



# R1. Skills Identification Report

# OUR PROJECT



## Overview

**PROMOTE** aims to enhance Continuous Vocational Education and Training (CVET) educators' comprehension of the career integration hurdles and prospects for highly skilled migrant women, including displaced Ukrainians. It facilitates meaningful integration into the labour market and unlocks the full career potential and talent of some of Europe's most skilled but vulnerable women. By 2026, **PROMOTE** will upskill over 50 VET educators and 75+ highly skilled Ukrainian and migrant women to create a more inclusive and dynamic European workforce.

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# Introduction

This Skills Identification Report is the first output (R.1) of the **PROMOTE** project. It details the skills, qualifications, and competencies of highly skilled migrant women in the five partner countries: **Germany, Ireland, Poland, Spain and Sweden.**

This report highlights the **unique talents** these women bring to the European labour market, as well as identifying any **significant skill gaps** that need to be addressed.

The report methodology followed a mix of desk and field research presented in qualitative and quantitative findings as originally outlined in the application and expanded upon in the **Work Package 2.2 Work plan and Research Methodology.**

Women face many challenges in accessing resources, opportunities, and support (Brush et al., 2019). Migration to other countries makes gender inequality even worse and creates even more barriers for women (OECD, 2015).

**PROMOTE** directly addresses these needs and challenges by offering flexible VET training and supporting Ukrainian and migrant women, as well as recognising and celebrating the strengths, skills, and contributions these women can bring to society. It's a step towards creating more inclusive, equitable, and prosperous communities.

## BIGGER PICTURE

In 2021, the Expert Council's Research Unit looked at vocational education and training for young newcomers in Europe. It found Vocational education and training (VET) opens up opportunities for newcomers to enter skilled employment and drives social participation. Having discussed and researched obstacles for migrants, it was found that migrant women face gender-specific challenges too. One explanation was that young mothers spend more time looking after small children than young fathers do, and that traditional values and roles stop some women from even considering training as an option.

Their interviews showed that migrant women often take preparatory courses or enter VET several years after migrant men. This demonstrates **PROMOTE's** objective to prioritise migrant women.

In 2022, the UN Refugee Agency (UNHCR) found that around 17,300 people in need of international protection were resettled from non-EU countries to EU Member States, 6% less than in 2021 but 97% more than in 2020. Syrians were by far the main nationality, accounting for 63% of people resettled.

However, since Russia's military aggression in Ukraine in February 2022, Europe has received the largest number of people fleeing war since World War II. At the end of 2021, less than 10% of all the world's refugees and only a fraction of internally displaced persons were living in the EU. By the end of 2022, as a result of the war in Ukraine, the share of refugees living in the EU increased to more than 20%. Women and children account for a large proportion of these. **PROMOTE** targets migrant women with a special focus on Ukrainian women.

Highly skilled migrant women are often overlooked in terms of training and policies, which leads to deskilling and unemployment. This is clearly stated by the International Organisation for Migration Research (2015),

*“Many migration policies targeting the highly skilled are inadequate as regards their level of gender sensitivity. Admission programmes, for example, are often biased towards occupations that are traditionally held by men.*

*In destination countries, a major integration challenge faced by highly skilled migrant women is persistent unemployment (and therefore general deskilling), despite the increased emphasis on educational attainment in the migration selection policies of many states.”*

**A LITTLE PROGRESS**

**EACH DAY ADDS**

**UP TO BIG RESULTS**

As part of the European Year of Skills, the European Union made it a priority to tackle labour shortages through the activation of vulnerable groups in the labour market, including the elderly, people with disabilities, people with a migrant background, women and young people not in education, employment or training (NEETs). Such measures go hand in hand with re-skilling, up-skilling and improving working conditions in certain occupations to make them more attractive.

The Ukrainian crisis created questions about how to react in these situations, mainly supporting the most affected people: highly educated Ukrainian women (OECD, 2022). According to the OECD, relative to other refugees, Ukrainian refugees have some characteristics that can better facilitate their integration prospects (e.g. educational profile, existing social networks, immediate access to employment), while others may, on the contrary, hinder them (many are single mothers with children and other dependents).

While the “average” refugee in the context of 2014-17 inflows was a relatively low-educated young man, in the case of the 2022 Ukrainian refugees, it is more likely to be a tertiary-educated woman, often with accompanying children.

According to Statista, the estimated number of refugees from Ukraine recorded in Europe in 2025 is over 5 million, with our five partner countries accounting for half of this and Germany hosting the majority, closely followed by Poland.

In most host countries, the proportion of women among adult Ukrainian refugees is around 70%, which gives our project a sizable target audience to work with, but also one that has very specific needs. It also reflects the large response rate from this target audience to our surveys.

# Talents and Skill Contributions of Migrant and Ukrainian Women

In this section, we undertook desk work to examine the available online literature relating to highly skilled migrant and Ukrainian women, highlighting the unique talents that they bring to the European labour market, as well as identifying any significant skill gaps that need to be addressed.

## INTRODUCTION

Migrant women, including the large number of Ukrainian women displaced by the 2022 war, play an increasingly significant role in Europe's labour market. By mid-2022, roughly 4.7 million refugees from Ukraine had registered for protection in the EU, most of them women with higher-than-average education levels (OECD, 2023). Such women bring valuable skills and qualifications, and their integration can help address Europe's skill shortages and ageing workforce challenges (Dalmonte & Frattini, 2024). However, research shows migrant women face a "double disadvantage" in the labour market, being both women and foreign-born, leading to higher rates of unemployment or underemployment compared to native-born women or migrant men of similar education (Rubin, 2009). The following examines the unique talents these women contribute and the skill gaps and barriers that hinder their full integration, which we aim to address through the PROMOTE project.



# Talents & Strengths

Migrant and refugee women in Europe offer a range of talents, qualifications, and experiences that benefit host economies.

**High Educational Attainment:** Many migrant women are highly educated. For example, among Ukrainian refugees, 56% of working-age women had completed tertiary education, a substantially greater share than among Ukrainian men (OECD, 2023). Such educational capital represents a huge potential asset for European labour markets.

