
#Rethinkingrefugee

As employees and entrepreneurs

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19TH SEPTEMBER 2019, OXFORD.



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Somalia before 1990



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About ACH

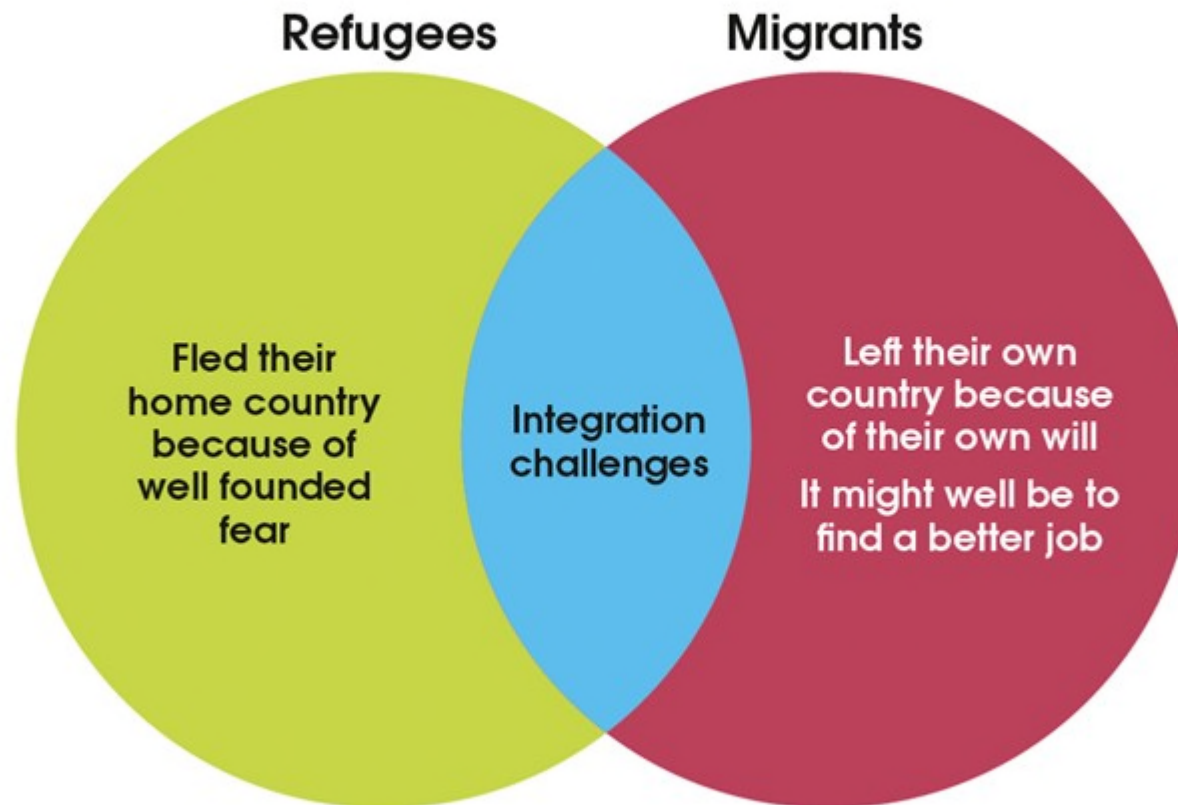
- Established 2008
- ACH vision is to **integrate** refugees
- We provide supportive accommodation over 600 residents
- Train over 2500 refugees per year

ACH have integrated close to 3000 refugees in the last 10 years!



