



MIGRANT YOUTH FRIENDLY CITIES

GUIDELINES

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DEVELOPING YOUTH PARTICIPATION AT LOCAL LEVEL

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MIGRANT YOUTH FRIENDLY CITIES

GUIDELINES

INTRODUCTION

The Guidelines "Migrant Youth Friendly Cities" is the third intellectual output (IO3) from the "Migrant Youth Friendly Cities" project. It is a complementary document to the Assessment Tool "Migrant Youth Friendly City" (IO2), and contains policy guidelines for municipalities on how to rank higher and be friendlier to all young migrants.

The Assessment Tool "Migrant Youth Friendly Cities" (IO2), which should be used before looking into the Guidelines on how to rank higher, provides a comprehensive scale of reference for municipalities to better understand their integration policies, methods, and strategies. It enables municipalities and/or organisations to analyse how these policies can be adapted, improved, or maintained to facilitate the integration of young migrants, young refugees, and youth with a migrant background. The Assessment Tool focuses on various critical indicators encompassing legal, socio-economic, and socio-cultural aspects.

The Assessment Tool "Migrant Youth Friendly City" is comprised of 53 indicators which cover the following policy areas:

1. ACCESS TO HEALTH (10 INDICATORS)	2. CIVIC PARTICIPATION (10 INDICATORS)	3. ACCESS TO THE LABOUR MARKET (10 INDICATORS)
4. ADMINISTRATION AND SUPPORT (7 INDICATORS)	5. ACCESS TO EDUCATION (10 INDICATORS)	6. ACCESS TO HOUSING (6 INDICATORS)

Each policy area has a maximum of 10 different indicators that serve as a benchmark for municipalities and/or organisations to understand how their current policies should be adapted, improved or sustained to support the integration of migrant youth.

Recognising that municipalities may face resource limitations, the Assessment Tool acknowledges that they may be unable to accomplish everything without allocated funding. Therefore, the Assessment Tool, and more so its complementary Guidelines, promote a collaborative and inclusive approach to policy formulation, implementation and evaluation. Both intellectual outputs acknowledge that the integration process is a two-way street, meaning that migrant youth must be given the opportunity not only to integrate but also to participate in the policymaking process actively.

Having in mind different local and regional contexts, as well as different political challenges both migrant youth, municipalities, and/or organisations are facing, this Assessment Tool and the Guidelines cannot provide the municipalities with a one-size-fits-all solution for becoming more or less migrant youth-friendly. Instead, they should be used as a guiding resource for improving local policies, ultimately enhancing conditions for society as a whole.



HOW TO USE THE ASSESSMENT TOOL AND GUIDELINES?

THE ASSESSMENT TOOL IS DESIGNED TO GUIDE MUNICIPALITIES AND/OR ORGANISATIONS THROUGH A STRUCTURED EVALUATION PROCESS. **HERE IS A SUMMARIZED LIST OF THE STEPS DESCRIBED MORE IN DETAIL IN THE ASSESSMENT TOOL:**

STEP 1.

IDENTIFY AREAS OF INTEREST



STEP 2.

ASSESS YOUR PERFORMANCE IN EACH POLICY AREA



STEP 3.

CALCULATE YOUR OVERALL SCORE



STEP 4.

INTERPRETE YOUR FINAL SCORE



AFTER USING THE ASSESSMENT TOOL AND INTERPRETING YOUR FINAL SCORE (STEP 4), IT'S TIME TO LOOK AT AND UTILISE THE GUIDELINES "MIGRANT YOUTH FRIENDLY CITIES".

STEP 5.

UTILIZE THE GUIDELINES

If you encounter difficulties understanding the indicators while evaluating a specific policy area, the "Migrant Youth Friendly City" Guidelines provide comprehensive explanations in the part HOW TO "RANK HIGHER"? – POLICY GUIDELINES.

Within these Guidelines, all 53 indicators are individually analysed as follows:

1. Aim of the Indicator: This section provides a detailed explanation of what the indicator addresses explicitly. Often, the focus of these indicators is to assess whether the municipality and/or organisation are actively promoting and supporting access to certain services and rights. It does not assess whether they are responsible for granting access, as this responsibility typically lies with the government rather than local authorities.

2. How to Improve Your Ranking: This section outlines the actions that municipalities should take to enhance their scores for each indicator. It defines a set of steps for each transition, although the execution order is not fixed. You have the flexibility to implement these steps based on your specific context and needs. These steps align with the entire policy cycle, encompassing the following stages: 1) agenda setting (identifying the problem), 2) policy formulation, 3) implementation, 4) evaluation, 5) follow-up, and potential policy adjustments. This approach allows for adaptability based on your specific context and needs.



HOW TO “RANK HIGHER”? — POLICY GUIDELINES

1. ACCESS TO HEALTH
2. CIVIC PARTICIPATION
3. ACCESS TO THE LABOUR MARKET
4. ADMINISTRATION AND SUPPORT
5. ACCESS TO EDUCATION
6. ACCESS TO HOUSING

1. ACCESS TO HEALTH



1. ACCESS TO HEALTH

Indicator 1: Culturally Competent Healthcare Services for Migrant Youth

Aim of this indicator: This indicator aims to assess whether migrant youth have access to culturally competent healthcare services that consider their unique cultural backgrounds, beliefs, and practices.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Research the cultural backgrounds and beliefs of migrant youth to understand better how these factors affect their access to healthcare. The recommended method is anonymous surveys.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Create and publish brochures for healthcare professionals that explain the cultural backgrounds of migrants residing in your municipality.

Step 2: Organise introductory training sessions for healthcare professionals regarding the cultural backgrounds of migrants residing in your municipality.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Establish frequent, in-depth training programs on cultural competence for healthcare professionals.

Step 2: Foster active collaboration with community organisations, advocacy groups, and cultural centres to enhance the cultural competence of healthcare professionals.

Step 3: Actively advocate for policies at higher levels of government that support investments in the cultural competence of healthcare professionals working with migrant youth.

Indicator 2: Language Support for Effective Communication

Aim of this indicator: This indicator aims to assess whether migrant youth with limited proficiency in the local language have access to professional interpreters or multilingual healthcare staff to ensure effective communication during healthcare services.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify the languages spoken by migrant youth residing in your municipality.

Step 2: Assess the level of language proficiency and communication challenges they might face. This can be done through anonymised surveys or in collaboration with civil society organisations that work directly with migrant youth and can report on the difficulties they are facing.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Translate essential healthcare materials, such as brochures and consent forms, into languages migrant youth speak.

Step 2: Develop partnerships with local or international organisations that can provide on-demand support to doctors and migrant youth when they seek medical assistance.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Recruit and hire multilingual healthcare staff who can effectively communicate with migrant youth in their native languages.

Step 2: Establish contracts with professional interpreter services to ensure their availability at healthcare facilities.