**Professional Skills and Sector Expertise:** Before migration, many of these women gained significant work experience, often in skilled sectors. The vast majority of Ukrainian women refugees were employed at the onset of the war, with a notable portion working in fields like health care and education (OECD, 2023). This means they bring valuable sectoral expertise from nursing and teaching to STEM fields, helping to fill critical labour gaps. Their entry into EU labour markets has been remarkably swift; by late 2022, employment rates for Ukrainian refugee women already exceeded 40% in several countries (e.g. Poland, Czechia, the Baltics, UK), far faster integration than seen with previous refugee groups (OECD, 2023).

This means they bring valuable sectoral expertise from nursing and teaching to STEM fields, helping to fill critical labour gaps. Their entry into EU labour markets has been remarkably swift; by late 2022, employment rates for Ukrainian refugee women already exceeded 40% in several countries (e.g. Poland, Czechia, the Baltics, UK), far faster integration than seen with previous refugee groups (OECD, 2023). Employers are tapping into this talent pool in part to alleviate ongoing skills shortages (Fóti, 2024).

## Key Talents & Strengths

- High Educational Attainment
- Professional Skills & Sector Expertise
- Adaptability & Resilience
- Addressing Skill Shortages



Indeed, European employer federations and public employment services have launched initiatives to recruit Ukrainian women to sectors with labour demand (Fóti, 2024). Ukrainian women show high levels of digital competency and independence, especially visible in their ability to navigate resettlement procedures, digital bureaucracy, and remote work tools. This is a valuable asset for participation in increasingly digital European economies. Overall, migrant women often *complement* the host country workforce, using their skills in areas like healthcare, IT, or multilingual services where demand is high.

**Adaptability and Resilience:** Migrant women frequently demonstrate strong adaptability, entrepreneurship, and linguistic skills. Many Ukrainian refugees, for instance, have learned or improved foreign languages to integrate. More broadly, migrant women’s experiences navigating new cultural and professional environments can foster soft skills like intercultural communication, resourcefulness, and resilience. These qualities enable them to contribute innovatively in workplaces and to integrate relatively quickly when given the opportunity. Early data show that Ukrainian women have made good progress finding employment quickly across Europe, a testament to their motivation and ability to adapt (Desiderio & Hooper, 2023). The NatAlli report (2024) underscores their ability to adapt quickly, often learning host country languages or relying on English as a bridge. This is complemented by resilience and initiative, such as engaging with community networks or online learning to upskill during transition periods. However, the same report also noted that migration due to war creates psychological strain and career discontinuity, especially for those who lost their jobs or status. These breaks in professional development create gaps in CVs that employers may penalise, further hindering labour market integration.

**Addressing Skill Shortages:** Far from displacing local workers, the talents of migrant women often complement host economies by filling gaps. Europe is currently facing persistent labour shortages in sectors such as healthcare, eldercare, IT, and education (Dalmonte & Frattini, 2024). Migrant women help mitigate these shortages. Policymakers recognise this potential: the EU’s new Talent Partnerships and the October 2022 EU Talent Pool for Ukrainians aim to match skilled refugees with job openings (European Commission, 2022). As a result, migrant and refugee women’s skills are being used to bolster technological leadership and innovation in host countries (Dalmonte & Frattini, 2024). These women constitute an often “hidden treasure” of talent, with education, professional know-how, and diverse perspectives, that can drive economic competitiveness and enrich Europe’s human capital.





# Skill Gaps & Barriers to Integration

Despite their strong skillsets, migrant and refugee women frequently encounter skill-related gaps or barriers that prevent full use of their talents in the European labour market. These key challenges include:

**Language Proficiency Gaps:** Lack of fluency in the host-country language is one of the most cited barriers. Upon arrival, many highly educated women cannot immediately work in their field due to language requirements. For instance, in a survey of Ukrainian refugees, 56% of those who faced obstacles to employment said insufficient language skills were a major barrier (OECD, 2023). Although many migrants are multilingual, not having fluency in the host country's language, especially for technical or administrative roles, limits job access and advancement. Language is both a communication barrier and a regulatory hurdle in many professions. Without strong local language command, even qualified candidates struggle with job interviews, workplace communication, or meeting regulatory requirements (e.g. for healthcare roles). This language gap can force migrants into jobs below their qualification level. European countries are addressing this by expanding tailored language courses, including vocational language training for specific professions (Fóti, 2024). Some have even relaxed the strict language requirements in certain high-need occupations to expedite hiring, for example, allowing healthcare assistants to start work while improving language skills.

**Non-Recognition of Qualifications and Skills:** Many migrant women face bureaucratic hurdles in getting their foreign degrees, certifications, and skills recognised. Professional licenses obtained abroad (for doctors, teachers, etc.) often require lengthy validation processes or additional exams in Europe. This skills transferability issue leaves many capable women stuck in lower-skill jobs despite high qualifications (OECD, 2023). A 2023 OECD report noted that given the high formal education of Ukrainian refugees, fast-tracking foreign qualification assessment is crucial (OECD, 2023). In response, several countries have streamlined recognition procedures – for example, accelerating credential evaluations and removing some occupational licensing barriers, notably in health care (OECD, 2023). Still, gaps remain: a Ukrainian doctor or engineer may spend months or years underemployed as, say, a cleaner or warehouse worker while awaiting recognition, creating brain drain. Improving skills recognition frameworks and providing bridging courses or exams in the local context are essential to close this gap.

**Skills Mismatch and “Brain Waste”:** Even when migrant/refugee women find work, it is often below their skill level. Studies have consistently shown that immigrants (especially women) are more likely to be over-qualified for their jobs compared to natives (Dalmonte & Frattini, 2024). Migrant women with university degrees disproportionately end up in elementary or low-paid service roles, a phenomenon documented as de-skilling or “brain waste.” For example, one in five highly educated non-EU immigrant women in Europe works in low-skill sectors, a rate twice as high as that of native or EU-born women with similar education (Rubin, 2009). This mismatch arises from the factors above (language, credentials) and also from a lack of local work experience or networks. The NatAlli report (2024) cites a primary barrier is that Ukrainian women's degrees and professional certifications are often not recognised in host countries, particularly in regulated professions like medicine, education, or law.



