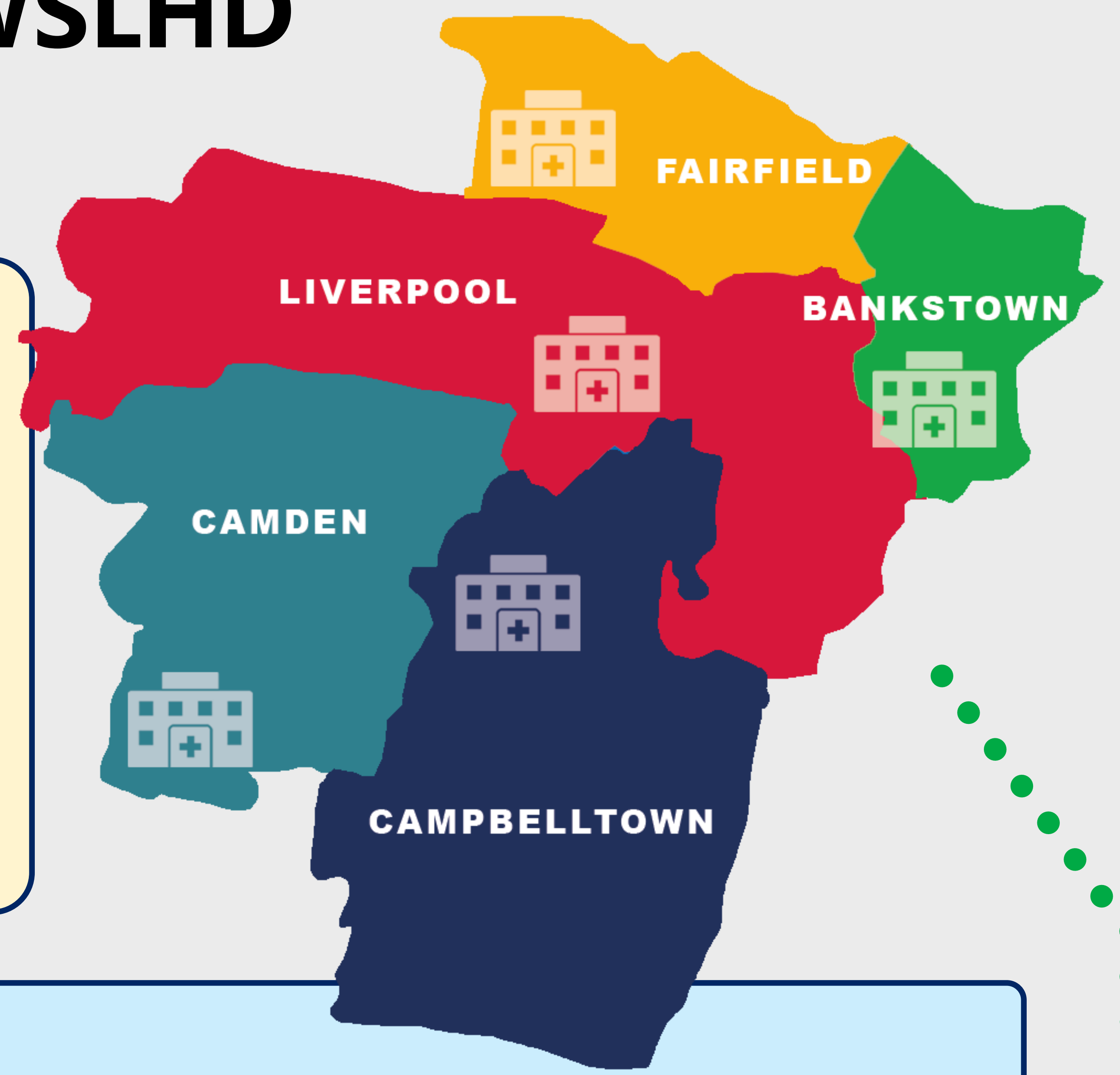




Developing Corporate Career Pathways for Refugees in SWSLHD

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Background

- In 2023, Australia recognised 14,669 refugees and resettled 15,223 refugees.
- The **majority of refugees** resettle in South Western Sydney.
- Refugees bring a **wealth of experience, skills, and motivation** to the region.
- Despite this, refugees **encounter multilevel barriers** that affect their transition and integration into the work environment.
- **Employment is crucial for successful settlement** and contributes to a wide range of personal and community benefits.

Research Question

How can SWSLHD create and implement a sustainable career pathways model for refugees in the corporate and support services sector to meet organisational needs and facilitate refugee access to the local job market?

