



We welcome asylum seekers
and refugees

Rydym yn croesawu ceiswyr
lloches a ffoaduriaid

Refugee Employment in Swansea

Report on Networking Event and Workshop

4th April 2022



Caiff y prosiect AilGychwyn: Integreiddio Ffoaduriaid ei ariannu'n rhannol drwy Gronfa Lloches, Ymfudo ac Integreiddio yr Undeb Ewropeaidd. Gwneud rheoli llif ymfudo'n fwy effeithiol ar draws yr Undeb Ewropeaidd.

The ReStart: Refugee Integration project is part-funded through the European Union Asylum Migration Integration Fund. Making management of migration flows more efficient across the European Union.

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1 Introduction

[Swansea City of Sanctuary](#) held a Networking Event and Workshop on Refugee Employment between 12:00 and 15:30 on Monday 4th April 2022 at The Grand Multicultural Hub, Singleton Street, Swansea, during the pilot of the Travelling Exhibition "[Home Away from Home](#)". It was planned as Swansea City of Sanctuary's first face-to-face networking event since the outbreak of COVID. The topic gained in importance with the prospective influx of Ukrainian refugees requiring employment support into Wales, and Welsh Government funding was secured through the [ReStart: Refugee Integration Project](#).

Who we are

Swansea City of Sanctuary is part of a [national movement](#) of local people and organisations working to make their cities a place of welcome and safety for people seeking sanctuary from war and persecution. We include asylum seekers and refugees as part of our organisation and act as an umbrella organisation for those providing direct support to them in Swansea. We have a network of over 240 pledged supporters including organisations in all sectors. Networking events on topics of importance to refugee support and inclusion are one of our main activities, bringing together professionals in the field, our pledged supporters, and people with lived experience of seeking sanctuary

2 Aims of Event

(i) Follow up to June 2021 Conference

In June 2021, as part of our 10th anniversary year, Swansea City of Sanctuary organised an online conference in partnership with The Open University, focusing on the twin themes of [Improving Access to Higher Education and to Employment for Forced Migrants](#). It attracted over 250 participants and featured several first-hand accounts from people with lived experience of the barriers to obtaining meaningful employment.

The conference report included the following practical recommendations for overcoming barriers to employment and career progression for refugees:

Recommendations for Policy Makers

- a) Support for all forms of career support and guidance
- b) Integration Support "from day one"
- c) Recognition of prior qualifications and informal skills
- d) Research on the career aspirations and needs of forced migrants
- e) Allowing more asylum seekers to work: a Welsh list of shortage occupations
- f) Funding for start-up businesses and training

Recommendations for communities

- a) 'Holistic Integration Hubs': career pathway support for forced migrants and information for potential employers

- b) Mentoring schemes
- c) Better networks and communication
- d) Volunteering linked to skills

Recommendations for employers

- a) Work opportunities and placements
- b) Businesses of Sanctuary

At the networking event we aimed to explore practical ways forward with focused discussions following up several of these recommendations.

(ii) Share information on needs of refugees seeking employment and on attempts to meet these needs following the end of the Welsh Government ReStart programme

We aimed to use the networking event as an occasion for sharing information from refugees with lived experience of seeking employment. This information was presented in two ways. One was through illustrated printed panels showing stories of people who have obtained leave to remain, produced as part of the Travelling Exhibition “*Home Away from Home*”. The other was digital stories produced on their own terms by people with lived experience of seeking sanctuary, about their experiences of finding or attempting to find meaningful employment. Both the printed panels and the digital materials would be suitable for use at future public events and for promotion to other audiences e.g. potential Businesses of Sanctuary.

The event would also be an occasion for presenting and discussing lessons learned from the ReStart project and sharing future plans for refugee employment support both from Welsh Government and other agencies.

(iii) Bring together those involved in refugee employment support

The event would bring together public agencies, NGOs and employing businesses involved in supporting refugee employment with people with lived experience and other supporters of sanctuary in Swansea. We aimed for it to be used to establish an ongoing network to maintain continued sharing of information and explore the potential for new initiatives and partnerships.