This causes “brain waste” where highly qualified women end up in low-skill, low-pay jobs. Newly arrived women often have no professional contacts in the host country, so they rely on survival jobs or ethnic community networks, which funnel them into lower-skilled employment (OECD, 2023). While these jobs provide income and entry, they underutilise women’s talents. The prevalence of part-time, temporary jobs for migrant women, often due to childcare duties, further limits advancement (OECD, 2023). The outcome is that many migrant women remain in precarious positions despite being skilled, which is a loss for both the individual and the economy.

**Childcare and Social Support Gaps:** A significant skills-related gap is not in the women themselves, but in support services that enable them to use their skills. Lack of affordable, accessible childcare is a major barrier to sustained employment for migrant mothers. Ukrainian refugee women, for instance, are predominantly mothers with young children, yet host countries often struggled to provide childcare slots – enrollment rates for refugee children ranged only from 42% to 71% in 2022–23 (Fóti, 2024). The NatAlli research (2024) identified a persistent lack of childcare infrastructure for refugee and migrant families. This disproportionately affects Ukrainian women, many

of whom are sole caregivers, limiting their availability for training, work, or full-time positions. Additionally, migrant women may lack knowledge about job training programs, rights, or job-search assistance, an information gap that hampers skill utilisation (Fóti, 2024). Combined with often limited social networks in the host country, these factors make it harder for migrant women to find jobs matching their qualifications.

The NatAlli report (2024) also noted that while many women are digitally literate, it flags that older Ukrainian women or those from rural backgrounds may have limited access to or familiarity with digital services, creating disparities in access to jobs, training, or even basic support services. Some host governments and NGOs have introduced innovative measures (Fóti, 2024): for example, lifting restrictions so refugees can access public childcare, creating mentoring programs to build professional networks, and ensuring that welfare rules (like required immediate job search to receive benefits) are tempered by flexibility for those still gaining skills or language. Closing these support gaps is vital to allow women to upgrade their skills (through training/upskilling) and to apply their full talents in the labour market.



## Skill Gaps & Barriers

- Language Proficiency Gaps
- Non-Recognition of Qualifications and Skills
- Skills Mismatch and “Brain Waste”
- Childcare and Social Support



*“Migration is an expression of the human aspiration for dignity, safety and a better future.”*

**Ban Ki-moon**

This literature highlights that migrant and refugee women bring substantial human capital, education, professional experience, and soft skills that enrich Europe’s labour market. Yet, they often confront language barriers, non-recognition of credentials, skills mismatches and other structural challenges that prevent full integration. Tackling these skill gaps and barriers will not only empower the women themselves but also help European economies unlock the full potential of this diverse workforce. (Dalmonte & Frattini, 2024).



## Our Research

In addition to the desk review summarised in this Skills Identification Report, our field research methodology involved creating two Target Group Databases.

First, we developed a partner-accessible Excel database containing data gathered through both desk and field research. This database profiles the skills and qualifications of our two key target groups, TG3 and TG4 (Ukrainian and other migrant women). The second Excel database identifies partner participants, adult educators, and employers who support TG1, TG2, and TG5.

### **Reference databases:**

Between November 2024 and April 2025, we undertook a multi-method research process using surveys, interviews, and focus groups across five European regions. This primary data collection focused on TG3 and TG4. Our goal was to identify and map the competencies of at least 75 highly skilled migrant women across five partner countries.

Survey data, collected mostly via our partner networks, provided a quantitative overview of competencies. In-depth interviews (conducted by MMS) then explored individual backgrounds, skills, and experiences. Focus groups (as part of our Learning & Exchange Activities) provided further qualitative insights into skills gaps, career opportunities, and support needs.

The overall objective was to identify the specific skills, qualifications, and competencies of highly skilled migrant women, particularly displaced Ukrainians and other migrants, and to highlight skill gaps across Germany, Ireland, Poland, Spain, and Sweden. This will help inform tailored career interventions, enhance labour market integration, and provide actionable data to support upskilling and career advancement for highly skilled migrant women across these five European regions.

# Our Findings

The PROMOTE survey collected insights from 222 participants across Europe, highlighting a strong concentration in fields like education, IT, healthcare, and business. While 70% of the female respondents were Ukrainian, 30% came from a wide range of countries, including: Azerbaijan, Argentina, Brazil, Belarus, Bosnia & Herzegovina, Colombia, Dominican Republic, Georgia, Honduras, Indonesia, Morocco, Nicaragua, Peru, Russia, Tunisia, Turkey and Venezuela.

Most respondents have a solid educational background, with Bachelor's and Master's degrees being the most common. While many feel that their education aligns with their current employment, there remains a strong appetite for upskilling, particularly in digital competencies, communication, and data analytics. The desire for support in the form of language assistance, career guidance, and certification suggests that participants are eager to improve their employability and integration.

## Overall Results Summary

**Participants:** 222 respondents with diverse experience and education levels.

**Top Industries:** Education, IT & Technology, Healthcare, Business & Finance.

**Relevant Skills:** IT & Digital, Communication, Business & Admin, Productivity Software.

**Training Interests:** AI, Data Analytics, Language and Communication Skills.

**Support Needs:** Strong interest in Language Support, Career Guidance, Mentorship, and Certification.

**Common Backgrounds:** Economics, Law, Education, Accounting, and Management.

**Preferred Competency Areas:** Digital, Business Strategy, Technical, Green Skills, Networking.

# Overall Results

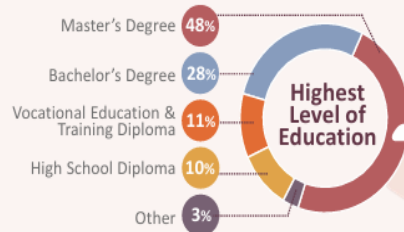


## Total Responses

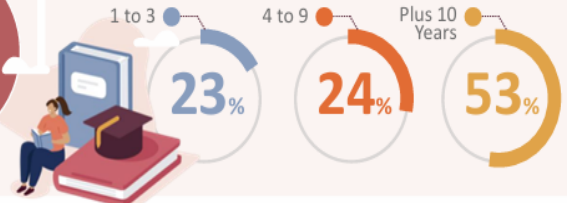
222



Ukrainian Women

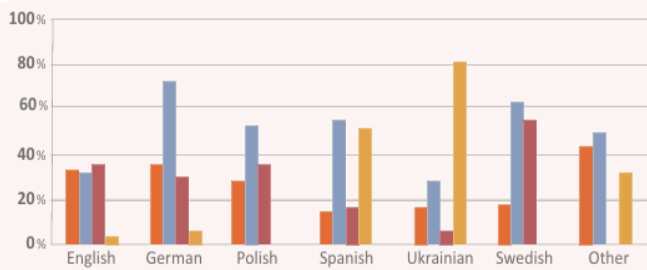


## Years of professional experience



## Languages spoken and proficiency

- Advanced
- Beginner
- Intermediate
- Native



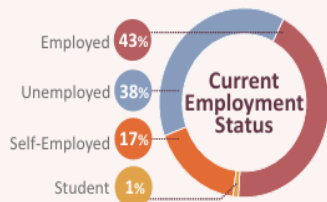
Example: Of those who speak Swedish, 60% are beginners and 15% are at an advanced level.

