



Harnessing global **refugee** **talent** in Australia

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're 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 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 | When an employer selects a 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 due to barriers such as a lack of documentation. Candidates can also be sponsored by businesses using one of a limited number of humanitarian visas.

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

*Pictured above:
Tarek, Syrian. Formerly
stranded in Lebanon. Now
working as a Software
Engineer in Melbourne.*

Talent Beyond Boundaries has a non-funding cooperation agreement with the UN Refugee Agency (UNHCR).

Refugees have **skills** Australian employers need:



496
Engineers



355
Healthcare
Professionals



340
Coders &
IT Professionals



470
Professors
& Teachers



847
Skilled Trades

Employers currently recruiting:



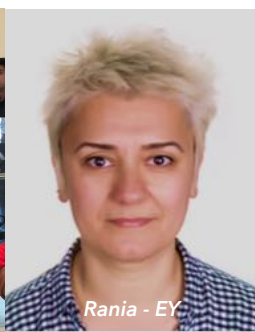
Maurice Blackburn Lawyers



Tarek - IRESS



Derar - IRESS



Rania - EY



Ali - Harvey Beef



Fadi - Accenture

"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

"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

"Our **whole team and company is excited** to be involved in this groundbreaking opportunity."

Leigh Hardingham

Senior Manager
John Holland



TALENT BEYOND
—BOUNDARIES—

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