

COMBINING TRAINING OPPORTUNITIES

*The longer title of the **SUNRISE DP** is **Integração de Imigrantes de Leste na Indústria do Calçado** and this indicates one of the project's objectives which was to integrate recently arrived migrant workers from eastern Europe into the shoe production sector. However, the DP also aimed to facilitate the social integration of these people into Feira, a traditional industrial area in the northwest of Portugal.*

The partners in this DP were the municipality of Feira, the Technological Centre of the Shoe Industry (CTC), a firm supplying technological aids for the shoe industry and other social and civil partners. SUNRISE offered two types of training courses in Portuguese and citizenship issues to workers that settled in the area. Both of these courses were built on an audit of the training needs of the immigrants, both in terms of language and technical proficiency. This audit involved the active cooperation of entrepreneurs, experienced Portuguese workers and migrants.

The first type of training took place within individual firms. It offered 80 hours of training in the Portuguese language with an emphasis on technical terms and expressions, together with 120 hours of training in a working context that responded to the linguistic and behavioural needs identified by the firm. The training involved a strong practical component and a certificate was awarded to the successful students.

The second type of training was carried out in joint courses involving migrants who worked in different enterprises. This time there were 72 hours of training in Portuguese and eight hours on citizenship issues. This training was flexible and tuned to the trainees' existing knowledge of the Portuguese language. Preference was given to active methodologies and the teaching materials were adjusted to needs of the trainees.

Apart from these two courses, the DP also offered a 250 hour course for the unemployed, who received this vocational and language training in a working context. The participants were subsidised and the enterprise that was involved in the training process established a protocol with the CTC that committed it to employ some of the participants at the end of the course.

One very important aspect of this project was that it was conceived by the entrepreneurs themselves and not by public authorities or NGOs. Thus, local employers quickly recognised the added value of this training in terms of creating a more efficient workforce and increased their enterprises' participation in similar training activities. As a result, new training courses, using the same methodology and the direct support of the DP, were launched in other regions.

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