

# Migrants (Adults)

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## Introduction

This section provides resources for "making the case" for careers, referring to both challenges that careers services can tackle and evidence that such services work.

The interest in career support for migrants and refugees has increased over the last decade in Europe, as numbers of people to the continent have increased. Career guidance is often part of a wider range of support measures to help people find work in their new homes, and studies can also bridge into the area of the wider career ecosystem that includes recruitment systems and employers.

Many aspects are covered across different sub-disciplines, such as psychology, law and economics. Prevalent topics in career guidance tend to be inter-cultural sensitivity, strategies to help people who have undergone trauma, and in some cases, the unique challenges of young migrants who travel alone.

# Headlines

The academic literature and many other publications have cited the importance of careers interventions for this client group. Amongst the common drivers are:

- A plethora of research studies have identified career guidance needs of different migrants and refugees, which have some commonality and some uniqueness depending on context, summarised by [Sultana \(2022\)](#).
- Traumatic experiences can lead to migrants seeking less challenging work or overlooking opportunities, which create the need for counselling to account for disrupted life courses ([Khoronzhevych & Eriksson, 2024](#))

A dominant theme in the literature over the past two decades is the requirement for career guidance to adapt to best serve people from different cultures, such that careers advisers adopt practices of intercultural sensitivity e.g. Peavy et al, (2003) and [McMahon et al \(2019\)](#).

Career guidance can add value with this group in several ways:

- Career guidance plays a multifaceted role in addressing social injustices e.g. [Arthur \(2013\)](#). Narrative techniques are particularly valuable for refugees e.g. [Abkhezr \(2017\)](#).
- Meanwhile, skilled migrants can be a source of competitive advantage to organisations ([Zikic, 2014](#))
- Evaluations are not as prevalent in this areas as with other client groups, but a growing list of case studies show how career interventions can help migrants into work, often in conjunction with other forms of support and as part of a multi-agency model. For instance, several case studies are included in [Akkok and Hughes \(2023\)](#).
- Initiatives by both grassroots organisations and councils have made a significant positive contribution to migrant outcomes in the UK e.g. [Frigerio and Nasimi \(2019\)](#), aside the support offered by charities (e.g. [Refugee Council](#)).
- There are also international case studies, of the sort implemented by the [ILO](#), which are making a fundamental difference with some of the most badly affected areas and people.

## Landscapes & contexts

Selected publications, listed below, cover literature reviews and specific studies that help to make the case for careers investment by describing the context in which it operates, and reviewing literature to show the overall impact:

Over the past few years, relating to the increase in migration, researchers have covered the challenges faced by migrants more extensively.

Publications tend to provide one or more of the following types of insight for practitioners, decision-makers or policy makers, denoted in the "Purpose" column below: U = Understanding users, needs and experiences, P = Practices and their evaluation, C = Supporting or informing the investment case for careers, E = Understanding enablers of success in systems, processes and workplaces, T= Developing and criticising theories and frameworks.

NB: We have generally tried to include resources that are free to access, but have included a few important studies that require payment. These are denoted by "(Paid)" next to the URL link in the title column.

Case studies are described in the section below that particular studies where theory has been applied to the design of a service, to generate particular outcomes.

Title	Type	Brief description	Location
Peavy, R. V., & Li, H. Z. (2003). Social and Cultural Context of Intercultural Counselling. Canadian Journal of Counselling, 37(3), 186-96. ( <a href="#">Link</a> )	P	This paper provides a review of the concepts and success factors of inter-cultural counselling. The interactions are seen as collaborations and the outcomes depend on counsellors ability to understand cultural contexts and adjust approach in the moment.	General
Evans, K. M. (2008). Gaining cultural competence in career counseling. NCDA. Cengage Learning. ( <a href="#">Link</a> )	P	A free online ebook provides an extensive coverage of practices in culturally-competence career counselling. (Written by the US NCDA, emphasis may differ from the European studies).	USA General
Antoniou, Alexander-Stamatios G., and Marina Dalla. "Immigration, unemployment and career counseling: a multicultural perspective." Handbook of managerial behavior and occupational	U P T	The chapter provides an overall review of migration and career counselling trends and events in Europe up to the time of writing. The discussion provides an overview of the situation in Greece, the health contexts of migrants, and the fact unemployment represents a risk factor to health. A review of career counselling practices at the time found no	General Greece

health. Edward Elgar Publishing, 2009. ( <a href="#">Link</a> )		framework had been development to consider the unique situations of immigrants, though several offered contributions. The paper provides a framework to (at least part) fill the gap.	
Collins, S., Arthur, N., & Wong- Wylie, G. (2010). Enhancing reflective practice in multicultural counseling through cultural auditing. Journal of Counseling & Development, 88(3), 340-347. ( <a href="#">Link</a> )	P T	The “cultural auditing model” is provided that offers a reflective process for enhancing multicultural counseling. The 13 steps in the model are detailed with probes and questions to guide counselor reflection. A case example illuminates the principles involved.	General
Bimrose, J., & McNair, S. (2011). Career support for migrants: Transformation or adaptation?. Journal of Vocational Behavior, 78(3), 325-333. ( <a href="#">Link</a> )	C T	As career guidance and counselling services in more individualised cultures (aka Western countries) seek to meet the needs of a growing number of clients from more collectivist cultures, the universal relevance of traditional career models - with focus on Western ideals and norms - is likely to need reconsideration. This article explores three core challenges posed by migration for the theory and practice of career guidance and counseling. The paper describes ways that career counselling can positively contribute to the social justice agenda.	Various
Van den Bergh, Riana, and Yvonne Du Plessis. "Highly skilled migrant women: A career development framework." Journal of Management Development 31.2 (2012): 142-158. ( <a href="#">Link</a> )	U P	This paper aims to explore and interpret the pre-migration and post-migration career development and success of highly skilled professional migrant women entering Holland. An integrated career development framework proposed in this study indicates that individual drivers such as identity, social support and life phase play a role in women's premigration and post-migration career success or exits. A framework is proposed to working with this group.	Holland

