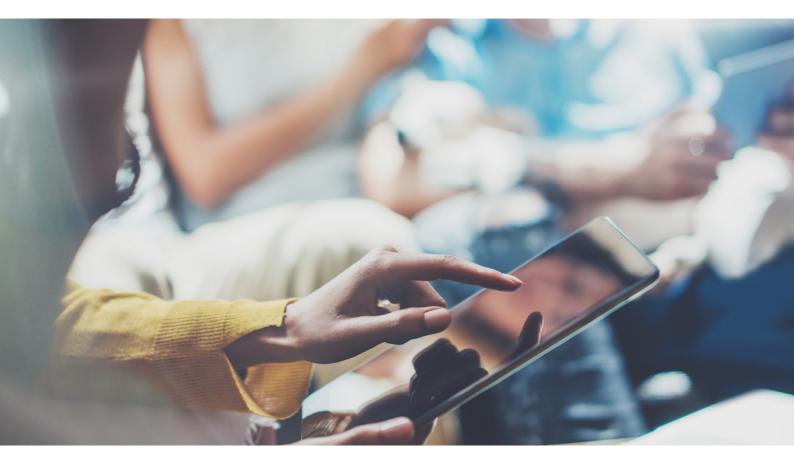
Therefore, WIN Project has been created with the intention to give an opportunity for migrant women from Latvia and Spain to familiarize themselves with the working environment, focusing on the skills needed, in their host country which can assist with integration in the long-term as they better understand what to expect from future jobs.

Eurostat data (2019) shows that:

- In Latvia **5,86** people per each 1,000 inhabitants are migrants.
- In Spain **15,82** people per each 1,000 inhabitants are migrants.

According to the Department of Economic and Social Affairs of United Nations (2020):
- 59,5% of the migrants coming to Latvia are women.
- 52,2% of the migrants coming to Spain are women.

WHY WIN?

Aligned with the new Action Plan on Integration and Inclusion (2021-2027), the WIN Project has considered that individual characteristics, such as gender, may present specific challenges to people with a migrant background, and proposes some gender specific objectives in areas such as equal participation, and labour market access. The project has also taken a more intersectional approach, taking into account the combination of personal characteristics in addition to gender and migrant background, such as a person's racial or ethnic origin, religion or belief, sexual orientation and disability, which could pose specific challenges.

Most of the measures offered to migrants in the course of the project implementation were aimed at solving individual problems. For this purpose, an e-platform was developed (https://campusempleabilidad.com/proyectowin/), which includes interactive detailed information on the hosting countries: Latvia and Spain.

On the e-platform of WIN, migrant women have been provided with the information on **how to use internet in a safe manner**, to **know the environment in which they live** and to **enhance their digital skills.**

The consortium pursued to provide beneficiaries with useful knowledge for living in their countries (Latvia and Spain), at the same time giving answers to the needs detected.

Taking into account the fact that this learning tool must be comprehensive, freely accessible and suitable for use by all migrants (despite of their education, qualifications, age, gender, etc.), strict compliance with its requirements was made in setting it up: the materials were submitted according to particular highly relevant and necessary topics for the target group enabling them to gain knowledge and understanding of the host countrys' social, cultural and public life (for example, basic information about the country, its culture, language and learning opportunities). The materials were provided in the form of **micro training pills** including short sentences in plain language; with links to external resources, very visual and easy to follow.

ABOUT THE PROJECT

WHAT ARE THE CHALLENGES?

The purpose is focused on improving the socioeconomic situation of migrant women between 18 and 29 years of age.

The situation of **special vulnerability** that these women are currently going through in Latvia and Spain requires actions whose priority is to offer new and better opportunities to this group **by developing digital readiness, resilience and capacity to enter the labour market** in their host countries.

Complemented by a **mentorship program**, a particularly effective entry into employment for women who already possess the skills and qualifications but lack digital skills, networks and familiarity of the host country's labour market followed by the assessment and recognition of informal skill, also an essential task, as many migrant women might not have had the opportunity to acquire qualifications in formal institutions but nevertheless have informally acquired useful and transversal skills that could be adapted and upgraded to the current job market. Research conducted by Liebig, T. and K. Tronstad (2018), "Triple Disadvantage?: A first overview of the integration of refugee women", OECD Social, Employment and Migration Working Papers no. 216 has shown that there is often a strong link between a migrant's ability to secure employment and their social network, and that female migrants, particularly refugees, often have fewer networks than men.

SSH and **Femxa** role was to assist the final beneficiaries to develop their networks by providing Vocational Education and Training programs through microlearning.

MICROLEARNING is an educational strategy characterized by the briefness of its lessons and learning units. In other words, it is knowledge encapsulated and concentrated in small knowledge pills that serve to explain small concepts, tools or tutorials. Thus, knowledge and skill sets are provided without overwhelming the learner and in a more dynamic way than the traditional one.

CAPACITY BUILDING

Project WIN supposes an analysis from a gender perspective of the methodological keys for an effective intervention in the labour market insertion of women, especially those belonging to vulnerable groups, as well as proposals for recommendations to promote the labour market insertion of women in vulnerable situations through micro-training pills.

