



IOM International Organization for Migration

# The Nordic Model

*Linking pre-and post  
arrival Orientation*

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## Migrant Training in IOM

- Serves over 50,000 migrants annually
- High percentage are resettlement cases
- Worldwide activities in over 40 countries
- Beneficiaries include refugees, temporary workers, immigrants, marriage migrants, and family reunification cases
- Delivered within the wider context of the migration process



# Pre-departure Orientation

## Who benefits?

### ***Governments & Communities***

- Reduces overall costs
- Facilitates integration
- Receiving communities are better prepared

### ***Refugees***

- Prepared for initial resettlement period
- Manages expectations
- Addresses fears and concerns
- Develops skills and attitudes
- Dispels myths and misperceptions



# What is the Nordic Model?



- Recognizes the continuum
- Engages both community and newcomer
- Makes use of bi-cultural trainers
- Addresses integration challenges

# Bi-cultural Trainers for NORCO





# Value of Bi-cultural Trainers



- Cultural & linguistic familiarity
- Credibility
- First-hand resettlement experience
- Perspective
- Empathy



# Promotes Trust and Confidence





# Participatory and Empowering





# Addresses Content, Skills, Attitudes





# Risk-free Learning Environment



# Awareness-Raising



- Meetings with receiving Municipalities
- Community Consultations
- Evaluation Seminars





# Addressing Integration Challenges

- Cultural Profiles
- Needs Assessments
- Training Reports
- Country Conditions
- History of Persecution





# Refugee Orientation Includes

- Adult and Children's classes
- Psychosocial Training
- Training of Trainers
- Literacy and Language Training





# Adult and Children's Classes



# Children learn and explore



- Socialization
- Respect
- Values
- Understanding
- Sharing



# Adults are Empowered

- Meaningful activities
- Relevant
- Practical and functional simulations
- Variety of learning methods

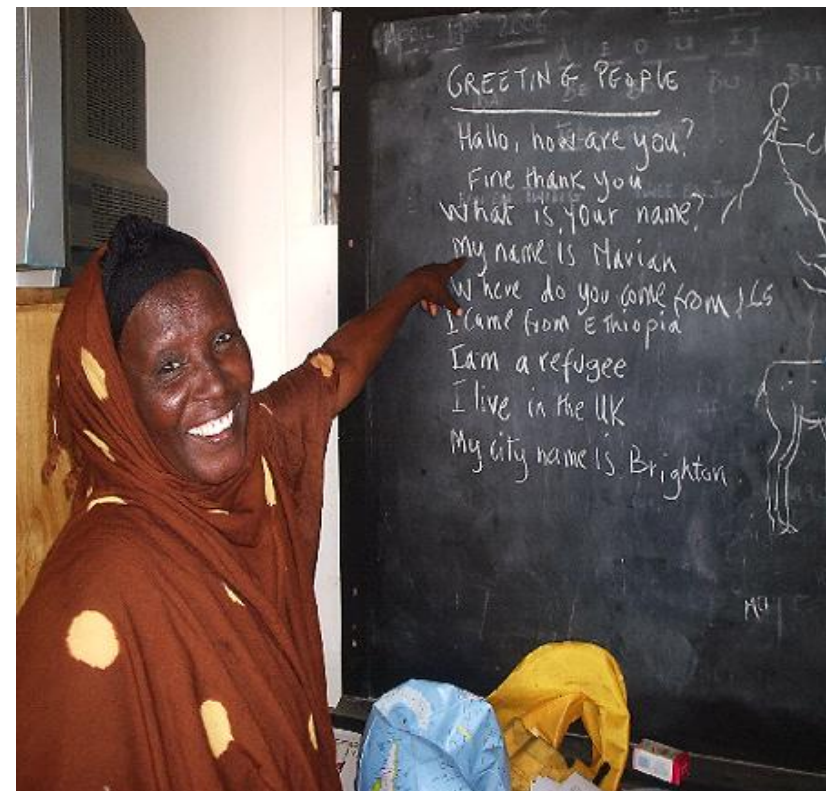


# Psychosocial Component





# Literacy and Language Training





# Training Methodology

- Participatory
- Meaningful
- Known to unknown
- Spiral information
- Draws on existing strengths
- Skills recognition
- Values clarification





# Supplementary Activities



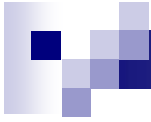
- Refugee Discussion Groups
- Cultural Exchange Programs
- Settlement Adviser Visits
- Resettled Refugees as Guest Speakers
- Post-Selection Briefings
- Video Conferencing with Settlement Services
- Youth Ambassador Program
- Mentoring Programs
- Letter Exchanges



# Conclusion

*Successful integration is a process that begins in the country of origin, or asylum, and continues on in the country of reception.*

*Through increasing both the refugees' knowledge as well as the receiving community, integration prospects improve and society benefits in the long term.*



*We don't see things as they are,  
we see them as we are.*

*Anaïs Nin*





**Thank you!**  
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