Arthur, N. (2013). Social justice and career guidance in the age of talent. <i>International Journal for Educational and Vocational Guidance</i> , 14(1), 47–60. ( <a href="#">Link</a> )(Paid)	U T	The author discusses the role of career guidance professionals in being responsive to social justice issues, as well as labour market demands for their clients.	General
Arthur, N., & Nunes, S. (2014). Should I stay or should I go home? Career guidance with international students. In <i>Handbook of career development: International perspectives</i> (pp. 587-606). New York, NY: Springer New York. ( <a href="#">Link</a> )(Paid)	P	This book chapter discusses best practices when career advisers support international students, particularly relating to the decisions to stay in the country of education or return to their host country. The paper provides understanding of international students, and their career related decisions. The culmination of the paper describes the importance of values: “Career practitioners should establish strong relationships with international students through which the cultural meanings of career issues can be explored. Also, clarifying fundamental values can help international students to explore how their values are related to career decisions.”	General
Flores, L. Y., & Bike, D. H. (2014). Multicultural career counseling. In F. T. L. Leong, L. Comas-Díaz, G. C. Nagayama Hall, V. C. McLoyd, & J. E. Trimble (Eds.), <i>APA handbook of multicultural psychology</i> , Vol. 2. Applications and training (pp. 403–417). American Psychological Association. ( <a href="#">Link</a> )	P	This chapter recognizes the efforts of vocational psychology scholars in the field to advance career counseling practice with the culturally diverse. The chapter adopts a broad definition of multiculturalism that acknowledges that culture plays a central role in shaping the everyday experiences that people encounter and defines culture along a variety of dimensions. The chapter includes a general career counseling process that takes culture into account and that can be utilized with clients in wide-ranging situations.	General
Zikic, J. (2014). Skilled migrants' career capital as a source of competitive	U	The paper is not about career guidance, but rather takes and explains the organisational case for supporting migrants. It discusses	General

<p>advantage: implications for strategic HRM. The International Journal of Human Resource Management, 26(10), 1360–1381. (<a href="#">Link</a>)(Paid)</p>		<p>how organisations can make the best use of skilled migrants' career capital as a strategic resource. A framework is provided for organisations to capitalise. Some of the relevance of this paper for careers professionals include when working in collaboration with employers, as well as understanding the perspectives of employers when seeking to support migrant clients in attaining work.</p>	
<p>Abkhezr, P., McMahon, M., &amp; Rossouw, P. (2015). Youth with refugee backgrounds in Australia: Contextual and practical considerations for career counsellors. Australian Journal of Career Development, 24(2), 71–80. (<a href="#">Link</a>).</p>	U P	<p>This article outlines some of the challenges faced by youth with refugee backgrounds in Australia, considers possible relevant approaches for career counselling and proposes suggestions for career counsellors.</p>	Australia
<p>Hoppe, A., &amp; Fujishiro, K. (2015). Anticipated job benefits, career aspiration, and generalized self-efficacy as predictors for migration decision-making. International journal of intercultural relations, 47, 13-27. (<a href="#">Link</a>)</p>	U	<p>This quantitative study of migrants in Germany and Spain aimed to identify person-level factors, rather than economic situations, that influence migration decision-making and actual migration. Self-efficacy predicts the preactional (e.g., gathering information) and actional phases (e.g., making practical arrangements). Finally, for those with low self-efficacy, anticipated job benefits play a stronger role for taking action. Longitudinal data showed that proactivity is predictive of actual migration within twelve months.</p>	Germany Spain
<p>Balin, Elif, et al. "Working with international students in the US and beyond: A summary of survey research by NCDA international student services committee." Journal of International</p>	U P	<p>The article is based on work by the US National Career Development Association, including a review of student surveys. Reflecting on insights about students' knowledge, and the impact of cultural differences, the authors propose best practices.</p>	USA

Students 6.4 (2016): 1053-1061. ( <a href="#">Link</a> )			
Reid, H., & West, L. (2016). Negotiating professional and personal biographies in a liquid world: Creating space for reflexive innovation in career counselling. <i>British Journal of Guidance and Counselling</i> , 44(5), 562–575. ( <a href="#">Link</a> )	P	Reviewing past research in the UK and Europe, the paper explores the constraints to innovative, creative and reflexive careers counselling in the context of populations that are affected by/experience globalisation and migration. There are particular cases of working with asylum seekers where the authors analyse a “clinical style” to counselling, and provides a methodological approach.	Europe
Abkhezr, P., & McMahon, M. (2017). Narrative career counselling for people with refugee backgrounds. <i>International Journal for the Advancement of Counselling</i> , 39(2), 99–111. ( <a href="#">Link</a> )	U C	This article discusses the impact of prolonged transition under difficult circumstances on people with refugee backgrounds, and the potential contribution of narrative career counselling in assisting them.	General
Reeves, R. B. (2017). Inter-cultural mentoring for newcomer immigrants: Mentor perspectives and better practices. <i>International Journal of Evidence Based Coaching and Mentoring</i> , 15(1), 186-207. ( <a href="#">Link</a> )(Paid)	U P	The paper reviews the challenges and practices related to mentoring migrants of different cultures. The findings are derived from field research in small-medium sized cities. Seven concepts are found important to consider: mentees' culture, mentors' cultural self-awareness, building relationality and accessibility, sponsorship, deep learning, racism, and small city truths.	Canada
Carling, J., & Schewel, K. (2018). Revisiting aspiration and ability in international migration. <i>Journal of Ethnic and Migration Studies</i> , 44(6), 945–963. ( <a href="#">Link</a> )	T	The authors discuss the evolution of the aspiration/ability model of migration, and outline frameworks that allow the different parts of the migration process to be studied and understood.	General
Kumar, S. (2018). Families left behind at the source of migration: implications for career guidance practitioners. <i>British Journal of Guidance &amp;</i>	U C	The authors observe that there is more emphasis on issues related to the migration destination rather than those at the source of migration in careers research. The paper discusses career and livelihood planning needs of those	India