3 The Event Itself

Attendees

The following stakeholders were invited to the event, which was publicised on social media:

- Those involved with organising the Employment strand of last year's conference.
- Those involved in current refugee employment support initiatives e.g., Gower College, Welsh Refugee Council, Unity in Diversity, etc.
- Mainstream employment support providers: Jobcentre Plus, City and County of Swansea, etc.
- Pledged supporters and member organisations of Swansea City of Sanctuary
- Swansea Asylum Seeker and Refugee Support Coordination Group
- Sympathetic employers and potential businesses of sanctuary
- Refugees with lived experience of problems of employment and career progression

53 people registered for the event (50 beforehand and 3 on the day), including:

- 5 from Swansea City of Sanctuary
- 14 from other Third Sector organisations, including employment support providers
- 22 representing employers
- 11 refugees or asylum seekers
- 1 Employer Engagement Officer from Welsh Government ReStart Project

On the day itself 31 people were in attendance (there were several absences due to COVID), including:

- 4 from Swansea City of Sanctuary
- 9 from other Third Sector organisations, including employment support providers
- 10 representing employers
- 7 refugees or asylum seekers
- 1 Employer Engagement Officer from Welsh Government ReStart Project

Programme

12:10	Welcome from Alan Thomas and Carlos Ibarra, Co-Chairs of Swansea City of Sanctuary
12:25	Lunch and Networking
13:00	Introduction to Refugee Employment <ul style="list-style-type: none"> → Findings and plans for the future from ReStart: Refugee Integration Project → Role of the Employers by The Smoke Haus → Videos of Refugee Experiences → New Programmes for Support into Employment from YMCA Swansea and Gower College Swansea
14:00	Group work <ol style="list-style-type: none"> 1. Mentoring, session run by Better Welcome to Swansea 2. Work Placements, session run by EYST 3. Employer Engagement, session run by ReStart: Refugee Integration Project 4. Future Networks, session run by Swansea City of Sanctuary
15:00	Close + Exhibition Launch

Welcome and Networking Session



Image: Swansea City of Sanctuary Co-chairs introducing the event

Following some welcomes and introductions from the Chair and Co-chair of Swansea of City of Sanctuary, we welcomed several speakers. The first was from Thanuja Hetteriachchi, representing the ReStart: Refugee Integration Project from the Welsh Government.

Having given us some overview of ongoing Welsh Government commitments to becoming a Nation of Sanctuary and encouraging welcome to start “*from day one*”, Thanuja gave us an overview of the ReStart project along with its findings and plans for the future.

Mark Power from The Smoke Haus is a current employer of refugees across his business. He commended the hard work and commitment of those employed by his business while also reminding us that, as a business, it just makes sense to employ people with the right skills and experience. There is a gap in the employment market for people wanting to work in the hospitality industry, and they welcome people with skills and experience that happen to be refugees.

Jo Harvey kindly stepped into the programme due to an illness related absence and gave us an overview of the current employment support and skill advancement of YMCA Swansea in addition to their new partnership with Gower College Swansea.

After these very informative sessions we were ready to delve into the experience and barriers that the presentations addressed.

Videos of Refugee Experiences

Video interviews on experiences of employment were held with 10 refugees and are being edited down into 3-4 minute pieces suitable for use at public events or on social media to attract employers interested in supporting refugees into employment. Two of these were shown at the event.

Most of the interviewees brought considerable skills, experience and qualifications, and spoke movingly of the difficulties in utilising these in the context of starting a new life in a new country. Almost all of them were unable to find a job that matched their initial expectations. The need to improve proficiency in English and the long gap in career enforced through waiting for an asylum decision were the two main reasons given.

At the same time, the interviewees were generally grateful for the opportunities they had been offered. They pointed particularly to the importance of volunteering opportunities and of building up support networks and connections both with others seeking sanctuary and in the host community.

The Appendix includes a link to a folder where these edited interviews have been made available.



Image: Workshop participants watching one of the videos on refugee experiences

Themes and event findings

All present at the event noted that Swansea has a unique culture of partnership working, there are a number of high-profile organisations who routinely meet to share knowledge and experience towards the common goal of supporting some of Swansea's most vulnerable people. Swansea has highly skilled and specialised organisations, each with their own roles to play in supporting both newly arrived sanctuary seekers, and those who have become familiar with the city. Throughout the pandemic, this working relationship became stronger and there is an appetite from all partners to continue to build on this, include more partners, and explore solutions to issues not yet being adequately addressed.

The event echoed many of the findings of the Conference in June 2021, highlighting some practical recommendations for overcoming barriers to education, employment, volunteering and progression for refugees and those seeking refugee status. However, some new emerging themes also arose as a direct result of the pandemic.



Image: Employer Engagement Officer, Thanuja Hettiarachchi presenting findings from the ReStart Project

Pandemic response

During the pandemic, attention moved away from up-skilling, volunteering and employability, towards addressing more immediate wellbeing needs, such as providing adequate food, suitable clothing and appropriate technology.

