Vocational Opportunities and Integration for Refugee Community Empowerment

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Report (EU Snapshot)

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Social Innovation Initiative

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Index

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1. Executive Summary

This EU-level country report has been developed within the framework of the VOICE project and in alignment with the Common Methodology. Its purpose is to provide a comprehensive overview of the situation of displaced Ukrainians in the EU, with a specific focus on skills, training, integration needs and social innovation. The report builds on official data and policy documents as explained at page 8. The objective is to identify the main gaps and barriers faced by refugees, as well as opportunities and policy recommendations.

To ensure successful labour market integration, the evaluation of Ukrainian refugees in the EU identifies several areas that require upskilling. Although refugees show significantly higher educational levels than both the general Ukrainian population and other refugee groups, there is a notable discrepancy between their credentials and the employment opportunities that are open to them *(OECD, 2023, What we know about the skills and early labour market outcomes of refugees from Ukraine)*.

The main needs that have been identified are:

- faster diploma recognition
- focused vocational training
- easily accessible job-oriented language courses.

There is also a definite need for training that fills in the skills gaps in industries like healthcare, education, ICT, construction and green technologies.

There are still a number of obstacles and skills gaps. While delays in the recognition of qualifications frequently force highly educated refugees into low-skilled jobs, language proficiency continues to be the most persistent barrier, especially in regulated professions. Employability is often limited by a lack of soft skills, such as intercultural competency, job-search literacy and workplace communication.

The majority of adult beneficiaries are women, precisely they represent the 44,7% of the receivers and 54,7% of them were aged 35 to 64 years *(Eurostat, 2025, Temporary protection for persons fleeing Ukraine)*. They face additional obstacles related to childcare duties and limited access to flexible training options. Lastly, even though self-employment is made possible by the Temporary Protection Directive, there is still a lot of unrealised potential in the underdeveloped entrepreneurship and digital entrepreneurship pathways.

In addition to technical knowledge, training materials should incorporate:

Job-search literacy | Digital competences | Soft skills

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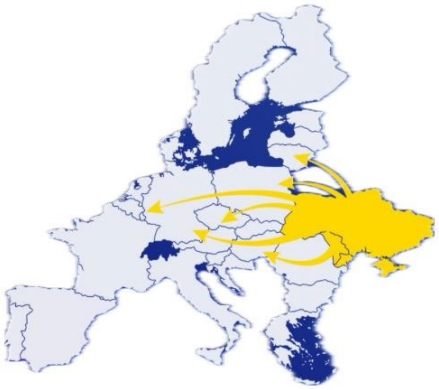
Programmes must be inclusive and adaptable for women, older refugees and those with lower digital literacy. It is also essential to provide more organised assistance for self-employment and digital entrepreneurship, such as streamlined administrative guidance and mentoring. At the policy level, the EU institutions – both at central and regional level – should keep promoting innovative partnerships and giving priority to accelerated qualification recognition through programmes like the Solidarity Platform, AMIF, Erasmus+.

Significant insights are offered by the national context and stakeholder involvement. Over 4.3 million displaced Ukrainians in the EU are guaranteed access to rights and stability under the Temporary Protection Directive, which has been extended until 2027 *(Eurostat, 2025, Temporary protection for persons fleeing Ukraine).* While different European programmes fund specific language, training and social inclusion strategies, the Action Plan on Integration and Inclusion 2021-2027 establishes the policy framework for long-term initiatives. The need to improve language acquisition, expedite the recognition of qualifications and increase training in digital and soft skills is shared by all stakeholders, including NGOs, employment agencies and training facilities. They also emphasise the significance of gender-sensitive policies and family support services.

2. National Context Overview

The EU has emerged as the primary destination for individuals fleeing Ukraine since the conflict began in February 2022. According to Eurostat, 5.137 million Ukrainian displaced people were receiving temporary protection in EU Member States as of September 2, 2025. With 32,940 more beneficiaries (+ 0,8%) than at the end of May 2025, this indicates a steady rise. In terms of demographics, 98.4% of the beneficiaries are Ukrainian citizens *(Operational Data Report, 2025)*.