Counselling, 47(1), 96–108. ( <a href="#">Link</a> )(Paid)		who are “left behind” using families in the Changar region of the Indian Himalayas as a case study. Attention is drawn to the needs for career guidance and counselling.	
Newman, A., Bimrose, J., Nielsen, I., & Zacher, H. (2018). Vocational behavior of refugees: How do refugees seek employment, overcome work-related challenges, and navigate their careers? Journal of Vocational Behavior, 105, 1–5 ( <a href="#">Link</a> )	U C	In the context of mass migration, the authors outline the background of a special issue on the vocational behavior of refugees and summarize 12 conceptual and empirical articles included in the special issue.	Various
Pinto, Joana Carneiro, and Helena Rebelo Pinto. "What Do we Know about Refugees' Models of Career Development and Their Implications for Career Counseling?." Strategies, Policies, and Directions for Refugee Education (2018): 191-204. ( <a href="#">Link</a> )(Paid)	T P	This chapter pursues a comprehensive review of existing models of career guidance and their supporting research and applies them to the specific needs of refugees. It also provides suggestions for intervention that address this issue in a culturally sensitive manner. In this vein, the authors present an example of the international project Live2Work, aimed at increasing the chances for successful integration of people in situations of professional vulnerability.	General
Sundelin, Åsa. "Cultural sensitivity in times of migration—the (im) possible claim?." Conference of the International Association of Educational and Vocational Guidance (IAEVG), A need for change, Gothenburg, Sweden, 2-4 October, 2018. 2018. ( <a href="#">Link</a> )	P	This paper addresses the complex issues of cultural sensitivity in career guidance and counselling practice given contemporary patterns of migration. A review of past work is provided. Attention is drawn to the importance of self-reflection by the counsellor, though it is acknowledged that realities of situations make it difficult for counsellors to live up to the ideal of providing socially just support.	General
EU (2019), Sustainable inclusion of migrants into	E	This report examines the different policies and initiatives for the inclusion of migrants in European labour markets and societies, with	Europe

society and labour market ( <a href="#">Link</a> )		a focus on integrated approaches to migrants' inclusion and the EU funding available to support it. The report is a result of an April 2019 conference on the sustainable inclusion of migrants into society and the labour market, organised by the European Commission in cooperation with the Social Protection Committee (SPC), the Employment Committee (EMCO) and Member States' authorities.	
Hajro, A., Stahl, G. K., Clegg, C. C., & Lazarova, M. B. (2019). Acculturation, coping, and integration success of international skilled migrants: An integrative review and multilevel framework. <i>Human Resource Management Journal</i> , 29(3), 328-352. ( <a href="#">Link</a> )	U	The paper reviews "limited but growing body of research on international skilled migrants and... to what extent knowledge generated in adjacent research streams can be applied to our understanding of the challenges." The authors create a framework to show the variables and concepts at play that lead to migrant integration.	General
Hughes, D., Akkök, F., Arulmani, G., & Zelloth, H. (2019). Migration: theory, research and practice in guidance and counselling. <i>British Journal of Guidance &amp; Counselling</i> , 47(1), 1–5. ( <a href="#">Link</a> )	U T C	This paper provides an introduction to a series of articles in a special journal edition that focuses on migration in memory of a leading academic in the field, Professor Frans Meijers. Although migration has been researched in multiple fields, the authors point out that it has been under-researched in counselling.	General
Learning and Work Institute (2019), Progressing resettled refugees into employment. ( <a href="#">Link</a> )	P C	The LWI published a guide aimed at guiding organisations who support refugees. The guide covers many facets such as barriers to employment, multi-agency working, intercultural competences and assessment methods, such as skills auditing, to prepare for the job market.	UK
McMahon, M., Watson, M., & Abkhezr, P. (2019). People with refugee backgrounds: Innovating career	P T	The authors argue that the Western method of career counselling is ill-fitting for diverse and migrant peoples. They advocate for the application of systems theory to devise a new	General