Indicator 3: Outreach Programs for Healthcare Information

Aim of this indicator: This indicator aims to assess the existence of outreach programs designed to inform migrant youth and their families about available healthcare services, eligibility criteria, and their rights.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Conduct a thorough assessment to identify the specific healthcare needs of migrant youth and their families. This can be done through anonymised surveys or focus groups.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Collaborate with community organisations, migrant advocacy groups, and cultural associations to establish partnerships and gain insights into the target population.

Step 2: Create and distribute multilingual brochures, pamphlets, posters, and flyers. Ensure these materials provide clear and accessible information about healthcare services, eligibility criteria, and rights.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Develop and maintain a dedicated section on the municipality's website or social media platforms that contains comprehensive information about healthcare services.

Step 2: Host informative workshops and sessions within migrant communities at accessible locations. Cover topics such as available healthcare services, eligibility criteria, and individuals' rights regarding healthcare.

1. ACCESS TO HEALTH

Indicator 4: Access to Preventive Healthcare Services

Aim of this indicator: This indicator aims to assess whether migrant youth, regardless of their status, have access to age-appropriate preventive healthcare services, including vaccinations, screenings, and regular check-ups.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Assess the healthcare needs of migrant youth and determine the challenges they face in accessing preventive healthcare services. This can be done through anonymised surveys or in collaboration with civil society organisations that work directly with migrant youth and can report on the difficulties they are facing.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Identify and address barriers that hinder migrant youth from accessing healthcare services, such as language barriers, transportation issues, or lack of insurance. Develop an action plan on how to overcome these barriers.

Step 2: Implement programs to address barriers preventing migrant youth from accessing healthcare services, including initiatives like mobile clinics, school-based health services, and community health fairs.

Step 3: Organise vaccination clinics or campaigns to ensure that migrant youth are up-to-date with their immunisations, providing full access to vaccinations for common preventable diseases.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Establish regular check-ups and screening programs in accessible locations within migrant communities, consistently providing age-appropriate preventive healthcare services. Provide age-appropriate preventive healthcare services consistently.

Step 2: Collaborate with community organisations, advocacy groups, and healthcare providers to leverage their expertise and resources in delivering healthcare services to migrant youth.

Step 3: Develop and implement policies explicitly stating the municipality's commitment to providing preventive healthcare services to all migrant youth, regardless of their status.

Indicator 5: Access to Tailored Mental Health Services

Aim of this indicator: This indicator aims to assess whether migrant youth have access to mental health services specifically tailored to their needs, including culturally sensitive counselling, therapy, and support groups.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Conduct a comprehensive needs assessment to understand the specific mental health needs and challenges faced by migrant youth in the municipality. This can be done through anonymised surveys or in collaboration with civil society organisations that work directly with migrant youth and can report on the difficulties they are facing.

Step 2: Identify existing mental health services and providers within the municipality.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Determine the capacity and willingness of existing facilities that provide mental health services to offer culturally sensitive services to migrant youth.

Step 2: Establish support groups that bring together migrant youth facing similar challenges. These groups can provide peer support and a safe space for sharing experiences.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Develop and implement policies that explicitly state the municipality's commitment to providing mental health services tailored to migrant youth.

Step 2: Provide training to mental health professionals and support staff to enhance their cultural competence. Offer training on understanding the unique needs and challenges faced by migrant youth.

Step 3: Develop protocols for crisis intervention and mental health support in emergencies, ensuring that these protocols are culturally sensitive.

Step 4: Expand existing mental health services or develop new ones specifically tailored to the needs of migrant youth.

Indicator 6: Priority Access to Mental Health Services for Youth of Refugee Background

Aim of this indicator: This indicator aims to assess whether youth of refugee background, among migrant youth, are given priority access to mental health services specifically tailored to their needs and trauma sensitivity.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify and conduct a specific assessment of the mental health needs and trauma experiences of migrant youth from refugee backgrounds within the municipality.

Step 2: Initiate basic outreach programs within refugee communities to raise awareness about available mental health services.

1. ACCESS TO HEALTH

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Enhance the training provided to mental health professionals and support staff to improve their cultural competence and sensitivity to trauma.

Step 2: Develop more comprehensive protocols and guidelines for prioritising refugee youth in accessing mental health services.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Ensure that mental health services are available in multiple languages spoken by refugee youth, providing interpreters or multilingual staff when necessary.

Step 2: Develop and refine crisis intervention plans to address better the mental health needs of refugee youth in emergencies.

Step 3: Implement trauma-informed care practices more comprehensively within mental health services.

Indicator 7: Access to Reproductive Health Services

Aim of this indicator: This indicator aims to assess whether migrant youth, regardless of their status, have access to reproductive health services that ensure confidentiality. These services include access to contraceptive methods, STD testing and treatment, pregnancy counselling, and access to safe abortion services.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Acknowledge the need for reproductive health services.

Step 2: Conduct a preliminary assessment to identify the reproductive health needs of migrant youth in the municipality.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Begin offering basic reproductive health services such as access to contraceptives and STD testing, even if complete confidentiality is not assured.

Step 2: Launch basic awareness campaigns within migrant communities to inform youth about the availability of reproductive health services, with a focus on confidentiality.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Develop policies that acknowledge the importance of providing reproductive health services for migrant youth.

Step 2: Conduct comprehensive awareness campaigns within migrant communities, ensuring that all youth are informed about the available reproductive health services and the importance of confidentiality.

Step 3: Develop and implement confidentiality protocols to ensure that reproductive health services respect the privacy of migrant youth.

Indicator 8: Protocols Addressing Gender-Based Violence

Aim of this indicator: This indicator aims to assess whether healthcare providers implement protocols and services to address gender-based violence, including sexual assault, domestic violence, and intimate partner violence.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Acknowledge the presence of gender-based violence issues within the municipality.

Step 2: Recognise the importance of healthcare providers addressing these issues.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Initiate basic awareness and training programs for healthcare providers to sensitise them to gender-based violence issues. Encourage them to identify and respond to cases sensitively.

Step 2: Develop and implement fundamental policies that encourage healthcare providers to address gender-based violence. This includes recognising the significance of survivor support and services.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Establish comprehensive protocols and services within healthcare settings to address gender-based violence. Ensure that healthcare providers are well-equipped to respond effectively.

Step 2: Provide healthcare providers with access to resources, such as counselling services and referrals for survivors of gender-based violence, ensuring comprehensive survivor support.

Step 3: Ensure healthcare providers have access to resources like counselling services and referrals for survivors of gender-based violence, ensuring comprehensive survivor support.

Indicator 9: Substance Abuse Prevention Programs

Aim of this indicator: This indicator aims to assess whether healthcare providers implement substance abuse prevention programs, including education, counselling, and access to substance abuse treatment services.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Conduct a comprehensive assessment of substance abuse needs within the municipality, including the identification of high-risk populations and prevalent substances of abuse.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Provide training to healthcare providers to equip them with the knowledge and skills needed to identify substance abuse issues, offer education, and counselling, and make referrals for treatment.