Figure 1: migration of displaced people from Ukraine to EU countries



Source: *Home Affairs of EU, 2025, Migration management.*

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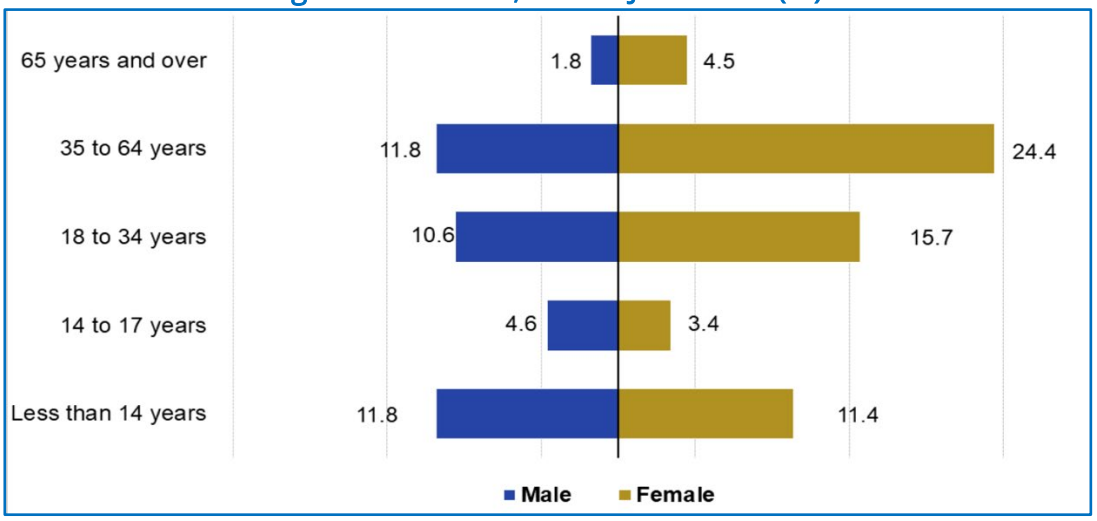
Adult women predominate, followed by children under the age of eighteen and adult men, according to the gender and age distribution. In the second quarter of 2025, these ratios have somewhat changed, with the proportion of women rising and the proportion of men and minors falling (*Eurostat, 2025. Temporary protection for persons fleeing Ukraine – monthly statistics*).

Figure 2: structure of Ukrainians beneficiaries of temporary protection by age and sex – EU, end of June 2025 (%)



Note: EU total excluding: France – data for minors generally not included.
Source: *Eurostat. (2025). Temporary protection for persons fleeing Ukraine – monthly statistics*

The Temporary Protection Directive (TPD), which was first implemented by the EU in March 2022, is the legal framework that controls how displaced Ukrainians are received. In addition to guarantee access to residency rights, the labour market, healthcare, housing and education for children, this instrument offers immediate and collective protection status *(Council of the EU, 2025 a)*. Recognising the length of the war and the beneficiaries' continued integration needs, the Council and the Commission first agreed to extend temporary protection until March 4, 2027, with a 2026 expiration date (*Home Affairs of EU, 2025, Migration management: welcoming displaced people from Ukraine*).

This measure provides a particular legal status across Member States, granting displaced persons several rights which can be seen in the Figure 2 below.

Figure 3: legal status for displaced persons

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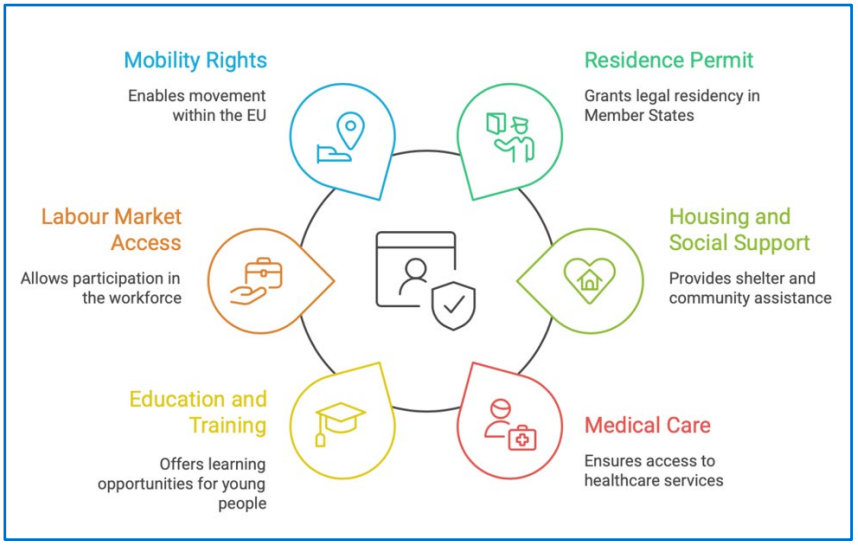
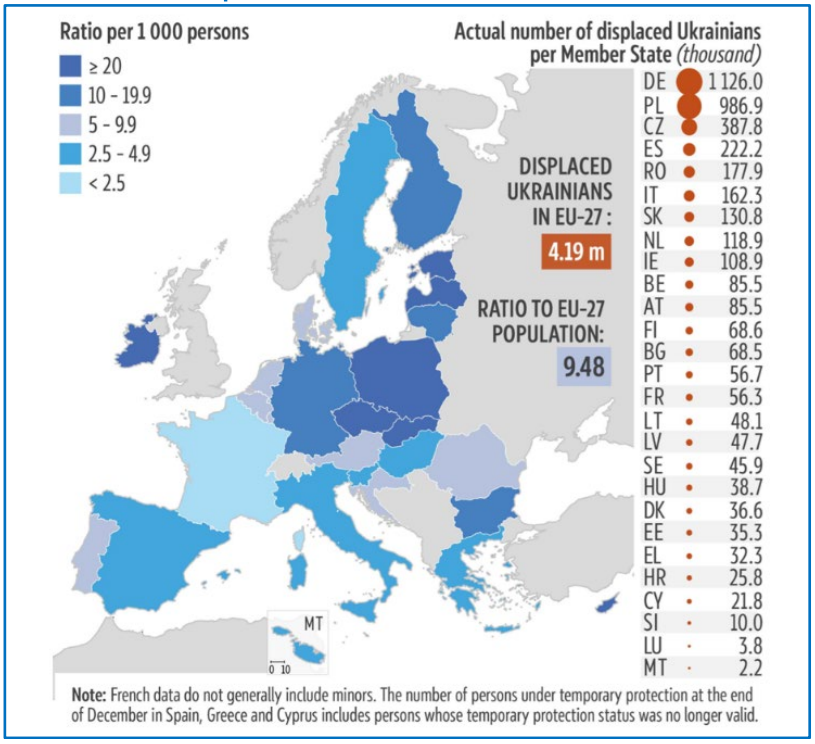