research and practice through systems and narrative approaches. In J. G. Maree (Ed.), Handbook of innovative career counselling (pp. 375–389). Springer. ( <a href="#">Link</a> )(Paid)		approach that integrates account of culture and background. “Narrative career counselling has a role to play by eliciting the systemic stories of people with refugee backgrounds to better understand their career development and in facilitating inclusive and sustainable employment.”	
OECD (2019) Unlocking the potential of migrants: a cross country analysis ( <a href="#">Link</a> )	U C E	The report provides a data analysis and discussion on the potential for vocational education and training to support the aims of migrants in OECD countries. The report focuses on the main channels through which migrants succeed in VET. Targeted support is described as important to support successful outcomes, and benefit economies.	Various
Akosah-Twumasi, P., et al. "Preparing them for the road": African migrant parents' perceptions of their role in their children's career decision-making." Education Sciences 10.5 (2020): 138. ( <a href="#">Link</a> )	U	The study explores how African migrant parents' parenting styles influence their children's career decision-making in the host country. A qualitative study which utilised semi-structured interviews was conducted to explore the perceived parenting roles of 26 Sub-Saharan African (SSA) migrant parents (both humanitarian and professional migrants) in their children's career pathways after they migrated to Australia. The study provides context on the backgrounds of sub-Saharan African young people arriving in the West.	sub-Saharan Africa
Baranik, Lisa E., et al. "Examining Best Practices in Fostering Refugees' Careers and Labor Market Integration." Academy of Management Proceedings. Vol. 2020. No. 1. Briarcliff Manor, NY 10510: Academy of Management, 2020. ( <a href="#">Link</a> )(Paid)	P C E	The authors posit that scholars lack in- depth insights into refugees and the roles, responsibilities, and actions of different actors involved in the process of managing refugees' vocational integration. The paper discusses the situation and gaps, and calls to (1) further study refugees' vocational integration and (2) integrate multilevel perspectives to examine the factors that affect refugees' vocational integration management. Incorporating	Various

		insights from six countries, we contribute conceptually and practically to refugees' career development and labor market integration across contexts and governmental systems.	
Bassingthwaite, A. (2020). How to engage in ethical advocacy work in career development, CERIC, Canada ( <a href="#">Link</a> )	P	Advocacy is a long-recognized concept in career development. The authors stress the need for consideration of ethnics and client dignity, raising four types of advocacy that CDPs can engage with (Self, professional, citizenship and public).	Canada
Gruznova, Oksana, and Gunārs Strods. "Career guidance for remigrants." Education Reform: Education Content Research and Implementation Problems 1 (2021): 49-60. ( <a href="#">Link</a> )	U C	The paper provides some insight into the needs of remigrants: Via questionnaires and interviews, the researchers explain reasons for people leaving countries and the creation of support that would encourage returns (n=23). The research explored what people expected from their country, what differences they see in their home country and in their country of origin. The reasons for leaving are mentioned is credit, debt, marriage with foreigner and many other reasons. Career guidance needs for remigrants is proposed.	Various
Linde, J., Lindgren, J., & Sundelin, Å. (2021). High-Stakes counselling: when career counselling may lead to continuing residence or deportation of asylum-seeking youths. British Journal of sociology of Education, 42(5-6), 898-913. ( <a href="#">Link</a> )	U T	In this article the authors analyse what happens to career counselling when it is intertwined with the asylum process, using the case of Sweden. National policies of vetting students is at odds with counsellors, creating ethical dilemmas. The situations are described through in-depth interviews with career counsellors, including the implications for the immigrants who are seeking to move..	Sweden
Magnano, P., Zarbo, R., Zammitti, A., & Sgaramella, T. M. (2021). Approaches and strategies for understanding the career development	U	This project enhances understanding of this process and the elements that impact outcome and meaning of social inclusion and post-migration career development, providing suggestions for career guidance	General

needs of migrants and refugees: The potential of a systems-based narrative approach. International Journal for Educational and Vocational Guidance, 1-21. ( <a href="#">Link</a> )(Paid)			
Vehviläinen, S., & Souto, A. M. (2021). How does career guidance at schools encounter migrant young people? Interactional practices that hinder socially just guidance. International Journal for Educational and Vocational Guidance, 1-18. ( <a href="#">Link</a> )	U C	The paper describes how action research can inform career guidance for migrants that supports social justice. The paper defines guidance for social justice, explaining how this translates to the level of interactional practices with the focus being on school guidance practices.	Various
Fejes, A., Chamberland, M., & Sultana, R. G. (2022). Migration, educational and career guidance and social inclusion. International Journal for Educational and Vocational Guidance, 1-15. ( <a href="#">Link</a> )	U C	This paper is an introduction to a special journal edition examining career guidance in the context of migration. The subsequent journal articles address questions such as “What role does educational and career guidance play in supporting migrants and refugees on their path towards social inclusion? What are the challenges that need to be faced when it comes to providing educational and vocational guidance services for migrants and refugees? The paper provides a good overview of contemporary themes and questions.	Various
Kekki, M., Linde, J. Career counsellors’ professional agency when working with migrants. Int J Educ Vocat Guidance (2022). ( <a href="#">Link</a> )	P E	This article analyses the professional agency of counsellors working with migrants. Interviews conducted with career counsellors in Finland and Sweden that the authors propose creates a need for counsellors to adopt a role that differs from traditional counselling in support of their clients.	Finland Sweden
Salgado, L. (2022). Leveraging	U	Assisted voluntary return and reintegration (AVRR) programmes	Europe

