

INSIGHTS INTO YOUTH-LED EXPERIENCES FOR LOCAL POLICY-MAKING IN MIGRATION ISSUES

This paper is part of a selection of good practices gathered from the E-LoCUM partner countries. These examples showcase successful models and mechanisms for fostering youth participation in migration-related initiatives. The initiatives described serve as practical references for youth workers, educators, and practitioners, offering real-world examples of how youth engagement can be effectively structured and implemented.

These practices are designed not only to inspire but also to encourage creative thinking about how similar models could be adapted to your own local contexts. Furthermore, the practical insights from these models will provide additional "food for thought" to deepen discussions on migration and democratic participation.

Jobs on Trial “Pathway to Hospitality” (France)

- **Location:** City of Vire - France
- **Year of creation:** 2023
- **Status:** Mixed initiative (public/private/no profit)

Context and background: In Normandy, 'Jobs on Trial' events are organized by training and public organizations to address recruitment difficulties faced by the Hospitality industry, particularly in hotels and restaurants. These events simulate trials in which a particular job is accused of lacking attractiveness. Trainees and students, under the guidance of their trainers, assume roles such as judges, jury members, and prosecutors, while professionals from the Hospitality industry act as defence lawyers to promote the accused job.

Normandy also serves as a host region for migrants who arrive without employment and often lack proficiency in French. To address both the recruitment challenges in the Hospitality industry and the language barrier faced by migrants, a special 'Jobs on Trial' event was organized on December 18, 2023. Migrants participating in French language training courses were engaged as actors in this event, providing them with practical language learning opportunities while also raising awareness about job opportunities in the Hospitality sector.

The 'Jobs on Trial' events in Normandy have gained significant recognition among public organizations such as the Region administration and hospitality professionals. These events have become highly appreciated as they address the pressing social and public issue of recruitment difficulties faced by hotels and restaurants in the region.

The usual partners have enthusiastically supported the initiative to involve migrants in the event held on December 18, 2023. This event attracted around a hundred participants, including representatives of the press. For migrants from the Middle East, Africa, and Ukraine, this event held special significance as they had the opportunity to showcase their talents in their host

country, despite their limited proficiency in French. It served as a platform for them to engage with the local community and participate in meaningful activities.

Youth engagement strategies: The 'Jobs on Trial' project targeted youth in two distinct ways: actively and passively. Actively, young migrants were engaged as actors in the 'Jobs on Trial' events. Passively, the event attracted a large number of young attendees. By observing the performances delivered by migrant actors, these attendees were inevitably sensitized to the issues faced by migrants in their community.

Furthermore, the choice of venue for the event - a school - enhanced its impact on the youth audience. Holding the event in a school setting provided an educational context and further encouraged engagement and awareness among young attendees

Partnerships and collaboration: The partners involved in this event (in a direct or indirect way) were : (1) public training institutions, (2) a vocational institute, (3) the Regional administration.

The event was held as part of the Erasmus+ project "Pathway to Hospitality," which provided valuable support in its organization and promotion. The extensive network established through this project played a crucial role in facilitating the event. The public training institution (Greta Portes Normandes) took the lead in mobilizing migrants and coordinating the event logistics. Additionally, the Region administration provided financial support for the training program in which the migrants participated.

Invitations were sent to a diverse range of stakeholders, including public organizations, hospitality professionals, and trade associations, thanks to the networks of the project's French partners.

Furthermore, proactive communication efforts via social media platforms helped generate awareness and interest in the event. The presence of press representatives amplified the impact of the initiative.

Capacity building: The public training institution (Greta Portes Normandes) mobilized the migrants and organized the event. Prior to the show, the young migrants underwent rehearsal sessions to prepare for their performances. These migrants are actively engaged in a training program focused on learning French.

Inclusivity and diversity: The youth population was specifically targeted through the "Jobs on Trial" initiative, which aimed to promote job opportunities in the hospitality sector, a field known to recruit young individuals. However, it's worth noting that there wasn't a specific emphasis on the diversity within the youth demographic.

Despite this, it's important to recognize the diversity among the migrants who participated in the event. They hailed from various countries, including the Middle East, Africa, and Ukraine, each with their own unique backgrounds and reasons for coming to France, whether political, economic, or otherwise.

Decision-making processes: --

Communication and outreach: --

Feedback mechanisms: After the show, a feedback questionnaire was sent both to the actors and to the participants who attended the "Jobs on Trial". Participants were invited to provide ratings for various aspects of the event, and to suggest improvements.

The feedback was mainly valuable for two main stakeholders: the members of the European project "Pathway to Hospitality" and the public training institution, Greta Portes Normandes, which played a role in mobilizing the migrants and organizing the event.

Challenges faced: The main challenge was to deal with the migrant's limited proficiency in French. Indeed, a "Jobs on Trial" is a show, and it was important that the audience could understand the actors. It was a big challenge both for the trainers and the migrants.

Prior to the show, the young migrants underwent rehearsal sessions to prepare for their performances.

Even if sometimes, during the show, some sentences were not perfectly understandable, everybody enjoyed the moment. This "Jobs on Trial" was more than an event promoting the Hospitality jobs. It was the fruit of a collaboration between a training organization, Hospitality professionals and the migrants. The lesson learned is a tolerance lesson : together, we go further!