

Some steps toward developing a refugee employment focus in your practice

By Rob Koch – Refugee Health Community Development Coordinator – Monash Health

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PRIORITY: A = HIGH B= MEDIUM C= LOW

Step or Strategy		Me personally				Our organisation				COMMENTS
		Doing now	Could do	Will do	PRIORITY	Doing now	Could do	Will do	PRIORITY	
1	Decide to adopt a Social Determinants of Health approach									
2	Create a role to coordinate the social determinants priority									
3	Allocate existing personnel to a social determinant portfolio									
4	Know the barriers for refugees breaking into the job market									
5	Identify, partner and promote specialist agencies									
6	Immerse and disperse resources for employers									
7	Create a strategy to develop internal pathways to employment									
8	Align your strategy with state and local action plans									
9	Appeal to your organisation’s equity and inclusion policy									
10	Invite Career Seekers to set up a 12 week internship program									

Some steps toward developing a refugee employment focus in your organisation.

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11	Develop a volunteer program for refugees and asylum seekers									
12	Provide a variety of new challenges and opportunities									
13	Promote the opportunities and keep it simple and visual									
14	Promote the benefits of volunteering for work experience									
15	Develop a mutually supportive community									
16	Enlist 'Aussie' volunteers to mentor job-seeking volunteers									
17	Develop a standardized suite of resources for all to use									
18	Promote entry level courses, plus scholarships and jobs									
19	Identify what is working and how to improve the program									
20	Celebrate their successes! (& keep encouraging perseverance)									
21										
22										