

Question on Notice

No. 330

Asked on 31 March 2022

MR J LANGBROEK asked the Minister for Children and Youth Justice and Minister for Multicultural Affairs (HON L LINARD)—

QUESTION

With reference to employment pathways in the Queensland Public Sector—

Will the Minister advise (a) the pathways that have been implemented or created for migrants, refugees and people seeking asylum, through work experience, internships or targeted recruitment and (b) how many migrants, refugees and asylum seekers have been (i) employed, (ii) gained work experience and (iii) commenced internships?

ANSWER

The Palaszczuk Government, through the whole-of-government Multicultural Action Plan 2019-22, has sought to create pathways to employment in the Queensland Public Sector for migrants, refugees and people seeking asylum through work experience, internships or targeted recruitment. Sixteen agencies have signed up to this action.

The Department of Children, Youth Justice and Multicultural Affairs (DCYMA) assists Queensland Government agencies to meet their obligations under the *Multicultural Recognition Act 2016* and the Multicultural Policy to ensure policies, programs and service delivery are fully accessible for all Queenslanders.

DCYJMA also works closely with key Queensland Government agencies such as the Department of Employment, Small Business and Training (DESBT), as well as community organisations, and culturally and linguistically diverse (CALD) communities to ensure those communities are linked into training and employment pathways.

All agencies with actions in the Multicultural Action Plan 2019-22 are required to annually publish a report on their progress of actions for the previous year. The 2020-21 annual reports can be found at www.cyjma.qld.gov.au/multicultural-affairs/policy-governance/multicultural-policy-action-plan.

(a) Many agencies who have signed up to the Multicultural Action Plan 2019-22 have focused on overcoming barriers to economic participation for migrants, refugees and people seeking asylum. This includes, for example:

- providing unconscious bias training for leaders in recruitment (DESBT);
- working with the Strategic Workforce Council to improve opportunities for this cohort in the Public Sector (Public Service Commission);
- including wording in job descriptions encouraging people from culturally diverse backgrounds to apply (Department of the Premier and Cabinet);
- promoting the Policy Futures Graduate Program to migrants, refugees and people seeking asylum (Department of the Premier and Cabinet and Public Service Commission);
- commencing a research strategy to provide pathways to employment for migrants, refugees and people seeking asylum (Department of State Development, Infrastructure, Local Government and Planning);

- working with the Refugee Council of Australia on how to identify positions for migrants and refugees to increase employment (Department of Transport and Main Roads);
 - implementing the ALL IN. ALL FRONTS. recruitment attraction campaign (Queensland Fire and Emergency Services); and
 - applying diversity measures and strategy across all recruitment and selection exercise (Queensland Treasury).
- (b) Departmental agencies for 2019-20 and 2020-21 reported 153 migrants, refugees and asylum seekers as being employed; nil for gaining work experience; and one that commenced an internship.

In addition, it is important to note the Public Service Commission is responsible for programs related to the Public Sector.

For employment pathways more broadly, the Queensland Government also provides for a range of programs that support employment pathways into other sectors for people from CALD backgrounds, including refugees and migrants, such as support to develop the skills and qualifications needed to find employment, through subsidised training across a wide range of vocational education and training courses; support to learn English through the TAFE Queensland English Language and Literacy Services; support to recognise existing qualifications through the Overseas Qualification Unit; and support through the Skilling Queenslanders for Work Program. More information about these initiatives can be found at www.desbt.qld.gov.au/training/training-careers/support/migrants-refugees.