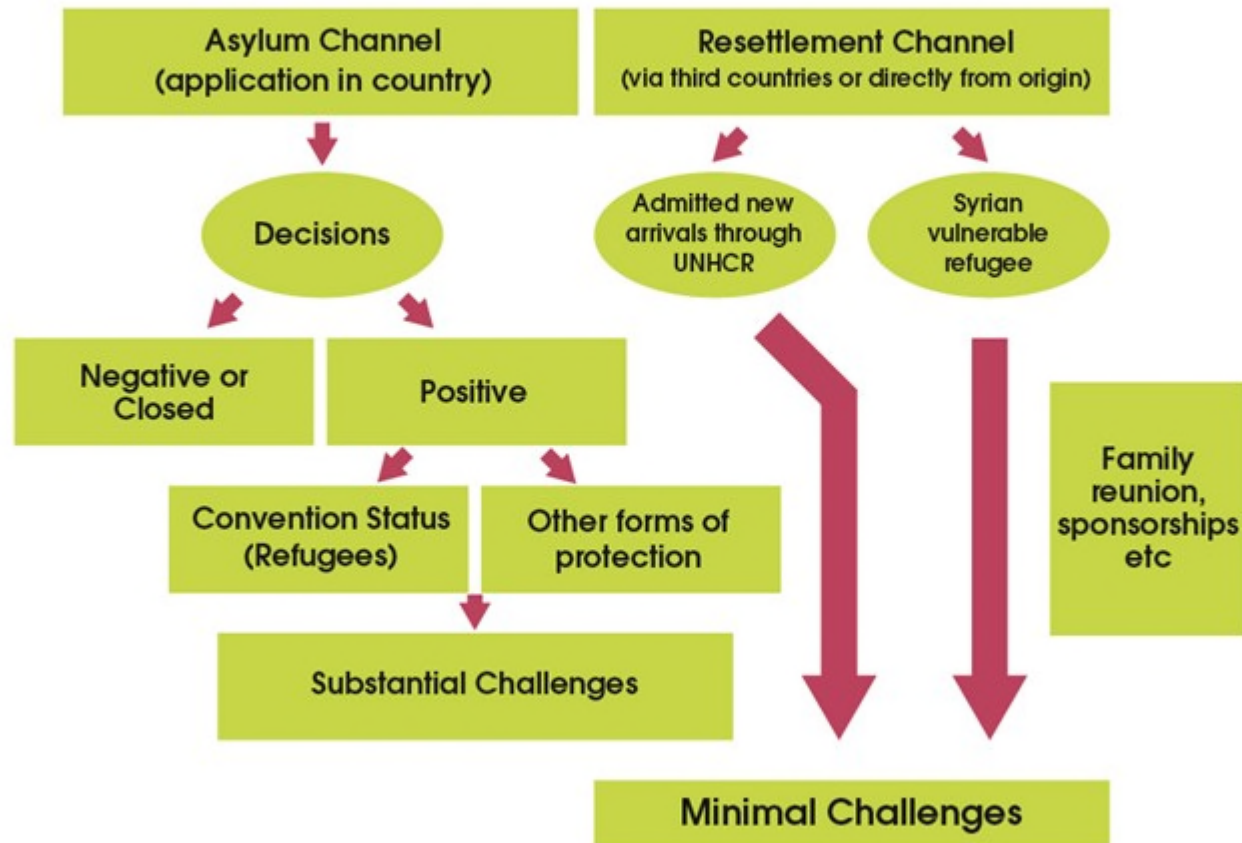
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Refugees vs. Migrants



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Overview: Asylum Process



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Introduction to Integration

After the asylum process, there are four primary areas of integration which need to be addressed:

- Housing and health integration
- Educational integration
- **Labour market integration**
- Social integration

Dame Louise Casey report:

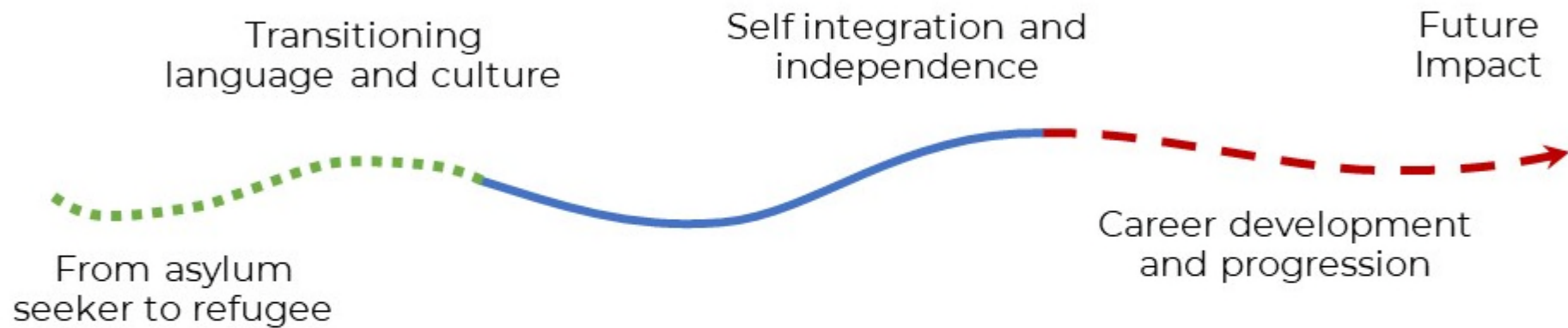
“We have got to be better at managing integration”

