The Nordic Model

Linking pre-and post-arrival Orientation

Pindie Stephen
Sr. Migrant Training Officer
Labour & Facilitated Migration
Geneva -- July 19, 2010
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

- Speak:
  - Refugees’ language
  - Norwegian
  - English

- Have lived/ live in Norway

- Have teaching background

- Have cross-cultural understanding

- Experience of working with refugees

- Have worked in Norway
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

[Image of person writing on paper]

[Image of woman holding up a blackboard with handwritten text]

GREETING & PEOPLE

Hello, how are you?
Fine, thank you.
What is your name?
My name is Marian.

Where do you come from?
I came from Ethiopia.

I am a refugee.
I live in the UK.

My city name is Brighton.
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!
PSTEPHEN@iom.int