Source: *own elaboration from the Council of the European Union, How the Eu helps refugees from Ukraine*

In this way, the EU has ensured a stable and predictable legal framework, allowing millions of refugees not only to find immediate safety but also to pursue employment, education and community inclusion while the conflict continues.

Figure 4: non-EU citizens having fled Ukraine and under temporary protection as of end 2024



Source: *Eurostat. (2025). Temporary protection for persons fleeing Ukraine – monthly statistics*

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The EU has set up a comprehensive framework to support refugees' and migrants' long-term integration and training, in addition to emergency protection. The Action Plan on Integration and Inclusion 2021-2027, which was approved in November 2020, is a pillar of this framework. The plan's whole-of-society approach involves:

Employers	Migrant communities	Civil society
Institutions	National & local governments	Citizens of host nations

To raise the standard of national policies, the Commission also promotes mutual learning amongst Member States in the European Education Area.

Some of the topics on which policymakers exchange best practices are:

- language evaluation
- unaccompanied minor integration
- qualification recognition
- intercultural communication
- managing linguistic and cultural diversity in educational institutions through peer learning and counselling.

These programmes are supplemented by focused professional guidance that enables nations to get assistance in changing their training and education systems.

Another important feature is the Asylum, Migration and Integration Fund (AMIF) 2021-2027, with a total budget of €9.88 billion *(Migration and Home Affairs, 2025, Asylum, migration and integration fund)*. It plays a central role in supporting EU Member States to respond to the mass displacement caused by the war. Although the fund was originally designed to strengthen asylum systems, promote legal migration and enhance integration measures for third-country nationals in general, since March 2022 it has been widely mobilised to address the needs of Ukrainian refuges under temporary protection.

AMIF has provided additional resources to countries most affected by the inflows, such as Poland, Germany and Czechia to expand reception capacity, deliver housing and healthcare and implement targeted integration programmes. The Fund also supports language training, vocational education and early labour market inclusion which ensure that displaced Ukrainian can actively participate in host societies. Furthermore, AMIF contributes to rapid qualification recognition, civic orientation and professional guidance, which are the keys to address skill mismatches and foster the socio-economic integration of Ukrainian beneficiaries across the EU.

Ukraine's VET system is being modernised with strong support from the EU and the

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European Investment Bank (EIB). Under various programmes, a €58 million EIB loan and €8.5 million EU grant from the Neighbourhood Investment Platform fund school renovations, teacher preparation and digitalisation *(EIB, 2023, EU and EIB continue helping Ukraine build modern vocational education infrastructure)*. Thanks to the guarantee of a workforce with the necessary skills for recovery, these investments are essential for Ukraine's reconstruction. They also assist displaced Ukrainians and refugees throughout Europe in accessing education and employment opportunities.

Notwithstanding these successes, difficulties still exist. The housing, healthcare and education systems of member states are still under strain and about half of the displaced children are not yet enrolled in their local schools. Integration is made more difficult by teacher shortages, language obstacles and family psychological distress. Both host societies and refugees are concerned about the TPD's uncertain future after 2027.

Opportunities certainly emerged as well. Ukrainians have comparatively high employment rates, which is indicative of their skills and mobility patterns. EU labour shortages in critical industries like healthcare, construction and digital services may be mitigated with their integration. Displaced Ukrainians can contribute to the long-term reconstruction of Ukraine and the EU's economic recovery, social cohesion and green transition id they are given the support of inclusive policies *(EIB, 2023, EU and EIB continue helping Ukraine build modern vocational education infrastructure)*.

To assist Ukrainians displaced by the war, the European Commission created the Solidarity Platform, a tool designed to provide practical guidance and support for those seeking help in the EU. The platform serves as a central hub of information, explaining how to access assistance in Member States, the procedures for entering the EU and offering contacts for hotlines, national authorities and organisations working directly with refugees.

Managed by DG HOME, the initiative connects EU Member States, Schengen Associated States and EU agencies with international organisations such as IOM and UNHCR. It also promotes international cooperation thanks to the involvement of partners like the United States, Canada and the United Kingdom in regular coordination meetings. Furthermore, the Platform maintains a close dialogue with Ukrainian authorities and collaborates with civil society organisations through both structured and bilateral exchanges, ensuring that the evolving needs of Ukrainian citizens in the EU are addressed in a coordinated way *(European Commission, 2022, Migration management: Welcoming refugees from Ukraine)*.