We introduced the **"Capacity development towards employment"** to provide the participants with tools and autonomy for an effective and positive job search addressing digital transformation through development of digital readiness, resilience and capacity. The main **objectives** of this project are:

✓ **Improving the participations and social inclusion of young women with migrant background, improving their socio-labour promotion,** especially of those women in vulnerable situations, avoiding precariousness.

✓ **Providing the necessary digital tools to improve their employability.** To this end, labour insertion itineraries and online micro-training pills will be designed. Participants will have the support of mentors that will assess and monitor the evolution of the beneficiaries.

Based on a recent OECD (2020) work:

> Achieving equal opportunity for migrant women is not only a legitimate objective in itself, but in many cases, it is a precondition for closing the socio-economic gaps between men and women in general and a driving force for promoting the successful inclusion of children of migrants. Migrant women are a large and diverse group whose potential is largely underutilised, in spite of improvements. About a third of migrant women in Europe come via family migration, hence without a labour market connection. Isolated migrant women require special attention, notably those who came through family migration.
>
> Migrant women might need encouragement to engage (or re-engage) in training or to take up employment, notably when they come from countries where women are underrepresented in the labour market.
>
> A gender-equal society benefits migrant women. Society impacts migrants' attitude towards gender equality. In contrast to wide-spread belief, migrants largely adapt to such societal norms.

MICROTRAINING PILLS

The micro training pills are aimed to provide specific training in the following aspects:

Cultural Integration

Digital Skills

Cybersecurity

Cultural integration in Latvia

1. General information about Latvia
2. Identification documents in Latvia
3. Rights, obligations and duties of persons residing in Latvia
4. State holidays
5. History of Latvia
6. Rights and obligations of an asylum seeker
7. Health care
8. Social security network
9. Social assistance system
10. Education
11. Learning Latvian
12. Employment and job search
13. Looking for an apartment: the housing market
14. Non-discrimination and equal opportunity
15. Religion
16. Banks and currency exchange
17. Leisure and free time
18. Climate and weather in Latvia
19. Recycling
20. Traffic regulations in Latvia
21. Telephone, Post and Internet
22. Where to call in case of emergency

Cultural integration in Spain

1. General information about Spain
2. Identification documents in Spain
3. Rights, obligations and duties of persons residing in Spain
4. State holidays
5. History of Spain
6. Rights and obligations of an asylum seeker
7. Health care
8. Social security network
9. Social assistance system
10. Education
11. Learning Spanish
12. Employment and job search
13. Looking for an apartment: the housing market
14. Non-discrimination and equal opportunity
15. Religion
16. Banks and currency exchange
17. Leisure and free time
18. Climate and weather in Spain
19. Recycling
20. Traffic regulations in Spain
21. Telephone, Post and Internet
22. Where to call in case of emergency

Digital Skills

1. What are digital skills?
2. What is the importance of digital skills?
3. Digital tools
4. Hypertextuality and muiltimodality
5. Reflective thinking
6. Intervening responsibly, safety and ethics in digital environments
7. Conclusions

Cybersecurity

IMPACT

GOAL!

→ *Improved provision and assessment of basic and transversal skills, particularly: entrepreneurship, social, civic, intercultural and language competences, critical thinking, digital skills and media literacy.*

→ *Increased awareness andopenness to social diversity and increased inclusiveness and accessibility of education systems and possibilities.*

PARTNERS

Society "Shelter "Safe House"" was established on August 6, 2007 with the aim to develop support services to victims of human trafficking, legal immigrants, including asylum seekers, refugees and persons granted subsidiary protection status by ensuring the individual's right to receive adequate assistance and protection; promoting rehabilitation and reintegration of victims of human trafficking into the society; creating interactive forms of training, and expanding cooperation with state and local government institutions, public and Christian organizations in Latvia and worldwide.

In 2015 "Bureau Veritas Latvia! Issued an ISO 9001 quality management certificate for social rehabilitation.

Since December 2016 the organization has been providing social workers and social mentor's services for asylum seekers, people with subsidiary status and refugees.

With 23 years of experience in the development and implementation of training plans in different business sectors in Spain and Latin America., Femxa is specialized in consulting and training for employment, addressed to companies, public administration, consulting, professional offices, training centers, and individuals. In order to increase the competitiveness of organizations, employability, and professional qualification of people, Femxa provides tailored comprehensive training solutions, from the analysis of the training needs of individuals, organizations or public administration, to the design of the training plan that provides the specific solutions to these needs, through the development of materials and didactic means, the selection of teaching experts or advisors in the teaching process, the delivery of training activities, conferences, coaching sessions, workshops, conferences, etc.

The company has wide expertise in delivering training actions for vulnerable groups: it has trained more than 64.000 unemployed (40.000 over 45), more than 11.000 people with migrant background and more than 2.200 disabled persons. It has trained more than 15.800 young people as well under 30 years of age, within the Youth Employment Strategy.

