

# Career guidance and counseling and migration challenges: The case of refugees in Switzerland

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# Migrations in Switzerland

## Some statistics

- 25.6% (2 244 200) foreign population in Switzerland (OFS, 2022)
- 1.5% (130 997) asylum population in Switzerland (refugees and asylum seekers) (SEM, 2022)

## National integration measures

- The Pre-Apprenticeship for Integration (PAI)  
*Training program to prepare integrating dual vocational education and training (VET)*
- Swiss Integration Agenda (AIS)  
*Global case management for refugees*

# The actual role of CGC

## CGC within PAI and AIS

- Screening (PAI)
- Identifying and supporting career plans
- Abilities assessment
- Potential assessment (identification of skills)

*“working for the system”*

## CGC within regional measures

- Vocational guidance within educational system (13-20 years old)
- Semi-public integration programs for adults

*New practices – little coordination – no guidelines*

# Refugees' career development issues

## Perceived barriers and resources

- Barriers: integration process, negative emotions, maternity
- Resources: personal, integration achievements, relationships, host country's characteristic

## Career choices and plans

- Three types of career plans: vocation-seekers, altruists, work-lovers

## Persisting, compromising, and giving up

- Ideal and desired selves in tension...
- Interweaving career and life projects

# Outlooks for a stronger role of CGC

## CGC skills for supporting refugees' integration

- Using and adapting validated tools
- Providing holistic interventions
- Dealing with traumas

## Our position

- Focus on counselee's needs
- Advocacy: acting with and on behalf
- Towards situated multicultural guidelines

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