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3. Methodology

The EU-level report aligns with the VOICE WP2 Common Methodology, in order to ensure comparability and coherence across partner countries. A desk analysis is carried out as the research method for the report in question. A variety of official and trustworthy sources from both the European and global level are also consulted. In addition to international organisations like the Organisation for Economic Co-operation and Development (OECD) and the European Union Agency for Fundamental Rights (FRA), the main sources consulted are official EU institutions and agencies, such as the European Commission, the Council of the European Union, the European Parliament and Eurostat. In order to capture labour market, educational and vocational training dimensions, reports and studies from Eurofound, the European Migration Network and the European Investment Bank (EIB) were also reviewed.

While additional resources from the last five years were included, when helpful to provide historical continuity, priority was given to sources published after 2022, reflecting the post-war context of Ukrainian displacement, in order to ensure relevance and timeliness. The monthly reports on Temporary Protection from Eurostat, which provide the most detailed and current data at the EU level, were the main source of the statistical data.

The research also took into account findings from the European Parliamentary Research Service briefing of 2025 and FRA surveys, which provide insights into education, employment barriers to labour market participation and social integration. To gather national reports that feed into EU-wide datasets, a standard set of **keywords** was applied methodically in English:

Ukrainian refugees in the EU	EU labour market integration of Ukrainians
Ukrainians' digital entrepreneurship	Digital awareness of young and old Ukrainians
Employability skills of Ukrainians divided by gender, age, education	Soft skills of Ukrainians divided by gender, age, education

The opinions of stakeholders, including NGOs, employment agencies and training providers, were subtly included in this report through the examination of their published position papers and evaluations. These contributions gave valuable qualitative points of view to complement statistical data.

All things considered, the methodological approach made sure that the analysis was supported by evidence, comparable across Member States and in line with the

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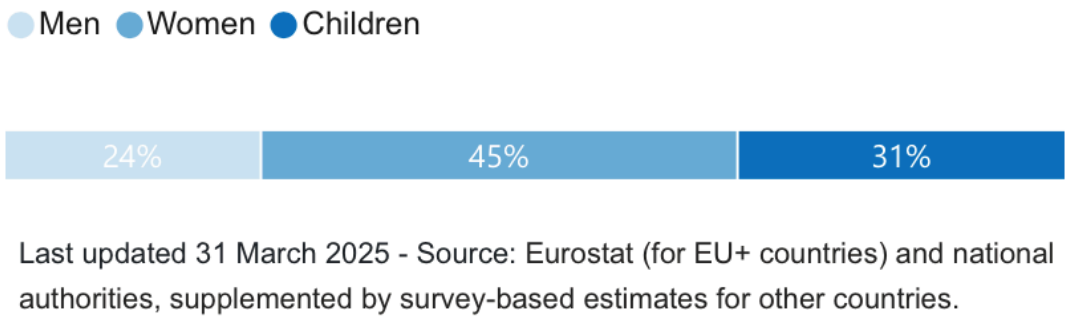
VOICE project's objectives, which were to identify opportunities, gaps and needs in the integration of displaced Ukrainians in the EU.

4. Key Findings

Data Findings

5.137 million Ukrainian displaced people are temporarily protected in EU Member States *(Operational Data Portal, 2025)*. In contrast to the other refugee populations, this group has a unique demographic makeup. The majority of beneficiaries are women followed by children under the age of 18 and finally there are adult men due to the restrictions regarding the conflict. Men of military age leaving Ukraine are reflected in this gender imbalance, which had led to a refugee profile that is primarily made up of women with children.

Figure 5: demography of refugees from Ukraine



Source: *Operational Data Portal, 2025.*

Ukrainian refugees are notable for having comparatively high levels of formal education. Before the conflict, Ukraine already exceeded in the EU average in tertiary attainment, with a marked gender gap in favour of women which represents the 56% of working-age women against the 43% of men holding a tertiary degree *(OECD, 2023, What we know about the skills and early labour market outcomes of refugees from Ukraine).*

Survey data collected by EUAA, IOM and OECD in 2022 suggested that around 71% of adult refugees self-declared tertiary education, most at master's level or higher, and about one in nine reported vocational education and training. However, these online surveys are likely to overestimate the share of highly skilled as they tend to reach younger and better-educated respondents.

Administrative data provide a more reliable picture. For instance, Spain reports 62% tertiary educated among registered refugees and Ireland 68%. In Belgium (Flanders), the share is lower (52%), while Germany shows strong variation: official placement

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interviews found only 37% tertiary educated among participants in integration courses, with 19% reporting lower secondary education or less. In Austria, the share of lower-educated refugees appears higher, with about 40% having compulsory education only rising to 70% among those who quickly obtained a work permit (*OECD, 2023, What we know about the skills and early labour market outcomes of refugees from Ukraine)*.