CAPACITY BUILDING TOWARDS EMPLOYMENT *in latvia*

Success Stories

A total of **52 women showed interest in participating in the project.** After analyzing the fulfilment of the pre-established requirements, they were granted access to the project platform and a mentor was made available to resolve any doubts related to the online training as well as to monitor their progress and job search path.

In the period between September and December 2022, a total of **18 beneficiaries completed all the micro training pills and received full mentoring and follow-up during their participation in the project.**

At the end of the Capacity Development Towards Employment Stage, participants were given a certification accrediting the competencies acquired.

RESULTS

18 young women have successfully completed the I-WIN Online Training Course in Latvia.

41%

Are actively working after completing their participation in the project.

PARTICIPANT_LV01

Age: **27**   Nationality: **Cuba**   Country of residence: **Latvia**

PROFILE

Participant_LV01 is interested in expanding her knowledge about the culture of Latvia. She previously has worked as an office assistant and hopes to find a position with a similar role to. Her goal is to establish her own business at some point in the future.

Level of Education
High school

Occupation
Unemployed

Languages
Spanish, English

Time living in Latvia
4 years

Available Electronic Devices
Phone

Time Spent on a Device
5 hours

Social Media Channels
Facebook, WhatsApp

Level of Digital Skills
Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

90%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

Co-funded by the
Erasmus+ Programme
of the European Union

PARTICIPANT_LV02

Age: **28**   Nationality: **Ukraine**   Country of residence: **Latvia**

PROFILE

Participant_LV02 has a background in tourism and has started a degree in management. She is currently seeking a full-time position in a tourism related business. Participant aims to gain a better understanding of Latvian culture and explore the new country of her residence, and ultimately secure her desired job.

Level of Education
Upgraduate

Occupation
Unemployed

Languages
Russian, English

Time living in Latvia
1 year

Available Electronic Devices
Phone, laptop

Time Spent on a Device
4 hours

Social Media Channels
Facebook, WhatsApp, Telegram

Level of Digital Skills
Independent user

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV03

Age: **28**   Nationality: **Ukraine**   Country of residence: **Latvia**

PROFILE

Participant_LV03 is a recent graduate in business administration with a focus on marketing. She has experience in customer service and sales, having worked in a retail store during their studies. Participant is currently seeking an internship in a marketing or advertising agency in Latvia to gain practical experience and expand their knowledge of the industry.

Level of Education
Undergraduate

Occupation
Unemployed

Languages
Russian, English

Time living in Latvia
1 year

Available Electronic Devices
Phone

Time Spent on a Device
4-6 hours

Social Media Channels
Facebook, Telegram

Level of Digital Skills
Experienced user

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

Co-funded by the
Erasmus+ Programme
of the European Union

PARTICIPANT_LV04

Age: **22**   Nationality: **Argentina**   Country of residence: **Latvia**

PROFILE

Participant_LV04 is currently working as a full-time waitress, but hopes to eventually transition into a management position. Her motivation to succeed is fueled by her passion for the industry and her desire to achieve personal and professional growth. In her free time, Participant enjoys reading, hiking, and spending time with her family.

Level of Education
High school

Occupation
Employed

Languages
Spanish

Time living in Latvia
2 years

Available Electronic Devices
Phone, laptop

Time Spent on a Device
6 hours

Social Media Channels
Facebook, Messenger

Level of Digital Skills
Independent user

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

94%

Satisfaction Rate

😊 😊 😊 😊 😊

Co-funded by the
Erasmus+ Programme
of the European Union

PARTICIPANT_LV05

Age: **25**   Nationality: **Ukraine**   Country of residence: **Latvia**

PROFILE

Participant_LV05 is a hard-working individual who hopes to obtain permanent residency in Latvia. She has gained experience working in various sectors and has a strong desire to pursue a career as a midwife. She is passionate about getting to know Latvia, its culture, history, and language, and looks forward to exploring all that the country has to offer.

Level of Education
Undergraduate

Occupation
Unemployed

Languages
Russian, English

Time living in Latvia
1 year

Available Electronic Devices
Phone

Time Spent on a Device
4-6 hours

Social Media Channels
Facebook, Telegram, WhatsApp

Level of Digital Skills
Experienced user

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

Co-funded by the
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of the European Union

PARTICIPANT_LV06

Age: **22**   Nationality: **Ukraine**   Country of residence: **Latvia**

PROFILE

Participant_LV06 is a highly motivated individual who completed her high school education and is eager to embark on a career path that aligns with their interests and passions. She possess a strong work ethic and is committed to developing her skills and knowledge.

Level of Education
High school

Occupation
Unemployed

Languages
Russian, English

Time living in Latvia
1 year

Available Electronic Devices
Phone, Tablet

Time Spent on a Device
5 hours

Social Media Channels
Facebook, Telegram, WhatsApp

Level of Digital Skills
Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV07

Age: **21**   Nationality: **Afganistan**   Country of residence: **Latvia**

PROFILE

Participant_LV07 is in the process of obtaining a work permit and wishes to be well-informed about the country's culture, customs, and regulations. Additionally, she is currently taking courses to enhance her skillset with the ultimate aim of securing a position as an assistant in any field.