## Main fields of study or professional background

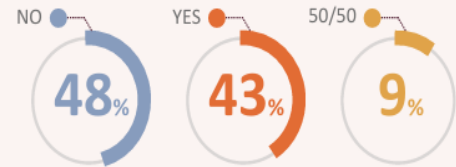
- Economics
- Accounting
- Management
- Education
- Law

## Common industries worked in

- Education
- Administration
- IT & Technology
- Healthcare
- Business & Finance



## Do those employed feel their education and skills match their current role?

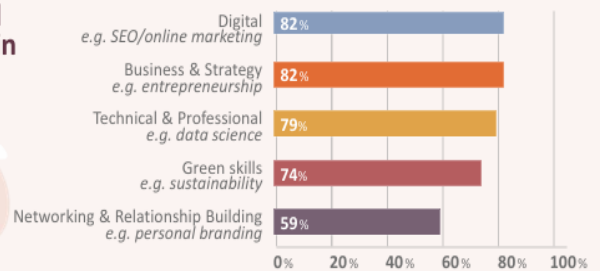


## Skills most relevant to my field of employment



- IT & Digital Skills
- Communication Skills
- Business & Administration
- Office & Productivity Software

## Skills I would like training in



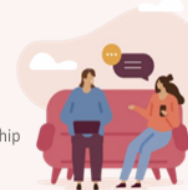
## It would be beneficial for me to develop these skills/competencies

- |                            |                                   |
|----------------------------|-----------------------------------|
| 01 Language Skills         | 06 Technology                     |
| 02 Communication           | 07 Project Management             |
| 03 Artificial Intelligence | 08 Marketing                      |
| 04 Digital Skills          | 09 Resilience/Stress Management   |
| 05 Data Analytics          | 10 Analytical & critical thinking |



## I would like these supports to improve by participating in PROMOTE

- Language Support
- Training & Courses
- Career Guidance & Work Placements
- Professional Development & Mentorship
- Recognition & Certification



**PROMOTE**  
FOR HIGHLY SKILLED MIGRANT WOMEN

# GERMANY

Germany's 18 respondents, though the smallest group, provide a focused picture: strong backgrounds in finance, law, and design, with employment concentrated in education, NGOs, and IT. While many respondents report mismatches between their education and employment, they show a proactive approach toward growth, prioritising AI, data analysis, and self-confidence building. Support needs centre on leadership, intercultural skills, and integration, suggesting a group of willing career changers.

Unlike Ireland or Spain, German participants highlight critical thinking and intercultural skills as key developmental goals, pointing to more diverse integration challenges or identity reconstruction in the labour market.

## Results Summary

**Participants:** 18 respondents.

**Backgrounds:** Business, Finance, Law, Graphic Design.

**Industries:** Education, IT, Healthcare, Banking, NGOs.

**Skills Needed:** Data Analysis, Project Management, AI and Communication.

**Support Desires:** Networking, Confidence Building, Language and Business Development.

**Training Goals:** Digital, Marketing, Professional and Language Development.

**Top Competencies:** Digital, Technical, Networking, Green Skills, Communication.

**Employment:** Majority employed; mix of self-employed and unemployed.

## Unique Talents

**Technical expertise:** Demonstrated skills in IT & Digital, Engineering, and Data Analysis reflect a capacity to contribute to Germany's tech and industrial sectors.

**Soft power:** Emphasis on Communication, Networking, and Intercultural Skills indicates readiness for roles that require collaboration and cultural sensitivity.

**Notable talent:** Strong interest in Leadership & Business Development shows entrepreneurial potential and ambition.

## Significant Skills Gaps

**Self-confidence and integration:** Strong demand for Self-Confidence, Networking, and Local Integration support suggests that barriers are more psychosocial than technical.

**Language and leadership:** There is a notable need for Language Skills and Leadership Training, indicating structural barriers to advancement.

# GERMANY



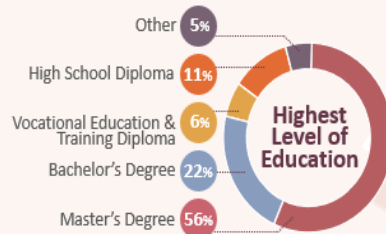
## Total Responses

18

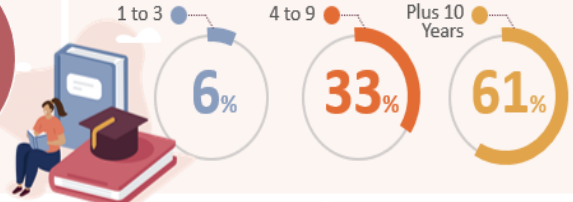


22%

Ukrainian Women

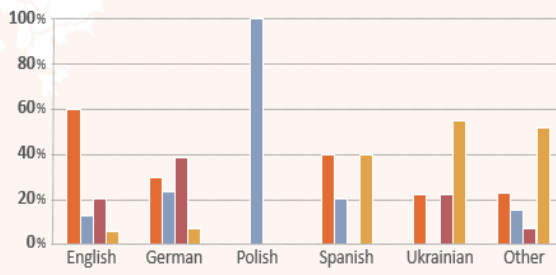


## Years of professional experience



## Languages spoken and proficiency

- Advanced
- Beginner
- Intermediate
- Native



Example: Of those who speak English, 60% are advanced and 10% are at the beginner level.