Figure 6: first evidence on the educational qualifications of refugees from Ukraine

Country	Low-educated	Medium-educated	Highly educated	Population	Sample size	Date	Source
EU	8 (secondary or lower)	19	71	Refugees from Ukraine	3 932	15.8.2022	EUAA & OECD SAM-UKR survey
EU	13 (secondary or lower)	17 (VET)	67	Refugees from Ukraine	4 800	August and September 2022	UNHCR's Intentions Survey – Round 2
Neighboring countries of Ukraine	23 (secondary or lower)	25 (VET)	48	Refugees from Ukraine	34 145	May and September 2022	UNHCR's Intentions Survey – Round 1
Austria	40	24	36	Refugees from Ukraine registered at the PES	5 817	31.5.2022	AMS data (Public Employment Service)
Austria	70	19	11	Refugees from Ukraine who have obtained a work permit	3 312	31.5.2022	AMS data (Public Employment Service)
Belgium (Flanders)	16	26	58	Refugees from Ukraine registered at the PES	1 869	7.11.2022	VDAB data (Public Employment Service)
Germany	2	24	73	Ukrainian nationals who, by the end of March, have been in Germany for 12 weeks maximum	1 936	March 2022	INFO GmbH survey
Germany	19	43	37	Ukrainian refugees with a placement test to participate in an integration course	4 7542	6.7.2022	BAMF evaluation
Germany	1	21	78	Refugees from Ukraine	936	May-June 2022	Ifo online survey
Ireland	2	30	68	Refugees from Ukraine who attended employment support events	11 999	07.8.2022	Arrivals from Ukraine in Ireland Series 5, CSO statistical publication
Poland	15 (primary education, basic vocational)	35 (secondary)	50	Refugees from Ukraine	3 165	13.4-12.5.2022	Narodowy Bank Poland
Spain	9	29	62	Registered refugees from Ukraine	84 146	18.11.2022	Dashboard on the characteristics of Ukrainian refugees in Spain
Switzerland	21 (lower secondary)	15 (upper secondary)	64	Refugees from Ukraine registered at the PES	992	20.11.2022	RAV data (Public Employment Service)
United Kingdom	21		79	Selected sample from recently arrived refugees under Ukraine Humanitarian Schemes	3 094	20-27April 2022	ONS
United Kingdom	19		81	Selected sample from recently arrived refugees under Ukraine Humanitarian Schemes	9 293	16-24 June 2022	ONS

Source: *OECD, 2023, What we know about the skills and early labour market outcomes of refugees from Ukraine.*

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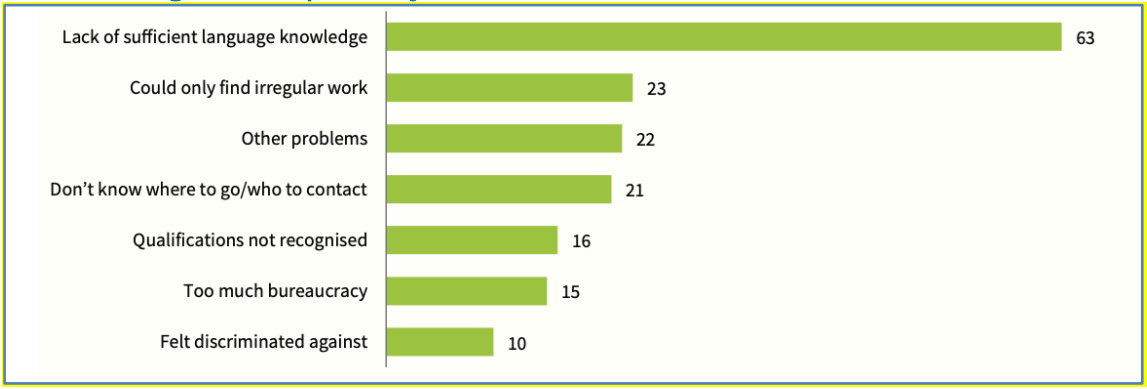
Participation in the labour market is still uneven. According to an OECD survey from 2024, Ukrainian employment rates in the EU are still lower than the national average, despite being higher than those of other refugee groups. Employment is concentrated in industries that employ a lot of women, such as retail, hospitality and domestic and care services. At the same time, manufacturing, transportation and construction employ more men. Therefore, gender has a significant impact on labour outcomes: men are more likely to find employment in manual labour despite having the ability to work in other fields, while women, despite having higher educational qualifications, frequently experience downward occupational mobility *(OECD, 2024, Labour market integration of beneficiaries of temporary protection from Ukraine).*

These statistics reveal a paradox: even though Ukrainian refugees are typically highly educated and driven, their career paths do not fully align with their qualifications, primarily because of language barriers, limited recognition of diplomas and obstacles encountered during the job search.

Figure 7: reported job search barriers in host countries (%)



Source: *European Union Agency for Fundamental Rights. (2023). Barriers to employment of displaced Ukrainians.*

Identified Gaps

Even though many displaced Ukrainians find work rather quickly, there are still large training and skill gaps that prevent them from fully integrating into the EU labour market over the long run:

1. **Lack of language proficiency:**
   even with strong qualifications, it keeps people from entering regulated professions and higher-skilled occupations.