Predeparture Counselling to Support Returning Migrants' Sustainable Reintegration. MPI Europe ( <a href="#">Link</a> )		are on the rise in Europe. These programmes aim to incentivise certain groups of migrants to voluntarily return to their countries of origin, and to foster their sustainable reintegration, This article describes some of the considerations and requirements for policy makers, but also creates a potential challenge for career professionals to support.	
Ennerberg, Elin, and Catarina Economou. "Career adaptability among migrant teachers re-entering the labour market: a life course perspective." <i>Vocations and Learning</i> 15.2 (2022): 341-357. ( <a href="#">Link</a> )	U C E	Based on a series of interviews, the paper examines the formal and informal obstacles migrant teachers face when re-entering the labor market (e.g. demonstrating credentials), and how their individual career adaptability needs to be understood in relation to institutional and organizational constraints. The paper also provides a review of past research.	Sweden
Kozielska, Joanna Wanda, and Magdalena Piorunek. "Post-Accession Economic Migration of Young Adults as Element of Changing Career Patterns in Poland." <i>Przegląd Badań Edukacyjnych</i> (Educational Studies Review) 1.36 (2022): 217-235. ( <a href="#">Link</a> )	U E	Based on survey research (n=174), the paper examines how economic migration experiences of young Polish adults have changed their career patterns and the need for career guidance. The role of career guidance is discussed as part of the migration experience.	Poland
Souto, A. M., & Sotkasiira, T. (2022). Towards intersectional and anti-racist career guidance. <i>British Journal of Guidance &amp; Counselling</i> , 50(4), 577-589. ( <a href="#">Link</a> )	U T	The aim of this article is to deepen the understanding of anti-racist and intersectional career guidance by presenting the results of a study which analysed 22 interviews with counsellors, who work among ethnic and/or racialised minorities and recognise a need to tackle societal inequalities. The study gives examples of critical practices as well as underlines the importance of mainstreaming intersectionality and the advocacy on behalf of oppressed minorities	General

		in the guidance practices and ethical guidelines of the profession.	
Sultana, Ronald G. "The labour market integration of migrants and refugees: Career guidance and the newly arrived." International Journal for Educational and Vocational Guidance 22.2 (2022): 491-510. ( <a href="#">Link</a> )	U C	This scoping paper sets out to consider various aspects of the phenomenon of people on the move, and to examine some of the ways in which career guidance has responded to the challenge of integrating the newly arrived. The discussion centres on dignity and the authors argue for career professionals to confront the prevalent vocabulary, discourses and attitudes circulating in the mainstream. Relevant literature concerning the integration of migrants and refugees in the labour market is reviewed in order to signpost characteristics of the types of career guidance that are required.	General
Beqiraj, G., & Ferrari, L. (2023). Taking Action towards an Inclusive Career Counselling for Asylum Seekers and Refugees—A Literature Review Based on the PRISMA Model. Behavioral Sciences, 13(12), 962. ( <a href="#">Link</a> )	P	The paper provides guidelines for developing inclusive career counseling interventions for asylum seekers and refugees to address challenges related to migration, personal resources, and identity transformation. The paper draws conclusions from an expansive literature review. Three main strands are identified for support: (i) psychosocial resources, (ii) identity transformation processes, and (iii) lived experiences and meaning-making processes.	General
Bickovska, A (2023). Career counselling during hard times. In Rural Environment. Education. Personality.(REEP): Proceedings of the 16th international scientific conference, 12th-13th May 2023 (Vol. 16, pp. 63-68). ( <a href="#">Link</a> )	U C	Based on understanding the challenges faced by Ukrainian refugees in the Latvian job market, the paper draws attention to the needs of refugees. The paper focusses on the need for career counseling services to help Ukrainian refugees in Latvia adapt to the job market.	Latvia
Groutsis, D., Vassilopoulou, J., Ozbilgin, M., Fujimoto,	U	This paper is an introduction and overview of migration management, so sets the context	General

Y., & Mor Barak, M. (2023). FROM THE EDITORS—Migration Management: Introduction and Overview. Academy of Management Discoveries, 9(2), 117-124.		by way of a national strategy to support the needs of migrants. The paper also introduces other articles in a special journal edition.	
Abkhezr, Peyman, and Mary McMahon. "The intersections of migration, app-based gig work, and career development: Implications for career practice and research." International Journal for Educational and Vocational Guidance 24.1 (2024): 39-57. (Link)	U C	The incidence of app-based gig work is expanding rapidly in developed global north countries. Many app-based gig workers are migrants from developing global south. App-based gig work, however, is insecure, irregular and potentially precarious. This article explores the intersections of migration, app-based gig work, and migrants' career development in and considers the implications for career practice and research.	Various



## Case studies

Some case studies, and collections of case studies, that show outcomes from different practices are listed below. (We denote cases where the study represents the explicit application of a theory to the design or interpretation of a practice).

There are many examples of online resources which describe best practices within wider apprenticeship programmes, but relatively few case studies that demonstrate best practice in counselling or guidance for apprentices, either prior-to or during the apprenticeship.

<b>Title</b>	<b>Themes</b>	<b>Brief description</b>	<b>Location</b>
Leong, F. T., & Flores, L. Y. (2013). Multicultural perspectives in vocational psychology. In Handbook of Vocational Psychology (pp. 53-80). Routledge. (Link)(Paid)	Critical reflection on practice	The authors presented a case study as an illustration of the challenges and complexity of providing career counseling and interventions with culturally diverse populations. The authors invite the reader to reflect on advances in multicultural career theories over the past 15-20 years.	Hong Kong
Piazza, R., Magnano, P., & Zammitti, A. (2017). Career guidance in multicultural contexts: An Italian case study. In Career guidance and livelihood planning across the Mediterranean (pp. 351-370). Brill. (Link)	Group coaching for unaccompanied youth	This chapter describes a situation in Italy, highlighting in particular the fate of the growing number of unaccompanied minors who disembark on the peninsula in search of a new life and work opportunities. A programme is described that has been put into place specifically to address the needs of this group who make it to the Italian island of Sicily	Italy
Sultana, Ronald G., ed. Career guidance and livelihood planning across the Mediterranean: Challenging transitions in South Europe and the MENA region. Springer, 2017.	System level support	The paper reviews career education and guidance practices in Southern Europe and the Middle East/North Africa, including job placement support for refugees.	Middle East North Africa
Metcalf, H., Rolfe, H., & Dhudwar, A. (2009). Employment of migrant workers: case studies of selected employers	Employer experiences of migration	The study was designed to explore the experiences of employers in response to A8	Scotland Wales

