

## LEGAL MIGRATION AND MOBILITY

# Pilot Project Addressing Labour Shortages through Innovative Labour Migration Models (PALIM)

✔ Project completed

## About the Project

This MPF project intended to experiment and test the Global Skills Partnership (GSP) model between Morocco and Belgium, and thereby facilitate the cooperation between the two countries in the management of regular migration.

By developing the professional skills of young graduates in Morocco in response to labour market needs in the ICT sector in both Belgium and Morocco, PALIM aimed to provide job opportunities to young Moroccans, both for those interested in gaining qualified work experience in their country and in Belgium, in a partnership that would offer mutually beneficial outcomes for both countries.



### Partners

This project was implemented by Enabel, the Belgian development agency, in cooperation with public and private actors in Morocco and Belgium.



### Countries

Belgium and Morocco



### Time frame

March 2019 - April 2021 (26 months)



### Budget

EUR 1,279,357.91 (94.99% from AMIF)



Left: selection committee (VDAB, ANAPEC, APEBI and MindTech team) which conducted interviews with applicants for the PALIM project in October 2019 in Morocco. Top right: IT training sessions in Morocco. Bottom right: EU Commissioner for Home Affairs, Mrs Ylva Johansson, visiting PALIM project in Rabat, Morocco in December 2020.

## Activities



### Inception phase

In order to adequately respond to the market needs, the project started with a mapping of all relevant stakeholders in Belgium (potential companies and organisations dealing with youth and employment) and Morocco as well as an assessment of labour needs in the ICT sector and definition of the skills' profile.



### Technical training programme

A 7-month training programme was organised for 120 young Moroccan talents (selected out of 9,677 applications) who came from 35 different cities across Morocco. The training covered technical (ICT), language and soft skills (teamwork, professional communication, assessing client's needs, time management, labour rights in Morocco).



### Pre-departure and Mobility

In preparation for the mobility phase, different research deliverables were successfully completed and disseminated, e.g. procedures and documentation on 'Employing a non-EU national in the Flemish region', 'Working as a non-EU national in the Flemish region' and on 'welcome policies' of companies and relocation services for migrant workers.

The Moroccan talents also followed pre-departure info-sessions on work and life in Belgium, so that they would be well informed when applying for international mobility.

The international mobility phase was nevertheless disrupted by the COVID-19 pandemic and related travel restrictions.

In order to mitigate the challenges and continue supporting the communication between the talents and the companies, the project set up two matching platforms for Belgian and Moroccan employers, which allowed talents to present themselves to companies (via picture, introduction, detailed CV, video-CV, LinkedIn link).

These matching platforms were consulted by hundreds of companies. 43 talents were selected for Belgian companies and 116 for Moroccan ones; and dozens of recruitment processes were launched in the two countries. Unfortunately, international mobility did not materialise during the implementation period of this MPF-funded project, but is planned to take place under the EU-funded THAMM project.



## Institutional capacity-building activities

The project facilitated an exchange of good practices in international job placement between ANAPEC, VDAB and Actiris - the public employment services in Morocco, Flanders and Brussels Regions (Belgium) respectively – resulting in a strong institutional capacity building. The multi-actor partnerships between the two countries have allowed for the evolution of the approaches and methods of cooperation in the area of labour migration and skills development.



## For more information about the project

- ▶ [Video presentation - French version](#)
- ▶ [Video presentation - French version with English subtitles](#)
- ▶ [Learn more about the project participants' testimonies](#)

Implemented by



## The Migration Partnership Facility



This project was awarded and contracted in the framework of the Migration Partnership Facility (MPF), an EU-funded initiative implemented by ICMPD in support of the external dimension of the EU migration policy. Through its grants, the MPF allows the execution of projects aimed to strengthen dialogue and cooperation on migration and mobility between Member States and partner countries outside the EU.

Funded by the European Union



Contracted by ICMPD