2. **Slow and disjointed recognition of professional licenses and diplomas:**

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highly educated refugees are forced into positions below their level of expertise. Even though a sizable portion of refugees have tertiary education, this leads to widespread overqualification and skills mismatch, with employment concentrated in low-skilled industries like manufacturing, hospitability and care services.

3. **Unmet needs in soft skills and job-search literacy:** this goes beyond technical skills; they are crucial for employability but are frequently disregarded. These include awareness of rights, workplace culture and local recruitment practices.

4. **Lack of childcare options and care responsibilities:** these further limits training and stable employment for women, who make up the majority of adult beneficiaries.

5. **Unorganised support for entrepreneurship or digital entrepreneurship:** even though self-employment is permitted by the Temporary Protection Directive, some instanced of shaky or fraudulent self-employment show how dangerous it can be to follow this route without proper protections and training.

When combined, these disparities show that Ukrainian refugees have significant employability, digital entrepreneurship and soft skill deficiencies despite having relatively high levels of formal education.

Language and Digital Literacy Barriers

Evidence suggests that English proficiency is relatively widespread among Ukrainian refugees compared to other foreign languages. Knowledge of host-country languages such as German or Dutch is very limited. In Germany, only 4% of adults reported good or very good German skills in early 2022, while over 60% had none. In Belgium (Flanders), fewer than 2% reported good Dutch and three-quarters had no knowledge at all. Refugees in neighbouring Slavic-speaking countries fare better: about 38% in Poland and 26% in Slovakia reported some familiarity with the local language. Lack of host-country language proficiency is consistently cited as the main barrier to employment and integration *(OECD, 2023, What we know about the skills and early labour market outcomes of refugees from Ukraine).*

Furthermore, the existence of informal workplace registers and regional dialects presents and extra challenge for newcomers. Therefore, language adaptation in training needs to encompass more than just grammar and vocabulary; it should also cover industry-specific terminology, useful workplace communication techniques and intercultural awareness. Without this emphasis, training frequently falls short

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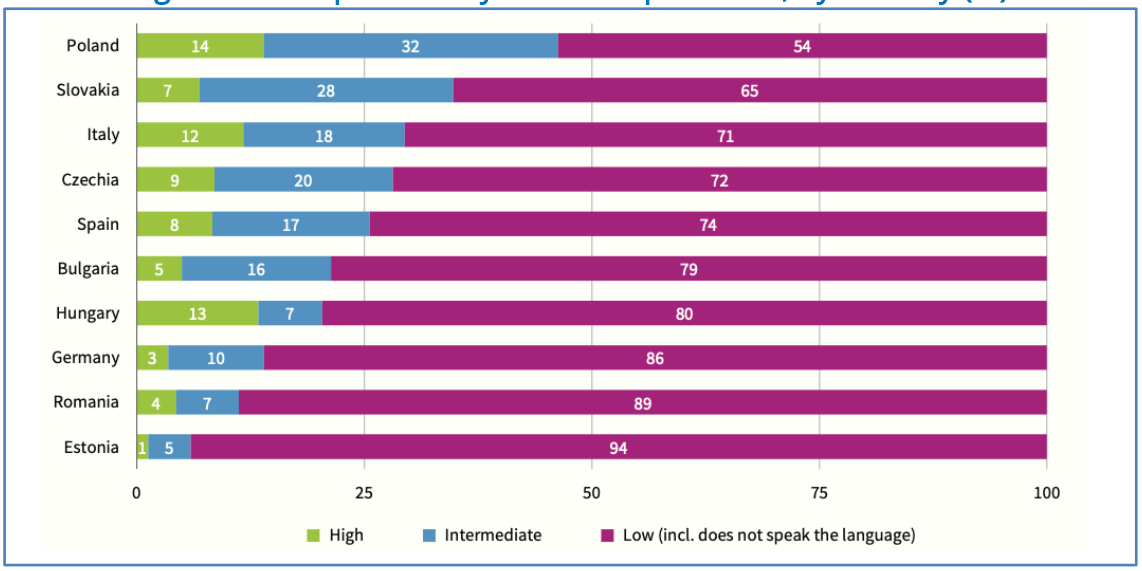
in preparing refugees for professional situations in the real world. Indeed, uncertainty about the duration of stay discourages some from investing in language learning, as those intending to return are less motivated to pursue long-term integration.

Figure 8: host proficiency of the respondents, by country (%)



Source: *European Union Agency for Fundamental Rights. (2023). Barriers to employment of displaced Ukrainians.*

Digital literacy has become another significant barrier, in addition to language. Older adults, particularly women over 40, frequently lack the ICT skills required to access online learning or digitalised employment services, whereas younger refugees typically adjust to digital platforms quickly. This digital divide limits engagement with blended or remote training offers, delays the use of online job portals and restricts participation in e-learning programmes, according to reports from *(OECD, 2023, What we know about the skills and early labour market outcomes of refugees from Ukraine.*).