in Wales and Scotland. Report to the Scottish Government and Welsh Government. ( <a href="#">Link</a> )		migration into Scotland and Wales. The study was qualitative, comprising case studies of 52 employers. The case studies were based on interviews with managers (those with an overview of human resourcing and line managers) only	
Frigerio, G., & Nasimi, R. (2019). Who is supporting the career development of refugees? The role of grassroots organisations. Journal of the National Institute for Career Education and Counselling, 42(1), 40-46. ( <a href="#">Link</a> )	Grassroots organisations	This article uses a case study approach to explore issues in career development provision for resettled refugees in the UK, with particular reference to the role of grassroots organisations in meeting such needs. Using the Afghanistan and Central Asian Association as a case study, we shed light on the way voluntary organisations support their users in accessing employment, as well as other components of career development.	England
Magnano, P., & Zammiti, A. (2019). Career guidance for unaccompanied young migrants. A report on an Italian experience. Journal for Perspectives of Economic Political and Social Integration, 25(2), 41-63. ( <a href="#">Link</a> )	Creating individual and small group interventions for youth that include mediators	In light of increasing migration to Italy, career interventions to support young migrants are infrequent. This paper describes a career guidance intervention suitable for unaccompanied foreign minors, based on life design and delivered by career counsellors, supported by cultural mediators and/or an educator. The setting of the interventions was individual and small groups. The paper includes a discussion of the strengths and weakness of this intervention.	Italy
Caxaj, C. S., & Cohen, A. (2021). Emerging best practices for supporting temporary migrant farmworkers in Western Canada. Health & Social Care in	Providing best practice support	The paper examined the role of offering career and other support to migrant farm workers in Canada. Research was carried out via 4 focus groups and 25 one-on-one interviews, over a two year study period. Best practices	Canada

the Community, 29(1), 250-258. ( <a href="#">Link</a> )		were defined in four themes: s: (a) Anticipating and addressing barriers; (b) building trust and community; (c) acknowledging rights and system accountability and (d) bearing witness and looking to the future.	
Akkok, F. and Hughes, D. (2023), Career guidance for refugees and migrants ( <a href="#">Link</a> )	General case studies	This publication provides an overview discussion about career guidance for refugees and migrants and also contains a series of case studies.	Various
Career Wales (2023), Migrant Integration Framework case studies ( <a href="#">Link</a> )	Applying a framework for integration	This source provides case studies (i.e. employer initiatives), bibliography, and other information about the Migrant Integration Framework's development.	Wales
Aldrovandi, Alessandra, Mira Kalalahti, and Åsa Sundelin. "Coping with discrepancies: implications of career guidance and counselling for migrants' social inclusion in Finland and Sweden." Nordic Journal of Studies in Educational Policy (2024): 1-16. ( <a href="#">Link</a> )	Assessing and closing gaps between practice and policy	This article explores the strategies that schools implement to cope with the discrepancies between career guidance policy and practice by analysing two cases: one in adult vocational education and training in Finland and the other in the Language Introduction Programme in Sweden. Career guidance and counselling in Finland and Sweden aims to support migrant students' social inclusion, but discrepancies between policy and practice limit its effectiveness.	Finland Sweden

## Future research questions and gaps

The CDI discusses research questions and gaps with expert academics. Amongst the common topics that have been proposed for future research studies, to close gaps in our knowledge, include:

- Effective career guidance interview strategies for migrants.

A collection of papers in a special journal edition of the International Journal for Educational and Vocational Guidance provides a list of contemporary topics for career guidance in relation to migration, previewed by [Fejes et al, 2022](#).

Research agendas, related to the wider field of migrants and migration and careers, include

- This European research agenda for career guidance includes questions for migrants ([Weber et al, 2018](#))
- The future of multicultural career counselling ([Flores et al, 2014](#))
- Success factors for integrating refugees into the labour market ([Newman et al, 2020](#))
- Future questions for the broader field of migration research are discussed by [Magnano and Zammitti \(2019\)](#).

## Relevant institutions

To understand more about this area, it is worth reviewing the work of the following organisations who are active in commissioning or producing research.

These are organisations who regularly conduct or commission research related to career and/or CEIAG for this group.

Where content is restricted to memberships or requires payment, this is noted next to the name of the organisation in the first column.

