



ECCIPA PROJECT

aims to contribute to implement more responsive services for the integration of Third-country nationals in the cities.

It does so through the co-design and delivery of an innovative and comprehensive VET programme empowering civil servants working in those departments involved in welcome and support services to migrants in **three European territories: County of Offenbach (Germany), City of Ravenna (Italy), City of Cartagena (Spain).**

The innovative training

programme is supported by a partnership between experienced organizations that contribute to the integration of migrants and by local authorities that are really interested in improving the handling of migrants and qualifying their employees, jointly designed and implemented.

The need for training in the public sector is clear, particularly in the area of migration, where heterogeneous competencies and skills are required to handle diverse challenges. Many projects focus on the needs of migrants, while little has been done to organize the Management and improve civil servants'

competences for dealing with people with completely different cultures and backgrounds. ECCIPA tries to fill this gap conclude by proposing a capacity building model that will be tested in three pilot areas but which may be replicable in any European city.

Findings from the training programme lead to the definition and **implementation of Local Strategies for the Integration of Third-Country Nationals.** The "ECCIPA Manifesto" will be a practical guide drafted by project partners for European cities to **upgrade the competences of their staff** in order to advocate respect for diversity and ensuring equal opportunities for all.

PARTNERS

Leadpartner:

- Pro Arbeit Kreis Offenbach AöR | Germany

Partners:

- Consorzio Comunità Brianza | Italy
- Agencia de desarrollo local y Empleo de Cartagena | Spain
- ACCEM, NGO | Spain
- City of Ravenna | Italy

ACTORS



Public authorities



CSOs



Migrants

TARGET



Employees in public administration

WHEN

From December 2020 to May 2023 (30 months)

GOALS

- Positive attitudes towards diversity and a pluralistic city identity
- Improving intercultural competences
- Close cooperation of stakeholders who are politically active
- Support regarding the management of migration in a legal approach

ACTIVITIES

- Needs analysis
- Exchange about integration strategies
- Training to improve professional competences

PRODUCTS

- 3 Needs assessments
- ECCIPA professional skills development programme Toolkit
- Training programme
- ECCIPA Manifesto
- Multiplication events
- Collection of photos, videos and testimonials that can be further used for dissemination purposes

PROJECT TIMELINE



CURRENT ACTIVITIES

The first seven months of the project are dedicated to a comprehensive analysis and review of needs of civil servants involved in the integration of migrants and refugees at different levels in the project's territories. From March to June 2021, each partner city with the support of technical partners, will engage in an in-depth Qualitative Needs Assessment (Needs Review). This will involve an internal review of their policies, strategies, attitudes, and behaviours in relation to the integration of third-country nationals, with a specific focus on identifying how cities and their staff are organised to welcome and support this specific target group. This will be done by each city via (1.) **desk research**; (2.) **interviews**; and (3.) **focus groups**. Partners are currently carrying out 10 interviews in each territory. The target groups are (1.) **civil servants**; (2.) **third country nationals**; and (3.) **NGOs, migrant associations, other key stakeholders**. The conclusion of the needs assessment phase will

be in the form of **two focus group meeting in each territory**, where cities will present the result of the review to a selected panel of about 20 local stakeholders for further validation of the data collected.

These focus groups will take place by the third week of June 2021.

As a result of the review, each territory will produce its own Needs' Review Report, which will highlight main strengths and weaknesses in the field of integration and pave the way for building a comprehensive training package for city workforce which will be developed in the coming months of the project and which aims to reduce their gaps when dealing with migrants' integration in their cities.

According to the needs emerged in this first phase, selected city staff will be involved as trainees in a capacity building activity which will last 12 months, and it will be one of the main achievements of the **ECCIPA** project.

"IT ALWAYS SEEMS IMPOSSIBLE UNTIL IT'S DONE"

Nelson Mandela

Find out more about ECCIPA

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Members of the ECCIPA Project