Step 2: Develop and implement standardised screening and assessment protocols for healthcare providers to identify individuals with substance abuse issues.

1. ACCESS TO HEALTH

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Ensure that healthcare providers can refer individuals with substance abuse problems to appropriate treatment services, including inpatient and outpatient options (if available in your municipality).

Step 2: Establish partnerships with community organisations and substance abuse treatment centres to enhance access to treatment services.

Step 3: Tailor substance abuse prevention programs to target high-risk populations, such as adolescents, individuals with co-occurring disorders, or those with a history of substance abuse.

Indicator 10: Monitoring Health Disparities

Aim of this indicator: This indicator aims to assess whether the municipality monitors potential health disparities among migrant youth compared to the general population, providing insights into the effectiveness of healthcare services in addressing the specific health needs of migrant youth.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Recognise the importance of monitoring health disparities among migrant youth.

Step 2: Acknowledge the possibility of disparities, even at a basic level.

Step 3: Collect basic demographic and health-related data for migrant youth within the municipality, even if the process is sporadic and not comprehensive.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop and implement basic policies mandating data collection related to migrant youth health, even if the process is not yet comprehensive.

Step 2: Begin formalising the monitoring efforts.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Establish mechanisms for comprehensive data analysis, including the comparison of health outcomes of migrant youth with the general population.

Step 2: Engage migrant youth and their communities in the monitoring and analysis process, ensuring their voices are heard and their specific health needs are addressed.

Data collection must adhere to GDPR.

2. CIVIC PARTICIPATION



2. CIVIC PARTICIPATION

Indicator 1: Migrant Youth Advisory Committees

Aim of this indicator: This indicator aims to assess whether the municipality has established Migrant Youth Advisory Committees that provide input, suggestions, and insights on issues affecting their community. This promotes youth participation and ensures their voices are heard in decision-making processes.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Recognise the importance of involving migrant youth in decision-making processes.

Step 2: Acknowledge that the voices of migrant youth are essential but may not yet be actively heard.

Step 3: Initiate basic efforts to engage with migrant youth and seek their input, suggestions, and insights on community issues.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Form Migrant Youth Advisory Committees to provide a platform for youth participation in decision-making.

Step 2: Develop basic policies and guidelines for committee operation.

Step 3: Enhance engagement efforts to include regular meetings and interactions with migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Conduct comprehensive outreach efforts to ensure that a broad spectrum of migrant youth is aware of and can participate in the committees.

Step 2: Empower Migrant Youth Advisory Committees to have a significant role in decision-making processes.

Step 3: Integrate the input and insights provided by Migrant Youth Advisory Committees into municipal policies and decision-making processes

Indicator 2: Intercultural Events and Workshops

Aim of this indicator: This indicator aims to assess whether the municipality regularly organises intercultural events, workshops, and activities that promote interaction, understanding, and appreciation among local and migrant youth, fostering social cohesion and celebrating diversity.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Recognise the importance of promoting interaction and understanding among local and migrant youth.

Step 2: Initiate basic efforts to plan occasional intercultural events or workshops among youth. Utilise existing resources and community partnerships for support.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Reach out to diverse communities and involve them in occasional events and workshops. Collaborate with local organisations to expand outreach.

Step 2: Develop a regular schedule for intercultural events, workshops, and activities among local and migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Involve local and migrant youth in the planning and organisation of intercultural activities.

Step 2: Allocate funding and resources to support the comprehensive program and ensure its sustainability.

Step 3: Strengthen partnerships with local organisations, schools, and community groups to expand the reach and impact of intercultural activities.

Indicator 3: Safe Spaces for Socialisation

Aim of this indicator: This indicator aims to assess whether the municipality recognises the importance of creating safe spaces where migrant youth can socialise, engage in recreational activities, and build relationships with their peers, fostering a sense of belonging and inclusivity.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Recognise the importance of providing safe spaces for migrant youth to socialise.

Step 2: Identify existing resources by utilising community centres, schools, or public facilities to allocate basic space for socialisation.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Engage with migrant youth and their communities to gather input on the design and use of safe spaces.

Step 2: Collaborate with local organisations to enhance support.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Involve migrant youth in the planning and design of safe spaces, allowing them to have a say in creating an environment that suits their needs.

Step 2: Allocate funding and resources to support the ongoing operation and maintenance of safe spaces.

Step 3: Ensure that safe spaces are inclusive, welcoming, and accessible to all migrant youth, regardless of background or status.

Step 4: Promote the availability of safe spaces through outreach and communication efforts, ensuring that migrant youth are aware of these opportunities.

2. CIVIC PARTICIPATION

Indicator 4: Community Engagement for Migrant Youth

Aim of this indicator: This indicator aims to assess whether the municipality encourages migrant youth to participate in community programs, volunteer opportunities, and civic engagement initiatives.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify existing community programs, volunteer opportunities, and civic engagement initiatives where migrant youth can potentially participate.

Step 2: Initiate efforts to connect migrant youth with these opportunities.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop basic engagement programs that encourage migrant youth to participate in community activities.

Step 2: Promote these programs to youth and community organisations.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Involve migrant youth in the planning and designing of engagement programs, allowing them to have a say in creating opportunities that interest them.

Step 2: Strengthen partnerships with local community organisations and schools to expand the reach and impact of engagement programs.

Step 3: Allocate funding and resources to support the ongoing operation and promotion of engagement programs.

Indicator 5: Educational Campaigns for Migrant Youth

Aim of this indicator: This indicator aims to assess whether the municipality develops campaigns and workshops to educate migrant youth about their rights, available support services, and resources within the local community.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify basic resources within the municipality that can be used to initiate campaigns and workshops.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop basic campaigns and workshops to educate migrant youth about their rights and available support services.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Involve migrant youth in the planning and designing of educational campaigns, allowing them to have a say in shaping the content.

Step 2: Allocate increased funding and resources to support the ongoing development and promotion of comprehensive educational campaigns and workshops.

Step 3: Strengthen partnerships with local organisations, schools, and support agencies to expand the reach and impact of educational campaigns and workshops.

Indicator 6: Partnerships with Community Organisations

Aim of this indicator: This indicator aims to assess whether the municipality partners with local community organisations, NGOs, and youth-focused initiatives to leverage their expertise, resources, and networks in supporting migrant youth.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify potential partners among local community organisations, NGOs, and youth-focused initiatives.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Share resources and expertise with partner organisations, leading to more collaborative efforts.

Step 2: Develop memorandums of understanding (MOUs) for partnerships.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Integrate resources, including funding, staff expertise, and facilities, with partner organisations to enhance support for migrant youth.

Step 2: Allocate increased funding and resources to support the ongoing development and maintenance of partnerships.

Step 3: Implement a feedback and evaluation system to continually assess the effectiveness of partnerships in supporting migrant youth.