Name	Description
Amnesty International ( <a href="#">Link</a> )	Amnesty International is a global movement of more than 10 million people who are committed to creating a future where human rights are enjoyed by everyone. As well as covering a very wide range of topics and causes in their research and advocacy work, they offer education courses, a Human Rights academy and a range of press material to give insight into different aspects of international situations that are often the precursors of migration flows. (Amnesty also, incidentally, provide a <a href="#">guide</a> to define refugees and immigrants.)
Centre for Economic Policy ( <a href="#">Link</a> )	Covering a range of areas, the CEPR periodically produces research on migration in Europe, such as this <a href="#">2024 report</a> on employment of migrant patterns across Europe.
Centre of Migration Studies ( <a href="#">Link</a> )	An independent, nonpartisan think tank that seeks to improve immigration and integration policies through authoritative research and analysis
Humanity Research Consultancy ( <a href="#">Link</a> )	Humanity Research Consultancy (HRC) is an award-winning social enterprise providing supply chain investigation, training, and consultancy services exploring emerging forms of human trafficking to governments, NGOs, and the private sector. Publications provide insights into the specific regions of the world where trafficking is occurring and the narratives of survivors.
EU, Integration and Inclusion Programme ( <a href="#">Link</a> )	The European Commission's Action plan on integration and inclusion for the 2021-2027 period is guided by the overarching principle of 'inclusion for all'. The plan envisioned concrete actions across a number of key areas of integration. The website allows readers to track the progress made on the actions across the EU and learn more about the outcomes..
Migration Policy Institute ( <a href="#">Link</a> )	The Migration Policy Institute is an independent, nonpartisan think tank that seeks to improve immigration and integration policies through authoritative research and analysis, opportunities for learning and dialogue, and the development of new ideas to address complex policy questions.

Migration Watch . Migration Watch - Europe ( <a href="#">Link</a> )	MigrationWork is a consultancy to promote integration, helping others to explore the best ways to achieve this goal. It provides a range of resources and research findings.
Mixed Migration Centre ( <a href="#">Link</a> )	MMC is a leading source for independent and high quality data, information, research and analysis on mixed migration. MMC aims to support agencies, policy makers and practitioners to make well-informed decisions, to positively impact global and regional migration policies, and to contribute to protection and assistance.
Immigration Advice Authority / OISC ( <a href="#">Link</a> )	The Immigration Advice Authority, formerly known as the Office of the Immigration Services Commissioner or 'OISC', is a governmental body established by the Immigration and Asylum Act 1999 to regulate the provision of immigration advice and services throughout the UK.
Nesta ( <a href="#">Link</a> )	Nesta is a leading UK social innovation agency, who carry out international projects that involve the design, test and scaling of new solutions to society's biggest problems. The agency covers a wide range of themes including migration, with a focus on climate-related migration.
Refugee Council ( <a href="#">Link</a> )	The Refugee Council is a leading charity working with refugees and people seeking asylum in the UK. Founded in 1951 following the creation of the UN Refugee Convention, The Council exists to "support and empower people who have fled conflict, violence and persecution in order to rebuild their lives here in the UK."
Refugee Employment Network ( <a href="#">Link</a> )	The Refugee Employment Network is the UK's only national network dedicated exclusively to refugee employment. While not conducting a formal research programme per se, they do provide case studies that give insights into challenges and ways of providing support.
UK Advisory bodies (General). ( <a href="#">Link</a> )	There are a wide range of UK charities and bodies working in this area to support migrants.
UK Councils (general)	UK councils have research areas, which particularly address local issues. <a href="#">Migration Yorkshire</a> is an example of regional councils who carry out research as part of their aim to maximise the outcomes for migrants.
Universities (general)	Many universities have migration research centres or programmes, such as <a href="#">Sussex</a> , <a href="#">Kings College London</a> and <a href="#">Sheffield</a> . Each will tend to have their own focus areas.
UN International Organisation for Migration ( <a href="#">Link</a> )	The IOM are the leading intergovernmental organization within the UN system, dedicated to promoting humane and orderly migration since 1951. The website contains a stream of articles and reports on global migration topics. Migration is also covered on the <a href="#">UN's main site</a> , where it describes its work and organisational activities

## Key publications sources

To explore this topic further, research related to this group of people is disseminated in the following publications. (These are additional to the usual career journals which often cover migration issues as part of their wider coverage).

Name	Description
American Journal of Sociology ( <a href="#">Link</a> )	The journal has an emphasis on theory building and innovative method in sociology, and hosts studies drawing from many perspectives such as political science, economics, history, anthropology, and statistics.
Asia-Pacific Migration Journal ( <a href="#">Link</a> )	Examines human mobility in the region and covers the socio-demographic, economic, political, psychological, historical, legislative and religious aspects of human movements.
Ethnic and Racial Studies ( <a href="#">Link</a> )	The journal provides analysis of the role of race, racism, ethnicity, migration and forms of ethno-nationalism in societies.
International Journal of Cross-cultural management ( <a href="#">Link</a> )	The journal covers cross cultural aspects of management, work and organizations.
International Migration Review ( <a href="#">Link</a> )	Covers all aspects of migration dynamics: sociodemographic, historical, economic, political, legislative, spatial, social, and cultural aspects.
International Social Science Journal ( <a href="#">Link</a> )	Bridges social science communities across disciplines and covers a range of topics including behavioural science, political science, anthropology and religious studies. Strands of papers cover ethnicity, migration, racism, and group attitudes and values.
Journal of Community Psychology ( <a href="#">Link</a> )	An interdisciplinary journal that publishes research focused on community factors that influence human development and behavior. Papers cover topics like family, neighborhood, societal institutions, and online communities (social media).
Journal of Ethnic and Cultural Studies ( <a href="#">Link</a> )	A peer-reviewed and interdisciplinary academic international journal edited in the United States, covering theoretical, methodological, and empirical research from all disciplines dealing with ethnicity and culture.
Journal of Ethnic and Migration Studies ( <a href="#">Link</a> )	Covers all aspects of migration and its consequences, along with articles about ethnic conflict, discrimination, racism, nationalism, citizenship and policies of integration.
Journal of Ethnic and Diversity Studies ( <a href="#">Link</a> )	An international, double-blind peer-reviewed, open-access journal published by the Institute of Ethnic Studies (KITA), Universiti Kebangsaan Malaysia (UKM). The journal focuses on ethnic studies related to the following topics: anthropology, sociology, politics, culture, history, philosophy, economics, education, management,