Level of Education
Basic education

Occupation
Unemployed

Languages
Dari

Time living in Latvia
3 years

Available Electronic Devices
Phone

Time Spent on a Device
7 hours

Social Media Channels
Facebook, Instagram, WhatsApp

Level of Digital Skills
Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

90%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV08

Age: **18**   Nationality: **Afganistan**   Country of residence: **Latvia**

PROFILE

Participant_LV08 participates in curious and motivated, she has joined the project to learn more about Latvia and its culture. Through her participation in the project, participant hopes to gain more knowledge and experience that will help her achieve her long-term career goals.

Level of Education
Basic Education

Occupation
Unemployed

Languages
Dari

Time living in Latvia
2 years

Available Electronic Devices
Phone

Time Spent on a Device
5-6 hours

Social Media Channels
Facebook, Instagram

Level of Digital Skills
Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

Co-funded by the
Erasmus+ Programme
of the European Union

PARTICIPANT_LV09

Age: **23**   Nationality: **Colombia**   Country of residence: **Latvia**

PROFILE

Participant_LV09 has joined the project with a strong desire to immerse herself in the culture, working style, and interests of the country. She understands that the best way to do this is by actively participating and engaging with the community. She hopes to find a position in an office, working as an assistant.

Level of Education
High school

Occupation
Unemployed

Languages
English, Spanish

Time living in Latvia
3 years

Available Electronic Devices
Phone, Laptop

Time Spent on a Device
6 hours

Social Media Channels
Facebook, WhatsApp

Level of Digital Skills
Experienced User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

90%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV10

Age: **27**   Nationality: **Colombia**   Country of residence: **Latvia**

PROFILE

Participant_LV10 is a hardworking and dedicated individual who is committed to making the most of every opportunity that comes her way. Whether she is assisting with project tasks or engaging with her fellow participants to learn more about their backgrounds and experiences, she always brings a positive attitude and a willingness to collaborate.

Level of Education
High school

Occupation
Unemployed

Languages
English, Spanish, Latvian

Time living in Latvia
6 years

Available Electronic Devices
Phone, Tablet

Time Spent on a Device
3 hours

Social Media Channels
Facebook, Whatapp

Level of Digital Skills
Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

⭐⭐⭐⭐⭐

Assessment of the Learning Methodology

100%

Satisfaction Rate

😊 😊 😊 😊 😊

PARTICIPANT_LV11

Age: **20**   Nationality: **Afganistan**   Country of residence: **Latvia**

PROFILE

Participant_LV11 is interested in expanding her knowledge about the culture of Latvia. She previously has not worked and hopes to find a job and find a job in Latvia. With her eye on the future and a deep appreciation for the present, participant is sure to make a valuable contribution to the project and to the wider community.

Level of Education
High school

Occupation
Unemployed

Languages
English, Dari

Time living in Latvia
2 years

Available Electronic Devices
Phone, Computer

Time Spent on a Device
6 - 8 hours

Social Media Channels
Facebook, Whatapp

Level of Digital Skills
Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV12

Age: **20**   Nationality: **Afganistan**   Country of residence: **Latvia**

PROFILE

Participant_LV12 is interested in expanding her knowledge about the culture of Latvia. Even though she has not graduated school yet, but she hopes to find a job as shop assistant, but firstly aims to learn Latvian language.

Level of Education
Basic education

Occupation
Unemployed

Languages
Dari

Time living in Latvia
2 years

Available Electronic Devices
Phone

Time Spent on a Device
8 hours

Social Media Channels
Facebook

Level of Digital Skills
Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

90%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV13

Age: **27**   Nationality: **Chile**   Country of residence: **Latvia**

PROFILE

Participant_LV13 aspires to pursue academic studies and secure employment in order to enhance her financial standing and achieve economic self-reliance. Additionally, she holds a keen interest in the culture of Latvia and wishes to learn more about it.

Level of Education
High school

Occupation
Unemployed

Languages
English, Spanish

Time living in Latvia
5 years

Available Electronic Devices
Phone, Laptop.

Time Spent on a Device
3-4 hours

Social Media Channels
Facebook, Whatapp

Level of Digital Skills
Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

⭐⭐⭐⭐⭐

Assessment of the Learning Methodology

100%

Satisfaction Rate

😊 😊 😊 😊 😊

PARTICIPANT_LV14

Age: **26**   Nationality: **Vietnam**   Country of residence: **Latvia**

PROFILE

Participant_LV14 has joined the project with the aim of broadening her horizons and gaining a deeper understanding of the culture and traditions of Latvia. She has previously worked in customer service and aims to continue in a similar role in order to improve her financial situation and achieve greater stability.