Publicity and access to services

It was noted that despite available provision, and the extremely high numbers of people supported by each organisation, there is still a cohort of people who never access any services. The reason for this remains unclear but may be due to lack of engagement to any gateway services such as the Health Access Team and their housing managers for a multitude of reasons. Alongside this, organisations who are already exceeding their targets may not have capacity to offer outreach opportunities.

"Years of my life burned away in a waiting room"

"It's a disaster, so many people are not seen"

Employment services:

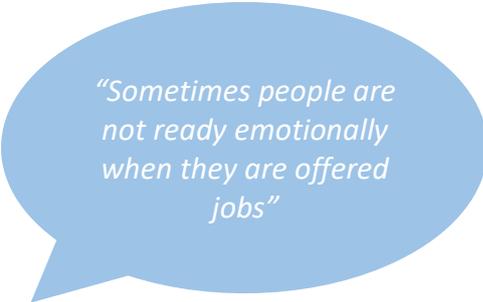
The discussions demonstrated that much of the employment support available is for the whole community of Swansea; this has given rise to issues surrounding a lack of specialist knowledge of issues faced by sanctuary seekers looking for employment. Another issue is that sanctuary seeking participants haven't accessed the services that are available to them. An example of this would be the ReStart project, of which many participants had not heard of prior to the event.



"I am now a citizen of the UK, yet nothing is the same for me"

Volunteering

The discussion demonstrated that while employment services are essential, it's also important that people are offered other opportunities for upskilling, giving their time freely and through volunteering. Swansea has a vibrant voluntary sector where people can build on existing skills and try out new ones through volunteering.



"Sometimes people are not ready emotionally when they are offered jobs"

Integration

In Swansea the City of Sanctuary Partnership focuses on integration and often invites those seeking sanctuary to mainstream services. This offers benefits to participants feeling welcomed within the city; however it is also important for people to share and celebrate their own cultures.

4 Conclusions and Outputs



Image: Two of the contributors to the *Home Away from Home* Exhibition stood with the Lord Mayor of Swansea. (Left to right) Otis, Lord Mayor Cllr. Mary Jones, and Bie

We had a useful and very interactive day, helped along by delicious food and inspirational stories from the exhibition!

As a result of this event, Swansea City of Sanctuary is already engaging with registered employers and are taking forward plans to create a network of employers and support organisations to look at some of the suggestions and questions raised at the event.

It seems clear that there is a coordination and sharing of information that might successfully support people into employment. The success of the day indicates that there are a large number of individuals and organisations that want to be involved who have ideas, opportunities and experience that can usefully be shared and promoted.

The event highlighted some extremely valuable themes that the network will work towards addressing by seeking additional funding

i. Ensuring that all asylum seekers and refugees are linked into appropriate support

- Easily accessible information on all support services for people seeking sanctuary in Swansea including BOTH support for new arrivals AND employment support for new refugees, including links to mainstream employment, volunteering, and training.
- Proactive and repeated efforts to ensure ALL those seeking sanctuary are included.

ii. Providing employment, training, and volunteering guidance as far as possible "from Day One" i.e., including employment, training, and volunteering focus in support to asylum seekers

- Building upon/evaluating the approach of new project at Gower College Swansea.
- Mentoring with an employment focus for asylum seekers as well as for refugees.
- Research into asylum seeker and refugee experience of the first day at new accommodation. Highlight any gaps in resources to employment support (and information on general support networks at location).
- Offered appointments with the Volunteer Centre at SCVS to discuss all available options around volunteering and offered support to access these.

- Offering a Central Hub where people can go to find out essential information (some participants mentioned OASIS in Cardiff as a good example).
- iii. **More supported employment and work placements, while building stronger links with existing employment support networks and investing in this new workstream.**
- There are a number of organisations who are providing employability support to people living in Swansea such as Working Wales, JCP and 'Communities for Work', they could build on partnerships with colleagues such as Swansea Working, Swansea Employability Network, and the new Southwest Wales BAME Employability Network to share knowledge and best practice.
 - Regional Employer Engagement Officer at Welsh Government to further engage with employers, especially those registered with the event. This engagement work will address some of the common themes around adapting common employer practices to better welcome people seeking employment from the refugee community.
 - Suggestion to develop a Refugee-specific network, perhaps branching from the existing (and successful) Southwest Wales BAME Employability Network.