In reality, low digital literacy limits the variety and quality of work options accessible to refugees, particularly in fields that are becoming increasingly influenced by digitalisation. To overcome this obstacle, specific assistance, such as equipment, training and upskilling programmes that incorporate user-friendly platforms and introductory ICT models.

Benchmarking with Labor Market Needs

According to labour market data from the EU, there are ongoing labour shortages in industries like healthcare, education, construction, transportation, ICT and green technologies *(OECD, 2024, Labour market integration of beneficiaries of temporary*

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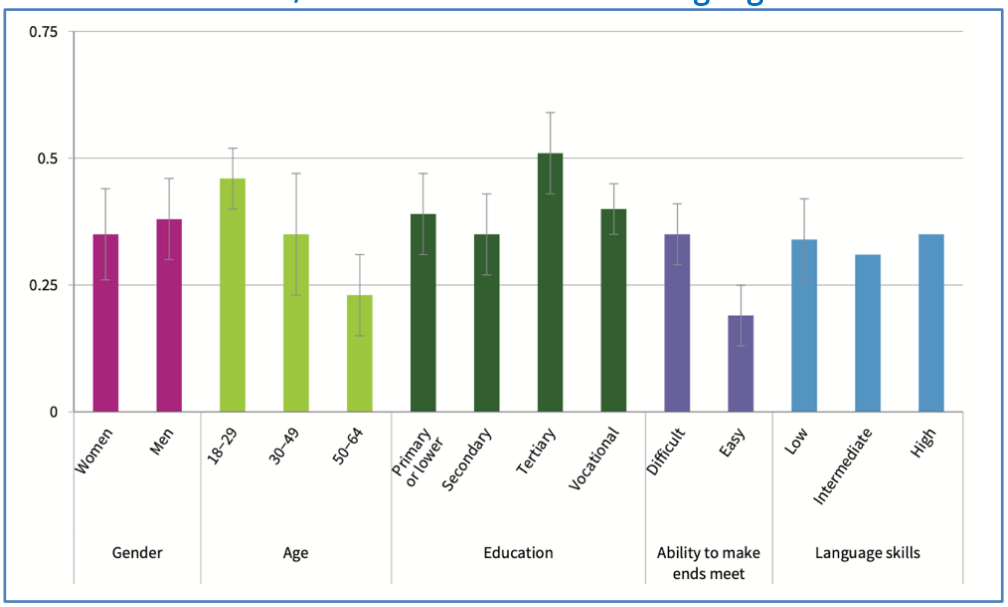
protection from Ukraine). In addition to technical credentials, employers are increasingly looking for applicants with digital competencies, problem-solving skills, communication abilities and adaptability. Particular emphasis is placed on the importance of soft skills for employability in dynamic work environments. At the same time, as online business models and self-employment grow in popularity, entrepreneurial skills and digital entrepreneurship become increasingly important.

Figure 9: probability of facing barriers to employment by gender, age, education, financial situation and language skills



Source: *European Union Agency for Fundamental Rights. (2023). Barriers to employment of displaced Ukrainians.*

Ukrainian refugees have integrated into the labour market faster than most other refugee groups. Employment outcomes vary significantly across countries. In Poland, around 25% of working-age refugees are formally employed, although many more are believed to work informally or remotely. In Czechia, the rate is at least of 20%, while the Baltic countries report more favourable results: 41% in Estonia and nearly 50% in Lithuania. Denmark shows particularly strong progress, with employment rising from 19% in April to 53% by October 2022. The Netherlands reports the highest levels, with up to 40,000 Ukrainians employed out of 55,000 working-age refugees (*OECD, 2023, What we know about the skills and early labour market outcomes of refugees from Ukraine)*.

Regarding the needs, the skill profile of Ukrainian refugees reveals both strengths and gaps. On the one hand, according to OECD data, Ukrainians have more formal education than other refugee groups and a sizable portion of them are trained in ICT and teaching-sectoral areas where the EU is severely lacking. If language and

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recognition barriers are removed, this alignment offers a chance for quick labour market integration.

However, many people are unable to pursue these careers to due to delays in qualification recognition, language barriers and soft skill gaps. Refugees are therefore frequently concentrated in low-skilled manual labour and so on, where entry is quicker, but career advancement opportunities are scarce.
A large portion of their potential is also unrealised due to the absence of organised pathways for digital upskilling and entrepreneurship, particularly among younger generations who might otherwise support Europe' green and digital transitions.

So, even though Ukrainian refugees have significant educational capital that helps them fill some of the gaps in the EU labour market, ongoing linguistic, recognition and soft skill gaps keep them from entering fields that are below their level of education, which presents a problem and a lost chance for the Union's workforce.

Overview of Available Training Offers

Beyond emergency measures, the EU backs long-term inclusion through education and training. Under the Action Plan on Integration and Inclusion 2021-2027, the Commission funds projects, runs mutual-learning activities within the European Education Area and provides targeted expert advice to help Member states improve practice, especially on language learning, qualification recognition and inclusion at all levels of education.

