

## Culturally sensitive care ambassador: Valorization of talents+

### Problem statement

We live in a diverse society, where the potential of people with a migrant background is a much overlooked feature. Nevertheless, the use of that potential, for example in the healthcare sector, can help to provide better healthcare for elderly people. We have identified that the classical systems within the area of education and employment impede the access for people with this potential, although the need for professionals who can operate in a super-diverse context is high. Because of these restrictive systems it is almost unrealistic for several persons to obtain a certificate, this while people are actually mandatory to obtain a certificate because the healthcare sector is pre-eminently diploma-oriented.

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### Project aims

EVA and her project partners, VUB-Belgian Ageing Studies and Kenniscentrum Welzijn Wonen Zorg, aim to make the potential of these informal caregivers with migrant roots visible and valorized in order to improve their transfer to training and job opportunities within the professional care. The aim of this transnational project will be realized in the following ways:

- 1) Exploring and evaluating alternative learning paths (including workplace learning), existing RPL (Recognition of Prior Learning) systems regarding informal care, and outreach based approaches within the healthcare sector abroad,
- 2) Based on the acquired expertise from abroad, we develop a context-adapted and accessible trajectory that strengthen and valorize the competences and talents of these persons by:
  - a) Developing an accessible RPL-system in the healthcare sector in order to have easier access to additional learning trajectories as professional care worker
  - b) Developing outreach based approaches, and the related job opportunities, for healthcare services in order to have easier access to labor market

### Trajectory model

The model aims to make the potential of these people visible and employable according to three paths: individual coaching, training in group, and workplace learning.

The latter, i.e. workplace learning, is differentiated in order to achieve an improved access regarding additional education (profile A) and employment (profile B):

- *Profile A: Recognition of prior learning regarding additional learning trajectories as professional care worker*

The workplace learning of this profile focuses on providing care within a homecare context. In this way, the informal care worker gets a better picture of his competences in a professional perspective through their learning opportunities within the homecare situation as workplace.

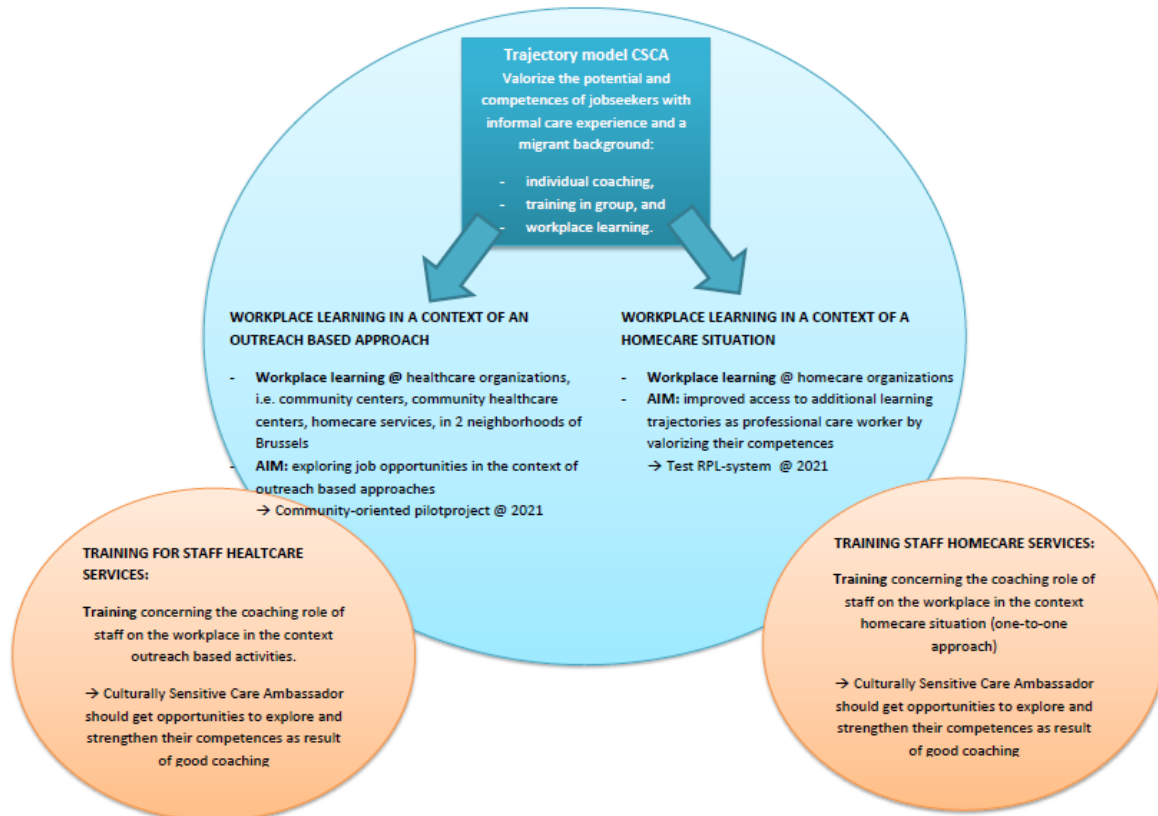
- *Profile B: Recognition of Prior Learning regarding outreach based employment*

Job seekers with migrant roots and with informal care experiences can play an important role as mediator between elderly with care needs and the healthcare services. Healthcare facilities recognize the importance of outreach approaches, however these functions are not yet integrated within their daily practices. EVA wants to respond to these needs by exploring the opportunities of these outreach based approaches within the context of healthcare organizations. Participants, in association with healthcare organization such as community centers, community healthcare centers, homecare services, etc. will broaden their network in the context of a community-oriented care through a outreach based approach.



In order to make the potential of jobseeker with informal care experience visible in the workplace, the care provision staff will be strengthened in their coaching role on the workplace. The supervision of workplace learning in a home situation and for the development of outreach activities is supported by a specific training regarding workplace learning.

EVA will partly rely on a trajectory model (developed in 2017 with the support of ESF: [call 316 - project number 6044](#)) which was accessible and appealing for jobseekers with a migrant background and informal care experience. More information through [this link](#)<sup>1</sup>.



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<sup>1</sup> <https://www.youtube.com/watch?v=7kjjx0x65wE&t=2s>

