

Refugee Employment

Breaking Barriers, Renaisi, and UK for UNHCR working together to advance refugee employment in the UK.

How can we support your business?

[Breaking Barriers](#) and [Renaisi](#) offer the following:

- **Extensive experience:** working with a range of sectors and employers to place refugee candidates in a variety of roles.
- **Talent access:** access to a broad untapped talent pool of refugees across major cities in the UK.
- **Support services:** assistance to help refugees thrive in your workplace and enhance your inclusive working culture.
- **Best practices:** insights on inclusive recruitment and staff retention.
- **Skilled volunteering:** opportunities for your employees to mentor refugees and champion the cause.

Benefits to your business.

- **Diversify your workforce:** companies that are more diverse outperform their competitors by 36%. Refugees are multilingual and offer your organisation

international insight and a diversity of thought which can strengthen team performance.

- **Resilience and retention:** [TENT](#) states that 70% of businesses reported that refugee employees stayed in their roles longer than general staff, building a committed and dedicated workforce.
- **Tackle labour shortages and plug skill gaps:** as of January 2024, many jobs remain unfilled and there is a growing scarcity of skills across sectors. Hiring refugees can unlock a new talent pool of individuals who are resilient and adaptable.
- **Create an inclusive work culture:** encourage employees to welcome and celebrate refugees in and outside of the workplace.
- **Be a responsible business:** Hiring and investing in refugees is part of what it takes to become a responsible business and reinforces your organisations commitment to the refugee cause. It also aligns with the UN's Sustainable Development Goals, including 8. Decent Work and Economic Growth and 10. Reduced Inequalities.

How will it work?



EXPLORE

Understand drivers for refugee employment, ambitions, and specific talent needs.

Assign Renaisi or Breaking Barriers as your dedicated employment partner.

Agree on scope of work and working arrangement for your organisation.

EDUCATE

Capacity building sessions to support key stakeholders.

Awareness raising workshops and webinars for colleagues about refugees.

Build advocacy for hiring and investing in refugee talent.

EMPLOY

Collaboration to hire refugee candidates by:

1. Matching candidates to roles you have identified.
2. Support for refugee candidates and hiring team around effective integration and retention.

EVALUATE

Regular communication and feedback to ensure a positive experience for all through:

1. Reports on the impact of your hire.
2. Report on the positive impact of collaboration.
3. Annual project group meeting.

Indicative costing

Hiring activity is bespoke to each organisation. Costs are typically based an agency model, charged at a rate of 15% of starting salary for each refugee placed.

Activities provided are subject to an additional fee which support the wider refugee employment ecosystem, helping to improve employment outcomes for refugees in the UK.