



## Participatory research and transfer of knowledge: Project on Preapprenticeship to support integration (PAI)

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### The PAI programme

One-year Pre-Vocational Program to prepare for qualifying VET.

- For refugees and temporally admitted persons + late migrants from the EU, EFTA and third countries.
- 800 to 1000 participants per year in 18 cantons mostly in logistics, health/social/housekeeping, construction and retail trades.

#### Why did it start?

- To prepare their integration into VET, while using their potential.
- To guarantee the next generation of skilled workers in sectors suffering from a skills shortage.

#### Why does it work?

- “Win-win” situation: PAI participants engage in VET and/or labour market and employers secure skilled workforce.
- High commitment of different actors to developing, conceiving, and implementing the PAI; joint responsibility as a “public-private partnership”.
- Occupation-specific development of skills, the transfer of learning between work and school, and the targeted support for learners.



### The research project

**Interdisciplinary psycho-social and workplace learning approach.**

"What are the **different practices of guidance in companies** for refugee apprentices, and how can they **foster the development of agency**?"

#### How ?

Qualitative interviews with 40 in-company trainers, practice analysis groups with 5-8 persons in charge of training, interviews with 20 former PAI apprentices and with 12 cantonal experts in the PAI program.

#### What for?

- Provide an overview of guidance in companies for refugee apprentices; contextual factors; obstacles and difficulties; success factors for the development of agency and the integration of refugees into VET and labour market.
- Generate knowledge about guidance in companies and the development of the potential of refugee apprentices.
- Elaborate recommendations and further training opportunities for in-company trainers and professionals supporting refugees.

### How do we get actors involved?

#### Practice Analysis Groups (PAG)

- Action-research method aiming to **circulate professional experience to generate shared knowledge among professionals**.
- Participants propose and **choose a situation or a story** to discuss within the group of practitioners and with a trained research team member.

#### What are this method's strengths?

- Generate shared knowledge and new ideas for action for participants.
- Identify the challenges and knowledge mobilized to meet them.
- Provide a basis for **continuing education** for in-company trainers working with refugees.
- Deepen knowledge of different guidance practices.

#### Practical Guidance Group

- Exchanges with the support group - the target audience for the transfer of our research findings into practice.
- Help in clarifying the needs, but also the appropriate content and methods of transfer.
- Participation of refugees leading reflection or action to improve access to and quality of training for refugees, as well as people working in the field.

### What have we found so far?

#### Preliminary results in guidance practices

- Matching with the team, also with a view to acceptance as a refugee.
- Ensure the PAI apprentice's participation in company's social activities.
- Creation of work pairs, or even mentoring with other apprentices.
- Raise refugee apprentices' awareness of labour standards and values in Switzerland.
- Support language learning at work.
- Ask for regular explanations of the tasks by the apprentice.
- Regular time and support for learning and work journals.
- Establishment of regular briefings on learning at work.
- Perform simple tasks for safety reasons in technical and manual trades.
- Awareness of the refugee's life.

#### Structural and personal aspects of guidance of PAI apprentices in