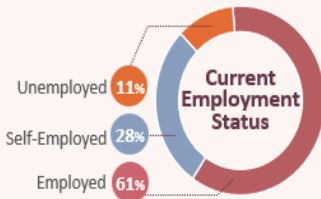
## Main fields of study or professional background

- Business
- Finance
- Accounting
- Law
- Graphic Design

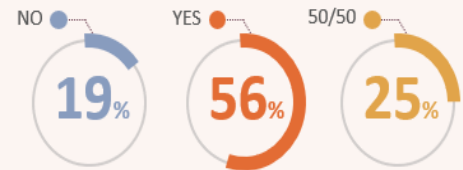


## Common industries worked in

- Education
- IT & Technology
- Healthcare
- Banking & Finance
- NGOs



## Do those employed feel their education and skills match their current role?

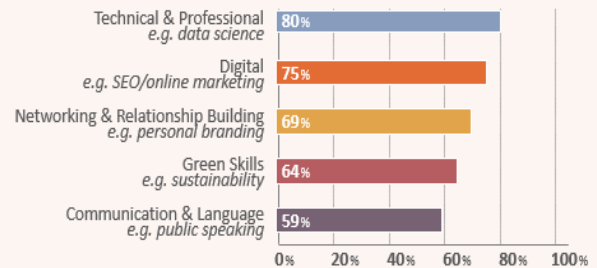


## Skills most relevant to my field of employment



- IT & Digital Skills
- Business & Administration
- Engineering & Technical
- Communication & Soft Skills

## Skills I would like training in



## It would be beneficial for me to develop these skills/competencies

- Data Analysis & Literacy
- Project Management
- Communication
- Job Applications
- Artificial Intelligence
- Critical Thinking
- Networking & Local Integration
- Self-Confidence & Intercultural Skills
- Language Skills
- Leadership & Business Development



## I would like these supports to improve by participating in PROMOTE

- Digital & Data Skills
- Marketing & Sales
- Professional Development
- Confidence & Communication
- Language Skills



PROMOTE  
FOR HIGHLY SKILLED MIGRANT WOMEN



# IRELAND

Ireland's 80 respondents stand out with a strong background in economics, management, and law, and many are employed in sectors like retail, education, and finance. Compared to the overall results, Irish participants report a particularly high alignment between education and employment. Yet, they share a common interest in upskilling, especially in process improvement, design technology, and business psychology. Their support needs closely mirror those of the broader group, emphasising mentorship, job alignment, and language training. Ireland shows strong digital competency engagement, yet also a notable demand for soft skills enhancement, indicating a balanced developmental need. Ireland has the largest sample size, and respondents show one of the strongest alignments between education and employment, contrasting with countries like Poland or Germany, where gaps are more pronounced.

## Results Summary

**Participants:** 80 respondents.

**Fields of Study:** Economics, Management, Philology, Law, Accounting.

**Industries:** Retail, Education, Banking, Marketing, Medicine.

**Top Skills:** Office Software, Technical & IT, Communication, Finance.

**Training Interests:** English, AI, Psychology, Process Improvement and Design Tech.

**Desired Supports:** Language Support, Job Placement, Training, Recognition.

**Education Match:** High alignment between education and current roles.

**Competency Focus:** Digital, Business Strategy, Communication, Technical and Networking.

## Unique Talents

**Educational strength:** Many participants have backgrounds in Economics, Management, and Law, showing a solid foundation in business acumen.

**Top skills:** Strong proficiency in Office & Productivity Software, Technical & IT Skills, and Communication indicates adaptability in both corporate and administrative settings.

**Notable talent:** High alignment between education and employment suggests that Ukrainian women are capable of transferring their qualifications effectively in the Irish labour market.

## Significant Skills Gaps

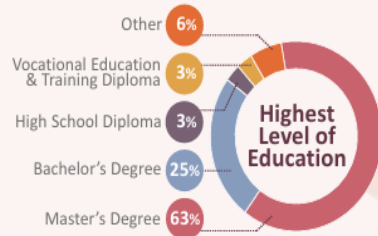
**Design and process improvement:** Many requested training in design technology and process improvement, pointing to gaps in applied innovation tools.

**AI readiness:** Interest in working with AI signals a gap in next-gen tech familiarity despite solid IT fundamentals.

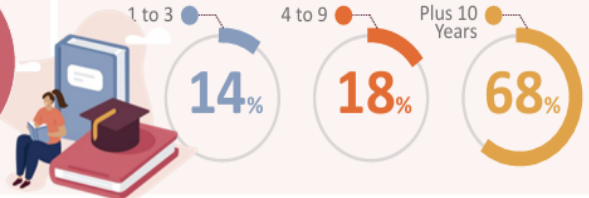
# IRELAND



Total Responses  
**80**

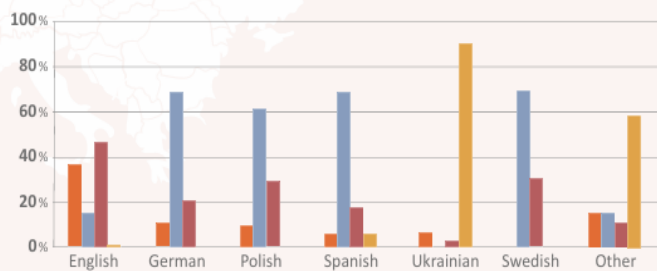


## Years of professional experience



## Languages spoken and proficiency

- Advanced
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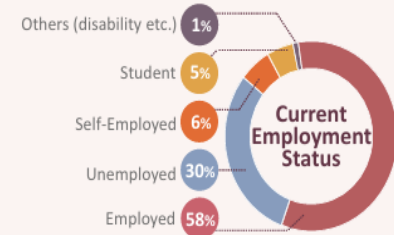
Example: Of those who speak Polish, 60% are beginners and 10% are at an advanced level.

