

Employment Programs for Refugee Youth



Addressing Barriers to Success

Effective employment programs identify and address multiple employment barriers. These include **direct barriers** that prevent refugee youth from entering and thriving in the local workforce, and **indirect barriers** that can prevent long-term participation and success in the workforce.

Addressing employment barriers through **wraparound supports** at **all program phases**, with support from both **within the program** and **community resources**, ensures that refugee youth are prepared to achieve their employment goals.

Identifying the Barrier

Staff and clients work collaboratively to identify barriers and conduct a needs assessment during intake.

BEFORE the Program

It may be necessary to address certain barriers before joining an employment program.

DURING the Program

Employment programs address a variety of direct employment-related barriers.

PARALLEL and EXTERNAL TO the Program

Parallel referrals can enhance program participation, retention, and impact.

AFTER the Program

To ensure the continued success of clients, it may be necessary to address barriers after completing the program.

Outcomes that Show Reduced Barriers

Outcomes should be monitored to show youths' progress in overcoming employment barriers.

Examples of support

- Language assessments
- One-on-one sessions
- Consulting important community figures (e.g. family, teachers)
- Language classes
- Orientation services
- Emergency & health supports
- Certification days
- Job search 'toolkits'
- Community field trips
- Childcare services
- Bus passes
- Volunteer programs
- Higher education
- Specialized training
- English in the workplace
- Developed resume
- Registration in school
- Improved language levels