5 Thank You



Image: Workshop audience on the day of event

The City of Sanctuary Partnership would like to take this opportunity to thank everyone that has been involved in the planning and delivery of this event and contributed to its success. A special mention must be made to those with lived experience of being refugees or asylum seekers who have given their time, honest feedback and enthusiasm towards progress; without their invaluable contribution, co-producing the next steps would be impossible. It seems there is an appetite with employers and learning providers to work with us and our Welsh Government colleagues in making working,

volunteering, and learning opportunities accessible to those seeking sanctuary in Swansea so thanks to them also for attending and expressing their commitment. Finally, thanks to all the organisations who work together so effectively and are open to seeking out and addressing issues as they arise through co-production and partnership working.

Appendices

Appendix 1a: Travelling Exhibition Panels (Individual Stories)

[View PDF versions of Exhibition Panels.](#)



Appendix 1b: Video stories

[View MP4 files of Video Stories.](#)

Appendix 2: Budget

Venue (hire, refreshments for ~70 participants)	950
Admin/comms assistance (incl. report) 7 days x £155	1085
Exhibition panel printing 6 x £80	480
Bus fares for people with lived experience to attend 10 x £5	50
Video recording and editing 6.5 days x £200	1300
Planning meetings for CAMP group, bus fares incl. interviewees	135
Total Cost	4000

Appendix 3a: Breakout Group 1 notes on Mentoring

This session was run by Charlotte Davies, Project Development Officer from 'A Better Welcome to Swansea' Project.



The 'A Better Welcome to Swansea' Project helps to welcome and support people seeking asylum and refuge in Swansea to reduce isolation, encourage active participation, promote well-being and enhance integration.

The project does this by matching newly arrived people with mentors who will support them and help them access services, social groups, and classes. Mentors will also teach people about transport, best places to shop and other things that are helpful to know about life in Swansea! Mentors might be people with lived experience of the asylum system, or they might be others who want to show that they are committed to welcoming people seeking sanctuary into the city of Swansea.

The project is a partnership between Swansea City of Sanctuary and Swansea Council for Voluntary Service (SCVS).

This workshop consisted of a mix of those with lived experience, employers and third sector partners and focused on what works well for refugees and asylum seekers, what gaps in provision exist, what employers can do to help and how we can support people's health and well-being. Some tangible suggestions were also discussed.

What worked well:

The availability of organisations offering a variety of support and opportunities to people arriving in Swansea.

Gaps in provision:

Transport

- for shift workers and people on low income

Education/practical skill building

- NVQ introductions
- Signpost to education packages
 - Eg: H&S for Tata steel or NVQ for the care sector.
 - Driving lessons
 - basic skills

Volunteering

- Offer a broad selection of volunteering opportunities

English Classes

- not enough provision and ESOL fast track not available
- students with advanced English must travel to Cardiff for expensive IELTS exam

Employability skills for individuals

- cv writing, interview skills , BSL learning opportunities
- DBS checks – can we get more people onto the update service?
- Encouraging women into education and employment as well as men – encouraging them to integrate and upskill separately.

How can employers help:

- Shadow shifts are common in the care sector, roll this out into different sectors
 - 3x12 hour shifts to learn and grow in confidence
- Raise awareness with employers about how they can better invite refugees to interview/apply for posts.
 - Pre-interviews
 - Get to know your employees
 - Use translation apps and other technologies
 - Mentors in employment – give people power in their roles

Health and wellbeing

- 6 week managing stress and anxiety course, mindfulness etc.
- make use of outdoor projects

Suggestions

- platform/pathway or guidance specifically for refugees
- Signposting/central hub
- Agencies and employers to work together
- Expert advice
 - NI numbers
 - Who can do what role/when/why/how long for/ who can get paid etc.
- More thorough initial assessment
 - Include work interests, hobbies etc.
 - Recognise specialist skills from the initial assessment
 - Aspirational plans
 - Educational history
 - Hobbies/likes/dislikes
- Better Home Office links so that new arrivals don't fall through the cracks
- Recognise EVERY person arriving in the city.
 - Ask them what they want, what they need, where do they see themselves, skills they would like to build on
 - Build confidence
 - Use their 'asylum seeking time' productively to take the first step so that when they get their status, they can really be part of society.
- Welcome pack for new arrivals
 - HAT
 - Colleges, OASIS – places where people go!?
- Become 'OASIS' friend for those coming from Cardiff.

