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SMILE SOFT-SKILLS CURRICULUM · MODULE 6

Teamwork

Curriculum

SMILE Project: Action-Based “Teamwork”
Curriculum for Young Migrants

English edition

Young migrants 18-30

Trainers and youth workers

Empowerment Through Skills · Inclusion Through Opportunity



SMILE · Support Young Migrants Integration in the Labour market in Europe
Erasmus+ KA220-YOU · 2024-1-TR01-KA220-YOU-000256357 · October 2026





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TEAMWORK

Module 6 · Curriculum · English edition



Support Young Migrants Integration in the Labour market in Europe (SMILE)

Erasmus+ KA220-YOU · 2024-1-TR01-KA220-YOU-000256357

This document is the English edition of the SMILE curriculum for Module 6, “Teamwork”, developed by the partnership of the Erasmus+ project “Support Young Migrants Integration in the Labour market in Europe” (SMILE). It is a faithful translation of the partnership's working document; the content has not been changed.



SMILE SOFT-SKILLS CURRICULUM · MODULE 6

SMILE Project: Action-Based “Teamwork” Curriculum for Young Migrants

This document has been prepared in line with the core objectives of the **SMILE** project, with the aim of enhancing young migrants’ employability, personal development and social inclusion. Unlike conventional theoretical training, it has been designed as a dynamic and interactive “Teamwork” training module that focuses directly on the cultural, linguistic and professional barriers that young people face in multicultural teams.

1. Module Summary: Teamwork in Real Life and in the Workplace

This module places teamwork at its centre as a core soft skill for the employment and social inclusion of young migrants. It introduces teamwork as a vital, learnable and transferable competence for education, internships and workplace integration. The module addresses the real-life challenges that young migrants face in group-based settings, such as cultural differences, language barriers, unequal power relations and unfamiliar workplace norms. Through practical examples, case studies, role-play activities and reflection exercises, participants develop skills in collaboration, shared responsibility, communication and inclusive cooperation in diverse teams.

2. Learning Outcomes (What Will We Achieve?)

By the end of this module, participants will be able to:

- Define teamwork and explain its importance in education/employment contexts.
- Identify the key teamwork skills and attitudes appropriate to diverse and multicultural settings.
- Recognise the common teamwork challenges faced by young migrants and describe solution strategies for them.
- Demonstrate effective teamwork skills (in practice) through group activities and role-play scenarios.
- Apply collaborative, respectful and fair behaviours when working in teams.
- Reflect on their own roles, strengths and the areas they need to develop in team-based situations (self-assessment).

3. Curriculum Content and Youth-Focused Units

This module is structured into three thematic units that progress from conceptual understanding to practical application and reflection. The content is tailored to the lived experiences of young migrants in education, internship and employment contexts.

Unit 1: Understanding Teamwork (Together We Are Stronger)

This unit introduces the concept of teamwork, its meaning, its relevance and common misunderstandings. It supports participants in seeing teamwork as a shared responsibility rather than as individual performance.

- **Key Topics:**

- Definition of teamwork
- Teamwork as a learnable skill
- Teamwork in daily life, education and employment
- Skills and attitudes related to effective teamwork
- Common misconceptions about teamwork

- **Reflection Activity:** Participants reflect on a past group experience and identify what supported or hindered collaboration.

Unit 2: Teamwork in the Reality of Young Migrants

This unit explores how teamwork is shaped by migration experiences, cultural diversity, language challenges and workplace realities. Participants examine both the barriers to and the opportunities for collaboration in diverse teams.

- **Key Topics:**

- Cultural differences and teamwork styles
- Language barriers and communication challenges
- Social norms and unwritten group expectations
- Power relations, fairness and inclusion in teamwork
- Emotional and psychological dimensions of teamwork

- **Case Study:** Real-life scenarios illustrate inclusive and exclusionary teamwork practices, highlighting ethical dimensions and shared responsibility.

Unit 3: Practical Strategies and Good Practices (Time to Take the Field)

This unit focuses on applied teamwork skills through concrete strategies, role-play activities and reflection. Participants practise collaboration, communication and conflict management in realistic settings.

- **Key Topics:**

- Roles and responsibilities in teams
- Clear and inclusive communication
- Active and respectful participation
- Managing cultural differences
- Dealing with conflict and disagreement
- Giving and receiving feedback
- Well-being and fairness in teamwork

- **Role-Play and Reflection:** Participants take part in group simulations and analyse teamwork dynamics, followed by guided reflection and self-diagnosis.

4. Module Duration

Total Duration: Approximately 3 Hours

Suggested Breakdown:

- 1.5 hours: Theoretical input and guided discussion
- 1.5 hours: Practical learning (case studies, role-play, reflection)

The module can be delivered in the following ways: As a single uninterrupted 3-hour session OR as two shorter sessions, depending on the needs of the programme and the capacity of the participants.

5. Training Methodology and Approach

The module uses an interactive, participant-centred and inclusive learning approach designed specifically for young migrants. The learning environment emphasises **emotional safety, respect, fairness and participation**.

Methodological Principles	Description of Application
Accessibility	Short and clear theoretical inputs are provided.
Peer Learning	Group discussions and peer-to-peer learning are supported.
Realistic Grounding	Context is created through case studies and real-life examples.
Experiential Learning	Role-play and experiential practices are used.

Methodological Principles

Description of Application

Self-Awareness

Reflection exercises and self-assessment forms are used.

6. Materials Needed

Core Materials:

- Presentation slides
- Participant worksheets
- Case study texts
- Role-play scenario cards
- Reflection questions
- Teamwork self-diagnosis checklist
- Writing board (flipchart or whiteboard)

Optional Materials:

- Visual aids for group norms and roles
- Multilingual support tools
- Videos on teamwork and workplace collaboration

7. Assessment and Reflection

Assessment is formative and reflective in nature. The focus is not on testing but on learning progress, awareness and skills development.

- **Tools Include:**
 - Observation of group participation
 - Reflection questions and group discussion
 - Self-diagnosis questionnaire
 - Feedback during role-play activities

8. Key References

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