2. CIVIC PARTICIPATION

Indicator 7: Financial Support for Migrant Associations

Aim of this indicator: This indicator aims to assess whether the municipality allocates financial resources to support migrant associations, indicating the level of investment and commitment towards promoting their activities and initiatives.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Allocate a basic budget to support migrant associations, even at a minimal level.

Step 2: Initiate some financial assistance to encourage their activities.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Increase the budget allocated to migrant associations, providing a moderate level of financial support.

Step 2: Expand funding to cover more of their activities and initiatives.

Step 3: Create clear criteria and guidelines for how migrant associations can access funding.

Step 4: Ensure that the allocation process is transparent and fair.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Engage with migrant associations and the broader community to gather input on funding priorities and needs.

Step 2: Establish multiple funding streams and grant opportunities to further support migrant associations.

Step 3: Develop strategies for the long-term sustainability of financial support to migrant associations.

Step 4: Implement an evaluation and monitoring system to assess the impact of financial support on migrant associations.

Indicator 8: Capacity-Building for Migrant Associations

Aim of this indicator: This indicator aims to assess whether migrant associations have access to capacity-building initiatives, providing them with the necessary skills and knowledge to serve their communities and address specific challenges.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify existing resources within the municipality that can be used to initiate capacity-building initiatives for migrant associations.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Allocate a basic budget and resources to initiate capacity-building initiatives for migrant associations.

Step 2: Collaborate with local experts and organisations to provide moderate-level training and capacity-building opportunities, ensuring that the training covers a range of relevant topics.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Offer diverse training formats, including workshops, seminars, online courses, and mentoring opportunities, to provide comprehensive capacity-building.

Step 2: Allocate increased funding and resources to support the ongoing development and delivery of capacity-building initiatives.

Step 3: Strengthen partnerships with local organisations, universities, and experts to expand the reach and impact of capacity-building programs.

Indicator 9: Support for Community Events and Initiatives

Aim of this indicator: This indicator aims to assess whether migrant associations are provided with logistical and financial support for community events, cultural celebrations, and other initiatives.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify resources within the municipality that can be allocated to provide limited logistical and financial support to migrant associations.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop policies and guidelines for providing moderate-level support to migrant associations.

Step 2: Expand the range of events and initiatives eligible for support.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Allocate increased funding and resources to support the ongoing development and implementation of support programs for migrant associations.

Step 2: Offer diverse support options, including funding, event coordination, marketing assistance, and venue access, to provide comprehensive support.

Step 3: Collaborate with local businesses, cultural organisations, and sponsors to expand the availability of resources and support for migrant associations.

2. CIVIC PARTICIPATION

Indicator 10: Assessment of Support

Aim of this indicator: This indicator aims to assess whether mechanisms are in place to evaluate the impact and effectiveness of support provided to migrant associations, ensuring continuous improvement and responsiveness to evolving needs.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Conduct a basic initial assessment of support provided to migrant associations to gather foundational data.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Conduct regular evaluations of support provided to migrant associations, focusing on key areas of impact and effectiveness.

Step 2: Use evaluation findings to make improvements.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Maintain transparency by regularly reporting assessment findings and improvement efforts to the public, migrant associations, and relevant stakeholders.

Step 2: Commit to a culture of continuous improvement, using assessment data to adapt and enhance support to meet evolving needs.

Step 3: Invest in the capacity-building of municipal staff responsible for assessment and improvement efforts.

3. ACCESS TO THE LABOUR MARKET



3. ACCESS TO THE LABOUR MARKET

Indicator 1: Equal Employment Opportunities for Migrant Youth

Aim of this indicator: This indicator aims to assess whether the municipality promotes and supports employment opportunities for migrant youth, free from discrimination based on their nationality, ethnicity, or migration status.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Recognise the importance of promoting equal employment opportunities for migrant youth and addressing discrimination.

Step 2: Initiate a basic awareness campaign.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Establish a comprehensive policy framework that actively promotes equal employment opportunities for migrant youth.

Step 2: Develop guidelines for employers to ensure non-discrimination.

Step 3: Engage with employers to encourage hiring practices prioritising equal opportunities.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Launch comprehensive public awareness campaigns to educate both employers and the public about the importance of equal opportunities for migrant youth.

Step 2: Encourage companies to actively recruit a diverse workforce, including migrant youth, through comprehensive outreach and hiring initiatives.

Step 3: Implement comprehensive data collection and monitoring systems to track employment trends and discrimination incidents.

Indicator 2: Specialised Language Courses for Migrant Workforce

Aim of this indicator: This indicator aims to assess whether the municipality promotes and supports the organisation of specialised language courses tailored to sectors such as retail, hospitality, beauty care, civil construction, and other industries with a substantial migrant workforce. These initiatives are aimed at promoting greater accessibility and facilitating seamless integration within the labour market.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Initiate basic discussions with relevant sectors and organisations about the potential for specialised language courses.

Step 2: Explore potential partnerships and identify priority sectors.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop a policy framework that encourages the organisation of specialised language courses for selected sectors.

Step 2: Implement pilot programs.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Launch comprehensive public awareness campaigns to inform both employers and migrant workers about the availability and benefits of specialised language courses.

Step 2: Ensure full accessibility by offering language courses tailored to the specific needs of each sector.

Indicator 3: Recognition of Qualifications for Migrant Youth

Aim of this indicator: This indicator aims to assess whether the municipality provides support to migrant youth in the process of recognising their qualifications, skills, and experiences acquired in their home countries. This facilitates their integration into the labour market.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide essential information to migrant youth about the process of recognising their qualifications and skills.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop comprehensive guidance materials and resources that substantially support migrant youth in the qualification recognition process.

Step 2: Establish effective coordination with local agencies and institutions responsible for credential recognition.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Launch extensive public awareness campaigns to educate both employers and migrant youth about the benefits of qualification recognition.

Step 2: Actively collaborate with employers and industries to promote the recognition of migrant youth qualifications.

Step 3: Provide training and skill enhancement programs to assist migrant youth in meeting local standards and requirements.

3. ACCESS TO THE LABOUR MARKET

Indicator 4: Access to Employment Services for Migrant Youth

Aim of this indicator: This indicator aims to assess whether the municipality supports migrants in accessing employment services that specifically target and assist migrant youth in their job search process.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide essential information to migrant youth about available employment services and resources.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Actively inform migrant youth about available employment services and promote their utilisation (e.g., through a dedicated webpage).

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Launch comprehensive public awareness campaigns to educate both employers and migrant youth about the availability and benefits of tailored employment services.

Step 2: Collaborate with employers to create job opportunities specifically for migrant youth, promoting their inclusion in the labour market.

Step 3: Provide comprehensive training and skill enhancement programs to prepare migrant youth for success in the job market.

