

The overall purpose of the Action Plan is to improve labour market outcomes for former refugees, recent migrants and ethnic communities. It supports everyone to have a secure and meaningful job.

## Engagement on the Employment Action Plan

In September and October 2021, we engaged on a draft version of the Action Plan. The purpose of the engagement was to seek feedback from communities and understand how to improve the Action Plan.

### As part of the engagement:

- We ran an online survey
- We received written feedback from community groups and individuals;
- We held 4 hui with women, youth, NGOs and service providers and former refugees;
- We held 9 hui with stakeholders from the following regions



## Communities told us what mattered most to them in the Action Plan. Based on communities' feedback we made some key changes to the Employment Action Plan

- Added seven new objectives for the Action Plan
  - Included information on the contribution of former refugees, recent migrants and ethnic communities add to New Zealand's economy
  - Changed actions to make them more targeted (for example, we expanded the action on the graduate programme)
  - Added a timeline so communities know when to expect actions to be developed or delivered
  - Continue investigating and implementing initiatives to support ethnic communities with employment readiness and strengthen engagement networks.
- Monitoring and evaluating actions** to track the progress, implementation and Performance of the Action Plan.
  - Addressing barriers associated with having overseas qualifications** and experience recognised in Aotearoa New Zealand
  - Working with employers and the private sector** to increase employment opportunities and enhance career pathways

- Improved co-ordination** between government, the private sector, employers, and sector and regulatory bodies
  - Clearer communication of government employment services**, including how communities can access them
  - Growing the awareness of both employers and communities** about the economic value of diversity and inclusion
  - Ensure that vulnerable groups within ethnic communities are supported** in their employment journeys (including women, youth and older workers)

Our communities saw the potential to deliver better employment outcomes

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“I look forward to seeing these ideas implemented. Thank you.”

“Recent migrants are an untapped resource. If people can be supported in the right way there could be a lot of potential there.”

“We need support to change from surviving to thriving in our employment.”

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For more information on engagements please contact: [info@ethniccommunities.govt.nz](mailto:info@ethniccommunities.govt.nz)

## Engagement with communities led to the creation of 7 new objectives to support delivery of the Action Plan

<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
Former refugees, recent migrants, and ethnic communities <b>thrive at every stage of their employment journey</b>	The skills and experiences of former refugees, recent migrants, and ethnic communities are <b>recognised, respected, and valued</b>	The benefits of diversity and inclusion are <b>clear and well understood</b> . Employers recognise and champion the benefits of a diverse workforce, and take steps to be more inclusive	Former refugees, recent migrants, and ethnic communities <b>have informed and meaningful choices around their employment</b> and can work in a way that suits them and their employer	Government continuously seeks to eliminate labour market exploitation and improve employment outcomes for former refugees, recent migrants, and ethnic communities through <b>collaborative approaches</b> to labour market policy and governance including engaging with employers, regulatory and sector bodies	Interactions with government services are <b>positive experiences and information on employment support is tailored</b> to meet the needs of former refugees, recent migrants, and ethnic communities. It is easy to understand what services are available and how to access them	Government will <b>communicate and work together with employers, regulatory and sector bodies</b> to improve employment outcomes for former refugees, recent migrants, and ethnic communities, and to understand the long-term skill needs of Aotearoa New Zealand