Level of Education
High school

Occupation
Unemployed

Languages
English, Vietnamese

Time living in Latvia
4 years

Available Electronic Devices
Phone, Laptop

Time Spent on a Device
4 hours

Social Media Channels
Facebook, WhatsApp

Level of Digital Skills
Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV15

Age: **24**   Nationality: **Cuba**   Country of residence: **Latvia**

PROFILE

Participant_LV15, while dedicated to her work, is also committed to expanding her knowledge and experiences beyond the workplace. She is eager to learn more about the history, arts, and cuisine of Latvia and is excited to collaborate with other participants to deepen her understanding of the country and its people.

Level of Education
High School

Occupation
Unemployed

Languages
English, Spanish

Time living in Latvia
2 years

Available Electronic Devices
Phone, Computer

Time Spent on a Device
4-5 hours

Social Media Channels
Facebook, WhatsApp

Level of Digital Skills
Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

90%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV16

Age: **25**   Nationality: **Ukraine**   Country of residence: **Latvia**

PROFILE

Participant_LV16 aspires to establish a successful business that will enable her to achieve financial independence and pursue her passions. With her strong work ethic, inquisitive nature, and willingness to learn, she is well on her way to realizing her goals and making a positive impact on the world around her.

Level of Education
Undergraduate

Occupation
Unemployed

Languages
English, Russian

Time living in Latvia
1 year

Available Electronic Devices
Phone

Time Spent on a Device
4 hours

Social Media Channels
Facebook, Whatapp, Telegram

Level of Digital Skills
Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV17

Age: **25**   Nationality: **Belorussia**   Country of residence: **Latvia**

PROFILE

Participant_LV17 remains committed to exploring new cultures and discovering the beauty and diversity of the world around her. She is particularly fascinated by the culture and history of Europe and is excited to collaborate with other participants in the project to deepen her knowledge and understanding of this fascinating region.

Level of Education
Upgraduate

Occupation
Unemployed

Languages
English, Russian

Time living in Latvia
3 years

Available Electronic Devices
Phone

Time Spent on a Device
4 - 5 hours

Social Media Channels
Facebook, WhatsApp, Telegram

Level of Digital Skills
Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

94%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_LV18

Age: **26**   Nationality: **Belorussia**   Country of residence: **Latvia**

PROFILE

Participant_LV18 hopes to leverage her experience and skills to establish her own hospitality business that will provide service to guests from all over the world. With her dedication, attention to detail, and passion for exploring new cultures, she is sure to achieve her goals and make a lasting impact on the hospitality industry.

Level of Education
High school

Occupation
Unemployed

Languages
Russian

Time living in Latvia
2 years

Available Electronic Devices
Phone

Time Spent on a Device
3-4 hours

Social Media Channels
Facebook, Whatapp, Telegram

Level of Digital Skills
Experienced User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

87%

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

CAPACITY BUILDING TOWARDS EMPLOYMENT *in Spain*

Success Stories

A total of **86 women showed interest in participating in the project.** After analyzing the fulfilment of the pre-established requirements, they were granted access to the project platform and a mentor was made available to resolve any doubts related to the online training as well as to monitor their progress and job search path.

In the period between September and December 2022, a total of **26 beneficiaries completed all the micro training pills and 25 of them received full mentoring and follow-up during their participation in the project.**

At the end of the Capacity Development Towards Employment Stage, participants were given a certification accrediting the competencies acquired.

RESULTS

26 young women have successfully completed the I-WIN Online Training Course in Spain.

52 %

Are actively working after completing their participation in the project.

PARTICIPANT_ES01

Age: **28**   Nationality: **Colombian**   Country of residence: **Spain**

PROFILE

Participant_ES01 wanted to participate in the project to access new knowledge. In the near future she wants to start studying, get her driver's license and take more advanced courses that will give her access to job offers with better working conditions. She works as a full-time waitress and would like to continue in the tourism sector, as a manager.

Level of Education

HIgh School

Occupation

Employed

Languages

Spanish

Time living in Spain:

3 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

1 hour/day

Social Media Channels

Facebook and WhatsApp

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES02

Age: **29**   Nationality: **Colombian**   Country of residence: **Spain**

PROFILE

Participant_ES02 decided on this training because she wanted to be able to understand how the country she currently resides in works since she will soon get her work permit.
She is taking other courses to improve her CV and get a better job as an accountant or secretary.

Level of Education

Undergraduate

Occupation

Unemployed

Languages

Spanish, French and English

Time living in Spain:

6-12 months

Available Electronic Devices

Phone

Time Spent on a Device (hours/day)

4-5 hours/day

Social Media Channels

Facebook, Instagram and TikTok

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

😊 😊 😊 😊 😊

PARTICIPANT_ES03

Age: **28**　　　　Nationality: **Honduran**　　　　Country of residence: **Spain**

PROFILE

Participant_ES03 wants to learn more about Spanish culture. She has a stable contract as a kitchen assistant and would like to continue in the same job to have some savings. In the future she would like to start her own business.

