

A skills-based solution to global displacement

Talent Beyond Boundaries is creating an innovative solution for forcibly displaced people - based on skills and enabled by private enterprise, technology and data. In partnership with Australia we can scale this solution globally.

There are currently more than **70 million** displaced people in the world, including millions of people with skills and talents that are going to waste. While almost half of the world's refugees and stateless people are working age, most are stuck in countries where they cannot legally work.

Australian business is leading a world-first labour mobility solution for refugees

Talent Beyond Boundaries was founded in 2016 to open up pathways for refugees and other forcibly displaced people to use their skills and talents as a route towards restored self-reliance and safety. Thanks to an Australian pilot initiated with the support of the Minister for Home Affairs, the Hon Peter Dutton, we have been able to prove concept on this solution.

- **14 people have relocated** to safer futures in Australia so far through the program.
- **6 employees** are now settled and working in their fields in Australia and 4 more employees are in the visa process.
- **30 Australian employers** are actively recruiting refugees through our model.
- The median starting salary of TBB employees so far is **\$78,000**.

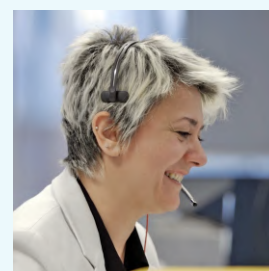
Accessing untapped talent

20,000 refugees have registered on the Talent Beyond Boundaries online Talent Catalogue. More than **200 professions** are represented, including those in high demand in Australia such as healthcare, IT and engineering professionals.

Proven success



Fadi was stateless in Lebanon for 27 years before being hired by Accenture as a Management Consultant. He is now fulfilling his dreams in Sydney.



Rania and her husband were separated because of the Syrian war. She was displaced in Jordan with her children before being hired by EY. Now her family is reunited in Melbourne and Rania is working in EY's business services area.



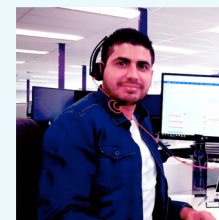
Ali and his wife Laurine were struggling to raise their daughter in Lebanon as refugees before Ali was hired as a butcher by Harvey Beef. Now the young family are thriving in Harvey, rural Western Australia.



Ibrahim is a mechanical engineer who was displaced in Jordan. Now he is helping build the West Gate Tunnel Project with John Holland in Melbourne.



Derar and his family fled Syria and were stranded in Jordan where Derar was unemployed due to work restrictions. Now the young family is living in Sydney and Derar is working as a software engineer with Iress.



Tarek was displaced by the Syria conflict. Due to work restrictions in Lebanon he could only register to work as a cleaner. Now he's working as a software engineer at Iress in Melbourne.



Ahmad is an experienced physiotherapist from Syria, now living displaced and unable to work in Lebanon. Princes Court plans to hire Ahmad to work at their aged care facility in Mildura, regional Victoria, initially as a Personal Care Assistant and then as a physio once he is registered with the Australian Health Practitioner Registration Agency.

Proposal for Australia: help scale this solution

The case for a Displaced Talent Visa

A Displaced Talent Visa scheme would enable more businesses to recruit and sponsor talented refugees to work and live with their families in Australia.

The goal of the program would be to fill skill gaps and provide benefits to Australian businesses and society, whilst delivering a profound humanitarian benefit to applicants.

We recommend the scheme:

- **Is co-designed as a pilot** by government with the business sector, TBB and key refugee and settlement organisation representatives.
- **Is a skilled visa pathway** and therefore any allocated places should be additional to the Refugee and Humanitarian program quota.
- **Can be established through changes to the Migration Regulations** as well as minor adjustments to Department of Home Affairs policies and procedures.
- **Provides alternative methods for applicants to meet eligibility criteria.** The challenges that stem from being displaced should be acknowledged and addressed in the design of the scheme (such as difficulties refugees face in accessing certain documents).
- **Includes basic orientation and settlement services for applicants and family members.** This is achievable within the parameters of budget neutrality and ensuring the scheme is economically beneficial over the forward estimates.
- **Provides applicants with a clear pathway to Australian permanent residence.** This is important given the protection risks applicants would face if returned to their home country.
- **Is announced at the Global Refugee Forum in December 2019**, in order to demonstrate Australia's innovative approach to creating win-win solutions for refugees and businesses alike, and to inspire other governments to adopt similar schemes.

Supporting partners

In Australia, TBB works closely with social enterprise Refugee Talent to match our international candidates with local employment opportunities. TBB's Talent Catalogue data is bridged to the Refugee Talent searchable job matching platform.



Pioneering businesses, industry, community and philanthropic organisations are working with TBB to bring this labour mobility solution to scale, including:



TBB also maintains a global cooperation agreement with the UN Refugee Agency (UNHCR).