

# Challenges and Opportunities for refugees moving to Australia

## Statistics

- If migrants are given opportunities to work in jobs that match their skills and qualification, it could add \$6 billion per annum to the Australian economy.
- Reducing the “employment gap” by 25 per cent for a single year’s intake of refugees is estimated to be worth \$484 million in income to those refugees and \$180 million boost to the federal budget over 10 years.
- According to the 2016 Census the unemployment rate of refugees after one year of arriving is 77 per cent. And while the unemployment rate drops rapidly over time, 38 per cent are still unemployed after three years of being in Australia and 22 per cent after 10 years.
- Unemployment at this rate is not good enough. Long term welfare dependence is debilitating for anyone, be they a refugee, long term citizen or anyone else. We have to do better.

Source: [Employer engagement key to boosting jobs for refugees - The University of Sydney](#)

### Top Global Mobility initiatives focus next few years

Source: AIRINC Mobility Outlook Survey 2021

	All Companies	Australia
Aligning mobility program with talent strategy	50%	46%
Effectively advising the business	36%	31%
Increasing overall communication (e.g. customer videos, web portals, etc.)	24%	38%
Increasing the speed to deploy cross-border talent	17%	15%

# Challenges and Opportunities for refugees moving to Australia (Contd.)

What are the challenges in moving refugees from an Australian perspective, be it employer or refugee organisations?

Challenges	Opportunities / Considerations for the individual and family
<ul style="list-style-type: none"> <li>• Job readiness, which was identified as a major challenge for refugee employment.</li> <li>• Lack of English capabilities – only 21 per cent of people who exit the program have a functional level of English. This is due in part because participants on average exit the program after 300 hours of classes, well below the minimum 510 hours freely available. Humanitarian entrants can get up to an additional 1090 additional hours including job-specific lessons. The Govt spends \$250M a year on Adult Migrant English Program (AMEP) = 510 hours freely available.</li> <li>• Lack of interview skills. Lack of confidence, feeling intimidated, language barrier</li> <li>• Lack of support for families when one of the parents has to attend English classes, the other is at home with the children. It means that the family feels very unsettled and not everyone receives the same level of support. In this era of equality, there is limited to no support of empowering women</li> <li>• Lack of understanding Australian culture and doing business in Australia</li> <li>• “Lack of understanding Australian culture, way of doing business in Australia, Australianisms, managing English as second language, mentoring ...” Comments made by Fadi</li> </ul>	<p><b>For the individual</b></p> <ul style="list-style-type: none"> <li>• Social, Workplace and Cultural Integration</li> <li>• Understanding the organisation, its culture, vision and mission</li> <li>• Understanding OH&amp;S and compliance structures</li> </ul> <p><b>For the individual and the family</b></p> <ul style="list-style-type: none"> <li>• Understanding Australia, its history, its culture, indigenous culture, social norms, etc.</li> <li>• Cultural Transition to Australia</li> <li>• Understanding the Australian legal system and compliance structures</li> <li>• Increases individual productivity and prepares families from war-torn countries for the new location</li> <li>• Minimises the commercial consequences of culturally insensitive behaviour</li> <li>• Promotes harmony in the individual workplace</li> <li>• Promotes individual and family satisfaction and independence</li> <li>• Minimises potential for assignment failure</li> <li>• Reduces reliance on the Government system, HR Managers/peers for emotional support</li> </ul> <p><b>For the Employer Organisation</b></p> <ul style="list-style-type: none"> <li>• Increase the visibility and/or promotion of success stories and best practices</li> <li>• Driving innovation – tapping into a highly-skilled talent pool, living through challenging circumstances enabled problem-solving skills and a diverse workforce has helped organisations to see new perspectives and deliver better culturally-appropriate services</li> <li>• Promote the support for the refugees and their families</li> </ul>