Level of Education

Postgraduate

Occupation

Employed

Languages

Spanish and English

Time living in Spain:

4-6 years

Available Electronic Devices

Phone

Time Spent on a Device (hours/day)

More than 5 hours/day

Social Media Channels

Facebook, Instagram, Telegram and WhatsApp

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

😊 😊 😊 😊 😊

PARTICIPANT_ES04

Age: **24**   Nationality: **Mauritania**   Country of residence: **Spain**

PROFILE

Participant_ES04 wants to learn and get to know the culture of the country and would like to find a job in a store.
She also wants to train and improve her level of Spanish.

Level of Education

High School

Occupation

Unemployed

Languages

Spanish and French

Time living in Spain:

3 years

Available Electronic Devices

Phone

Time Spent on a Device (hours/day)

2-3 hours/day

Social Media Channels

Facebook and WhatsApp

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES05

Age: **24**   Nationality: **Colombian**   Country of residence: **Spain**

PROFILE

Participant_ES05 participates in the project because she wants to get to know better the country, its culture, way of working, interests...

She wants to get a job where she can feel comfortable and grow professionally. She sees herself with a stable job and helping her family economically.

Level of Education

Undergraduate

Occupation

Unemployed

Languages

Spanish

Time living in Spain:

6-12 months

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

3-4 hours/day

Social Media Channels

Instagram , Facebook and WhatsApp

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

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PARTICIPANT_ES06

Age: **28**   Nationality: **Colombian**   Country of residence: **Spain**

PROFILE

Participant_ES06 worked as a tourism assistant and did a master's degree in HR. She would like a full-time job in a human resources unit. Participates in the project with the intention of getting to know the Spanish culture, acquiring more skills, getting to know the country of residence and getting her ideal job.

Level of Education

Undergraduate

Occupation

Employed

Languages

Spanish

Time living in Spain:

3 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

3-4 hours/day

Social Media Channels

Instagram , Facebook, LinkedIn, TikTok and WhatsApp

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES07

Age: 24   **Nationality:** Nicaraguan   **Country of residence:** Spain

PROFILE

**Participant_ES07 hopes to be granted permanent residency.
She has worked in different sectors and would like to work as a midwife.
She would love to get to know Spain, its culture, history, etc. and when she has the nationality she would like to apply the knowledge she has acquired.**

Level of Education

Postgraduate

Occupation

Unemployed

Languages

Spanish, English and French

Time living in Spain:

2 years

Available Electronic Devices

Phone and tablet

Time Spent on a Device (hours/day)

4-5 hours/day

Social Media Channels

Instagram , Facebook, YouTube and WhatsApp

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

⭐⭐⭐⭐⭐

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES08

Age: **29**   Nationality: **Romanian**   Country of residence: **Spain**

PROFILE

Participant_ES08 is happy in her job and doesn't want to change. She wants to know more about Spanish culture and learn about cybersecurity. She finds the course well structured and liked the material provided.

Level of Education

Postgraduate

Occupation

Employed

Languages

Romanian, Spanish and English

Time living in Spain:

6 years

Available Electronic Devices

Phone, tablet and laptop

Time Spent on a Device (hours/day)

More than 5 hours/day

Social Media Channels

Instagram and Twitter

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

90 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

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PARTICIPANT_ES09

Age: **28**   Nationality: **Senegalese**   Country of residence: **Spain**

PROFILE

Participant_ES09 wants to study and find a job. She would like to work and improve her economic situation and be financially independent. She is curious about Spain and its culture.

Level of Education

HIgh School

Occupation

Employed

Languages

Spanish, French, Wolof Bambara and English

Time living in Spain:

6-12 months

Available Electronic Devices

Phone

Time Spent on a Device (hours/day)

1-2 hours/day

Social Media Channels

Instagram and Facebook

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES10

Age: **21**   Nationality: **Venezuelan**   Country of residence: **Spain**

PROFILE

Participant_ES10 wants to finish her internship as a warehouse worker and get a job. The WIN project is a good opportunity for her to learn more about the Spanish culture.

Level of Education

HIgh School

Occupation

Unemployed

Languages

Spanish and English

Time living in Spain:

6-12 months

Available Electronic Devices

Phone

Time Spent on a Device (hours/day)

4-5 hours/day

Social Media Channels

Instagram

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

90 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES11

Age: **26**   Nationality: **Portuguese**   Country of residence: **Spain**

PROFILE

Participant_ES11 hopes to study what to do when a woman is in a refugee situation. In 2 months she sees herself doing an internship in a company and in the long term she expected being financially independent.

Level of Education

Undergraduate

Occupation

Unemployed

Languages

French, Spanish, Portuguese and English

Time living in Spain:

More than 6 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

1-2 hours/day

Social Media Channels

N/A

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★☆

Assessment of the Learning Methodology

90 %

Satisfaction Rate

😊 😊 😊 😊 😊

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PARTICIPANT_ES12

Age: **25**   Nationality: **Peruvian**   Country of residence: **Spain**

PROFILE

Participant_ES12 is studying an specialisation course, professional certificate of 6 months (management and creation of micro enterprises). She is in the process of having a disability recognised.