ACH was founded to ease integration of refugees into UK society.



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Life Course Agency – describes development of agency over time



The Line of Integration – describes development of self integration through key transition stages over time

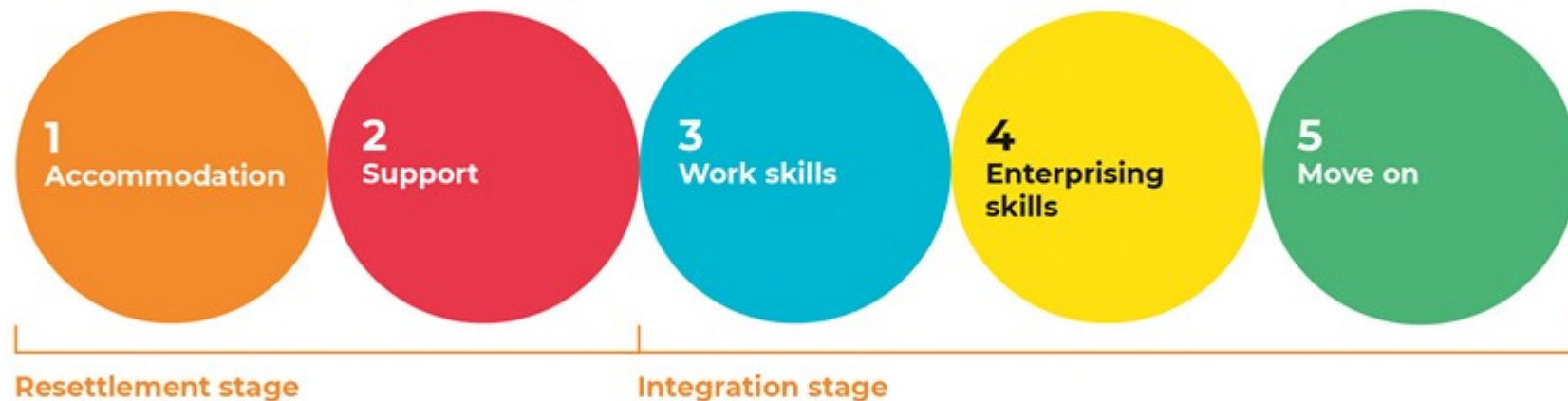
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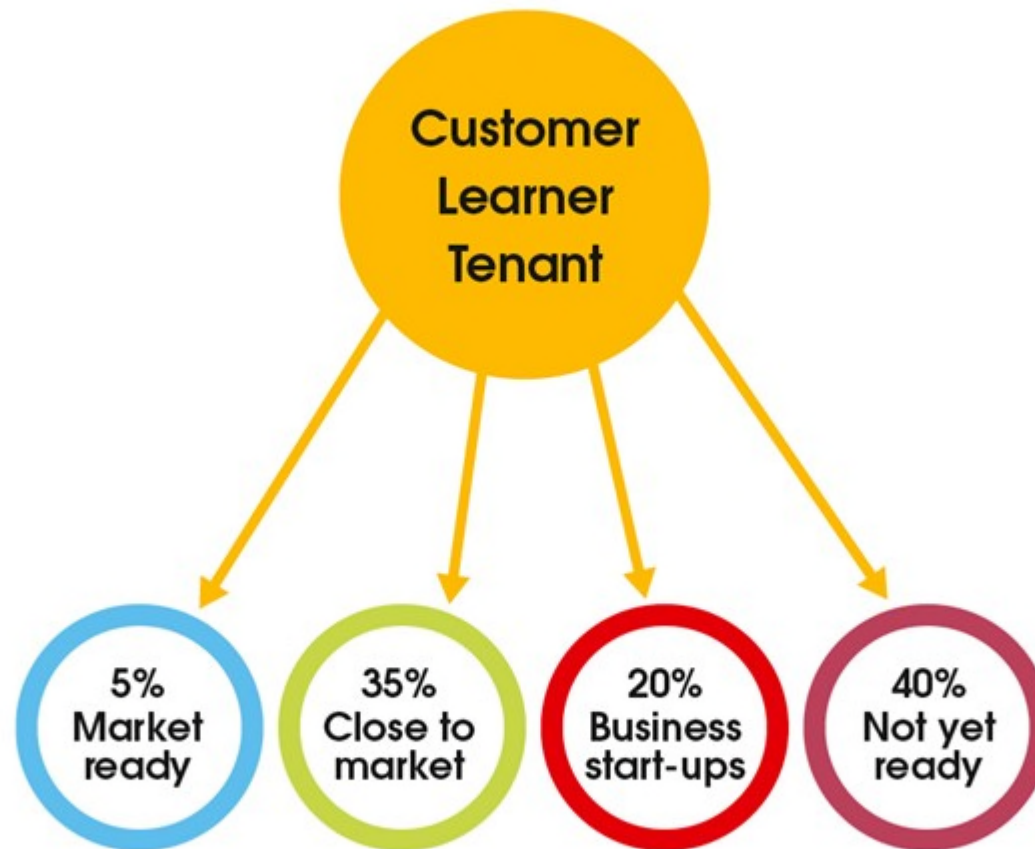
ACH Integration Model

