



Transitions London C.I.C.

Welcome

Transitions Stakeholders' Advisory Network meeting no. 10

**Exploring UK Professional Bodies' & Skills/Trade Organisations' engagement
with jobseeking graduate professionals with refugee background**

Thursday June 12th 2014



Transitions

**Welcome to Stockwell Centre
House-keeping
Small group Introductions
Apologies**



Today....

- Programme
- Objectives: To advise Transitions on:
 - Mutual challenges for stakeholders around transferring overseas qualifications and experience to the UK (ie via skills assessment, training & sector/trade organisations)
 - Reasons and methods for enhancing engagement
(Skills shortages/CSR/Diversity/other?) *There is a document about skills shortages*



Please express your views and advise us!

Please provide us with your ideas, experience, good practice and feedback

Comments on meeting notes will not highlight names

They will highlight existing good practice of organisations

Draft notes will be shared by email and agreed prior to posting online

Photographs by permission only !

Please follow up with candidates via Transitions



Transitions

Previous Themes of Transitions Stakeholders Advisory Network seminars

eg

- **CSR & Diversity management – good practice**
- **International Development sector**
- **Recruitment sector**
- **Jobcentre Plus services**
- **Internships good practice**
- **Today..**



Transitions' Overall Purpose

To contribute to a more equitable skilled labour market, with particular reference to professionals who are refugees.

Social enterprise initiative (C.I.C.)

72% (ie 33 of 46) of interns employed in skilled jobs after internship

103 enquiries from engineers

252 enquiries since 2011

70% UK refugee unemployment rate : 6 times the national average

Catastrophic career interruption. No UK statutory services.

UK is not flooded with refugees! 2013 c5,000 people, including children & older people



Transitions' 4 Aims

- To increase the number of highly skilled refugees finding **skilled jobs** in London
- To **empower** job-seeking highly skilled refugees
- Collaborative good practice and information sharing with employers, professional bodies and other stakeholders
- To provide the jobs market with a niche **social enterprise employment-focussed diversity and CSR service.**



Transitions' services

Please also see pack

- **Intensive casework/orientation:** 1-1, collaborative workshops, advocacy, professional development portfolio building, jobsearch coaching, peer support
- **Internships** (46 to-date) *no fee or obligation to hire*
- **Recruitment services** *10% one-off fees to internship providers*
- **Good practice exchange seminars** *no fee*
- **CSR workshops: Staff volunteer coaching** *£400 halfday*



Market challenges

- Assumptions by organisations/individuals of no issue
- And/or unconscious bias
- Candidates' profile typically over-30, UK Degree/Masters, overseas Degree, significant overseas experience, disorientation and no UK experience in their occupation
- Accessing UK professional experience
- Mutual unfamiliarity in the recruitment/documentation process
- Job Centre Plus systems/no statutory services
- Multiple resettlement issues



Accessing the skills of refugee professionals

Example of skilled jobs that candidates have found:(A-Z order)

Green = social enterprise recruitment fee applied

Electrical engineers (National Grid & ARUP)

Engineering administrator (National Grid)

Civil Engineers x 2 (Crossrail) *1 fee*

Data Analyst (FDM)

Plant Supervisor (Aggregate Industry)

ICT support engineer (ITM Soil)

Planning engineer (Bechtel)

Telecoms Engineer (Virgin Media)

Refugee employment adviser, Refugee Action Kingston

Syrian refugee camp officer (Oxfam)

Journalist (BBC Afghan Radio)

Accountant (Credit Union)

Lawyer (Financial Ombudsman Service),

Marine Biology (Blue Carbon) researcher (Blue Ventures)



Finally.....

“The UK’s 10 Engineering-related Sector Skills Councils believe that up to 2 million new recruits will be needed over the next decade...” (Atkins Global)

Introducing the next speaker...