Indicator 5: Support and Guidance for Migrant Youth Seeking Employment

Aim of this indicator: This indicator aims to assess whether the municipality promotes and supports programs that offer migrant youth guidance on resume writing, job search strategies, interview skills, and professional development opportunities.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Initiate contact with stakeholders who can provide services such as resume writing workshops, job search strategies, and interview skills workshops.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop partnerships and collaborations with stakeholders who offer these services.

Step 2: Conduct outreach efforts to inform migrant youth about the availability of job search support.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Provide comprehensive training and skill enhancement programs to prepare migrant youth for the job market and help them secure employment.

Step 2: Establish robust monitoring mechanisms to assess the effectiveness of support services.

Indicator 6: Promotion of Educational Pathways for Young Migrants

Aim of this indicator: This indicator aims to assess whether the municipality engages with employment services and educational institutions to promote educational pathways that align with the needs of the local job market.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide basic information about available educational pathways and opportunities for young migrants.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Continue providing basic information about available educational pathways and opportunities for young migrants.

Step 2: Promote the utilisation of scholarships, grants, and educational programs among young migrants.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Launch comprehensive public awareness campaigns to inform both young migrants and the community about the available benefits of educational pathways and scholarships.

Step 2: Encourage and actively support young migrants in pursuing further education and skill development.

Step 3: Allocate increased funding and resources to support educational pathways and scholarships aimed at benefiting migrant youth.

Indicator 7: Access to Legal Aid for Migrant Youth

Aim of this indicator: This indicator aims to assess whether migrant youth have access to free legal aid and support during legal proceedings related to workplace or recruitment discrimination.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide basic information to migrant youth about their rights in cases of workplace discrimination.

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2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop basic legal assistance initiatives for migrant youth facing workplace discrimination.

Step 2: Promote the availability of legal aid services.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Conduct comprehensive awareness campaigns to educate both migrant youth and employers about anti-discrimination laws and the availability of legal support.

Step 2: Establish mechanisms for monitoring workplace discrimination cases and advocating for the rights of migrant youth.

Step 3: Ensure that legal experts are well-versed in migrant rights.

Indicator 8: Business Development Support for Migrant Youth

Aim of this indicator: This indicator aims to assess whether the municipality engages with employment services and civil society organisations to facilitate the provision of business development support services tailored to migrant youth. These services include mentorship programs, business planning assistance, access to financing options, and networking opportunities.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide basic information about available business development support services for migrant youth.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Engage in outreach efforts to inform migrant youth about available business development support services.

Step 2: Promote the use of mentorship, business planning assistance, and financing options among migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Launch comprehensive public awareness campaigns to inform both migrant youth and the community about the benefits of business development support services.

Step 2: Allocate resources and funding to support mentorship programs, business planning assistance, access to financing options, and networking opportunities for migrant youth.

Step 3: Build the capacity of employment services and civil society organisations to effectively provide business development support to migrant youth. This includes training mentors, business advisors, and facilitators.

Indicator 9: Access to Business Incubators for Migrant Youth Entrepreneurs

Aim of this indicator: This indicator aims to assess whether municipalities facilitate access to business incubators or co-working spaces that provide migrant youth entrepreneurs with affordable and supportive environments to launch and grow their businesses.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide basic information about the existence of business incubators or co-working spaces for migrant youth entrepreneurs.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Engage in moderate-level outreach efforts to inform migrant youth entrepreneurs about available business incubators or co-working spaces.

Step 2: Promote the utilisation of these spaces among migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Offer comprehensive capacity-building programs and resources to migrant youth entrepreneurs within these spaces.

Step 2: Ensure that access to these spaces remains highly affordable or subsidized for migrant youth entrepreneurs.

Step 3: Foster integration and collaboration between migrant youth entrepreneurs and the broader business community.

3. ACCESS TO THE LABOUR MARKET

Indicator 10: Establishment of Networks for Migrant Youth Entrepreneurs

Aim of this indicator: This indicator aims to assess whether the municipality promotes the establishment of networks comprising institutions and civil society organisations that bring together migrant youth entrepreneurs, enabling peer support, knowledge exchange, and collective advocacy for their interests.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide basic information to migrant youth about their rights in cases of workplace discrimination.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Engage in moderate-level outreach efforts to inform migrant youth entrepreneurs about the network's existence.

Step 2: Encourage participation and collective advocacy efforts.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Foster integration and collaboration between migrant youth entrepreneurs and the broader business community.

Step 2: Offer comprehensive capacity-building programs and resources to migrant youth entrepreneurs within the network.

Step 3: Allocate resources and funding to ensure the network's sustainability and effectiveness.

4. ADMINISTRATION AND SUPPORT



4. ADMINISTRATION AND SUPPORT

Indicator 1: Accessible Certified Language Courses

Aim of this indicator: This indicator aims to assess whether the municipality provides accessible certified language courses to the migrant population, free of charge, enabling them to attain nationality, permanent residence, and/or long-term resident status.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Gather basic information about language course providers and their potential accessibility.

Step 2: Identify the need for accessible language courses.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Pilot language courses that are either fully or partially financed by the municipality.

Step 2: Encourage participation and raise awareness of language proficiency requirements for legal status.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Allocate resources and funding to ensure the sustainability and effectiveness of language programs.

Step 2: Ensure that language courses are highly accessible in terms of locations, schedules, and language options.

Step 3: Provide comprehensive legal guidance to migrants regarding language proficiency requirements for attaining nationality, permanent residence, or long-term resident status.

Indicator 2: Dedicated Staff Members Offering Support to Migrant Youth

Aim of this indicator: This indicator aims to assess whether municipalities offer personalised support to migrant youth through dedicated staff members who are knowledgeable about immigration laws and regulations, as well as the specific challenges migrants face.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide basic training to a few staff members about immigration laws and common migrant challenges. Assign these staff members to provide fundamental support to migrants.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Assign dedicated staff members with moderate knowledge about immigration laws and migrant challenges. Develop policies to ensure that these staff members prioritise personalised support for migrants.

Step 2: Engage in moderate-level outreach efforts to inform migrants about the availability of dedicated staff for support. Encourage migrants to seek assistance.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Allocate resources and funding to support the training and expertise of dedicated staff members.

Step 2: Offer support in multiple languages to cater to the diverse needs of the migrant population. Ensure accessibility for migrants who may have language barriers.

Indicator 3: Individualised Consultations in Collaboration with Civil Society Organisations

Aim of this indicator: This indicator aims to assess whether the municipality engages with civil society organisations to provide individualised consultations, assisting migrants in understanding their legal status, eligibility for services, and available pathways for integration. These consultations offer guidance on how to navigate bureaucratic processes, complete necessary paperwork, and access relevant support systems.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Initiate basic engagement with a few civil society organisations to provide limited individualised consultations for migrants.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Broaden engagement with various civil society organisations to provide more diverse support.

Step 2: Establish policies to encourage the provision of individualised consultations.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Actively engage with a wide range of civil society organisations to provide highly individualised consultations for migrants.