## Main fields of study or professional background

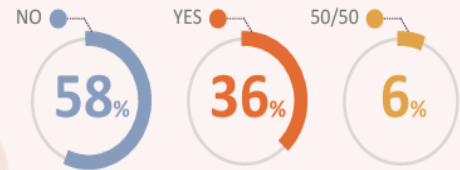
- 01 Economics
- 02 Management
- 03 Philology
- 04 Law
- 05 Accounting

## Common industries worked in

- 01 Retail
- 02 Education
- 03 Banking
- 04 Marketing
- 05 Medicine



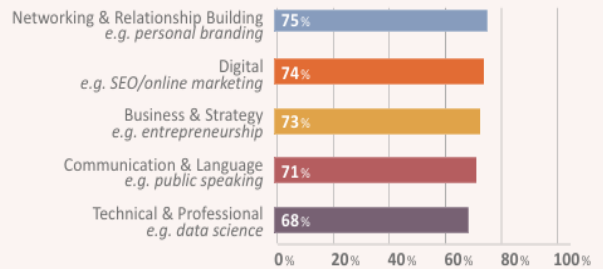
## Do those employed feel their education and skills match their current role?



## Skills most relevant to my field of employment

- 01 Office & Productivity Software
- 02 Technical & IT Skills
- 03 Communication & Soft Skills
- 04 Finance & Accounting

## Skills I would like training in



## It would be beneficial for me to develop these skills/competencies

- 01 English language
- 02 Working with AI
- 03 Business Psychology
- 04 Process Improvement e.g. Six Sigma
- 05 Design technology
- 06 Engineering Skills e.g. Revit
- 07 New software
- 08 Social studies
- 09 Communication
- 10 E-learning and teaching technologies

## I would like these supports to improve by participating in PROMOTE

- 01 Language Support
- 02 Job Placement & Career Alignment
- 03 Training & Courses
- 04 Recognition & Certification
- 05 Professional Development & Mentorship

**PROMOTE**  
Highly skilled migrant women

# POLAND

Poland's 28 participants reflect a diverse educational and occupational mix, spanning beauty, gastronomy, marketing, and education. While fewer respondents are in traditional corporate roles, there is a high emphasis on soft skills, conflict resolution, and personal development. Polish respondents show a particularly strong need for training in healthcare, mental health, and data analytics, and express high interest in financial and employment support.

Poland distinguishes itself by focusing more on emotional intelligence and mental health than other countries. This contrasts with Germany's focus on technical skills and Ireland's emphasis on business psychology and design.

## Results Summary

**Participants:** 28 respondents.

**Fields:** Economics, Wellness, Marketing, Management, Music.

**Industries:** Beauty, Gastronomy, Sales, Education, Finance.

**Skills to Improve:** Management, PR, Personal Growth, Soft Skills.

**Training Interests:** Mental Health, Healthcare, Data/Analytics.

**Supports Desired:** Courses, Business Support, Work Experience, Financial Help.

**Top Competency Areas:** Digital, Business Strategy, Networking, Technical, Green.  
Strong demand for personal development and practical support.

## Unique Talents

**Personal development focus:** High prioritisation of People Skills, Soft Skills, and Conflict Resolution demonstrates strong interpersonal and service-oriented capacities.

**Cultural fluency:** Skills in Public Relations and Language Proficiency highlight strong integration potential and communication flexibility.

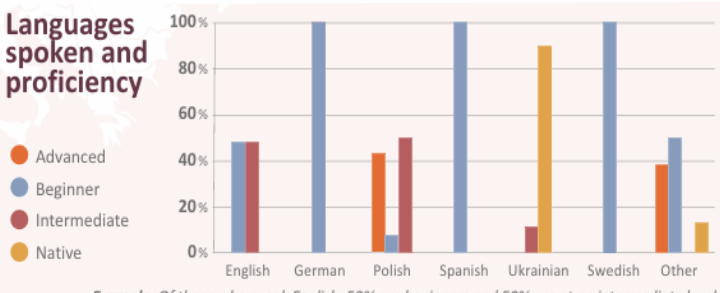
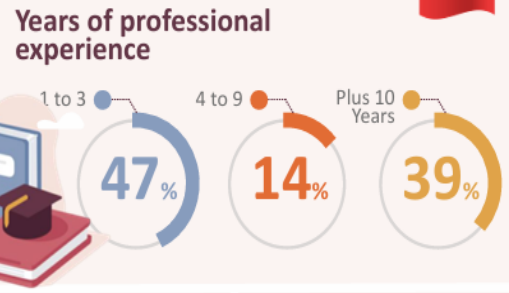
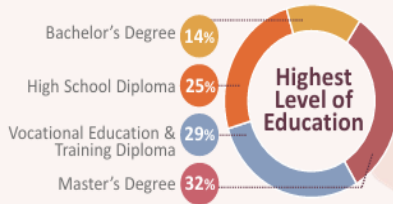
**Notable talent:** High motivation for Mental Health, Healthcare, and Education sectors shows alignment with care-focused and people-facing professions.

## Significant Skills Gaps

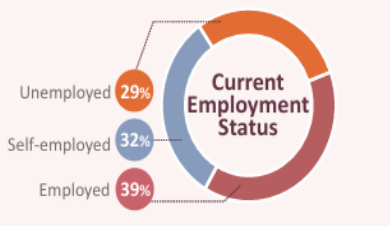
**Business integration:** A desire for Business Support, Work Experience, and Financial Help indicates barriers in entrepreneurship and practical labour market access.

**Mental health awareness:** The high demand for Mental Health training may reflect both personal development needs and interest in contributing to this sector professionally.

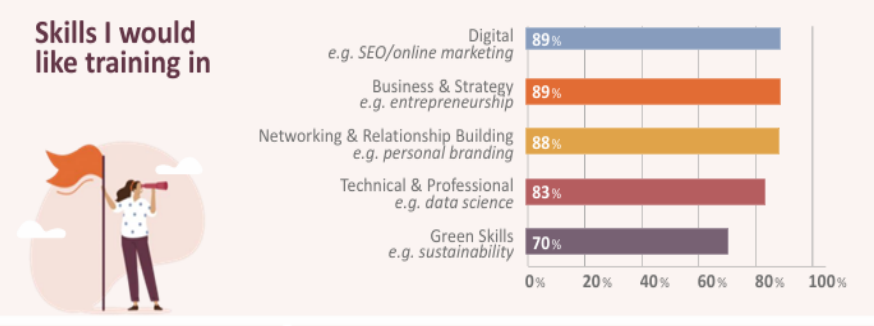
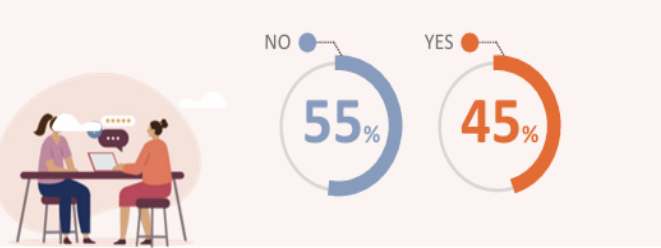
# POLAND



Example: Of those who speak English, 50% are beginners and 50% are at an intermediate level.



