



# SETTLING BETTER

Reforming refugee employment and settlement services



Presentation to the Community Cohesion Conference  
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# What I'll Cover

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The challenge in labour market integration for humanitarian migrants

The findings of CPD's *Settling Better* report (February 2017)

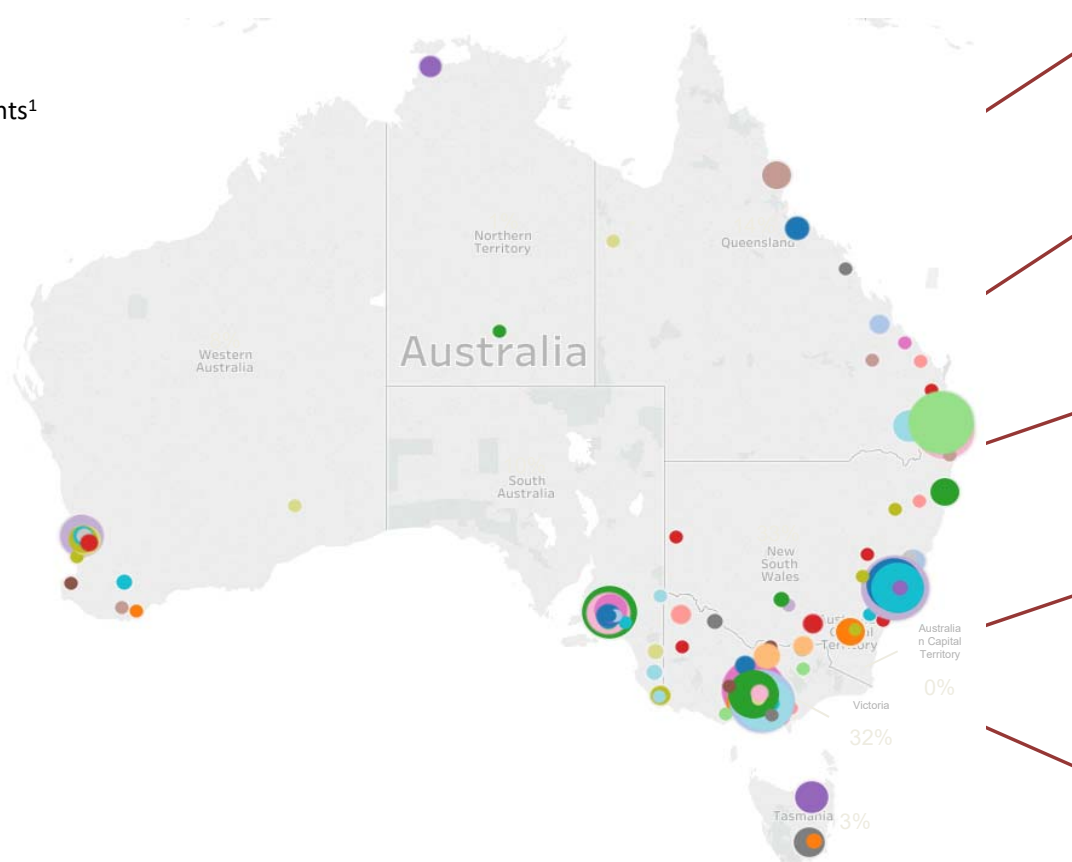
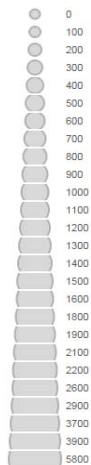
What CPD is doing next



# The Challenge

## Local Government Areas by refugees Less than 10% settle in regional areas

No. refugee and humanitarian migrants<sup>1</sup>



**Refugee job outcomes are poor**  
17% in paid work after 18 months

**General job services aren't working**  
*Jobactive* failing our most vulnerable

**Refugee numbers are growing**  
Demand for 'usual jobs' falling

**'Grand alibis' exacerbate problem**  
4 Departments, 6 Ministers in Canberra

**Majority of refugees settle in metro**  
Local Government Areas in VIC/NSW

Source: Australian Government, Department of Social Services—Local Government Areas by Migration Stream, April 2010–March 2015; CPD and BCG analysis