	arts, law, linguistics, psychology, food, architecture, and health studies.
Journal of European Social Policy ( <a href="#">Link</a> )	Covers all aspects of social policy in Europe, including a prominent theme of migration and migrants within the economy.
Journal of International Development ( <a href="#">Link</a> )	The Journal of International Development is an inter-disciplinary development studies journal that aims to disseminate the best research on international development to practitioners, policy-makers, and academic researchers. Migration economics and policies are often covered.
Journal of International Migration and Integration ( <a href="#">Link</a> )	A multidisciplinary peer-reviewed scholarly journal that covers an array of employment related subject areas including labor market integration; refugee status in various nations; adaptation strategies of immigrants in industrialized settings; racial and gender variations in migration; the role of social work in the integration of new citizens; and retention of ethnic and older national identities in new environments.
Journal of Multicultural Counselling and Development ( <a href="#">Link</a> )	The journal is concerned with research, theory, and program applications pertinent to multicultural and ethnic minority interests in all areas of counseling and human development.
Journal of Population Economics ( <a href="#">Link</a> )	Publishes original theoretical and applied research with significant policy relevance in areas that include macro economic topics relating to the labour market (including migration) and firm-related topics (that cover diversity in workforces).
Journal of Refugee Studies ( <a href="#">Link</a> )	A forum for exploration of the complex issue of forced migration and local, national, regional and international responses.
Journal of Sociology ( <a href="#">Link</a> )	The official journal of The Australian Sociological Association but provides a broad and global range of studies into all aspects of sociology, using qualitative and quantitative research.
Journal of the Political Economy ( <a href="#">Link</a> )	The journal covers many topics related to formation and evolution of labour markets e.g. monetary theory, fiscal policy, labor economics, development, microeconomic and macroeconomic theory, international trade and finance, industrial organization, and social economics.
Journal on Migration and Human Security ( <a href="#">Link</a> )	A peer-reviewed public policy publication of the Center for Migration Studies (CMS). The journal's theme of "human security" is meant to evoke the widely shared goals of creating secure and sustaining conditions in migrant sending communities; promoting safe, legal migration options
Migration and Society ( <a href="#">Link</a> )	Migration is at the heart of the transformation of societies and communities and touches the lives of people across the globe. Migration and Society is an interdisciplinary



	peer-reviewed journal advancing debate about emergent trends in all types of migration. It addresses both dynamics and drivers of migration; processes of settlement and integration; and transnational practices and diaspora formation.
Migration Studies ( <a href="#">Link</a> )	A journal dedicated to advancing scholarly understanding of the determinants, processes and outcomes of human migration in all its manifestations.
Nordic Journal of Migration ( <a href="#">Link</a> )	Papers cover themes around European Studies, Sociology, Social Sciences, Area Studies as applied to the Nordic context.
Sociology ( <a href="#">Link</a> )	The flagship journal of the British Sociological Association, publishes peer-reviewed articles advancing theoretical understanding and reporting empirical research about the widest range of sociological topics
The British Journal of Sociology ( <a href="#">Link</a> )	The journal is a leading international sociological journal published on behalf of the London School of Economics and Political Science (LSE).

## Data sources

Some contextual data sources are provided below. These are particularly useful for studying the prevalence of different situations, trends over time or comparing situations with different geographies or groups.

Name	Description
European Social Survey ( <a href="#">Link</a> )	General attitudes of Europeans to a range of topics and important factors, including migration.
ILOStat ( <a href="#">Link</a> )	An international labour market data source, with information about migrant labour employment outcomes.
International Organisation for Migration, Data ( <a href="#">Link</a> )	This is a UN-related initiative that provides a data portal with international statistics on migration. The IOM also publish an annual migration <a href="#">report</a> .
OECD Data Explorer ( <a href="#">Link</a> )	The OECD measure a wide range of economic and social indicators including education and employment values. Metrics on primary schools include Inclusion time in education by country and subject.
OECD International Migration Outlook ( <a href="#">Link</a> )	The OECD publish an annual “International Migration Outlook” report with recent developments in migration movements and the labour market inclusion of immigrants in OECD countries. It also monitors recent policy changes in migration governance and integration in OECD countries. The 2024 edition was the 48th.
Office of National Statistics - Business Insights and Impacts on the UK Economy ( <a href="#">Link</a> )	The ONS produce an approximately monthly update on a large dataset that captured very many metrics about UK business activities. Different questions are asked per wave. Some relevant indicators are included that offer insight into business confidence, performance, staffing and worker shortages.
Statista, Migration statistics ( <a href="#">Link</a> )(Part paid)	Statista produce a huge body of statistics. While they don’t generate unique data, they can be a useful source for trends in the different countries, such as this chart of <a href="#">Employment rate of UK and non-UK born adults in the United Kingdom</a> . Some free use and sources are available but the site request payment for a subscription.
UK Government, Employment Outcomes of Immigrants by group and cohort ( <a href="#">Link</a> )	The report published in 2024 shows labour market outcomes by ethnic minority types and tenure in the UK. The results show strong effects of generation, as well as group type.