

# Untapped Potential – Recruiting Refugees

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**Strategic Migration Partnership**

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# What have we delivered and how?

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- Employment advice and guidance for 1800 refugees over 3 years (April 2020 – September 2023), across the 6 counties in the region.
- A network of Refugee Employment Advisers embedded in refugee integration support charities across the region.
- Employability support hand in hand with English for employment to build confidence and skills.

# Put yourself into a refugee's shoes

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- I can drive a car
- I am a skilled professional
- I have years of experience in my job
- My job history has gaps because I left my country.
- I speak English with an accent.

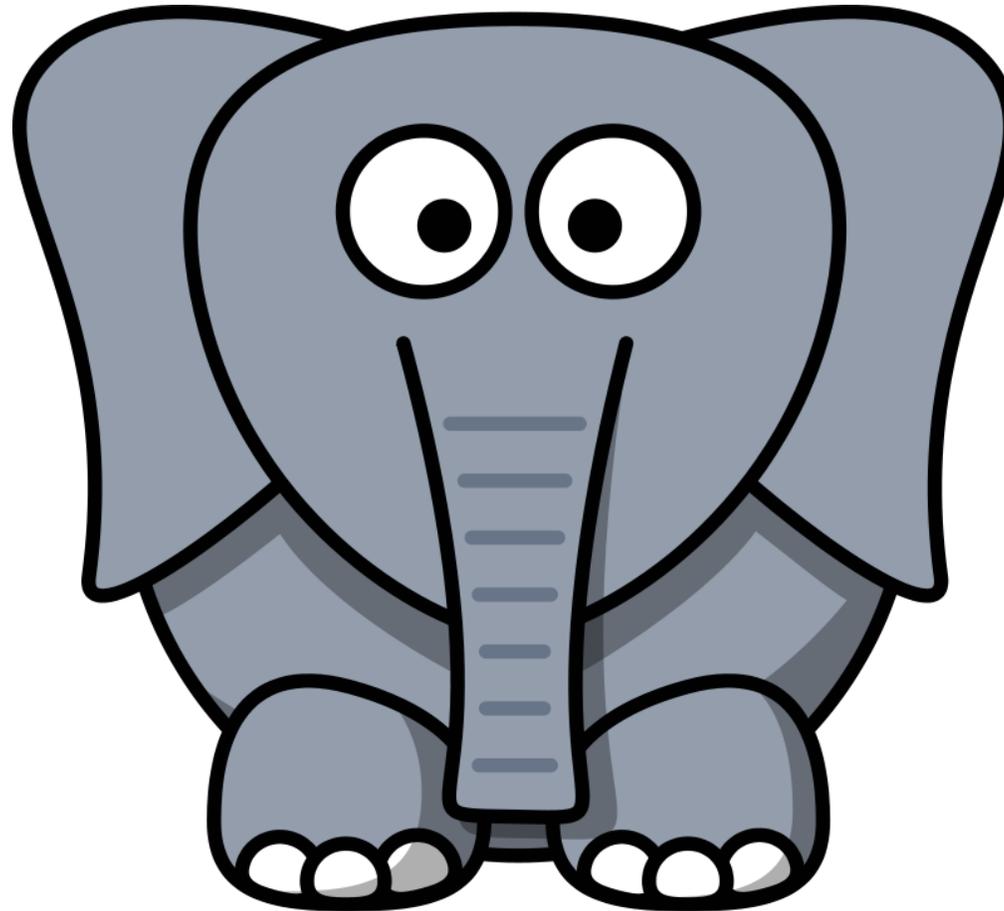
# Or think how you can recruit untapped refugee talent to your organisation

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- Can you offer training roles that provide employment and training to someone with skills and expertise obtained overseas?
- Recruitment that eliminates 'essentials' from person specifications.
- Share interview questions in advance to allow time to prepare.
- Provide short term work experience contracts.
- 'Let's employ refugees' training for your HR team.
- Refugee employment toolkit [The time is now: How to bridge the gap between refugees and employers | Migration Yorkshire](#)

# The elephant in the room

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# A case study – SE Colchester, Nursery Assistant

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- In May 2020 SE asked for support with her English. She joined informal English classes at Essex Integration.
- When her English had improved in 2021, she asked for employment help and a course that would give her skills for work. She successfully completed the Introduction to Childcare. We secured a placement for her at a local school nursery.
- While waiting for the placement to start, she joined the Job Search Skills in February 2022
- In May she completed our Driving Theory Course. She passed her driving theory test while she was on the course.
- In September 2022, SE started her 3-month nursery school placement.
- During that time, her employment adviser created a CV and profiles for recruitment sites and agencies for supply teachers and nursery assistants. SE was offered a job as a nursery assistant at a school in Colchester. She is still working there now.

# Examples of excellence in the region – public sector employers

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- Huntingdonshire Council – site visit for Afghan refugees to understand the jobs available at a council.
- Colchester City Council, as above plus linking refugees up to roles within parking enforcement.
- ESNEFT – free of charge clinical attachments for refugee doctors.
- EELGA – recruited two refugees for work in different teams. One has been promoted and the other taken additional qualifications.
- Partnership with ADASS to recruit refugees into adult social care

# Employability for Overseas Nationals = EON

## EELGA SMP and existing partners

### Eligibility:

- Hong Kongers
- Ukrainian guests who cannot commit to intensive ESOL
- Syrian schemes
- Unaccompanied children now granted leave to remain and 18+
- Plus a few others
  
- From April 2024 (if funding allows): survey of asylum seekers in hotels, obtaining permission to work and finding work on the shortage occupation list

## Offering:

- **Employability advice from experienced advisers**
  - **High skills advice for graduate, professional and medical careers**
  - **Support for adult social care careers**
  
  - **Collaboration with International Recruitment East**
    - **Driving theory webinars**
    - **Driving theory online self-study module**
    - **Assistance with practical driving test\***
    - **£500 joining bonus for adult social care\***
- \* = limited availability, restrictions apply

**In collaboration with**



EON



# Thank You

Any further advice or to continue to work with us please email  
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