Step 2: Collaborate with civil society organisations to provide comprehensive legal assistance to migrants, including guidance on immigration processes, rights, and obligations.

Step 3: Allocate resources and funding to support the training and expertise of civil society organisations engaged in providing individualised consultations.

4. ADMINISTRATION AND SUPPORT

Indicator 4: Collaboration with Legal Aid Organisations

Aim of this indicator: This indicator aims to assess whether the municipality collaborates closely with legal aid organisations and NGOs specialising in migrant rights to provide comprehensive legal support. These partnerships ensure migrants receive accurate legal advice, assistance in preparing documents, and representation when necessary.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Initiate collaboration with a few legal aid organisations or NGOs to provide limited legal support for migrants.

Step 2: Focus on providing basic legal advice.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Engage in moderate-level outreach efforts to inform migrants about the availability of legal support services from legal aid organisations and NGOs.

Step 2: Encourage migrants to seek legal assistance when needed.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Collaborate with legal aid organisations to provide comprehensive legal representation for migrants when necessary.

Step 2: Allocate resources and funding to support the training and expertise of legal aid organisations and NGOs engaged in providing comprehensive legal support.

Indicator 5: Establishment of Multiple Points of Contact

Aim of this indicator: This indicator aims to assess whether the municipality establishes multiple points of contact. Alongside physical information centres, they provide online platforms, helplines, and mobile services that enable migrants to access information and support remotely.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Establish basic physical contact points, such as information centres, in strategic locations accessible to migrants.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Broaden the network of physical points of contact, including information centres, to cover a wider geographical area. Ensure that migrants have access to basic services and information through these centres.

Step 2: Develop a basic online presence, such as a website or informational portal, where migrants can access information remotely. Provide contact details for inquiries and support.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Implement a helpline that migrants can call for assistance and information.

Step 2: Offer mobile services, such as mobile information units or vans, to reach migrants in various locations.

Step 3: Create user-friendly online platforms and apps that provide comprehensive information, resources, and interactive support.

Step 4: Ensure that information and support provided through physical and digital channels are available in multiple languages to cater to the diverse needs of migrants.

Indicator 6: Public Outreach and Awareness Campaigns Promoting the Importance of National Identity Documents and Permanent Residence

Aim of this indicator: This indicator aims to assess whether the municipality organises public outreach and awareness campaigns targeted at migrant youth and their families, promoting knowledge about the importance of national identity documents, permanent residence, their rights, and available support services.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Initiate a basic information campaign that provides essential information about national identity documents, permanent residence, and migrant rights.

Step 2: Disseminate this information through municipal websites or local community centres.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Expand the campaign to include targeted outreach efforts, such as workshops, seminars, and community events specifically designed for migrant youth and their families.

Step 2: Collaborate with local migrant associations or community organisations to reach a wider audience.

Step 3: Develop campaign materials in multiple languages to cater to the diverse linguistic backgrounds of migrants.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Develop a comprehensive public outreach and awareness campaign with clear messaging on the importance of national identity documents, permanent residence, rights, and available support services. Utilise various media channels, including social media, radio, television, and print media.

Step 2: Engage migrant youth and their families directly in the campaign by involving them in planning and executing awareness activities.

Step 3: Provide accessible and user-friendly resources, such as online guides, brochures, and videos, that migrants can easily access and reference. Ensure that these resources are available both online and offline.

Step 4: Implement mechanisms for assessing the impact of the campaign, collecting feedback from migrants, and making necessary adjustments to improve its effectiveness.

4. ADMINISTRATION AND SUPPORT

Indicator 7: Feedback and Evaluation Mechanisms

Aim of this indicator: This indicator aims to assess whether the municipality has feedback and evaluation mechanisms in place to assess the effectiveness of efforts aimed at making access to permanent residence, national identity, and family reunification more migrant youth-friendly.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Begin by establishing basic feedback mechanisms, such as suggestion boxes or online forms, where migrant youth can provide input.

Step 2: Initiate basic evaluations to identify challenges and areas for improvement.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Expand feedback mechanisms to include diverse channels such as surveys, focus groups, and in-person consultations with migrant youth.

Step 2: Implement regular assessments to gain a deeper understanding of the issues faced by migrant youth.

Step 3: Integrate the feedback received into decision-making processes and policy discussions.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Develop a comprehensive feedback system that is accessible and user-friendly for migrant youth.

Step 2: Implement a culture of continuous improvement, where feedback is actively used to make changes and enhancements.

Step 3: Ensure transparency in the feedback and evaluation process by regularly sharing findings, actions taken, and improvements made with migrant youth.



5. ACCESS TO EDUCATION



5. ACCESS TO EDUCATION

Indicator 1: Access to Primary Education

Aim of this indicator: This indicator aims to assess whether migrant youth have access to primary education, regardless of their immigration status.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Begin reaching out to migrant communities and inform them about the availability of primary education.

Step 2: Initiate basic awareness campaigns to emphasize the importance of education for migrant youth.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop dedicated programs or initiatives within the municipality that provide primary education opportunities for migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Ensure comprehensive access to primary education for all migrant youth, regardless of their immigration status.

Step 2: Develop policies that explicitly state the right to education for all migrant youth within the municipality.

Step 3: Allocate sufficient resources, including funding and educational materials, to support the educational needs of migrant youth.

Indicator 2: Access to Certified Language Courses

Aim of this indicator: This indicator aims to assess whether the municipality offers access to certified language courses for migrant youth, regardless of their immigration status, free of charge.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Start by initiating basic language programs for migrant youth. These programs may have limited availability or resources but represent the beginning of language support.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Begin offering periodic courses for migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Offer certified language courses free of charge to all migrant youth, regardless of their status.

Step 2: Develop comprehensive language programs that cater to the diverse linguistic needs of migrant youth.

Step 3: Actively promote these language programs within migrant communities.

Step 4: Ensure that language courses are accessible through various formats, including in-person classes, online courses, and mobile apps.

Indicator 3: Guidance to Overcome Bureaucratic Barriers in Accessing Educational Institutions

Aim of this indicator: This indicator aims to assess whether the municipality offers guidance to migrant youth, helping them overcome bureaucratic barriers in accessing educational institutions and actively participate in the formal education system.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Initiate basic guidance initiatives for migrant youth within the municipality, providing information on available educational pathways.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop informational materials and conduct workshops to guide migrant youth through bureaucratic requirements when enrolling in educational institutions.

Step 2: Establish partnerships with local educational institutions to facilitate the enrollment process for migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Train dedicated staff to provide one-on-one support, helping migrant youth navigate bureaucratic barriers effectively.

Step 2: Offer multilingual support services to cater to the diverse linguistic backgrounds of migrant youth.

Step 3: Advocate for policy changes at both local and national levels to streamline enrollment processes for migrant youth.