“An inability to get refugees into work has become the Achilles heel of Australia’s settlement record. We are letting these people down.” Terry Moran AC and Larry Kamener

# Key Barriers to Finding Jobs

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## English



- Refugees with good English are **70% more likely** to have a job after 18 months
- **85%** of refugees who speak English very well participate in the labour market

## Gender



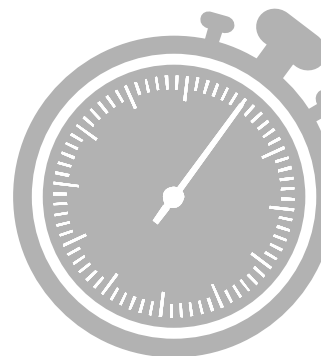
- Female refugees are **4X more likely** to not have a job after 18 months in Australia compared to men
- Only **20%** of female refugees participate in labour market (men 60%)

## Health



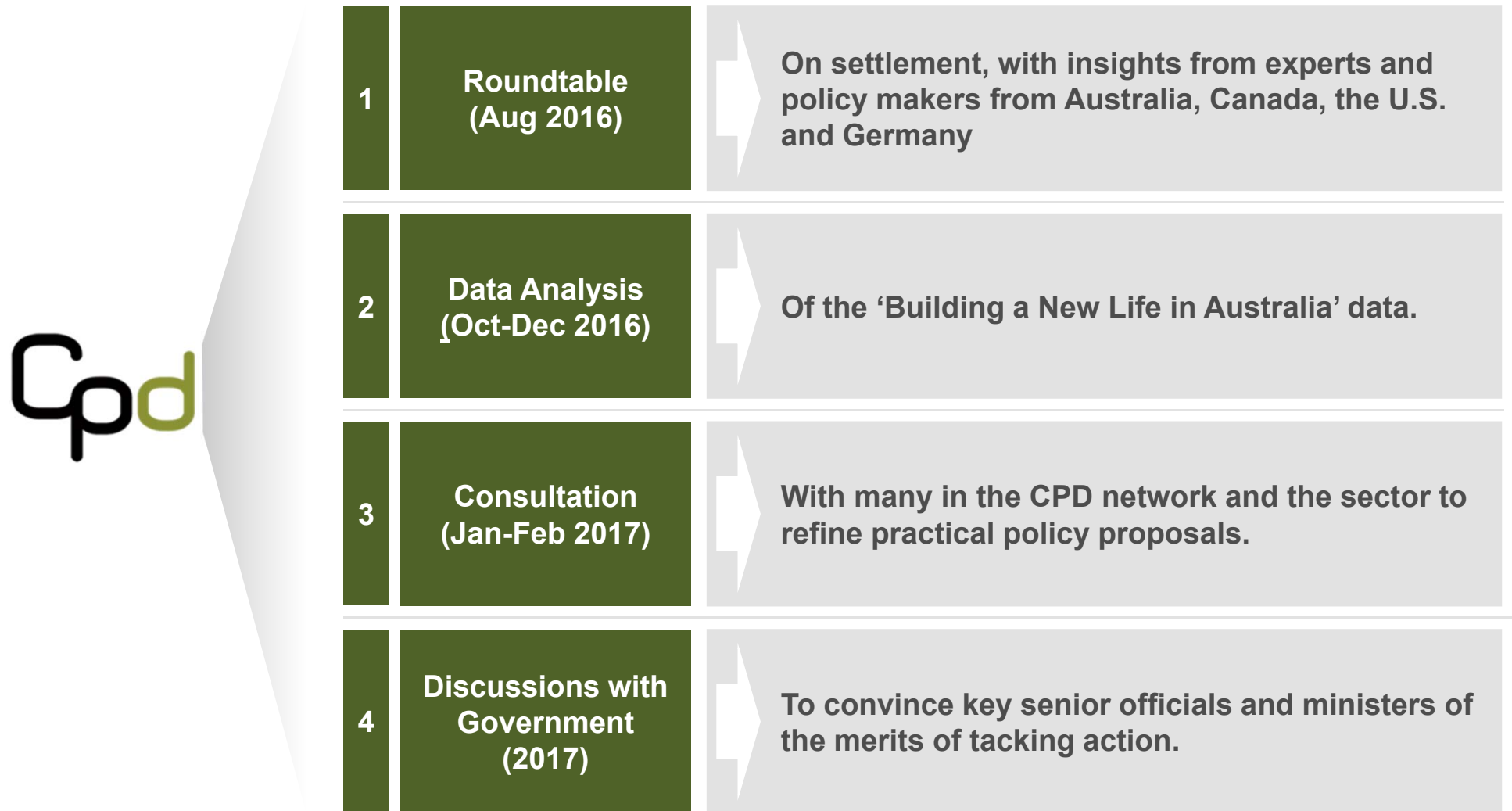
- Healthy refugees are **twice as likely** to be employed
- **28%** of refugees with a long-term health condition or disability participate (57% of those without)

