



Refugee Resilience

Ibrahim's Individual Development Plan (IDP)

Name: Ibrahim

Age: 20

Country of Origin: [Country]

Date: [Insert Date]

Case Manager/Social Worker: [Insert Name]

1. Current Situation

- Recently arrived refugee with disrupted education due to conflict.
- Speaks his native language fluently; limited English proficiency.
- No secondary school completion.
- Strong motivation to work and become financially independent.
- Interested in practical, hands-on trades (construction, carpentry, logistics, auto repair).
- No local social network.
- Needs support with integration, navigating services, and emotional wellbeing after displacement.

2. Strengths

- High motivation and work ethic.
- Practical skills and interest in manual trades.
- Openness to learning and contributing to the community.
- Resilience in adapting to new circumstances.

3. Needs and Barriers

- Limited English skills.
- No formal qualifications recognized locally.
- Lack of stable housing and income.
- Limited understanding of local systems (healthcare, education, employment, legal rights).
- Potential trauma or stress related to conflict and migration.

- Social isolation.

4. Goals

Short-Term Goals (0–6 months)	Actions & Support	Responsible Person/Service	Timeline
Improve English language skills	Enroll in English language classes (ESOL)	Social worker to refer and enroll Ibrahim	Within 1 month
Access stable housing	Apply for housing support / transitional accommodation	Social worker to assist with applications	Within 2 weeks
Register with health services	Set up GP appointments and mental health screening	Social worker to accompany if needed	Within 1 month
Start building a social network	Introduce to local community groups and cultural associations	Community liaison / social worker	Within 2 months
Medium-Term Goals (6–12 months)	Actions & Support	Responsible Person/Service	Timeline
Gain basic vocational skills	Enroll in a pre-apprenticeship or vocational training program (construction/logistics)	Career counselor & training provider	Within 6 months
Improve confidence and wellbeing	Attend counseling or peer support groups	Social worker to refer to mental health services	Ongoing
Understand rights and procedures	Provide orientation sessions on legal rights, employment laws, and benefits	Social worker to organize workshops	Within 6 months
Long-Term Goals (12–24 months)	Actions & Support	Responsible Person/Service	Timeline
Secure stable employment	Support with CV, job search, and applications	Employment support officer	Within 18 months
Consider completing secondary education	Explore flexible education programs or online courses	Social worker and education counselor	Within 24 months
Build independence and integration	Continue language learning, volunteering, and community engagement	Social worker to monitor progress	Ongoing

5. Additional Support and Follow-Up

- **Regular meetings:** Biweekly check-ins with social worker.
- **Referral to counseling:** For trauma-related support if needed.
- **Mentoring:** Pair with a mentor in the chosen trade or a community volunteer.
- **Monitoring progress:** Review goals every 3 months and adjust as needed.

6. Notes and Next Steps

- Ibrahim expressed strong interest in starting training as soon as possible.
- Priority is stabilizing housing and English classes.
- Social worker to schedule next meeting in 2 weeks to review progress on immediate goals.