**Do those employed feel their education and skills match their current role?**



**PROMOTE**  
READY TO TAKE THE NEXT STEP?

# SPAIN

Spain's 53 respondents show a high degree of educational attainment and strong employment alignment, particularly in healthcare, education, and public administration. Spanish participants exhibit the highest interest in digital skills (95%), followed by green skills and entrepreneurship. Their training needs span programming, innovation, and social media, suggesting a forward-looking, tech-savvy cohort.

Spain ranks highest in demand for digital and green competencies. This places Spain at the forefront of the digital transformation curve, especially compared to more traditional skill priorities seen in Sweden or Poland.

## Results Summary

**Participants:** 53 respondents.

**Top Fields:** Psychology, Business, Education, Engineering, Finance.

**Industries:** Healthcare, Education, Admin & Finance, Tech, Public Sector.

**Relevant Skills:** Software, Admin, Healthcare, Communication.

**Training Interests:** Programming, Social Media, Education Tech, Innovation.

**Supports Needed:** Training, Guidance, Integration, Language Skills.

**Competency Priorities:** Digital (95%), Green (87%), Networking, Business, Communication. High match between education and employment.

## Unique Talents

**Sector versatility:** Ukrainian women in Spain are active in Healthcare, Education, Technology, and Administration, indicating adaptability to public service and innovation sectors.

**High digital awareness:** The highest reported interest in Digital Skills (95%) and Green Skills (87%) positions them well for the digital and ecological transitions.

**Notable talent:** Strong capability in Communication, Marketing, and Innovation reflects potential in creative and tech-driven roles.

## Significant Skills Gaps

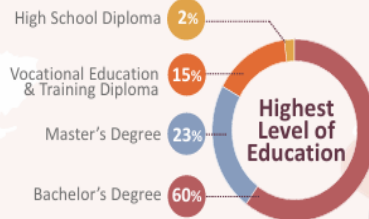
**Programming and innovation:** While interest in Programming and Tech Innovation is high, this implies a need for foundational training to meet demand in these areas.

**Social media and marketing:** Gaps in practical Marketing Tools and Social Media Strategy suggest the need for targeted digital communication training.

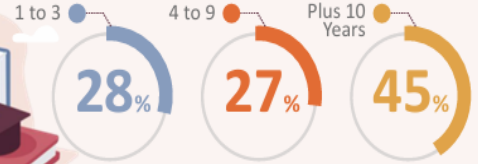
# SPAIN



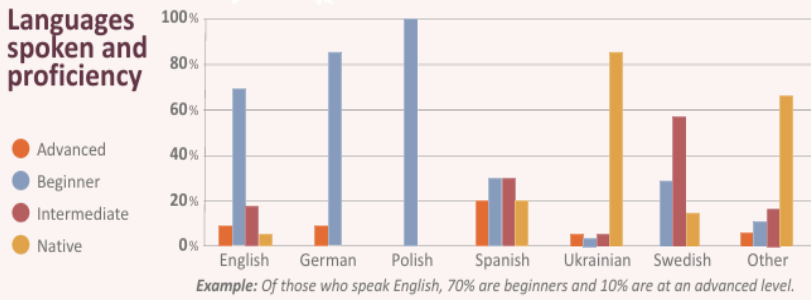
Total Responses  
**53**



## Years of professional experience



## Languages spoken and proficiency

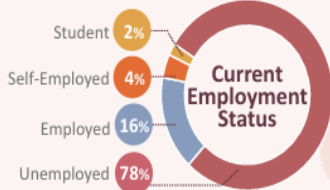


## Main fields of study or professional background

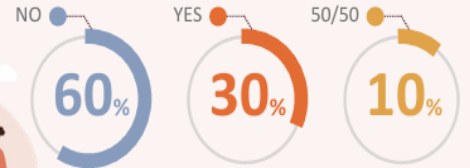
- 01 Psychology
- 02 Business & Administration
- 03 Education
- 04 Engineering
- 05 Finance & Accounting

## Common industries worked in

- 01 Healthcare
- 02 Education
- 03 Administration & Finance
- 04 Technology & Telecom
- 05 Public Sector



## % of employed who felt their education and skills matched their current role

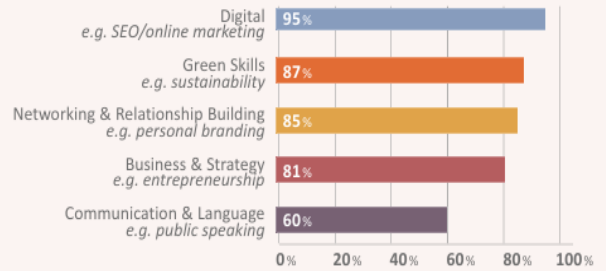


## Skills most relevant to my field of employment



- 01 Software & Digital Skills
- 02 Administration & Management
- 03 Healthcare & Therapy
- 04 Education & Communication

## Skills I would like training in



## It would be beneficial for me to develop these skills/competencies

- 01 Language Skills
- 02 Communication
- 03 Marketing
- 04 Administration
- 05 Digital skills
- 06 Programming
- 07 Social Media
- 08 Technology
- 09 Education
- 10 Innovation



## I would like these supports to improve by participating in PROMOTE

- 01 Training
- 02 Guidance
- 03 Education
- 04 Language Skills
- 05 Integration



**PROMOTE**  
PROMOTING MIGRANT WOMEN

# SWEDEN

Sweden's 43 participants are largely involved in business, education, logistics, and pharma. Respondents here exhibit a strong foundation in analytical thinking, adaptability, and digital literacy. While their training interests include AI and risk management, there's a clear demand for help with certifications, regulatory knowledge, and labour market integration. Interestingly, Sweden shows one of the lowest demands for networking and cultural diversity training, implying a more homogenous or experienced professional base.