Indicator 4: Guidance in Validating Prior Learning Qualifications

Aim of this indicator: This indicator aims to assess whether the municipality offers guidance to migrant youth, helping them overcome bureaucratic barriers in validating prior learning qualifications, which facilitates their integration into the educational system.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Provide basic informational resources to migrant youth regarding the validation process (e.g., brochures).

5. ACCESS TO EDUCATION

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Develop and distribute comprehensive informational materials in multiple languages to assist migrant youth in understanding the qualification validation process.

Step 2: Establish a dedicated webpage or information centre tailored to the needs of migrant youth seeking assistance.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Create dedicated programs and services specifically designed to guide migrant youth through the process of validating prior learning qualifications.

Step 2: Organise trained staff to provide one-on-one support and assistance to youth during the qualification validation process.

Step 3: Advocate for policy changes at both the local and national levels to simplify and streamline the qualification validation process for migrant youth.

Step 4: Ensure that all informational resources and support services are accessible to migrant youth, including those with language barriers or limited literacy.

Indicator 5: Cultural Competence Among Educators

Aim of this indicator: This indicator aims to assess whether the municipality invests in developing cultural competence among educators to help them understand and address the specific needs and challenges of migrant youth, thereby promoting positive learning experiences.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Initiate basic training sessions or workshops for educators focused on cultural competence.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Implement regular training programs for all educators to enhance their cultural competence.

Step 2: Encourage educators to apply their knowledge of cultural competence in the classroom to support migrant youth better.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Implement comprehensive and ongoing training programs for all educators, covering various aspects of cultural competence, including language support, understanding cultural backgrounds, and addressing related challenges.

Step 2: Continuously improve and adapt training programs based on feedback and outcomes to ensure their effectiveness.

Step 3: Involve the local community and migrant youth in cultural competence programs to foster understanding and collaboration.

Step 4: Create opportunities for educators to interact with migrant families, gaining insights into their needs and building stronger relationships.

Indicator 6: Supportive and Inclusive School Environment

Aim of this indicator: This indicator aims to assess whether the municipality promotes the creation of a supportive and inclusive school environment that fosters a sense of belonging and well-being for migrant youth.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify gaps and challenges in supporting the well-being of migrant youth in schools.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Implement basic training for educators focused on cultural competency and understanding the needs of migrant youth.

Step 2: Develop awareness campaigns to educate educators, students, and parents about the importance of inclusivity.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Develop comprehensive policies and guidelines that address the specific needs of migrant youth within school environments.

Step 2: Ensure educators are well-versed in cultural competency, language support, and trauma-informed practices.

Step 3: Implement programs that celebrate diversity and encourage cultural exchange within schools.

Step 4: Establish support teams within schools to provide personalised assistance to migrant youth.

Indicator 7: Peer Mentorship Programs

Aim of this indicator: This indicator aims to assess whether the municipality promotes the establishment of peer mentorship programs in which local students volunteer to support and guide migrant youth in their academic and social integration.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Assess the current status. Conduct a needs assessment to understand the potential benefits of peer mentorship programs for migrant youth.

Step 2: Engage with schools, students, parents, and community organisations to develop interest and support.

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2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Pilot programs: Initiate pilot peer mentorship programs in a few schools or communities.

Step 2: Provide training to potential peer mentors and establish mentorship guidelines.

Step 3: Expand pilot programs to include more schools or communities.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Scale up peer mentorship programs to cover all schools and communities within the municipality.

Step 2: Recognise and reward outstanding peer mentors and participants.

Step 3: Ensure equal access to peer mentorship programs for all migrant youth.

Step 4: Continuously improve and innovate mentorship programs based on feedback and evaluation.

Indicator 8: Parental Involvement

Aim of this indicator: This indicator aims to assess whether the municipality, in collaboration with educational institutions and NGOs, promotes parental involvement by hosting workshops, events, or meetings that specifically address the needs and concerns of migrant parents. This involvement can foster stronger connections between parents, schools, and the wider community.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Host occasional workshops or events for migrant parents.

Step 2: Share basic information about school activities with migrant parents through traditional channels.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Regularly host workshops, meetings, or events specifically addressing the needs of migrant parents.

Step 2: Translate important school documents and communications into relevant languages.

Step 3: Assign staff members to act as liaisons between schools and migrant parents.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Implement a comprehensive approach to promoting parental involvement among migrant parents.

Step 2: Provide interpretation and translation services during parent-teacher meetings and school events.

Step 3: Develop initiatives to foster connections between migrant parents, schools, and the wider community.

Step 4: Offer training and resources to migrant parents to help them support their children's education.

Indicator 9: Cultural Exchange Programs

Aim of this indicator: This indicator aims to assess whether the municipality promotes and facilitates cultural exchange programs between schools, where migrant youth can share their cultures and traditions with their peers. This can involve organising joint activities, field trips, or collaborative projects that promote interaction and understanding.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Raise awareness among schools about the benefits of cultural exchange programs.

Step 2: Offer basic guidelines to schools on organising occasional cultural exchange activities.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Allocate resources and funding to support regular cultural exchange activities between schools.

Step 2: Collaborate with local community organisations to enhance program diversity.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Develop various activities, such as joint projects, cultural festivals, language exchange programs, and field trips.

Step 2: Ensure active participation of both migrant youth and local students, promoting inclusivity and understanding.

5. ACCESS TO EDUCATION

Indicator 10: Collaboration with Community Organisations

Aim of this indicator: This indicator aims to assess whether the municipality collaborates with community organisations and/or civil society organisations that specialise in supporting migrant youth to provide additional resources, mentorship programs, or after-school activities.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Identify a few community organisations or civil society organisations that work with migrant youth.

Step 2: Initiate informal conversations with these organisations to explore potential collaboration.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Establish formal partnerships through memorandums of understanding (MOUs) or partnership agreements with selected community organisations or civil society organisations.

Step 2: Allocate some resources to support joint initiatives, such as mentorship programs, workshops, or after-school activities for migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Develop a comprehensive strategy that outlines the municipality's commitment to providing migrant youth with access to a variety of resources, mentorship programs, and after-school activities through these organisations.

Step 2: Establish a dedicated department or office within the municipality responsible for coordinating and nurturing these partnerships.

Step 3: Allocate substantial resources, including funding, staff, and facilities, to support these collaborative efforts effectively.



6. ACCESS TO HOUSING



6. ACCESS TO HOUSING

Indicator 1: Affordable Housing Options

Aim of this indicator: This indicator aims to assess whether the municipality promotes and strives to establish available and affordable housing options specifically designed to accommodate the needs of migrant youth, taking into consideration their financial constraints and unique circumstances.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Conduct a preliminary assessment of the housing needs of migrant youth.

Step 2: Collaborate with local housing authorities or NGOs to identify potential housing options.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Explore partnerships with landlords or property developers to offer affordable housing units.

Step 2: Develop a comprehensive plan for addressing the housing needs of migrant youth.

