

## ANNEX 3

# UNHCR's roles in facilitating **qualifications-/skills-based pathways**

- 1 Collect skills-related data of the refugee population**

This data may include education levels, work experience and languages spoken collected through verification exercises, participatory assessments, community forums and individual protection or counselling sessions. Innovative self-service tools (including Kobo tools, [UNHCR Digital Gateway](#), WhatsApp surveys, etc.) are key to this process providing live updates of information about skills and education.
- 2 Provide technical advice to programme architects**

Such advice may include candidates' needs around reception, accommodation and post-arrival support including social, academic and psychosocial considerations. UNHCR can support partners to develop monitoring methodologies that improve programme effectiveness and produce lessons learned.
- 3 Provide information to refugees**

Utilize existing communication structures (including online platforms and refugee/diaspora groups) to disseminate information about available and upcoming opportunities, programme requirements, the legal and protection ramifications of leaving the host country (including re-entry bans and effects on family unity and prospects for family reunification), access to solutions and rights in the receiving country, and procedures around exit permissions. Refugees should also receive information that improves their literacy around fraud and exploitation risks in the context of skills-based pathways.
- 4 Identify partner organizations and support their growth**

UNHCR helps identify and build systems of partners, including refugee-led organizations, by lending its expertise on case support, data management, integrity and accountability, and coordination, among other areas.
- 5 Advocate with the authorities of the first countries of asylum**

The authorities of these countries play a key role in facilitating access to complementary pathways. Their engagement is key in discussions around the removal of refugee-specific barriers (e.g. facilitation of exit procedures/visas, lifting of re-entry bans, issuance of travel documents, access to credentials and qualifications confirmation).
- 6 Advocate with the authorities of destination countries**

The engagement of these countries is key in discussions around the removal of refugee-specific barriers such as lifting of "dual intent" provisions that bar access to visas; lifting of documentary expectations including as police certificates from countries of origin or original diplomas; and shifting towards a dependency-based model for family reunification.
- 7 Provide practical and administrative support and ensure integrity of programmes**

This can include confirming registration and facilitating exit procedures and travel documents issuance for successful candidates who are also registered with UNHCR (if required and requested by the receiving country/pathway provider and if it is operationally feasible in the sending country).
- 8 Work with partners such as IOM and development actors to ensure refugee inclusion in programmes designed for migrants**

This includes readmission agreements between destination countries and the countries of origin of large migrant populations that are also host to refugees, or including refugee-sensitive services in the

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safe work systems established in higher-risk destination countries.

### **9 Dispel misinformation about refugees and elevate their profiles as students and/or employees**

Complementary pathways are still a nascent concept in many countries. Therefore, the need for awareness-raising and myth-busting is essential. Often the experiences of individuals arriving through resettlement and asylum procedures tend to be conflated with those arriving through complementary pathways; this often results in assumptions made about the profiles and perceived readiness of refugee candidates for work and study.

### **10 Provide integration technical advice to programme architects**

Such advice may focus on needs around reception, accommodation and post-arrival support including social, academic and psychosocial considerations. UNHCR can support partners to develop monitoring methodologies that improve programme effectiveness and produce lessons learned.