Sweden stands apart for its prioritisation of regulatory and risk management knowledge, and a surprisingly low demand for cultural competency support, possibly reflecting either a more integrated workforce or a focus on internal national standards versus cross-border mobility.

## Results Summary

**Participants:** 43 respondents.

**Fields:** Economics, Education, Healthcare, Business, Admin.

**Industries:** Education, Pharma, Logistics, Services.

**Key Skills:** Computer Skills, Project & Risk Management, Communication.

**Training Needs:** AI, Adaptability, Analytical Thinking, Regulatory Knowledge.

**Support Requests:** Certifications, Language Skills, Training, Employment Knowledge.

**Competency Interests:** Business Strategy (83%), Digital, Communication, Critical Thinking, Cultural Awareness.

## Unique Talents

**Analytical aptitude:** Strong performance in Project Management, Risk & Quality Assurance, and Analytical Thinking aligns with Sweden's regulatory and process-driven labour needs.

**Digital fluency:** Competence in Advanced Computer Skills, AI, and Digital Communication supports their role in digitally advanced sectors.

**Notable talent:** Comfort with Regulatory Knowledge and Certification Readiness indicates preparedness for formalised employment sectors.

## Significant Skills Gaps

**Cultural competency:** While Sweden had the lowest demand for Cultural Competency Training, this could also signal an overlooked gap in social integration tools.

**Certification support:** A strong request for help with Certifications and Employment Knowledge shows that bureaucratic and formal hurdles remain a challenge.

# SWEDEN

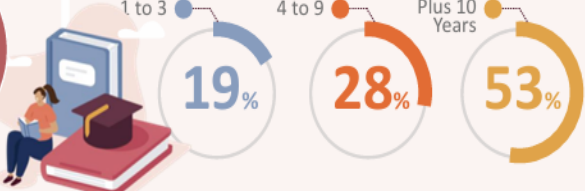
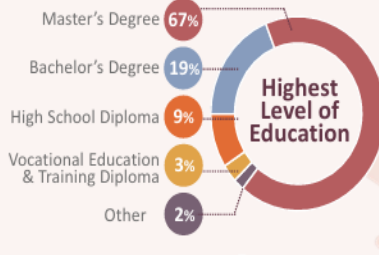


## Total Responses

43

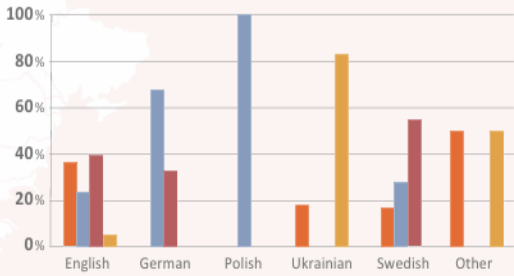


## Years of professional experience



## Languages spoken and proficiency

- Advanced
- Beginner
- Intermediate
- Native



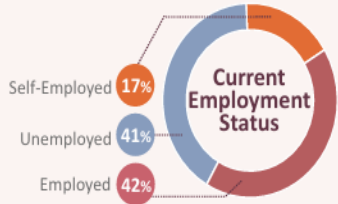
Example: Of those who speak German, 70% are beginners and 30% are at an intermediate level.

## Main fields of study or professional background

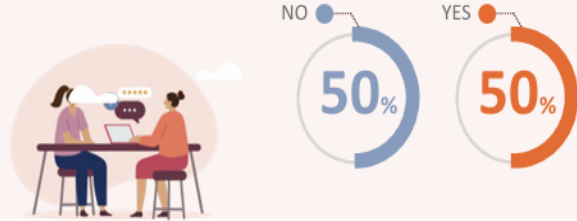
- Economics/Finance
- Education
- Healthcare/Pharmaceutical
- Business/Marketing/Management
- Administration

## Common industries worked in

- Education
- Pharmaceutical/Science
- Logistics/Transport
- Business/Finance/Marketing
- Service/Admin



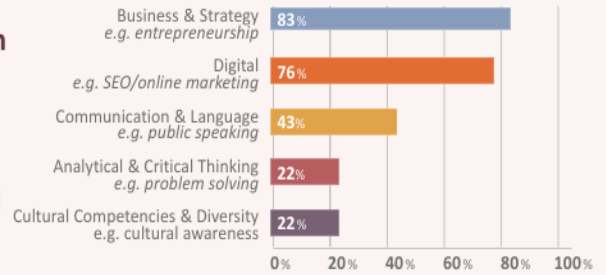
## Do those employed feel their education and skills match their current role?



## Skills most relevant to my field of employment

- Advanced computer skills
- Project management
- Risk management & Quality assurance
- International communication

## Skills I would like training in



## It would be beneficial for me to develop these skills/competencies

- AI
- Adaptability
- Communication
- Digital skills
- Analytical & critical thinking
- Language skills
- Labour market understanding
- Project Management
- Accounting & Taxation
- Regulatory knowledge

## I would like these supports to improve by participating in PROMOTE

- Skills Training
- Language skills
- Help with certifications
- Professional Training
- Employment knowledge

**PROMOTE**  
PROMOTE SKILLS TRAINING AND EMPLOYMENT



# Conclusion

**PROMOTE** survey results from Ireland, Germany, Spain, Poland, and Sweden highlight both unique talents and areas needing upskilling and support. Migrant and Ukrainian women bring a rich array of skills, especially in digital fluency, communication, education, and healthcare, making them valuable contributors across diverse sectors. The large response rate indicates an interest and eagerness for women to participate in **PROMOTE**'s objectives. This report has not only created awareness about the project but has further highlighted the need for support and an appetite for progression and upskilling amongst our target groups.

Skill gaps persist in advanced technologies (like AI), integration support (confidence, language), and sector-specific certifications. Each of the five host countries highlights different needs and strengths, suggesting that tailored support, especially in upskilling, validation of qualifications, and mentorship, would enable more successful and sustainable labour market integration. **PROMOTE**'s next step will be to develop tailored support to help migrant and Ukrainian women fully use their talents across Europe.



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**Year:** 2023

**Link:** <https://www.unhcr.org/news/my-journey-education-helps-refugees-triumph-against-odds>

The Promote Partnership includes:

PROJECT LEADER:



# PROMOTE

highly skilled migrant women



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