



**Tui tui- tuia nga herenga tangata
Bringing Cultures Together**

**WAITAKERE ETHNIC BOARD (WEB) SUBMISSION
New Zealand Refugee Resettlement Review
July 2011**

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Q 1-3 Issues Group 1. Forum participants discussed the following areas-

Issues

1. Is there an assessment criteria of refugees' skills with regards to employment?

a. Specialized assessors crucial to accurate assessment.

Q.1.

- People not in sympathy with refugees. Interaction between those of refugee backgrounds and locals in needed.
- Government should look for volunteers of similar background/experiences to those of refugees.
 - Helpline for refugees
 - An office to up skill refugees
- Rely on the wealth of knowledge of settled refugees: How did they overcome any challenges faced? Inspire, motivate them to assist.

Q.2.

- Provide initiatives and opportunities for individual communities to help
- Awareness of opportunities to contribute

Q.3.

- Seminars, forums, website in conjunction with community organisation.
- Centralized database-newsletter.
- More consultation with communities
- Utilize the ARC more effectively



Q3. Re: Future Developments: Group 2. Forum participants discussed the following areas-

- Transform educational institutions with vocational training
 - For example: Learning English and a trade (pilot schemes in different cities exist)
- Self employed initiatives for migrants and refugees
 - Challenges with WINZ system. Need to encourage beneficiaries towards employment as opposed to staying on the benefit-acknowledging there is a benefit trap but providing incentives to move off a benefits e.g. subsidizing wages in Employment.
 - Provision of Micro-finance loans for employment e.g. encouraging beneficiaries to create their own business.
- Re-look at WINZ system: Redesign/Restructure so that they don't focus primarily on getting refugee beneficiaries into any job but developing a pathway to financial independence.
- To support people wanting to get NZ experience through the Employment law (see below)
- It was suggested that the **Gateway** program be used with migrant and refugees looking for employment. Gateway is a program currently running through high schools where mentors or brokers support students transitioning from high school to further their employment pathway into work or tertiary education. A similar program could be used for refugees to facilitate access to work or tertiary. This type of program will be most effective on a local scale rather than national level delivery.
- Employment Law
 - Can it be recommended that employers have at least one refugee worker (subsidized by the government) to encourage the employment of more refugees?