



Good Practice - Employability Hub and Learnify Program - Inclusive Education and Employability Support for Migrants and Refugees in Cyprus

WP 2

Activity 1 (Good Practice)

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Good Practice Card

Name/ title of practice:	Employability Hub and Learnify Program - Inclusive Education and Employability Support for Migrants and Refugees in Cyprus
Location:	Nicosia, Cyprus
Size and scale of organization:	Small to medium-sized non-profit organisation
Industry/Sector:	Non-governmental organisation (NGO) – Social Inclusion, Education, Human Rights
Contact info (for follow up, if available):	info@generationforchange.org
Additional details:	Recipient of the “Outstanding Social Contribution Award” from the University of Nicosia and the “Democracy Award” by Politeia Cyprus in 2023.
Sources of information/References:	<ul style="list-style-type: none"> • Official website www.generationforchange.org • Project descriptions on the Employability Hub and Learnify • https://generationforchange.org/portfolio/employability-hub/ • https://generationforchange.org/portfolio/learnify/ • Organisation’s social media @generationforchange

Good Practice/Content

Key focus/bias observed:	Inclusion, Diversity, Empowerment of migrants and refugees, Non-formal education, and Employability
Description of the <i>Practice</i>:	Generation for Change CY (GFC) has implemented two key initiatives to support the integration and empowerment of migrants, refugees, and asylum seekers in Cyprus: the Employability Hub and the Learnify Program . Both practices address systemic barriers to inclusion through free training in digital skills, language learning, labor rights education, job readiness, and personal development. These programs actively target individuals from vulnerable groups, with a strong gender-sensitive and non-discriminatory approach.
Implementation strategy:	The practice is built upon a combination of structured training modules (ICT, language, CV creation, job search), practical workshops (e.g., barista certification, job interview preparation), and advocacy. It employs a community-based delivery model, emphasizing accessibility and partnerships with local stakeholders. The strategy includes multilingual outreach, a tailored curriculum based on CEFR standards, and mentoring. Projects are implemented in phases and supported by a diverse funding portfolio (e.g., U.S. Embassy Cyprus, UN Human Rights, ENAR Foundation, Active Citizens Fund).
Key actors involved:	<ul style="list-style-type: none"> • Migrants, refugees, asylum seekers, and underserved youth • Local NGOs, grassroots organisations • Employers and training providers • Educational institutions • International partners (e.g., Save a Child Norway)
Outcomes and metrics of impact:	<ul style="list-style-type: none"> • 330+ participants benefited from Employability Hub in less than 2 years • 80+ individuals trained in Greek and English • 4 individuals certified through professional barista training • 55 migrants and refugees from 8+ countries trained in ICT and language skills • Youth from Cyprus, Bulgaria, and Ireland engaged in participatory research under the BEYOND project • Learnify supported 15–18-year-old teenagers with essential skills to transition into adulthood

<p>Potential challenges and barriers for implementation:</p>	<ul style="list-style-type: none"> • Difficulty in maintaining continuous funding for long-term impact • Language and cultural barriers in participant engagement • Complexities in reaching newly arrived or undocumented individuals • Emotional and psychological challenges faced by target groups due to trauma or instability
<p>Blueprint for success - recommendations for replication or adaptation of the Practice:</p>	<ul style="list-style-type: none"> • Partner with grassroots and trusted community organisations to improve outreach • Ensure flexibility in scheduling and training delivery to accommodate participants' needs • Adopt a rights-based, intersectional approach to inclusion • Align language training with recognized frameworks (e.g., CEFR) to enhance transferability • Leverage social media and informal networks to inform communities • Combine training with confidence-building activities and mentorship
<p>Key lessons learned:</p>	<ul style="list-style-type: none"> • Community trust is central to programmes thrive when designed <i>with</i> rather than <i>for</i> the target group • Language acquisition and digital literacy are foundational to inclusion and labor market access • Recognition through certifications and soft skills training increases participants' confidence and employability • Cross-sector collaboration multiplies impact, e.g., between education providers, NGOs, and employers • Youth-specific interventions (such as Learnify) require tailored pedagogies and safe learning environments
<p>Other info/notes:</p>	<p>The approach of Generation for Change CY exemplifies how a rights-based, inclusive methodology can address structural inequalities while directly enhancing individuals' self-reliance and agency. Their model could be a valuable pilot for larger-scale EU integration or upskilling projects under AMIF, Erasmus+ KA2 (Adult/Youth), or CERV.</p>



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