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# Project “Theory of Change for the Inclusion of Women Migrants in VET”

no. 2021-2-PL01-KA220-VET-000048764

**PROJECT RESULT TITLE:**

**“TRAINING CURRICULUM:  
EMPOWERMENT OF LEADERSHIP  
AND SOFT SKILLS FOR MIGRANT  
WOMEN”**

**PROJECT RESULT  
NO. 3**



**InclusionToC**

free publication



# **PROJECT RESULT TITLE: “TRAINING CURRICULUM: EMPOWERMENT OF LEADERSHIP AND SOFT SKILLS FOR MIGRANT WOMEN”**

## **PROJECT RESULT NO. 3**

**within the project “Theory of Change for the  
Inclusion of Women Migrants in VET”**

Language version: English



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# INTRODUCTION

This document is the Training Curriculum for the “Empowerment of leadership and soft skills for migrant women” training programme, developed under the framework of the Erasmus+ project InclusionToC.

The objectives of the training will be to enhance migrant women’s inclusion in the hosting society. To this extent, the training and its subsequent guide aims to provide a concise theoretical background along with practical examples and self-challenges to experiment during daily life.

The training is meant to be a living tool for migrant women willing to enhance their soft skills and follow an inclusive path into the country they are living in. It comprehends modules on transversal skills, such as information on the host country’s culture and tips to adapt to new conditions.

The training programme is divided into 7 thematic modules and is designed to be implemented during 10 hours of training, divided according to each partner’s possibilities. Each training session will engage participants by presenting both the theory and exercises of each unit.



# GENERAL INFORMATION

## **Course title**

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Empowerment of leadership and soft skills for migrant women

## **Objective**

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To enhance migrant women's inclusion in the hosting society

## **Target group**

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Migrant women (at least 5 per country) already enrolled in VET institutions undergoing the implementation of TOC

## **Learning Outcomes**

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After completing the training programme, migrant women will be able to:

- Define what is the Theory of Change and how to apply it
- Analyze situations where applying inclusion measures is important
- Set long term goals and achieve them
- Acknowledge where change is important and act



# GENERAL INFORMATION

## Methodology

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- Presentations
- Practical examples and case studies
- Exercises facilitated by the trainer

## Duration

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The total duration of the program is 10 hours, divided according to each partner's possibilities. The curriculum provides the timeline of the training including the introduction, delivery of each module, and the final feedback session. Each partner will decide and include the necessary breaks, depending on the actual training's organisation.

## Modules

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- **Module 1:** Personal development
- **Module 2:** Self-awareness
- **Module 3:** Leadership skills
- **Module 4:** Social and cultural inclusion
- **Module 5:** Boosting employability chances
- **Module 6:** Problem-solving techniques to be used in everyday life
- **Module 7:** Chances for a stable professional path



# LESSONS LEARNED POST-PILOTING

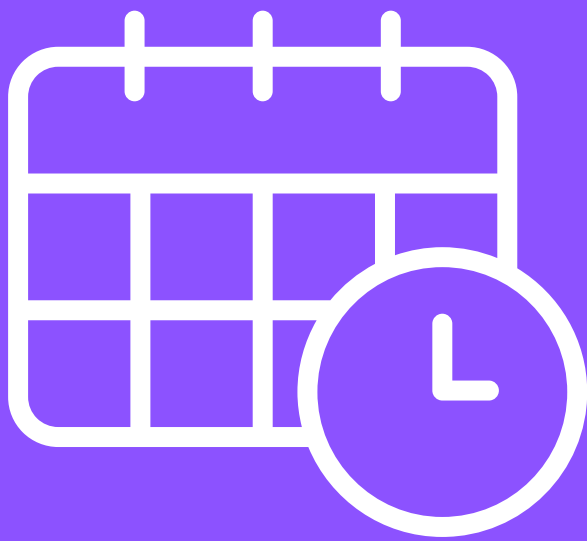
The training “Empowerment of leadership and soft skills for migrant women” created during the implementation of the Inclusion TOC project was piloted by all 6 consortium partners in their countries, with over 55 participants in total. This piloting phase allowed the consortium to learn valuable lessons regarding the training’s timing and duration, methods, their contextualization, and for selecting the trainers.