Quotes

- "I could have been using this time to prepare for work"
- "Years of my life burned away in a waiting room"
- "Then, when I did receive status, I have been overwhelmed by options"
- "I am now a citizen of the UK, yet nothing is the same for me"
- "I didn't feel welcome"
- "it's a disaster, so many people are not seen"
- "Waiting and wasting time has been a slow killer"
- "Sometimes people are not ready emotionally when they are offered jobs"
- "Seize the current climate – get people into vacancies!"

Appendix 3b: Breakout Group 2 notes on Work placements

This session was run by Deb Cooze, BME Invest Project Co-ordinator from Ethnic Minorities and Youth Support Team (EYST).

Background:

The Active Inclusion project was introduced which has been ESF funded through Welsh European Funding Office (WEFO) and managed by Wales Council for Voluntary Action (WCVA) for many years. The success of the project has come from small organisations being able to target particular sections of society in order to achieve strict targets.

The EYST BME Invest project did not cover Strand 1 (Engagement activities) but concentrated solely on Strand 2 (Supported Employment) and was targeted at the BME communities including Refugees. All of our participants were hosted by organisations who supported the participants in gaining real experience of work (Paid at NMW or Real Living Wage depending on the Host Organisation (HO)). All placements were bespoke in the sense that we looked at the transferable skills and particular wishes of our participants and tried to match them with organisations who were willing to offer a mix of opportunities depending on the participants' abilities/needs. A high percentage of our participants were expected to be in employment (at least 16 hours per week) within 28 days of leaving their placement.

Prior to Covid, many asylum seekers who had been volunteering with EYST or partner organisations were able to come straight onto our project as soon as they received notice/confirmation of their refugee status. This meant they had some financial stability at a time when they had to move accommodation, set up new schools for children and deal with the many changes going on in their lives. During Covid we kept the projects going and continued to place many refugees in their first experience of paid work in the UK.

One participant spoke to us of his experiences coming from Afghanistan in June 2021 and starting his placement with Carmarthenshire County Council, in their Simple Lettings Scheme, in January 2022. It has been a real help to him to have experience of working in the UK and he now knows that he wants a different type of job than the one he has done on placement. He has been able to show that he can use his transferable skills – they have been truly transferable – to work in an office environment as well as with a team that spends time dealing effectively with housing issues and tenants in face to face situations. He has glowing references from his Host Organisation who would very much like him to apply for vacancies with them and he has excellent references from EYST staff for whom he has proved an effective and efficient administrator with excellent IT skills across different MS software packages (Outlook, Word and Excel). He speaks of the training he has received, citing the Safeguarding training (delivered by Children in Wales) as being particularly interesting and valuable in terms of getting to know about British culture and values around our more vulnerable citizens, including children. The Cross Cutting Themes training also helped him learn about the Welsh Government's agenda for change and the work being done in the areas of Sustainable Development, Tackling Poverty and Social Exclusion as well as Equal Opportunities and Gender Mainstreaming. He has also had the opportunity to join in events, trainings and for1 around a variety of topics such as a Universal Basic Income, Racism in Education and the Race Equality Action Plan (now the Anti Racism Wales Action Plan).

Our discussions tried to focus on how we could get Welsh Government to focus on supported employment (like the Kickstart programme for 18-24 year olds) and the Active Inclusion strand 2 programme funded by European Social Fund (ESF) and the power of working with employers like Smoke Haus and others who are

willing to take on refugees or those who have not got traditional or British qualifications but we were discussing far and wide around the brief!

Now that ESF money is no longer available and such projects are coming to an end there is a real feeling that the lessons learned from such a long-term funding stream need to be incorporated into any new funding made available by UK or Welsh Government. So far, bids put forward by Local Authorities for the UK Government's Community Renewal Fund have had to show a trialling of new approaches to support people and communities most in need. Many such projects mention that refugees are a target for such help into employment but most focus on ESOL classes: we would argue that ESOL classes plus supported employment for the wider BAME community including refugees would be more effective in order to give meaningful English "practice" in a working environment which is supportive and needs-led.

During the session the conversation moved on to looking at how people find out about such projects or organisations providing such opportunities. There was an agreement that many organisations/projects work in silos and keep such opportunities close. As a result refugees find it really hard to find information about what is out there to help them. Deb Cooze suggested that Swansea was really breaking the mould here with Swansea Working bringing many parts together and the Swansea Employability Network, having been established for many years, was an important signposting network. Recently the S W Wales BAME Employability Network has been set up and in the past year they have held monthly online meetings which focus on positive actions to increase the representation of BAME communities in the workforce, sector-specific information/presentations, information-sharing sessions looking at initiatives/projects which are specifically aimed at the BAME communities. We discussed the need for a Refugee-specific network but it was felt that this could be Wales-wide and feed into existing BAME Employability groups.

