

Case Assignment: Organizing a Job Fair for Unaccompanied Refugee Minors

Background

Unaccompanied refugee minors face significant challenges in entering the labor market, including limited networks, lack of formal work experience, and unfamiliarity with recruitment processes. To bridge the gap between young refugees and potential employers, the NGO aims to organize a **Job Fair** specifically tailored to support URM in connecting with businesses that are open to hiring, training, or offering internships to young people with diverse backgrounds.

Objectives

1. **Facilitate direct contact** between employers and unaccompanied refugee minors.
 2. **Provide practical employability support**, including CV clinics, mock interviews, and workshops on job advertisement analysis.
 3. **Raise awareness among employers** about the skills, resilience, and potential of URM.
 4. **Promote integration** by supporting access to decent work opportunities.
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Assignment for the NGO Professional

You are tasked with designing and implementing a **Job Fair for Unaccompanied Refugee Minors**. Your assignment includes:

1. Preparation Phase

- Identify and contact employers willing to participate, focusing on sectors accessible to young job-seekers (hospitality, retail, logistics, care work, construction, IT, etc.).
- Coordinate with local authorities, schools, and refugee support services to identify and prepare the young people who will attend.
- Organize pre-fair workshops for URM covering:
 - CV writing and job application skills.
 - How to analyze job advertisements.
 - Interview preparation and role-playing.

2. Event Design

- Plan a one-day fair with a balance of **employer stands** (companies presenting job/internship opportunities) and **training corners** (NGO staff or volunteers offering coaching).
- Include short interactive sessions such as:
 - “Speed interviews” with employers.
 - “Ask the employer” Q&A panels.
 - Motivational talks by former refugees who successfully entered the labor market.

- Provide interpreters or language support if needed.

3. Implementation & Facilitation

- Host the fair in an accessible venue.
- Ensure URMs are accompanied by mentors or caseworkers for support.
- Facilitate introductions between employers and minors, ensuring a supportive and inclusive environment.

4. Follow-Up

- Collect feedback from employers and participants.
- Track how many minors move on to interviews, internships, or jobs.
- Provide ongoing mentorship for those who need extra support after the fair.

Deliverables

- A project plan for the job fair (timeline, budget, employer list, support services).
- A participant preparation toolkit (guides for CV writing, interview practice, and job ad analysis).
- A final report evaluating the outcomes and lessons learned from the fair.

Expected Impact

By organizing this job fair, the NGO will create **a direct bridge between refugee minors and the labor market**, while equipping the youth with essential skills for long-term employability. Employers will also gain greater awareness of the talents and potential within this group, fostering inclusion and diversity in the workplace.