The training material was modified to be easier to understand by a broader range of readers of different backgrounds. A strong emphasis needs to be put on tailoring the proposed exercises to the trainees’ groups to fit their particular situation. Given that the training addresses a wide range of migrant women, with very different backgrounds, educational levels, experiences, migration histories, interests, wishes, and contexts a one-size-fits-all approach might be less successful.





## TIMING & DURATION



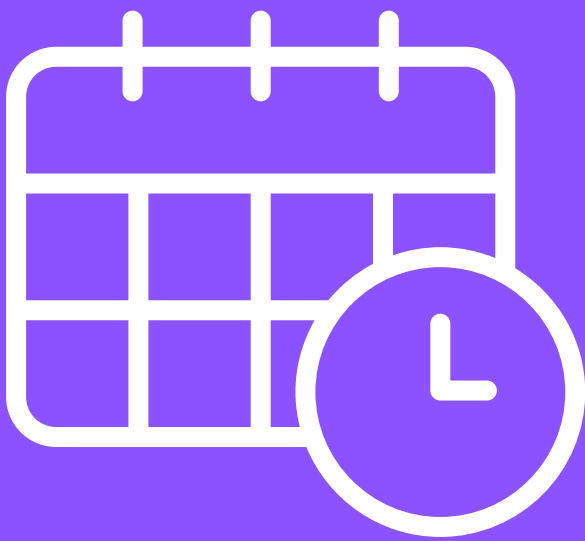
To enhance the effectiveness of training for migrant women, several key considerations should be taken into account. A flexible blended format comprising both face-to-face and online meetings could better accommodate the diverse needs and schedules of the trainees.

For instance, adopting a more fragmented approach to the training, such as spreading it over several days with shorter sessions, or implementing flexible schedules and modular training content, would cater to the varying availability of both VET staff and students.

Additionally, if necessary, extending the duration of the training or incorporating more didactic hours should be considered, particularly based on factors such as group size and participants' proficiency in the language.



## TIMING & DURATION



Moreover, it's crucial to tailor the course length and content type according to the specific group size. Smaller groups may benefit from a more theoretical emphasis to ensure comprehensive understanding and engagement.

Furthermore, managing communication and organization directly, rather than through a partner organization, enables the identification of the precise needs, learning objectives, and preferences of the participants. Directly contacting participants to assess their profiles and inquire about their expectations and learning objectives is essential, as it fosters a sense of involvement and increases their satisfaction with the training experience.



# METHODS & CONTEXTUALISATION



In refining the training for migrant women, it's imperative to employ methods that ensure inclusivity and relevance across diverse educational and language proficiency levels. This can be achieved by tailoring the training to accommodate varying levels of proficiency, making activities easily adaptable and accessible to all participants.

Translating training materials not only into the national languages of partner organizations but also into the languages spoken by the migrant women themselves is essential for ensuring comprehensive understanding.

Maximizing participant involvement through co-building sessions is crucial. Assigning significant responsibilities to the target audience encourages their active engagement and ownership of the learning process. Moreover, contextualizing the content by delving into real-life examples specific to the participants' experiences fosters a deeper understanding and relevance.



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# METHODS & CONTEXTUALISATION

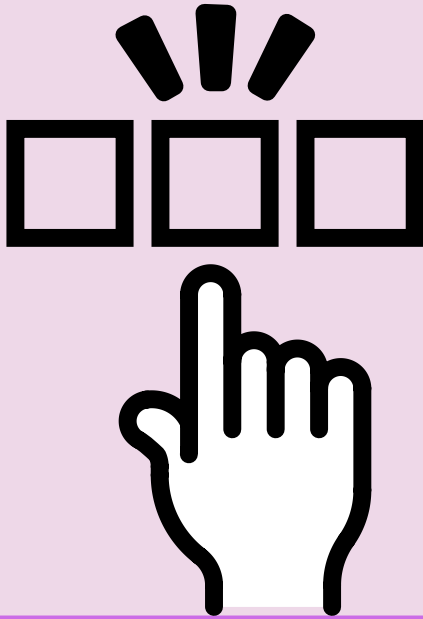


To cater to diverse levels of knowledge and understanding, offering multiple tiers of content and ensuring adaptability to the target audience's needs are paramount. This flexibility allows for personalized learning experiences that cater to individual learning styles and preferences.