One participant spoke eloquently about the way that Welsh Govt worked to very specific criteria and a work plan which is developed over many months and years. It was agreed by the group that the forward movement and expertise that had been gained from projects under the Active Inclusion funding stream was in real danger of being lost as between June and September 2022, all projects were due to finish and staff in the smaller organisations would move on to other work: a whole set of expertise would be lost from the third sector, particularly as it looked as though future programmes would be funded through statutory organisations and might well ignore the needs of the smaller communities in need in favour of the bigger-win numbers: cherry picking projects would return.

The Positive Action event at the DWP Job Centre on May 11th was highlighted as a major opportunity to bring in our BAME and refugee clients to get support and find ways into employment. Theo at Welsh Refugee Council and Deb Cooze at EYST agreed to work together to make this a meaningful event as a follow-on from this workshop.

Appendix 3c: Breakout Group 3 notes on Employer Engagement

This session was run by Thanuja Hettiarachchi, Employer Engagement Officer from the Welsh Government ReStart: Refugee Integration Project.

Background:

The Welsh Government Employer Engagement Officer can work with any type and size of business who have either recruited migrants or who are considering this new venture but have reservations over the process.

The discussion focused on some practical ways in which employers can support people into paid positions.

1. It is hard for refugees to gain employment within the private sector, public sector or Civil services- work is needed to encourage these sectors to offer opportunities. The 3rd Sector has routinely employed people once an individual's status has qualified them for work.
 2. Combine qualifications and experience from back home- often the experience is ignored when considering refugees for a job
 3. Language is a huge barrier at job interviews – often language isn't an issue when performing the role – Employers should make the decision on content of the CV /past performances rather than the language- people accept lower skilled jobs due to this reason.
 4. Simplify interview questions. questions are complicated for those who don't speak English as their first language
 5. Give questions in advance at an interview
 6. Specific advice for those who need it
 - How to apply and support filling in application forms
 - Help with understanding some of the jargon on application forms
 - Information about work culture in the UK
 - Some coaching opportunities from people within DWP
 - An overview of the job seeking process in the UK
 - Helping access training and courses to help provide evidence when applying for job
 7. Blind selection process is recommended
 8. Giving feedback to unsuccessful candidates after interview is important
 9. Implement in house ESOL facilities
 10. Initiate placement schemes
 11. Customise selection process where allowed
 12. Signposting to free online courses
 13. Admin /IT benchmarking tests
 14. Language courses specifically around job seeking and the workplace
- develop more specialist volunteering opportunities within the 3rd Sector alongside more formal work experience placements.
 - Asylum seekers are allowed to work in any areas in other countries to get experience in different industries

Appendix 3d: Breakout Group 4 notes on Future Networks

This session was run by Richenda Leonard, Management Committee Member at Swansea City of Sanctuary.

This session was focused on gathering ideas and suggestions (and support!) for setting up an employability and refugee working group.

In the session the discussion focused on particular skills that people thought would be helpful for supporting employment for refugees. These included practical skills around seeking and applying for paid roles; coaching once in post training opportunities to bolster applications.

One key area talked about was the connection between volunteering opportunities linked to skills that people already have or want to have to use to apply for jobs. Also suggested was a look at how people can have their qualifications recognised here in the UK.

It was agreed that following the event, further work would go into setting up a steering group or network around the theme of employability for Sanctuary Seekers; those in attendance will be invited to co-produce this piece of work, a terms of reference, attendance list and appropriate outcomes.

It was a very positive session and indicates that people would welcome the opportunity to meet and to take these suggestions forward.

Appendix 4: Promotional poster

Swansea City of Sanctuary
Albwtaww Dinas Noddfa

SCVS

Ethnic Minorities & Youth Support Team Wales

Tim Cymorth
Lleiafrifoedd Ethnig & Ieuenctid Cymru

REFUGEE EMPLOYMENT

Workshop & Networking Event

Followed by the launch of **Home Away from Home** Pilot Exhibition
by the Lord Mayor of Swansea

APRIL 4TH
Workshop & Networking 12:00 - 15:30
Exhibition Launch 15:30 - 16:30
The Grand Multicultural Hub, SA1 3QJ

How can we support refugees to rebuild their life in Wales?

We're inviting you to join the conversation!

Register here!



SCAN ME

Or go to:
swansea.cityofsanctuary.org/events/pilot-exhibition