



**PERCEPTIONS OF INCLUSION, WELL-BEING, AND
IDENTIFICATION WITH THE EUROPEAN UNION AMONG
UKRAINIAN INTERNATIONAL STUDENTS**

**Guidelines for the inclusion of ukrainian
students in universities**

 <https://ukrastud.eu/>

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Three Practical Guidelines

GUIDE A

Social Inclusion

How to make Ukrainian students feel they truly belong - not just enrol.

Block A University Integration
Block B Targeted Social Support
Block C Systemic Inclusion

18 protocols · KPIs · Responsible parties

GUIDE B

Transition to Employment

Pathways from study to the labour market - addressing structural and legal barriers.

Block A Career Readiness
Block B Internships & Work Experience
Block C Alternative Pathways

18 protocols · KPIs · Responsible parties

GUIDE C

Psychological Well-being

Trauma-informed psychological support - before crisis, during and after.

Block A Universal Prevention
Block B Targeted Support
Block C Crisis Intervention

18 protocols · KPIs · Responsible parties

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Belonging is not the absence of difference - it is the presence of connection.

WHY THIS GUIDE?

Ukrainian students arrive not by choice but by necessity. That fundamental difference shapes every dimension of their integration. Social isolation is the single strongest predictor of academic failure and psychological vulnerability across all 5 partner universities.

Most barriers are systemic, not personal - universities must adapt, not just the student.

WHO IS IT FOR?

Mentors & peer buddies - primary users

Faculty members - adapting the learning environment

International Offices - reviewing institutional procedures

Psychological services - coordination protocols

PROTOCOL BLOCKS

Block A University Integration

- Pre-enrollment orientation package (4 weeks before arrival)
- Structured first-week & first-month orientation
- Language support at three levels
- Peer buddy system with training
- Regular monthly inclusive activities
- Anti-microaggression response protocol

Block B Targeted Social Support

- Support for students with intersectional vulnerabilities
- Re-integration after crisis or interruption

Block C Systemic Inclusion

- Trauma-informed staff training
- Institutional audit & policy recommendations

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Ukrainian students have unique strengths - resilience, multilingualism, cross-cultural experience. The goal is to make them visible.

WHY THIS GUIDE?

Even high-performing students cannot enter the labour market due to language barriers, unfamiliar legal status, and the absence of local professional networks.

Career support at most universities is built for local students and does not address the specific position of someone with temporary protection, uncertain plans, and no employer connections. Without targeted support, a student's talent remains invisible.

WHO IS IT FOR?

Mentors - primary tool for career development support
Career Centres - employer relations & internship oversight
International Offices - legal guidance & coordination
University Administration - systemic employer partnerships

PROTOCOL BLOCKS

Block A Career Readiness

- Career mapping & individual goal setting (60–90 min)
- Resume & cover letter development with feedback
- Mock interview simulation (STAR method)
- Understanding the local job market & legal rights
- Language training for the labour market

Block B Internships & Work Experience

- Internship search support & placement protocols
- Workplace integration & on-site mentoring
- Internship evaluation & documentation

Block C Alternative & Long-term Pathways

- Freelance, remote & entrepreneurship pathways
- University as recruitment intermediary for employers
- Long-term career planning & alumni network

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Psychological well-being is not optional - it is the foundation on which all academic success, social integration, and employment rests.

WHY THIS GUIDE?

Ukrainian students carry a triple burden: the ongoing trauma of war, forced displacement, and the demands of a new academic system — simultaneously.

Mental health remains a taboo topic in student communities. Students rarely self-identify as struggling. No partner university has Ukrainian-speaking psychologists. A trauma-informed approach is the only approach that is honest about the context.

WHO IS IT FOR?

Mentors (academic & peer buddies) — first point of contact
Faculty — trauma-informed classroom practices
Psychological services — specialised protocols
International Offices — coordination & referral pathways

PROTOCOL BLOCKS

Block A Universal Prevention

- Early detection: PHQ-2 / GAD-2 screening in regular check-ins
- Psychoeducation & stigma reduction conversations
- Safe space creation in classrooms & counselling rooms
- Trauma-informed staff training: 6 core principles
- Peer support system — 1 trained buddy per 10 students

Block B Targeted Support

- Individual counselling referral pathways
- Support groups by language & cultural background
- Self-regulation tools (grounding, breathing techniques)

Block C Crisis Intervention

- Clear escalation & crisis response pathways
- Multilingual & online counselling access
- Post-crisis re-integration support

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Our Next Steps

From guidelines on paper to inclusion in practice - across every European university hosting Ukrainian students

01

NOW
April – July 2026

PILOT TESTING

Testing all 3 guides with 36 mentor–student pairs across partner universities. Measuring impact using validated indicators per protocol.

02

Summer 2026

REVISION

Updating the guides based on pilot results, real feedback from mentors and students, and measured outcomes. Evidence-based improvement, not assumptions.

03

Autumn 2026

TRANSLATION & OPEN ACCESS

Publishing final versions in Ukrainian, English, Romanian, Croatian, Italian, and Turkish. Free and open access at ukrastud.eu for any university to use.

04

Ongoing

WIDER IMPACT

Supporting adoption across European universities. Our ambition: every university hosting Ukrainian students has a practical, proven toolkit for genuine inclusion.

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