Available Training & Support Offers			
Offer	What is it	Who it serves	What it provides
Erasmus+ Online Linguistic Support (OLS).	Commission initiative that gives refugees and newly arrived migrants online language learning access. More than 10,000 have been offered OLS.	Displaced learners who need the host-country language for study/work.	Low-barrier, scalable language upskilling to speed up integration into education and jobs.
eTwinning	EU-funded school collaboration platform that connects schools and staff across Europe using ICT	School leaders, teachers, school staff.	Practical inclusion tools to manage diverse, multilingual classrooms.

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	tools for teacher cooperation and peer support.		
School Education Gateway	Erasmus+ platform for practitioners to exchange materials (articles, lesson plans) and take online courses on inclusion, cultural diversity and integrating newly arrived students.	Teachers and school staff.	Ready-to-use content to adapt teaching and embed intercultural and language support.
EU Talent Pool Pilot	Online job-matching platform run by the European Commission; refugees upload CV's, employers post vacancies.	Refugees under temporary protection.	Connects refugees with EU-wide job offers; reduces mismatches.

Source: *own elaboration from EC, "Refugee and migrant integration into education and training", & EC, "Fleeing Ukraine: access to jobs".*

In general, to assist Ukrainians displaced by the war, the European Commission created the Solidarity Platform, a tool designed to provide practical guidance and support for those seeking help in the EU. The platform serves as a central hub of information, explaining how to access assistance in Member States, the procedures for entering the EU and offering contacts for hotlines, national authorities and organisations working directly with refugees *(EC, 2022, Migration management: Welcoming refugees from Ukraine)*.

Managed by DG HOME, the initiative connects EU Member States, Schengen Associated States and EU agencies with international organisations such as IOM and UNHCR. It also promotes international cooperation thanks to the involvement of partners like the United States, Canada and the United Kingdom in regular coordination meetings. Furthermore, the Platform maintains a close dialogue with Ukrainian authorities and collaborates with civil society organisations through both structured and bilateral exchanges, ensuring that the evolving needs of Ukrainian

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citizens in the EU are addressed in a coordinated way *(EC, 2022, Migration management: Welcoming refugees from Ukraine)*.

Stakeholder Input

In this report, the term **stakeholders** refers to the key actors directly or indirectly involved in supporting the integration of displaced Ukrainians into European societies and labour market. They include non-governmental organisations and civil society organisations, which provide on-the-ground assistance and advocacy. Furthermore, employment agencies and employer associations are considered to reflect the needs and constraints of the labour market. Training providers and educational institutions design and deliver vocational, digital and language training programmes. Their perspectives complement statistical data.

Civil society organisations have highlighted both progress and persisting challenges. Caritas Europe emphasises that "language is tied to employment and to the quality of that employment; the better the language skill, the more likely a newcomer will have access" (Caritas, 2023, Language is the key to integration). Similarly, Oxfam EU Office, together with more than 20 NGOs, praised the rapid activation of the Temporary Protection Directive but warned that the EU must "put commitments into action" to guarantee effective reception, access to rights and social inclusion (*Oxfam, 2022, Ukraine refugee response: over 20 NGOs call on the EU and EU countries to put their commitments into action*). These organisations also insist on the important of childcare and trauma-informed services, particularly for women, minors and unaccompanied children.

Employer associations and employment agencies highlight a discrepancy between the reality of refugees' employment, which frequently continues to be concentrated in low-skilled industries and their high educational backgrounds.

They highlight the necessity of improving workplace communication and soft skills, which are commonly mentioned by employers as lacking, as well as streamlining qualification recognition processes. Training facilities and academic establishments stress how critical it is to make investments in digital skills and offer adaptable, blended learning formats, which are crucial for both younger and older refugees.

The need for quicker qualification recognition, the inclusion of job-oriented language courses, the development of soft and digital skills and the establishment of supportive policies for women and families are some of the common themes that show up among these actors. Stakeholders concur that tackling these priorities is essential to prevent refugees from experiencing long-term underemployment and enabling EU labour markets to take advantage of the skills of displaced Ukrainians.

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5. Recommendations

Six useful suggestions are made for assisting displaced Ukrainians' social integration and employability at the EU level considering the gaps and obstacles that have been identified:

Accelerate qualification recognition	Expand job-oriented language training	Integrate soft skills and job-search literacy
Accelerate and harmonise EU-wide recognition of Ukrainian degrees and professional licenses, especially in regulated fields, to reduce skill underutilisation.	Expand sector-specific, job-oriented language courses integrated into vocational training, covering both technical terms and workplace communication.	Embed job-search literacy and soft skills in training materials, including intercultural communication, CV/interview skills, labour rights and workplace culture.
Strengthen digital literacy and E-learning access	**Support digital entrepreneurship and self-employment**	**Foster social innovation and multi-level coordination**
Boost e-learning accessibility and digital literacy to close the generational divide and enable older refugees in particular to take advantage of training and employment opportunities.	Support digital self-employment through the offer of tailored training, simpler administrative procedures and access to mentorship for refugees wishing to start their own business.	Increase social innovation at local and EU levels using platforms like the Solidarity Platform to exchange best practices and connect employers, training facilities and civil society.

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