



PERMIT HOLDERS AT WORK IN THE CONSTRUCTION SECTOR

Short guideline



EXPECTATION MANAGEMENT

Which parties are involved in setting up a work-study programme?

- Organize a preparatory meeting.

How do we make sure everyone is on the same page?

- Define the objectives and expectations with all stakeholders.

How is it financed?

- Structure the funding.

What needs to be adjusted (flexible intake, start times, language level)?

- Adapt the work-study programme based on feedback.

How do we communicate?

- Set up communication channels and evaluation moments.

How do we formalize the collaboration?

- Establish agreements or pacts.



RECRUITMENT & SELECTION

How do we attract diverse talent?

- Develop an inclusive recruitment strategy.

With whom do we collaborate?

- Seek collaboration with expertise partner organizations to leverage their expertise and networks.

Is the network extensive?

- Conduct networking and outreach activities. Municipalities and employers can collaborate on this.

How do employers communicate their staffing needs?

- Employers make their staffing needs known to the local Employer Service Point, VluchtelingenWerk Nederland, Refugee Talent Hub, Refugee Start Force, Refugee Company, Stichting UAF, specialized temp agencies such as Colourful People, the municipality, and/or local initiatives.

How do we inform and motivate?

- Provide information and motivate potential candidates.

How do we find the right match?

- Conduct a matching process.

Have clear and realistic participation criteria been established?

- Entry requirements, such as the required language level and availability, should be flexible enough.

Have the job descriptions and promotional materials been created?

- Develop clear, simple, and inclusive job postings and promotional materials.

How can we ensure barrier-free requirements and improved accessibility?

- Have the VCA certification requirements been adjusted if necessary to increase accessibility?

How can we get a good understanding of the permit holders and their needs?

- Has an introductory interview and Life-Stage-Conscious Intake been conducted?

How can we facilitate better acquaintance between permit holders and employers?

- Have low-threshold introductory activities, such as workplace visits or shadowing days, been organized?

How can we ensure that all conditions are met before the permit holder starts working?

- Has a trilateral meeting (employer and e.g. a municipality or a different organization) with the permit holder been scheduled to ensure that all conditions have been met?



3

PREPARATORY PHASE

How do we design the preparatory phase?

- Develop the programme, for example, with attention to flexible and realistic language levels.

How do we make the programme accessible?

- Offer flexible learning and working hours.

How do we ensure alignment?

- Align integration and work.

Who provides support?

- Arrange an external job coach and buddy in the workplace.

How do we measure success?

- Conduct regular monitoring and evaluation.

How do we work together?

- Promote active collaboration and communication and ensure a single point of contact and short lines of communication.

How do we create sustainable employment?

- Develop a plan for after the programme.



4

EDUCATIONAL COMPONENT

What methods do we apply?

- Develop flexible training methods.

Can practical certificates be utilized?

- Engage with trainers and support permit holders in obtaining practical certificates that recognize the skills they have acquired during the work-study programme.

How do we provide personal support?

- Arrange personal guidance and buddies in the workplace.

How do we connect language with practice?

- Align language, theory, and practice.

How do we develop professional language?

- Focus on the development of relevant professional language.

How do we bridge cultural differences?

- Provide training to participants on (inter)cultural differences.



EMPLOYER COMPONENT

How do we get commitment from the top?

- Involve the company's leadership and gain their support.

How do we integrate professional language?

- Implement professional language lessons in the workplace.

How do we adjust tasks?

- Conduct job carving if necessary.

How do we provide workplace guidance?

- Arrange a buddy in the workplace.

How do we promote an inclusive culture?

- Develop a learning culture that values diversity.



PLACEMENT & AFTERCARE

How do we guide towards employment?

- Facilitate mediation to suitable work.

How do we ensure sustainable outflow?

- Provide aftercare and support after the programme.



For the extended version of the response plan

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