



WHO ARE OUR CANDIDATES?

Our candidates:

- Have full work rights
- Come from a wide range of countries and cultures, language groups, professional backgrounds and personal experiences
- Have overseas work experience in a wide range of occupations
- Often have high levels of tertiary education that isn't formally recognised in Australia
- Have a wide range of English abilities
- Are keen to work in a wide range of industries and positions to gain valuable local experience
- Are hard-working, enthusiastic, resilient and driven

Research has shown that employees from refugee backgrounds are loyal, resourceful and have lower turnover rates. [\(Read more\)](#)

WHAT ARE THEIR BARRIERS TO EMPLOYMENT?

With an initial investment from employers committed to inclusive practices, our candidates can become highly valued employees. In partnering with ASC, you are helping to break down barriers, and creating a life changing opportunity.

New arrivals may:

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- Not have local networks or local industry knowledge
 - Not have Australian work experience
 - Be unfamiliar with Australian job search strategies and workplace culture
 - Not have recognised local qualifications
 - Have transportation barriers (lack of local license or access to a car)

HOW WE WORK WITH CANDIDATES:

What we do:

- Help candidates to identify and apply for work
- Prepare candidates for recruitment processes and for the workplace
- Support candidates with onboarding administration, police checks, WWCC and NDIS checks
- Provide post placement support to help candidates settle into their new role

HOW WE WORK WITH EMPLOYER PARTNERS:

Step 1. We meet with employers to identify suitable positions and recruitment processes for our candidates, and offer guidance on inclusive and accessible hiring and employment practices

Step 2. We advertise roles through our internal jobs board and identify candidates within our pool of job seekers who are suitable for specific roles

Step 3. We support candidates throughout the application process including providing references for our job seekers if required

Step 4. We assist candidates through the onboarding process including support with vaccinations, Police checks, WWCC and NDIS checks

Step 5. We offer post-placement support to both candidates and employers to help with the settling in process

We DO NOT operate as a labour hire agency and we do not charge for our service.

WHAT MAKES A GOOD EMPLOYER PARTNER?

Our Ideal partners:

- Share our desire to create meaningful opportunities for our candidates
- Have an awareness of the barriers to employment for people seeking asylum and a willingness work with us to minimise these obstacles
- Have a supportive and resourced HR infrastructure
- Can allocate a designated contact person to liaise with us about positions and applicants
- Can offer additional support through the selection and onboarding process

We are looking for Employer Partners offering a wide variety of jobs.

The following are high demand with our cohort:

- cleaning,
- customer service,
- kitchen hand,
- aged care,
- construction and general labour,
- warehouse/pick packer,
- production/processing

Other factors to consider

- Is it located in Western Sydney or near high migrant settlement areas?
 - Is it located near good public transport?
 - Does it have easy entry requirements?
 - Is it likely to be a recurring opportunity?
 - Is it meaningful work with progression opportunities?
 - Is your selection process accessible for people seeking asylum (eg. doesn't require significant use of technology, assessment centres, AI etc) or can it be adjusted for our cohort?
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This list is not exhaustive. We are interested to hear other ideas on how we can work together.

Please note, our service does not facilitate opportunities for business owners looking to bring on ABN contractors.

WHAT WE NEED FROM YOU?

To begin the process, please complete the contact form below.

We will be in contact to discuss the partnership.

[Click to fill out the form.](#)