

How do I employ refugees - Transcript

[Music plays and blurred images appear of people walking towards the camera and text appears: How do I employ refugees? Career Pathways for Refugees]

[Image gradually sharpens to show Mariana Kato walking towards the camera and then the image changes to show a rear view of Mariana Kato walking away from the camera]

[Image changes to show Charis Martin-Ross talking to the camera and then the image changes to show the Allianz Centre sign on a building wall]

Charis Martin-Ross: When you're hiring anybody, whether they're a localised employee or somebody that comes through in our Refugee Employment Programme, what you're trying to do is create a match between the requirements of the job and the individual and what they can bring.

[Image changes to show Mariana Kato entering the building]

What we're trying to do is to find future leaders.

[Image changes to show Charis Martin-Ross talking to the camera and text appears: Charis Martin-Ross, Diversity & Sustainability Manager, Allianz]

I'm Charis Martin-Ross. I'm the Diversity & Sustainability Manager for Allianz.

[Image changes to show Charis Martin-Ross and Mariana Kato walking down a corridor towards the camera]

Allianz set up the Allianz Sustainable Employment Programme.

[Camera zooms in on Charis Martin-Ross and Mariana Kato talking as they walk]

The programme is designed to give refugees and asylum seekers permanent employment.

[Image changes to show Charis Martin-Ross talking to the camera]

The programme was always designed to be a source of talent.

[Image changes to show Charis Martin-Ross and Mariana Kato sitting in chairs and talking together and then the camera zooms in on them]

Allianz is genuinely committed to building a diverse workforce.

[Camera zooms in on Charis Martin-Ross talking to the camera]

I think Mariana's got huge potential so I'm looking forward to seeing how her career develops over the years at Allianz.

[Image changes to show Samantha Palmer talking to the camera and text appears: Samantha Palmer, Career Pathways Pilot, Employment Facilitator]

Samantha Palmer: My name's Samantha and my role is as Employment Facilitator and I'm working closely

[Image changes to show a "SSI, settlement services international" sign and then the image changes to show Samantha Palmer talking to the camera]

with the refugee clients here. They come to Australia with professional qualifications, professional experience, even a trade.

[Image changes to show Mariana Kato smiling at the camera on a city street and then the image changes to show Mariana Kato talking to the camera and text appears: Mariana Kato, Humanitarian Entrant, Case Manager, Allianz]

Mariana Kato: When I lived in Syria, I did Business. I studied for four years but I didn't get my Certificate because we left.

[Image changes to show a rear and then facing view of Charis Martin-Ross and Mariana Kato walking and then the image changes to show Samantha Palmer talking to the camera]

Samantha Palmer: The main goal is to ensure that the clients that I work with go into a job or a career that's closely aligned to the career that they had prior to coming to Australia.

[Images move through of Mariana Kato working on a computer]

Mariana Kato: My Certificate was Marketing and I did the internet marketing. One of my subjects was in English which is Project Management. That was really helpful. That's why they hire me here, for project management.

[Image changes to show Charis Martin-Ross talking to the camera and then the image changes to show Mariana Kato working at a laptop]

Charis Martin-Ross: If I think about the quality of cadets that we've seen come through our first, second and third cohort, it's only getting stronger and that's because S.S.I. genuinely understand the backgrounds and the experiences that cadets need here in the Allianz business.

[Image changes to show Samantha Palmer talking to the camera]

Samantha Palmer: Not only am I supporting my client on a continual basis when they have secured employment but I'm also there to provide that support to the employer.

[Image changes to show Charis Martin-Ross and Mariana Kato sitting in chairs and talking together and then the camera zooms in on each in turn]

You know, gaining that job that they want and getting into a sector that, you know, they were working within in their previous country.

[Image changes to show Samantha Palmer talking to the camera and then the image changes to show Charis Martin-Ross and Mariana Kato sitting in chairs and talking]

They're looking to us to help them through that career process.

[Camera zooms in on Charis Martin-Ross talking to the camera and then the image changes to show Mariana Kato working on a computer]

Charis Martin-Ross: For Organisations thinking about assessing up a Refugee Employment Programme, I think the first step really is to engage with a Settlement Services Provider. They really are the experts in settling refugees.

[Images move through of Mariana Kato working and then the image shows Charis Martin-Ross walking up to Mariana Kato at her desk]

Mariana Kato: My dream was to find a good job with a good company. That was really a dream for me.

[Image shows Mariana Kato taking off her headset and listening and then the camera zooms out to show Charis Martin-Ross talking to Mariana Kato]

Working here is, you feel like here is your second family. Everyone is very friendly. When I leave I just can't wait to come back at the next day.

[Image shows Mariana Kato talking to the camera and then kissing her fingers and waving and smiling at the camera]

This is my feeling, no it's seriously.

[Image changes to show Charis Martin-Ross talking to the camera and then the image changes to show Mariana Kato turning around and smiling at the camera]

Charis Martin-Ross: I think there's a really important role for corporates to play in the refugee settlement cause and the more that corporates can work with the Government and not for profits, I think the better progress we'll make together.

[Music plays and the image changes to show an animation image of children, two footballers, a female and child and a family of refugees and the Australian Government Department of Social Services logo and text appears: Find out more at www.dss.gov.au/careerpathways]