Five stage innovation model



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Segmenting our customers



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Challenges:

Barriers to market entry

- Insufficient language proficiency
- Need for Skill upgrading
- Lack of knowledge of work culture & work experience
- Poor perception from Employers



ACH: More Challenges

Good at:



- Supportive accommodation
- Humanitarian and mental health support
- Securing only market entry jobs

Challenges:



- Sustaining jobs
- Repeat homelessness
- No move on strategy: warehousing refugees

What next?



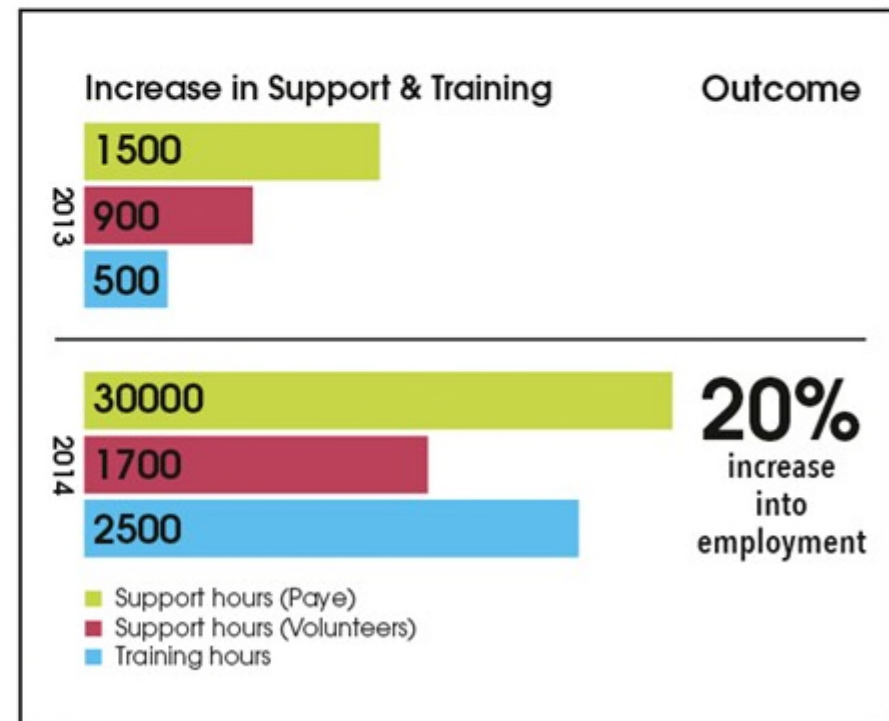
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Himilo: Born

