Attachment 3

Progress Report on Review of Employment Programs focusing on Refugees

Methods

In phase one of the review of employment programs, we conducted a broad web-based search for programs in all Australian jurisdictions, national, state and local. We searched for government and non-government programs.

Table 1 below shows the employment programs identified to date, categorized according to the type of program offered. Five program types were identified: English language programs; work readiness; education and work skills; career pathways; and work experience/ internships. Three methods of data collection were employed to identify the programs:

1. **Government website search**

Timeframe: 15th March – 17th April 2019

The Australian federal and all state government websites were searched. Different search strategies were employed for each site based on the functionality of each. Most had a search function, which was used using variations of the key word searches 'employment programs', 'employment', 'refugees', and 'asylum seekers'. For those without search functions, following the available links from the home page led to the employment programs available. This process varied from site to site and searches on two sites (TAS and ACT) involved searching for recipients of grants and other funding[1]. Note that no programs were identified via the WA, VIC or QLD websites; however, some service providers of AMEP, SPLET, SEE and CPP were identified in these states via the federal government website. A total of 17 programs were identified this way (see table 1).

2. **Google search**

Time frame: 5th April – 12th April 2019

This search was conducted by typing the keywords 'refugee employment programs' into Google. This elicited a number of programs already identified via search strategies 1 and 2. Four new programs were identified via this strategy (see table 1).

3. **Word of mouth**

Timeframe: November 2018 – current

The word of mouth strategy for identifying programs included avenues such as email mailing lists, conferences, and general community connections. A total of fifteen programs were identified via this strategy (see table 1).

We recognize that the list of programs identified to date is not exhaustive. The identification of programs will continue for the duration of the research project; however, we also recognize the limitations of the search strategy, and the difficulty of identifying many programs that would be eligible to include in this review.

Utilising 'word of mouth' as a data collection method has highlighted that many programs being offered through local community organizations have limited avenues for advertising. Given the many local/ community based programs (especially English language programs) offered in Adelaide that

were identified via word-of-mouth, it is evident that we have not found such programs in other capital cities, nor in regional areas – both in SA and the other states. Working within a geographical location facilitates the identification of locally driven programs.

Table 1. Employment programs identified to date

Program type	Search strategy	Program	Initiative of
1. English language	3	AMEP & SLPET	Department of Education and training
	2	SEE	Department of Education and training
	3	Adult Community Education (ACE)*	Muslim Women's Association
	1	Home tutor program	MARSS
	1	English for employment	MARSS
	3	Learning Education and Pathways (LEAP)	St Vincent de Paul
	3	English Language classes	Hope's café Clayton Wesley Uniting Church
	3	English Language classes	Mercy House of Welcome
2. Work readiness (resumes and interview skills etc.)	1	Care careers in the Disability Sector*	Migrant resource centre and Life without Barriers
	1	Pathways to opportunities	Tasmanian centre for global learning
	1	Our Way Home – Enliven Culture & Enhance life	Nayri naira (Tasmania)
	3	Employment Solutions	Sonder (SA)
	3	Adult Community Education (ACE)*	Muslim Women's Association
	2	A range of employment related programs and training	Multicultural Employment Service (MES)
3. Education and work skills (e.g. TAFE)	1	Smart & Skilled	NSW State government

	1	ACED – Aged care Embraces Diversity	Migrant Resource Centre and Masonic Care
	1	Skilling up (for jobs in manufacturing)	MRC North (MRCN) in partnership with the Tasmanian Minerals and Energy Council (TMEC)
	1	Charles See Kee leadership scholarship	Charles Darwin University NT
	1	Australian Apprenticeships and skilled capital programs	ACT Government
	1	Sewing and craft workshop	MARSS (ACT)
	3	CORE Community services	Fairfield local council
	3	Women's Employment into Action (WEIA)	Australian Migrant Resource Centre
	3	CREATE*	Deakin University
4. Career pathways	1	Job Active	Department of Social Services
	2	Career Pathways Programs (CPP)	Department of Social services
	1	Work & Skills	
	1	RESP	SA state government
	1	Initiatives for women in need (IWIN)	NSW State government
	2	Youth pathways and Placements Program (YPPP)	ACT women's grant recipients (2017-18)
	3	Parents Next	Settlement Services International (SSI)
			Department of Employment, Skills, and Small & Family Business
	3	CREATE*	Deakin University
5. Work experience/ internships	1	Care careers in the Disability Sector* includes work placement	Migrant resource centre and Life without Barriers
	1	Work experience and support program (WESP)	ACT government

	1	Refugee mentoring program of Calvary Health care (ACT)	Calvary Hospitals ACT
	3	CREATE*	Deakin University
	3	Corporate Diversity Partnerships	Jesuit Social Services in partnership with John Holland, the Australian Taxation Office, Yarra valley Water, NAB and Melbourne Water.
	3	Experience café	Kilburn Community Centre

* Included in more than 1 program category

[1] The other websites will be searched using this strategy.