Level of Education

High School

Occupation

Unemployed

Languages

French, Spanish, Portuguese and English

Time living in Spain:

More than 6 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

More than 5 hours/day

Social Media Channels

WhatsApp, Facebook, LInkedIn and Instagram

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

⭐⭐⭐⭐⭐

Assessment of the Learning Methodology

90 %

Satisfaction Rate

😊 😊 😊 😊 😊

PARTICIPANT_ES13

Age: **24**   Nationality: **Senegalese**   Country of residence: **Spain**

PROFILE

Participant_ES13 wants to get to know the country she is in better and to be able to integrate herself more while combining her job and studies.

Level of Education

Secondary School

Occupation

Employed

Languages

French, Spanish and English

Time living in Spain:

More than 6 years

Available Electronic Devices

Phone

Time Spent on a Device (hours/day)

More than 5 hours/day

Social Media Channels

WhatsApp and Instagram

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

90 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES14

Age: **27**   Nationality: **Honduran**   Country of residence: **Spain**

PROFILE

Participant_ES14 wants to learn more about her environment and acquiring new knowledge in order to get a new job.

Level of Education

Postgraduate

Occupation

Employed

Languages

Spanish and English

Time living in Spain:

3-4 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

2-3 hours/day

Social Media Channels

Twitter, Facebook and Instagram

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

⭐⭐⭐⭐⭐

Assessment of the Learning Methodology

100 %

Satisfaction Rate

😊😊😊😊😊

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PARTICIPANT_ES15

Age: **25**   Nationality: **Colombian**   Country of residence: **Spain**

PROFILE

Participant_ES15 is interested in doing some training in the field of administration as she wants a new job more related to this field but also linked to data analysis and logistics.

Level of Education

Undergraduate

Occupation

Employed

Languages

Spanish

Time living in Spain:

1 year

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

More than 4 hours/day

Social Media Channels

LinkedIn, WhatsApp, Facebook and Instagram

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

😊 😊 😊 😊 😊

PARTICIPANT_ES16

Age: **22**　　　Nationality: **Portuguese**　　　Country of residence: **Spain**

PROFILE

Participant_ES15 loves her current job and with this training she wants to learn as much as she can. She just wants to improve herself to help the elderly she cares for.

Level of Education

Secondary School

Occupation

Employed

Languages

Spanish, Portuguese and English

Time living in Spain:

More than 6 years

Available Electronic Devices

Phone and computer

Time Spent on a Device (hours/day)

2-3 hours/day

Social Media Channels

YouTube, WhatsApp and Instagram

Level of Digital Skills

Basic User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES17

Age: **28**   Nationality: **Colombian**   Country of residence: **Spain**

PROFILE

Participant_ES16 is looking for work as a cleaner and caregiver. Currently, she needs to regularize her situation having settled in social terms.

Level of Education

Undergraduate

Occupation

Unemployed

Languages

Spanish

Time living in Spain:

3 years

Available Electronic Devices

Phone

Time Spent on a Device (hours/day)

3-4 hours/day

Social Media Channels

WhatsApp, Facebook and Instagram

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★ ★ ★ ★ ★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

Co-funded by the
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of the European Union

PARTICIPANT_ES18

Age: **28**   Nationality: **Argentinian-Italian**   Country of residence: **Spain**

PROFILE

Participant_ES17 is currently working in what she can because she needs to work. She lives in an area far from the industrial sector, so it is difficult for her to find a job related to her field.
She is convinced that training will allow her to get to know Spain a little better, even though she lived here as a child, and to learn more about the digital world.

Level of Education

Undergraduate

Occupation

Employed

Languages

Spanish and English

Time living in Spain:

Less than 6 months

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

2-3 hours/day

Social Media Channels

LinkedIn, Facebook and Instagram

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

90 %

Satisfaction Rate

😊 😊 😊 😊 😊

Co-funded by the
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PARTICIPANT_ES19

Age: 24　　　　　　**Nationality:** Nicaraguan　　　　　　**Country of residence:** Spain

PROFILE

Participant_ES18 is a domestic employee and I want, within my possibilities, to be able to aspire to something better. She does the training to broaden her knowledge and have more job opportunities.

Level of Education

Undergraduate

Occupation

Employed

Languages

Spanish and English

Time living in Spain:

4 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

4 -5 hours/day

Social Media Channels

WhatsApp, Facebook and Instagram

Level of Digital Skills

Basic User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES20

Age: **21**   Nationality: **Venezuelan**   Country of residence: **Spain**

PROFILE

Participant_ES19 wants to do the training because she believes that it can open her more doors in the working world.

Level of Education

Vocational Education and Training

Occupation

Employed

Languages

Spanish

Time living in Spain:

More than 6 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

4 hours/day

Social Media Channels

Facebook and Instagram

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

⭐⭐⭐⭐⭐

Assessment of the Learning Methodology

100 %

Satisfaction Rate

😊 😊 😊 😊 😊

PARTICIPANT_ES21

Age: **29**   Nationality: **Colombian**   Country of residence: **Spain**

PROFILE

Participant_ES20 wants to be able to acquire more knowledge to have more possibilities. She is looking for a stable job that allows her to reconcile her professional, family and social life.