Lastly, creating a safe space within the training environment is essential for fostering open communication, trust, and mutual respect among participants. By implementing these methods and contextualizing the training to the unique needs of migrant women, the effectiveness and impact of the program can be significantly enhanced.



# TRAINERS' SELECTION



When selecting trainers for the program, several considerations should be taken into account to ensure effectiveness and cultural sensitivity. Firstly, prioritizing trainers with a migrant background can enhance relatability and empathy within the learning environment. Having the training delivered by women who share similar experiences can foster a deeper understanding and connection among participants.

Secondly, language skills are crucial for effective communication. Ideally, trainers should be proficient in the native language of the participants to facilitate clear and comprehensive delivery of the training material. Alternatively, if native fluency is not feasible, employing highly skilled interpreters can bridge language barriers, although this may be less ideal compared to direct communication.

Moreover, trainers should possess expertise in the subject matter to deliver high-quality training sessions. Their proficiency in the content ensures that participants receive accurate information and valuable insights. Additionally, intercultural mediators play a vital role in facilitating communication and understanding between trainers and participants, particularly in navigating cultural nuances and bridging potential cultural gaps.



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# **TRAINING CURRICULUM**

**EMPOWERMENT OF LEADERSHIP  
AND SOFT SKILLS FOR MIGRANT  
WOMEN**



# Summary

The “Empowerment of leadership and soft skills for migrant women” is a comprehensive program designed to support and uplift migrant women by providing them with essential tools to excel in both personal and professional spheres. The course comprises seven modules that cover a wide range of topics.

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## Module 1:

*In Personal Development*, participants delve into understanding the potential of their cultural background, fostering cross-cultural dialogue, and nurturing self-esteem and self-definition. They learn to set precise objectives for their psychological, social, knowledge, and relational development, helping them grow holistically.

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## Module 2:

*Self-awareness* focuses on the significance of self-awareness for personal and professional growth. Migrant women are guided to identify their life values, strengths, weaknesses, and emotional intelligence. They also learn to develop self-acceptance and positive thinking.

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## Module 3:

*Leadership skills* highlights the importance of leadership skills and explores key aspects that contribute to effective leadership.

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## Module 4:

*Social and cultural inclusion* aims to strengthen self-confidence and advocacy skills, expand social networks, enhance resilience, and promote a sense of belonging and cultural integration.

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## Module 5:

*Boosting employability chances* addresses the unique challenges faced by migrant women in the job market. Participants develop strategies to overcome barriers, acquire employability skills, and build self-promotion and networking abilities.

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## **Module 6:**

*Problem-solving techniques* to be used in everyday life equips migrant women with essential problem-solving skills for everyday challenges, encouraging them to analyze potential solutions, collaborate with others, implement solutions, and evaluate their effectiveness.

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## **Module 7:**

*Chances for a stable professional path*, participants engage in self-reflection and goal-setting to align their career aspirations and interests. They enhance time management and communication skills to thrive in their professional pursuits.

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Overall, this training course provides migrant women with the knowledge and confidence they need to lead successful lives, fostering empowerment and social integration in their new communities.

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# LEARNING CONTENTS

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**30 Min** - Welcome, introduction of the training, participants expectations

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**60 minutes** - Module 1: Personal development

- Understand the potential of migrant women's cultural background
  - Enhance cross-cultural dialogue
  - Foster self-definition and self-esteem
  - Define precise objectives within four areas of intervention (psychological, social, knowledge, and relational development).
-



## 90 minutes - Module 2: Self-awareness

- Explore and understand the definition of “self-awareness”
  - Illustrate the importance of self-awareness for migrant women’s personal and professional growth
  - Explore the benefits of developing and improving migrant women’s self-awareness
  - Support migrant women to identify their life values and goals
  - Support migrant women to identify their strengths and weaknesses
  - Support migrant women to learn about emotional intelligence and its benefits
  - Support migrant women to learn how to develop self-acceptance and positive thinking
- 