Aims & Objectives

Encourage social responsibility, diversity, and inclusion

Foster innovation and creativity by harnessing diverse skills and perspectives

'Strengthen and promote healthier communities'

Building on prior research, the project aims to create a multi-layered sustainable pathways model for refugees to:

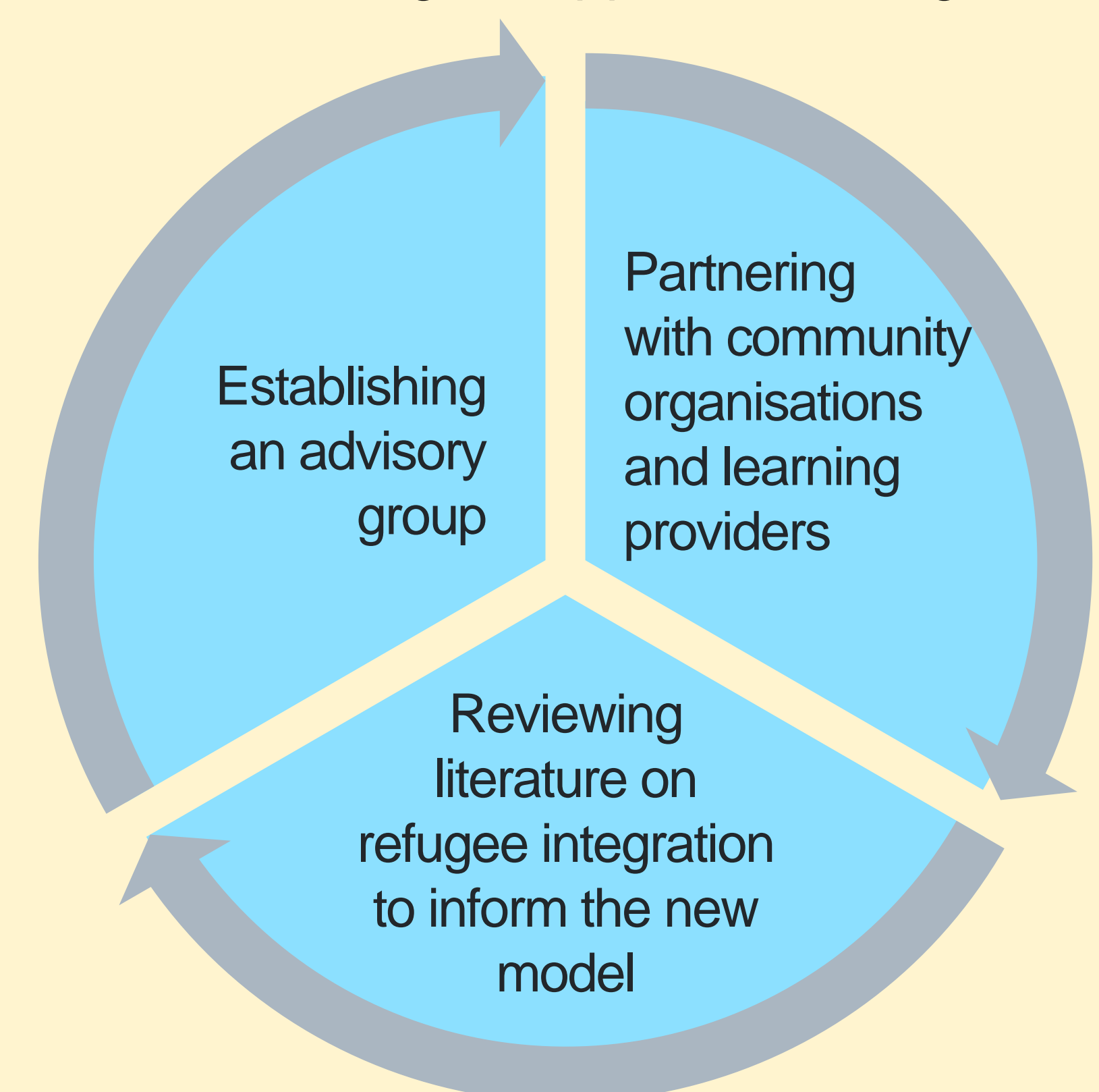
Recognise and value refugees' experiences and skills

Ensure opportunities for refugees to participate socially and economically

Improve settlement outcomes for people from refugee backgrounds

Methodology

This research project is developing its methodological approach through:



Conclusion

The development of a sustainable career pathways model for refugees involves multiple contributors and processes. Key aspects include:

- **Individual Support:** Tailored individualised and contextualised approach, continuous support at different stages and levels of the process.
- **Organisational Support:** Engaging key stakeholders and outlining processes for proactive recruitment & onboarding strategies.
- **Training and Development:** Designing essential professional development and training for both refugees and employees.

Contacts

Are you interested in collaborating? Would you like to be involved? Do you have questions? Please get in touch!



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