

WP 1.3 outcomes analysis

Outcome 1 validated barrier picture that shifts the narrative away from motivation

Across the three countries, stakeholders consistently confirm that young migrants are not primarily stuck due to lack of motivation. They are constrained by structural barriers such as language gatekeeping, fragmented services, limited first job access, and system navigation complexity. Finland's roundtable states this explicitly and frames the core issue as structural and contextual rather than motivational.

Outcome 2 language remains the dominant gateway but it behaves differently by country

Language is repeatedly identified as the first order barrier, but the mechanism differs

- Denmark stakeholders connect language with social norms, network access, and bias, not only classroom learning.
- Finland stakeholders describe a circular trap where jobs require Finnish, but learning Finnish effectively often requires labour market entry and exposure, with long queues and high competition for courses and pathways.
- Lithuania stakeholders highlight the lack of continuity in free Lithuanian learning, plus the system level barriers where key platforms and exams are not accessible linguistically, and vocational learning is rarely offered in English outside ad hoc arrangements.

Outcome 3 first job access emerges as the critical mobility hinge

Finland provides the clearest articulation of the first job as a decisive pivot. NGO practice shows that structured employer cooperation and guided pathways can produce employment outcomes, and that the first job strongly shapes later progression.

This aligns with Denmark and Lithuania where stakeholders point to internships, traineeships, or structured entry routes as the practical way to convert motivation into progression.

Outcome 4 employer engagement is both essential and fragile

Stakeholders converge on a realistic diagnosis. employer engagement is essential, but it does not happen automatically and often depends on trust, mediation, and incentives.

- Denmark notes local businesses are often not involved, despite migrants being a potential asset.
- Finland provides concrete examples where employer commitment removes practical barriers and creates English language apprenticeship routes, but also documents risk aversion and uneven uptake.

- Lithuania highlights that structured paid internships with large employers can break stereotypes and lead to permanent contracts, but that scale is the limiting factor.

Outcome 5 system navigation and fragmentation are treated as barriers in their own right

Stakeholders repeatedly describe a problem that is bigger than information availability. the system is difficult to navigate without a guide, especially for newcomers and for people with limited host language.

Finland describes siloed services and transition disruptions in employment services that hit migrants hardest.

Lithuania describes platform barriers such as the vocational application system being only in Lithuanian, creating reliance on staff time and informal support.

Denmark interviews echo that scattered information and lack of hands on guidance can be more limiting than the theoretical existence of programmes.

Outcome 6 psychosocial and wellbeing factors appear as structural, not individual, issues

Finland gives the strongest evidence that prolonged unemployment, repeated rejection, and economic insecurity create mental health risks and that support often falls between systems.

Lithuania stakeholders also describe trauma, the need for psychological support, and the effectiveness of case management that tackles personal barriers alongside employability.

This strengthens the projects integrated policy angle. career progression cannot be treated as a training only issue.

Outcome 7 a clear shortlist of actionable solution directions for WP 2 and the final report

WP 1.3 produces a coherent solution set that you can carry forward without overclaiming

- guided navigation models such as case management and one stop services, with multilingual support
- blended pathways combining language learning, work exposure, and practical training including apprenticeships and profession linked language modules
- employer side interventions such as apprenticeship awareness, wage subsidy clarity, and trust building via mediated partnerships and internships
- improved accessibility of systems such as translated application platforms and clearer pathway information in relevant languages

Outcome 8 stronger evidence that integrated policy approaches are necessary

When triangulated, stakeholders implicitly justify an integrated approach across education, employment, integration services, and wellbeing support. Finland explicitly frames this as a need for holistic models that combine language, work experience, and wellbeing support rather than isolated interventions.