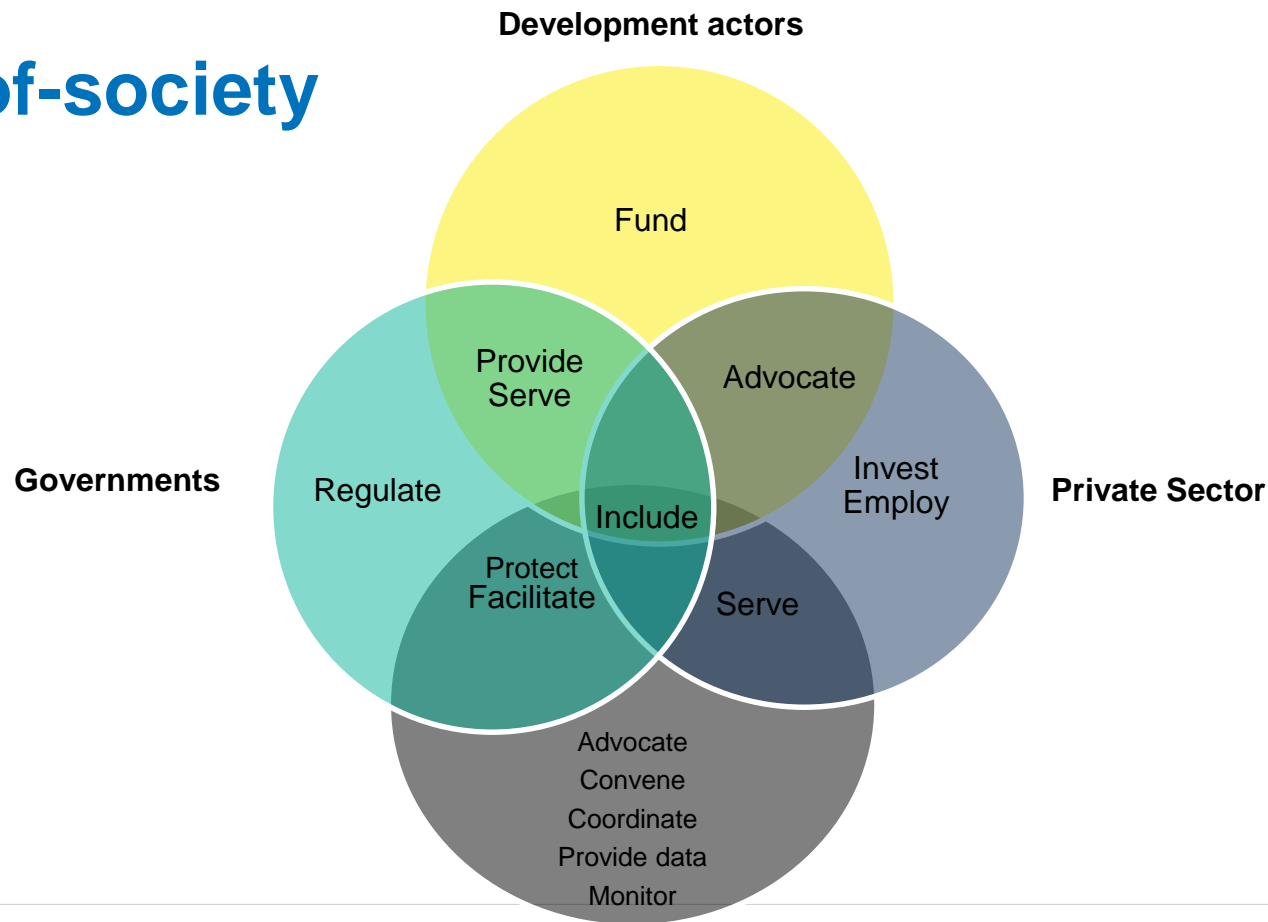


Hiring migrants and refugees

Overview of UNHCR-OECD Action Plan

Whole-of-society



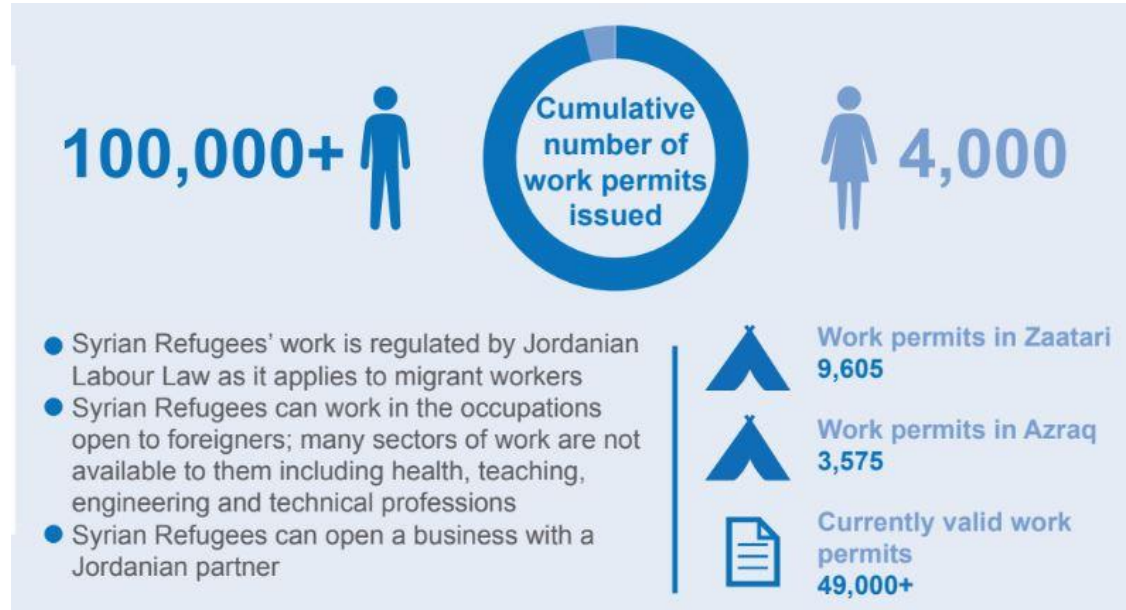
UNHCR & Humanitarian

10 Point Action Plan for the hiring of refugees

- Action 1** • Navigate the administrative framework
- Action 2** • Provide employers with sufficient legal certainty
- Action 3** • Identify and verify refugees' skills
- Action 4** • Developing skills for job-readiness
- Action 5** • Match refugee talent with employers' needs
- Action 6** • Provide equal opportunities in recruitment and combat stereotypes
- Action 7** • Prepare the working environment
- Action 8** • Enable long-term employability
- Action 9** • Make the business case for hiring refugees
- Action 10** • Coordinate actions between all stakeholders

Information on work permits (#1, 2, 10)

- **Jordan:** collect & communicate information on issuance of work permits



Skills-recognition through certification (#3)



- **Turkey:** Certification of training & education with Vocational Qualifications Authority
- **Norway,** a fast-track online platform for employers to evaluate qualification with Norwegian Agency for Quality Assurance in Education (NOKUT)

Trainings for job-readiness (#4)



- Coursera for Refugees: 4,800 enrolments in 44 countries
- **Hungary:** Migrants' Help Association offers computer skills training as part of *European Computer Driving License*

Apprenticeships to enhance employability (#4, 6, 8)

- **Tajikistan:** 4 month apprenticeships at Sheraton lead to longer-term hires
- **IKEA Switzerland:** 6 month internships



Effective job-matching through coordination (#5, 10)

- Private agencies:
ManPower, ADECCO (**Ukraine**)
- Government employment agencies
- **Georgia, Costa Rica, Egypt:** Job fairs and engagement with the Chambers of Commerce
- **France** – Action Emploi Refugies



Building the business case #9

- Kakuma as a Marketplace (**Kenya**)
- Regional Immigrant Employment Councils (**Canada**) - support companies to connect refugees and immigrants
- MADE51 artisan initiative: international market reached with refugee-made products



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Artisan Links
Linking Artisans
to Markets



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