

Harnessing global refugee talent in Australia

Remote refugee recruitment progress update

November 2018

Fadi – Business Analyst
Job offer with Accenture

Talent Beyond Boundaries is a not-for-profit on a mission to open international employment pathways for skilled refugees to fill talent gaps. There are currently more than 65 million displaced people in the world - including millions of people with skills and talents that are going to waste.

We are creating a brand new solution for refugees - based on skills and enabled by private enterprise, technology and data.

In Australia TBB works closely with **Refugee Talent**, the first technology based platform to job-match refugees with employers in Australia.

A world first remote refugee recruitment pilot.

TBB manages an online Talent Catalogue where refugees can register their skills, qualifications and employment history. More than 10,000 refugees have registered since July 2016. TBB works with refugee candidates to help them prepare for and participate in competitive international recruitment processes and, if successful, apply for relevant visas and settle in their new country. Hiring refugees as skilled migrants is a win-win-win opportunity for refugees, employers and the community.

This pilot is the result of a collaboration with Australian businesses, the Department of Home Affairs and community and refugee organisations across Australia. It is enthusiastically supported by the Business Council of Australia.

How it works.

Step 1: Employers select a role they need filled. We then identify suitable refugee candidates living in Jordan and Lebanon. We help candidates to prepare, and facilitate interviews, skills validation and testing, as required.

Step 2: Once an employer selects a preferred candidate and an employment contract is signed, we assist with the visa process, including facilitating migration agent advice. Many candidates are eligible for normal skilled visas to Australia, but some are not because of barriers such as lack of documentation. Candidates can also be sponsored by the business for one of a limited number of humanitarian visas.

Step 3: When the employee and their family is safely in Australia we will then work with the business and professional settlement service providers in Australia, such as AMES, Settlement Services International and the Australian Red Cross, to ensure they are supported to settle and flourish in the Australian community.

Talent Beyond Boundaries is globally supported by:

The US State Department Bureau of Population, Refugees and Migration

The World Bank

Rockefeller Foundation

Tent Foundation

Global Innovation Fund

Roy and Patricia Disney Family Foundation

Journey Fund

Cameron Foundation

TBB also has a non-funding cooperation agreement with the UN Refugee Agency (UNHCR).

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Refugees have skills Australian employers need.



+496
Engineers



+355
Healthcare
Professionals



+340
IT/Computer
Professionals



+470
Professors,
+ Teachers



+847
Skilled Trades

10,0000

Refugees on the
Talent Catalogue

9

Candidates with
job offers so far

6

Visa applications
lodged for 13 people

\$82.5k

Average
annual salary

Employers that are recruiting.



Ali
Harvey Beef



Tarek
IRESS



Ibrahim
John Holland



Rania
EY

We expect the skills shortages in regional Western Australia to continue ... and see **initiatives like TBB as vital** to us achieving our goal of trading at full capacity.

WAYNE SHAW
General Manager,
Harvey Beef

We found the overall talent of applicants from TBB competitive and we were **impressed by the level of experience** of candidates.

ANDREW WALSH
CEO, IRESS

Our whole team and company is excited to be involved in this **ground-breaking opportunity**.

LEIGH HARDINGHAM
West Gate Tunnel Project

As a new 'scale-up' high-tech company facing skills shortages in Australia, **we've been amazed by the quality of candidates** and excited by how much they can contribute.

FRANCIS VIERBOOM
CEO, Propeller