## Time Horizons



- One year after arrival, **70%** of refugees who work are in low-skilled occupations
- After a decade in Aus, this falls to **30%**
- Median refugee income after one year is \$11,000 (after 5 years **increases nearly 300%**)

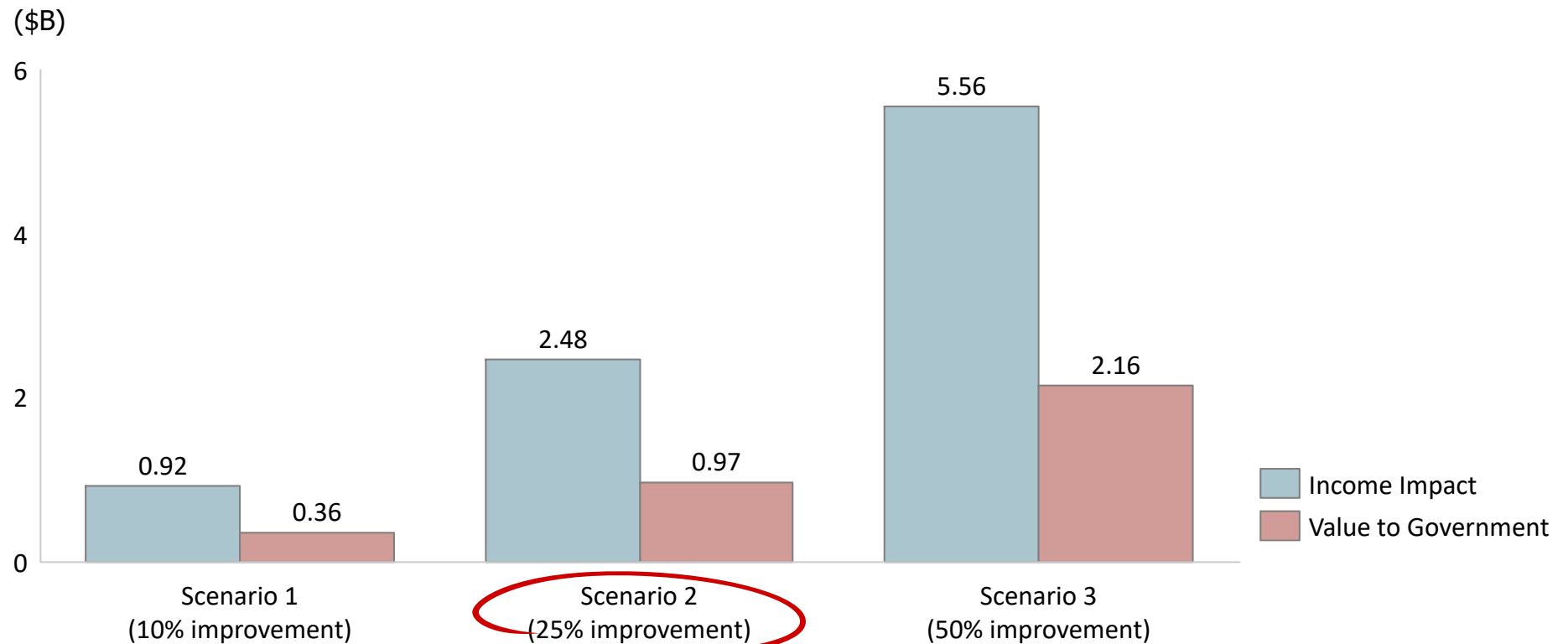
# Approach and Method



*"Settling Better* reinforced precisely what I have discovered in NSW & VIC: the weak link in Australia's settlement record is getting refugees into work..." – Professor Peter Shergold AC

