

# Pathways to Employment



## People seeking asylum and work

People seeking asylum are resourceful, resilient and want to work to be self-reliant, support their families and contribute their skills to the Australian community. However, even when granted a visa with work rights, many find it difficult to gain employment.

Sanctuary's Working It Out Project seeks to address the barriers to employment through mentoring, classes and work experience placements – to help residents of our Sanctuary program, our Houses of Hope as well as people seeking asylum in the community become job ready. Baptcare also works with interested employers willing to help people seeking asylum overcome the difficulties of securing work.

## Challenges

Key obstacles for people seeking asylum when finding work in Australia, even those with high skill levels, include: English fluency; understanding of the Australian work environment; lack of local experience and references; and discrimination.

People seeking asylum on bridging visas, awaiting the outcome of their protection application, face additional challenges. They are not eligible for job services support and employers can be hesitant to employ people with short term bridging visas.

## How you can help

**Work experience or employment:** Businesses can offer people seeking asylum unpaid work experience, casual work or a short term contract. Employees must have suitable skills for the role however we welcome flexibility and special consideration that employers may be able to offer to ease the transition into work. Baptcare also provides ongoing support to participants during the first six months of employment.

**Volunteer support:** Volunteers can help people seeking asylum who are seeking a job understand Australian work culture; identify skills, experience and interests; prepare a resume and apply for work. They can also provide ongoing support to understand expectations and navigate challenges during employment.



## Skills and experience

People seeking asylum have many skills and a wide range of experience, including:

- Administration, reception, book-keeping, banking.
- IT, appliance repair, soldering, electrical engineering.
- Gardening and agriculture.
- Construction, carpentry and welding.
- Warehouse picking and packing, factory process work.
- Truck and fork lift driving.
- Hospitality – kitchen hand, barista, wait staff.
- Hairdressing and retail.
- Cleaning.

## Benefits to employers

Many people seeking asylum bring tremendous energy, an ability to learn fast and a determination to succeed – all factors which equip them to be excellent employees.

Baptcare works for safety, opportunity and a fair go for people seeking asylum. Our commitment is to see all people experiencing fullness of life, regardless of culture, belief, and circumstance. Our vision for communities where every person is cherished sees us working to uphold the dignity and rights of people seeking asylum, and the creation of environments where all people can thrive.

Diversity in the workforce can be good for productivity and innovation. Demonstrated commitment to social justice can be attractive to customers and potential recruits and increase loyalty and job satisfaction of existing employees.

## Support Sanctuary and Houses of Hope

### • Donate.

Donated funds pay for our Employment, English and Education Project Worker, computer resources, travel and clothing for job interviews and work experience, and short training courses (specific skills or required certificates). A large fundraising activity could help expand our program to assist more people in need.

### • Employ.

Sanctuary residents who are allowed to work are keen to find opportunities.

### • Educate.

Talk to your friends, colleagues and business networks about our Working It Out Project.

### • Volunteer.

Your time, skills and energy can make a difference.

To get involved contact us:

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