## 90 minutes - Module 3: Leadership skills

- What are leadership skills?
  - Why are leadership skills important?
  - Why are key leadership skills important?
-



## 60 minutes - Module 4: Social and cultural inclusion

- Strengthen self-confidence and self-advocacy skills to navigate and challenge systemic barriers and discriminatory practices.
  - Expand social networks and connections with other migrant women, creating a sense of community and support.
  - Improve resilience and coping mechanisms to manage the challenges and stressors associated with migration and social integration.
  - Understanding the importance of community engagement and cultural integration, fostering a sense of belonging.
  - Accessing support services
- 



## 75 minutes - Module 5: Boosting employability chances

- Understand the unique challenges faced by migrant women in the job market.
  - Develop strategies to enhance employability skills and overcome barriers.
  - Gain knowledge of theoretical frameworks and practical tools to boost employability chances.
  - Acquire practical skills for self-promotion and networking
  - Identify resources and support networks available for migrant women
-



## 75 minutes - Module 6: Problem-solving techniques to be used in everyday life

- Identify a problematic issue
  - Analyse potential solutions
  - Relate with peers and facilitators
  - Design a map of the solution path
  - Implement the solution you have identified
  - Design an evaluation model
  - Evaluate the solution identified
- 



## 75 minutes - Module 7: Chances for a stable professional path

- Self-reflection and goal setting - Identify personal strengths, weaknesses, values, and career aspirations. Set SMART goals that align with individual interests and long-term objectives.
  - Time management and work-life balance - Enhance time management skills to effectively prioritize tasks and meet deadlines.
  - Communication skills - Enhance communication skills to foster better understanding and collaboration.
- 



## 45 minutes – Feedback and closing of the training



# LEARNING OUTCOMES

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## Module 1: Personal development



Demonstrate an understanding of the potential of their cultural background, fostering a sense of pride and appreciation for their heritage.

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Engage in cross-cultural dialogue effectively, displaying openness and respect towards diverse perspectives and practices.

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Enhance self-esteem and self-definition, resulting in improved self-confidence and a positive self-image.

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Set precise and achievable objectives for their psychological, social, knowledge, and relational development, leading to holistic personal growth.

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# LEARNING OUTCOMES

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## Module 2: Self-awareness



Define the concept of self-awareness and its significance for personal and professional growth.

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Identify their life values, strengths, weaknesses, and emotional intelligence, gaining a deeper understanding of themselves.

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Cultivate self-acceptance and a positive mindset, promoting self-compassion and resilience in facing challenges.

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# LEARNING OUTCOMES

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## Module 3: Leadership skills



Recognize the importance of leadership skills in various aspects of life and career.

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Understand key components of effective leadership, such as communication, empathy, and decision-making.

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Demonstrate enhanced leadership abilities, leading to improved confidence and influence in their communities.

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# LEARNING OUTCOMES

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## Module 4: Social and cultural inclusion



Strengthen self-confidence and advocacy skills, empowering them to navigate and challenge systemic barriers and discrimination.

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Expand social networks and connections, fostering a sense of community and support among migrant women.

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Develop resilience and coping mechanisms, enabling them to effectively manage challenges and stressors related to migration and social integration.

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# LEARNING OUTCOMES

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## Module 5: Boosting employability chances



Recognize and understand the unique challenges faced by migrant women in the job market.

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Employ strategies to overcome barriers and enhance employability skills, increasing their chances of securing meaningful employment.

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Demonstrate self-promotion and networking abilities, enabling them to access relevant opportunities and support networks.

---



# LEARNING OUTCOMES

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## Module 6: Problem-solving techniques for everyday life



Identify problematic issues and analyze potential solutions systematically.

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Collaborate with peers and facilitators to develop creative and effective problem-solving approaches.

---



Implement and evaluate the solutions they have identified, fostering a proactive and solution-oriented mindset.

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# LEARNING OUTCOMES

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## Module 7: Chances for a stable professional path



Engage in self-reflection and goal-setting, identifying personal strengths, weaknesses, values, and career aspirations.

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Set SMART goals aligned with their interests and long-term objectives, leading to focused career development.

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Enhance time management and communication skills, promoting productivity and successful interactions in professional settings.

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