Himilo would allow us to provide:



- Skills assessment
- Language training
- Accredited courses
- Self career management



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Labour Market Integration

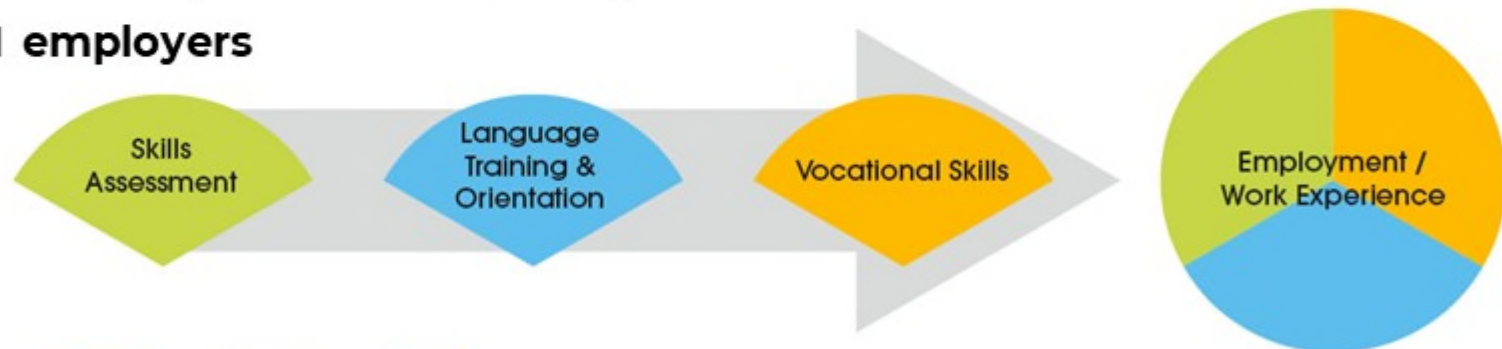
Integration into employment will determine the long-term economic and social impact of the 'refugee crisis'

Project:

- DWP commissioned us to work with 40 homeless refugees to help them into work

ACH solutions:

- Focused on **developmental paradigm** rather than humanitarian
- Responded to **aspirations** of the individual
- Targeted **sector specific** skills training
- Engaged **employers**



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Starbucks

Starbucks needs:

- 50 positions per annum
- To work in and around Bristol
- Requirement: Reasonable English and good customer service skills

For cohort 1, we assessed 18 people

- 10 started pre-employment Bootcamp

Sector specific training:

- Recruitment, supporting through the training and initial mentoring/coaching into work

Outcome achieved;

- 8 completed the course, 3 are going into work



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Co-op

Co-op needs:

- 10 positions per quarter
- To work in and around Bristol
- Requirement: Reasonable English and good customer service skills

For cohort 1, we assessed 15 people

- 10 started the course

Sector specific training:

- Warehouse course, supporting through the training and initial mentoring/coaching into work

Outcome achieved;

- 8 completed the course, 8 interviewed



Focusing on the Market Ready

The NHS has a shortage of 40,000 nurses...

Guardian, 24/09/17

NHS to spend £100m bringing in up to 3,000 GPs from abroad...

Guardian, 31/08/17

NHS trust spends £19k on Philippines trip – but hires just THREE nurses

Express and Star, 29/08/17

Almost 10,000 EU health workers have quit NHS since Brexit vote

Guardian, 21/09/17

Brexit staff exodus 'could plunge the NHS into crisis'

Evening Standard, 06/08/17



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Use-It Project Birmingham

Over three years

To support 60 people with overseas qualifications into jobs.
Through a process of:

- Mapping of **skills gaps**
- Identifying residents with **overseas qualifications**
- Preparing **tailored support packages** for them
- Getting their **qualification accredited**
- Access **specialist** language training
- Providing a **mentor**
- Offering **pre-interview training**

After 6 months we have...