# The 'Prize' on Offer

## Present value impact for the next decade of forecast refugees *Improvement in unemployment rate, participation rate, and income*



*\$2.5 billion on offer for refugees, \$1 billion for government if job outcomes improve by 25%. Reward is far more than financial.*

# Three Prongs of Reform

Invest in effective Australian programs to overcome employment barriers

- intensive case management
- renewed investment on basis of accurate data

Leverage overseas best practice

- private and community sponsorship
- fast recognition of existing skills
- microfinance for women

Establish a centre of gravity for Settlement Services

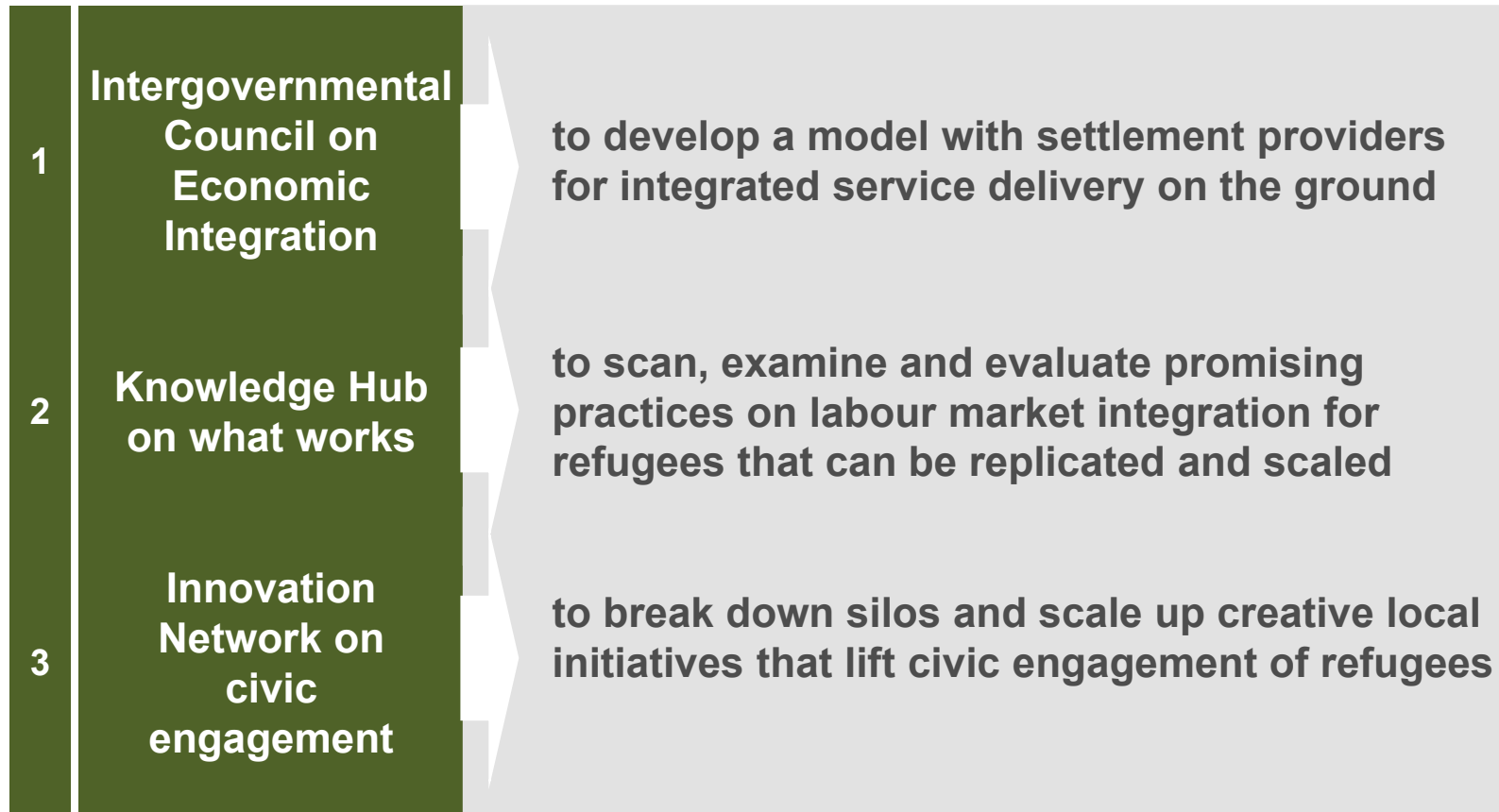
- centralising policy within DSS
- formalising priorities in updated National Settlement Framework