Level of Education

Undergraduate

Occupation

Unemployed

Languages

Spanish

Time living in Spain:

4 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

4 hours/day

Social Media Channels

Facebook and Instagram

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

⭐⭐⭐⭐⭐

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES22

Age: **29**   Nationality: **Mexican**   Country of residence: **Spain**

PROFILE

Participant_ES21 hopes to find a job as an administrative assistant soon, but is looking to acquire new skills and to acquire new skills and develop existing ones, especially in digital tools.

Level of Education

Undergraduate

Occupation

Unemployed

Languages

Spanish and English

Time living in Spain:

1 year

Available Electronic Devices

Phone, tablet and laptop

Time Spent on a Device (hours/day)

3-4 hours/day

Social Media Channels

Facebook and Instagram

Level of Digital Skills

Basic User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES23

Age: **28**   Nationality: **Polish**   Country of residence: **Spain**

PROFILE

Participant_ES22 wants to get a job in Spain. Meantime, she is working remotely for a Polish company. She got involved with the project to gain new knowledge and basic information in order to make her life easier in a foreign country, while improving her skills.

Level of Education

Postgraduate

Occupation

Employed

Languages

Spanish, English and Polish

Time living in Spain:

3 years

Available Electronic Devices

Phone and laptop

Time Spent on a Device (hours/day)

More than 4 hours/day

Social Media Channels

Facebook, LinkedIn and Instagram

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES24

Age: **29**   Nationality: **Colombian**   Country of residence: **Spain**

PROFILE

Participant_ES23 seeks to have more knowledge, of laws, and/or cultural issues, to make good use of them and make the most of them and apply them both personally and at work.

Level of Education
Postgraduate

Occupation
Unemployed

Languages
Spanish, English and Catalan

Time living in Spain:
More than 6 years

Available Electronic Devices
Phone and laptop

Time Spent on a Device (hours/day)
1-2 hours/day

Social Media Channels
Facebook and Instagram

Level of Digital Skills
Basic User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

⭐⭐⭐⭐⭐

Assessment of the Learning Methodology

100 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES25

Age: **29**   Nationality: **Honduran**   Country of residence: **Spain**

PROFILE

Participant_ES24 wants to continue studying for a master's degree and get a better job. She is interested in the project because she wants to acquire more knowledge and be able to find a better job in Spain.

Level of Education

Undergraduate

Occupation

Unemployed

Languages

Spanish

Time living in Spain:

3-4 years

Available Electronic Devices

Phone and computer

Time Spent on a Device (hours/day)

5 hours/day

Social Media Channels

Facebook and WhatsApp

Level of Digital Skills

Independent User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

90 %

Satisfaction Rate

☺ ☺ ☺ ☺ ☺

PARTICIPANT_ES26

Age: **26**   Nationality: **Belarusian**   Country of residence: **Spain**

PROFILE

Participant_ES25 works as a sales clerk and wants to learn more about the country where she currently resides.

Level of Education

High School

Occupation

Employed

Languages

Belarusian , Russian, English and Spanish

Time living in Spain:

5 years

Available Electronic Devices

Phone

Time Spent on a Device (hours/day)

3-4 hours/day

Social Media Channels

Instagram and WhatsApp

Level of Digital Skills

Medium User

EVALUATION OF PROJECT PARTICIPATION

Evaluation of the Micro-training Pills

★★★★★

Assessment of the Learning Methodology

100 %
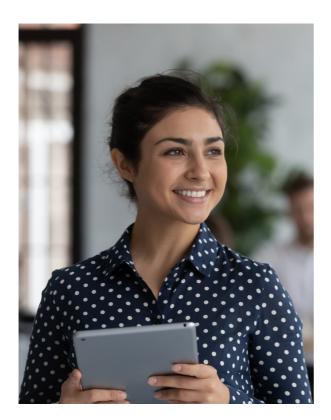
Satisfaction Rate

☺ ☺ ☺ ☺ ☺

CONCLUSIONS

The **WIN project** has provided new and better opportunities to **46 young women between 18 and 29 years old with migrant background** by developing digital readiness, resilience and capacity to enter the labour market in their host countries.

As a result, their participation and social inclusion has improved significantly equipping them with the necessary digital tools to promote their employability and quality of life through online training and individualized follow-up during the Mentoring phase offered.

One third of the participants (34%) **are currently employed,** i.e. with a job in their current country of residence (Latvia or Spain).

- 23% of the participants were from Colombia,
- 11% from Ukraine,
- 9% from Afghanistan,
- 7% from Belarus,
- 7% from Honduras,
- 5% from Cuba,
- 5% from Argentina,
- 5% from Nicaragua,
- 5% from Senegal,
- 5% from Venezuela,
- 5% from Portugal,
- 2% from Chile,
- 2% from Vietnam,
- 2% from Mauritania,
- 2% from Romania,
- 2% from Peru,
- 2% from Mexico and
- 1% from Poland.