Step 3: Implement pilot programs or initiatives to test the feasibility of affordable housing solutions.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Establish a dedicated department or team within the municipality to oversee initiatives related to housing for migrant youth.

Step 2: Allocate funding and resources to establish affordable housing units.

Step 3: Collaborate with relevant stakeholders, including housing authorities, NGOs, and developers, to create a network of affordable housing options.

Step 4: Implement affordable housing projects tailored to the unique circumstances of migrant youth, considering factors such as family size and cultural preferences.

Indicator 2: Housing Allowance

Aim of this indicator: This indicator aims to assess whether the municipality offers a housing allowance to low-income migrant youth to help them afford housing.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Conduct a needs assessment to identify low-income migrant youth who require housing support.

Step 2: Initiate discussions with relevant stakeholders, including community organisations, to explore the feasibility of implementing a housing allowance program.

Step 3: Research best practices from other municipalities or regions that have successfully implemented similar programs.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Allocate financial resources and staff to establish and administer the housing allowance program.

Step 2: Define clear eligibility criteria and streamline the application process for potential recipients.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Offer counselling services to assist program recipients in finding suitable housing options and managing their finances effectively.

Step 2: Ensure the program is easily accessible to all eligible low-income migrant youth, including those with limited language proficiency.

Step 3: Continuously assess the program's impact and effectiveness, making necessary improvements as needed.

Indicator 3: Tenancy Rights Consultations

Aim of this indicator: This indicator aims to assess whether the municipality provides consultations on tenancy rights and offers legal support or guidance in cases of disputes or discriminatory practices related to housing.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Offer basic consultations on tenancy rights, even if the availability and accessibility of this service are limited.

Step 2: When faced with disputes or discrimination, refer individuals to external legal aid organisations or resources for support.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Employ or collaborate with legal professionals who can offer guidance and support in cases of housing disputes or discrimination.

Step 2: Conduct awareness campaigns to inform migrant youth and residents about their tenancy rights and the availability of legal support.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Maintain a dedicated legal team within housing services to handle disputes, provide legal guidance, and represent individuals when needed.

Step 2: Ensure that legal professionals are culturally competent and trained to address the specific needs and challenges of migrant youth.

Step 3: Actively reach out to migrant youth to ensure they are aware of their rights and the legal support available.

6. ACCESS TO HOUSING

Indicator 4: Landlord Incentives

Aim of this indicator: This indicator aims to assess whether the municipality encourages landlords to rent their apartments to migrant youth.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Run basic awareness campaigns to encourage landlords to consider renting to migrant youth.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Establish incentive programs, such as tax incentives or reduced fees, for landlords who rent their apartments to migrant youth.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Create a dedicated support team that assists landlords in renting to migrant youth, handling paperwork, and addressing any concerns.

Step 2: Offer landlords who participate in this program community recognition or awards for their contributions to housing migrant youth.

Step 3: Monitor the success of this incentive program and make continuous improvements based on feedback and results.

Indicator 5: Collaboration for Housing Solutions

Aim of this indicator: This indicator aims to assess whether the municipality facilitates collaboration between local authorities, housing providers, community organisations, and NGOs to address the specific housing needs of migrant youth and develop comprehensive solutions.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Occasionally communicates with some local authorities, housing providers, community organisations, and NGOs about migrant youth housing issues but lacks a comprehensive approach.

Step 2: Hold sporadic meetings with a few community organisations to discuss housing challenges migrant youth face, but no concrete solutions are developed.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Actively collaborate with local authorities and housing providers to identify and address housing needs specific to migrant youth.

Step 2: Organise regular meetings and discussions that involve multiple community organisations to take steps towards developing comprehensive solutions for migrant youth housing.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Establish a dedicated task force or committee to focus on migrant youth housing issues, with regular meetings and actions to implement effective solutions.

Step 2: Take a leading role in facilitating collaboration between local authorities, housing providers, community organisations, and NGOs to address the specific housing needs of migrant youth comprehensively.

Indicator 6: Feedback Mechanisms

Aim of this indicator: This indicator aims to assess whether the municipality gathers feedback from migrant youth residents regarding their housing experiences, satisfaction levels, or suggestions for improvement.

How to rank higher?

1) From "No Action" to "Limited Progress"

Step 1: Occasionally conducts surveys or collects feedback from migrant youth residents about their housing experiences, but this is not done regularly.

Step 2: Provide some basic channels, such as suggestion boxes or online forms, for migrant youth residents to provide feedback, but the process is not well-publicized or widely used.

2) From "Limited Progress" to "Progress with Room for Improvement"

Step 1: Establish accessible and well-publicized feedback channels, including online platforms and community meetings, for migrant youth residents to provide input and suggestions regarding housing.

3) From "Progress with Room for Improvement" to "Full Support"

Step 1: Establish a comprehensive feedback system that includes regular surveys, dedicated outreach efforts, and community meetings specifically designed to gather input from migrant youth residents about their housing experiences.

Step 2: Ensure that feedback collected from migrant youth residents is actively used to improve housing policies and services.

Step 3: Maintain transparency about the feedback process and how collected input is being utilised to enhance housing experiences for migrant youth residents.

DON'T FORGET TO ENGAGE WITH DIFFERENT STAKEHOLDERS



When embarking on the journey to develop and implement migrant youth-friendly policies, it is paramount to adopt a collaborative and inclusive approach that leverages the collective expertise of various stakeholders. The process of elevating a municipality's ranking on the Assessment Tool depends on the active engagement of these diverse contributors.

Primarily, the involvement of representatives from local authorities is indispensable. They possess the authority to set priorities and align integration efforts with the overarching goals of the municipality. Opening up the policymaking process to these key stakeholders and partnering with civil society organisations enriches the understanding of the challenges migrant youth face. Civil society organisations bring valuable on-the-ground expertise to the discussion, shedding light on the practical aspects of integration policies.

Nevertheless, the most pivotal aspect of stakeholder involvement is the empowerment of migrant youth themselves. Migrant youth should be at the forefront of the policy-making process since their experiences and perspectives are at the heart of potential success. To achieve this, municipalities should facilitate the organisation of focus groups, surveys, and interviews designed specifically for migrant youth. These avenues provide them with the direct means to express their needs, articulate their concerns, and share their aspirations. Their insights serve as a compass, guiding the identification of areas where policies and services may fall short and offering invaluable input for continuous improvement.

It is essential to emphasize that every step outlined in the Guidelines is intricately linked to the active engagement of all the mentioned stakeholders. Encouraging intersectoral collaboration among these stakeholders is key to ensuring a comprehensive approach to integration. By nurturing dialogue and cooperation among various sectors, municipalities can pinpoint synergies and address gaps in their policies and strategies effectively. This collaborative synergy among stakeholders, including local authorities, civil society organisations, and migrant youth, creates a foundation for holistic and impactful migrant youth-friendly policies that reflect the diverse and evolving needs of the community.



MIGRANT YOUTH FRIENDLY CITIES

GUIDELINES



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