# Cities and Settlement Initiative (2017-2020)

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An initiative to deliver *Settling Better's* vision in full, in the places that matter most





# Intergovernmental Council on Economic Integration

## Objective

- Fix job services by consolidating responsibility in Canberra and developing a model for integrated service delivery at local level

## Project outcomes

- Establish a permanent intergovernmental forum to address economic integration
- New centre of gravity in Canberra, new model for integrated service delivery to trial in target cities
- Dissemination of key lessons on labour market integration



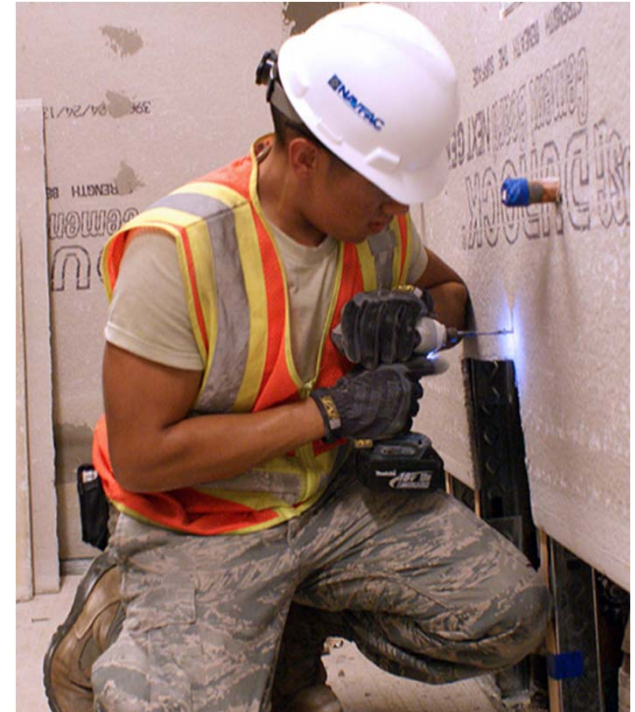
# A Knowledge Hub on What Works

## Objective

- Build a shared evidence base on what works so that promising practices can be replicated and scaled

## Project outcomes

- Research team will scan and evaluate promising practices on labour market integration in target cities, focusing on key barriers in *Settling Better*
- Spread promising practices drawn from local and overseas experience across target cities
- Develop the hub into a permanent resource for the sector to boost job outcomes



# An Innovation Network on Civic Engagement

## Objective

- Foster greater engagement in Australia's democracy by refugees

## Project outcomes

- Form network of social innovators, investors and researchers focused on lifting civic engagement
- Secure seed and accelerator funding for practices identified and evaluated
- Generate improvement in attitudes to democracy and participation in public institutions



# A Case

**Victoria's  
#1 destination  
for refugees**

3,795 refugees arrived between July 2015 and June 2017 (more than the period 2010-2015)

**Unemployment  
rate well above  
averages**

As at March 2017, unemployment 10.21% compared to VIC average of 6.1%

**Coordination  
challenge proving  
difficult**

Jobs & Skills Taskforce meets quarterly (26 people, only 2 junior Fed Govt officials)

