



Women's Initiative for New Growth and Skills Empowering Migrant Careers

Project 2024-1-DE02-KA220-ADU-000247718

PROJECT UPDATE

COMPLETION AND LAUNCH OF WP₃ – CILP

“Leap Forward: Women’s Career Transformation”

The WINGS partnership is pleased to announce the successful completion of the development phase and the official start of implementation of Work Package 3 (WP3) – the Comprehensive Integration Learning Programme (CILP) “Leap Forward: Women’s Career Transformation.”

Following intensive collaborative work by all partner organisations, WP3 entered its implementation phase in December 2025 and will be delivered until May 2026 in Poland, Germany, Türkiye, Ukraine, and Czechia.

Building on the results of WP2 and the jointly developed guidebooks, the CILP represents a key milestone of the WINGS project, translating research and guidance into practical, learner-centred training and mentoring support for adult women forced migrants from Ukraine.



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WP3 AT A GLANCE FROM DESIGN TO IMPLEMENTATION

The CILP “Leap Forward: Women’s Career Transformation” is a 30-hour (1 ECTS) blended learning programme designed to empower adult women forced migrants to restart, transform, or reorient their careers in the labour markets of host countries.

Key features of WP3 implementation:

- 100 adult women forced migrants (20 per partner country)
- 5 national learning groups coordinated by partner organisations from Poland, Germany, Türkiye, Ukraine, Czechia
- Combination of:

interactive webinars / offline sessions,
individual career and psychological support,
short labour-market-oriented language courses,
mentoring by local integration mentors.

The programme addresses not only employment skills, but also confidence, resilience, financial literacy, and professional self-efficacy, responding directly to the complex challenges faced by women affected by forced migration.



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NEXT STEPS

Following the launch of the Comprehensive Integration Learning Programme (CILP) “Leap Forward: Women’s Career Transformation,” the WINGS partnership will focus on the coordinated and high-quality implementation of WP3 across all partner countries.

Key next steps include:

- Full implementation of the CILP in Germany, Poland, Czechia, Türkiye, and Ukraine, engaging 100 adult women forced migrants (20 per country).
- Ongoing mentoring and individual support, ensuring that each participant receives personalised guidance aligned with her career goals and local labour market conditions.
- Continuous monitoring and quality assurance, including collection of quantitative and qualitative data on participation, learning outcomes, and satisfaction levels.
- Interim evaluation and feedback collection from learners, educators, and mentors to identify areas for improvement.
- Targeted dissemination activities, sharing information about the CILP and its progress through partner websites, EPALE, and social media channels.
- Preparation of final revisions to the training materials based on pilot implementation results, ensuring sustainability and transferability beyond the project period.