Unitar Online Catalogue

CIFAL Curitiba - Welcoming Industry – Migration and Labor Integration Program

People

□□□□ : 9 Dec 2026

□□ :	Workshop
□□ :	Parana , Brazil
□□ :	10 □□ 2026 to 10 □□□ 2026 (□□□)
□□ :	12 Months
□□□□ :	Decentralize Cooperation Programme
□□ :	https://cifal-global-network.org/
□□ :	US$0.00
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□□ :	Sesi Paraná (Sistema Fiep), , International Organization for Migration (IOM), , United Nations High Commissioner for Refugees (UNHCR) (1974), , Cáritas, , Embaixada Solidária

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The Welcoming Industry Program is an initiative of the Fiep System, implemented by Sesi Paraná, that connects social inclusion with industrial competitiveness through the integration of migrants and refugees into the formal labor market.

Launched in June 2024, the program responds to two structural challenges: the shortage of qualified labor in Paraná’s industrial sector and the need for coordinated responses to increasing migratory flows, as Paraná is one of the main destinations for relocated migrants in Brazil.

The initiative operates through a multi-stakeholder approach, engaging international organizations, civil society, and industry to promote inclusive workforce integration and sustainable economic development.
The program aligns with global migration and inclusion agendas, contributing to decent work, reduced inequalities, and inclusive economic growth.

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The initiative aims to:

- Promote the integration of migrants and refugees into the formal labor market;
- Support industries in developing inclusive and diverse work environments;
- Address labor shortages through inclusive workforce strategies;
- Strengthen collaboration between industry, government, and international organizations;
- Foster social inclusion aligned with economic development.

  The initiative contributes to SDGs 8, 10, and 17, particularly in advancing decent work, reducing inequalities, and strengthening partnerships.

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The program is structured around four main pillars:

- **Job matching:** Connecting migrants with employment opportunities in industry;
- **Industry preparation:** Awareness sessions and intercultural recruitment training for HR teams;
- **Migrant training:** Portuguese language courses (SESI) and professional qualification (SENAI);

- **Network strengthening:** Engagement with partners and integration into platforms such as Emprega Indústria (IEL).

The structure integrates social inclusion with workforce development in a coordinated and scalable model.

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The initiative is demand-driven and includes:

- Awareness workshops for industries;
- Intercultural training for HR teams;
- Capacity-building actions for migrants;
- Coordination with institutional and humanitarian partners;
- Activation of Sistema Fiep units according to identified needs.

The methodology combines public awareness, capacity building, and institutional coordination, ensuring systemic impact.

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Industries, HR professionals, migrants and refugees, and institutional partners.

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- 144 industries impacted across 29 cities;
- 336 industry employees trained;
- More than 50 migrants directly trained;
- 549 total beneficiaries;

- Recognition as winner of the “Engagement and Partnerships” category at the 2025 Companies with Refugees Forum (UNHCR & UN Global Compact – Brazil Network).

  The program is currently expanding through:

- Creation of the Paraná Hub of the Companies with Refugees Forum;
- Expansion of training to new cities (Irati and Guarapuava);

- Strengthening partnerships with civil society organizations;
- Alignment with public policies on labor, employment, and human rights.

The initiative demonstrates high scalability, measurable impact, and strong alignment with UN-led partnerships and frameworks.