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Use-It Project Birmingham

94 participants, mainly refugees and asylum seekers representing a range of health professions

- GPs
- Paediatricians
- Surgeons
- Anaesthetists
- An eye surgeon
- Nurses
- Bio Medical Scientists
- Pharmacists
- Radiographers
- Dentists



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“Me and my family currently get £18k a year in benefits. Get me a job and I’ll pay twice that in taxes.”

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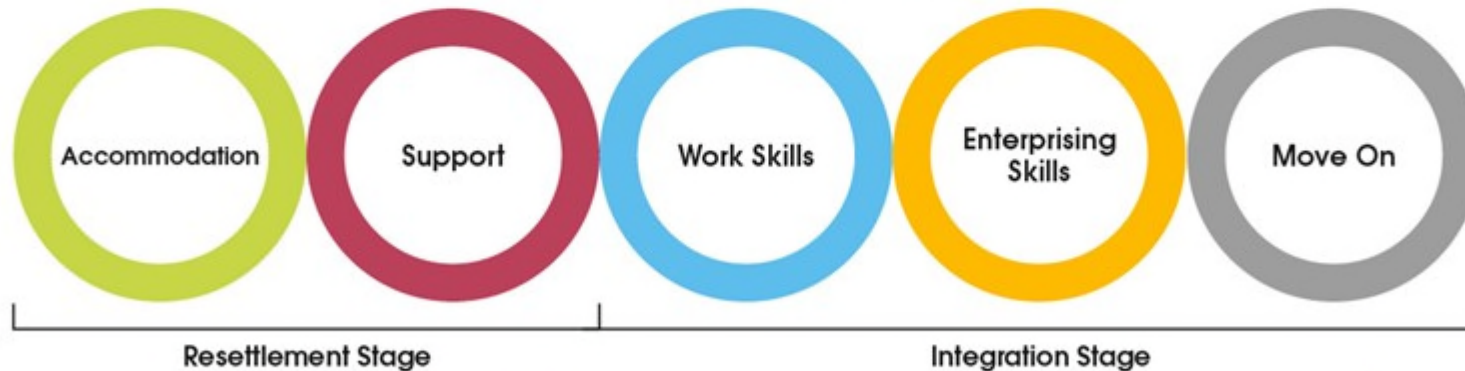
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ACH: Integration Model

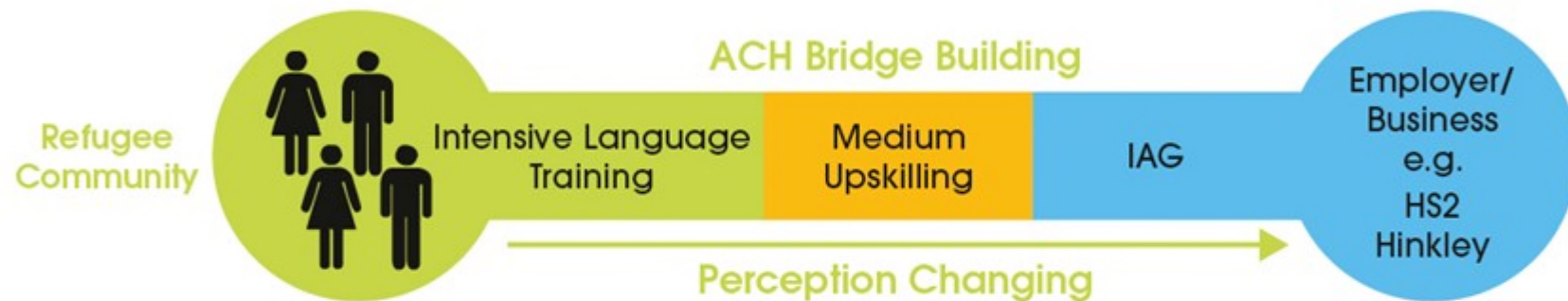
The over arching objective of ACH is to help our beneficiaries either into:



Five Stage Innovative Model



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Refugees Workers Citizens

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Rethinking Refugees as Entrepreneurs



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#rethinkingrefugee **Campaign**

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Awards



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Media Coverage



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“ Ultimately, the future we imagine for refugees is the one we are working hard to create at ACH. ”

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Q&A

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