



# **Migration in Australia:**

## **A career guidance and counselling perspective**

Peyman Abkhezr, Griffith University, Australia

Mary McMahon, The University of Queensland, Australia



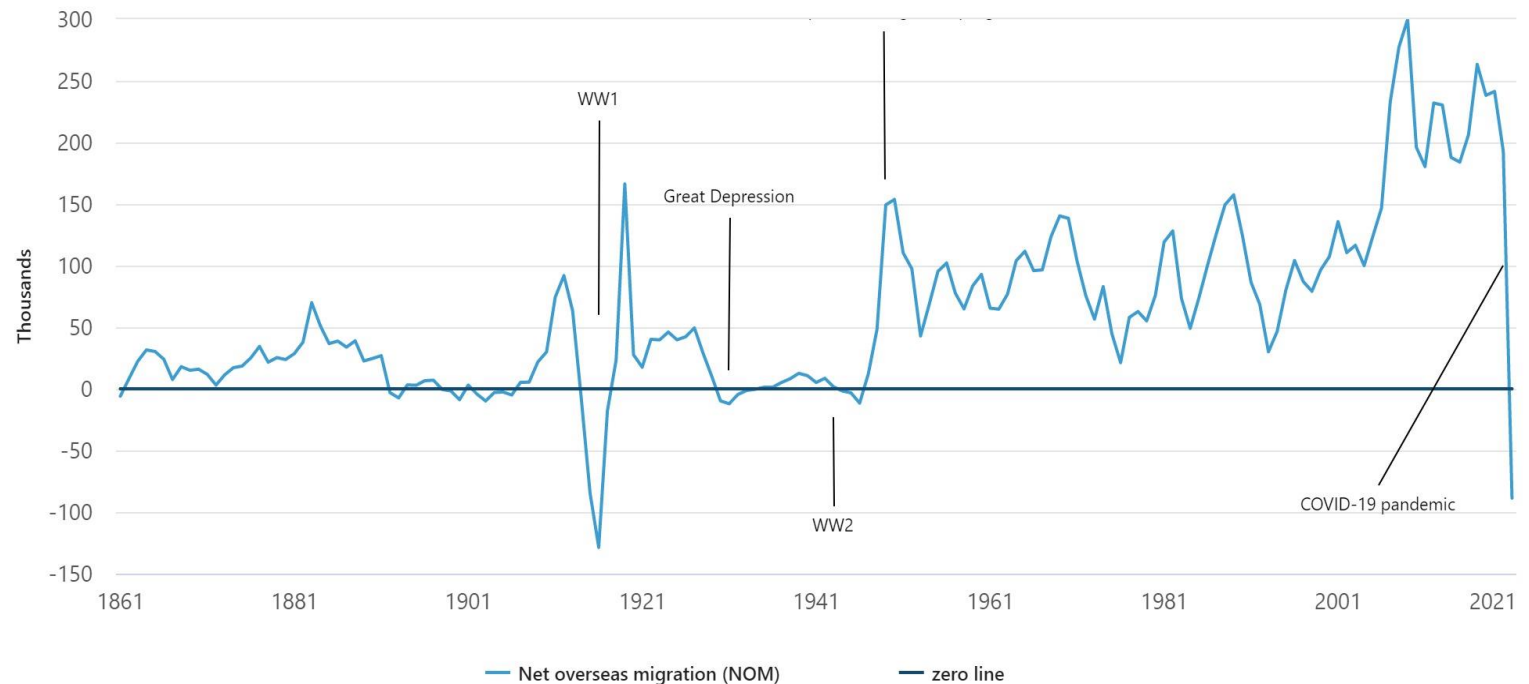
# Historical migration context of Australia

- A country of migrants
  - migration of first nations indigenous people 65000 – 40000 years ago
  - colonisation by Great Britain began in 1788
  - waves of migration since that time

# Current immigration context

- ~180,000 new immigrants to Australia annually
- migration contributes to nearly 60% of the population growth rate

Graph 1.1 Net overseas migration(NOM) - Australia - Historical(a)



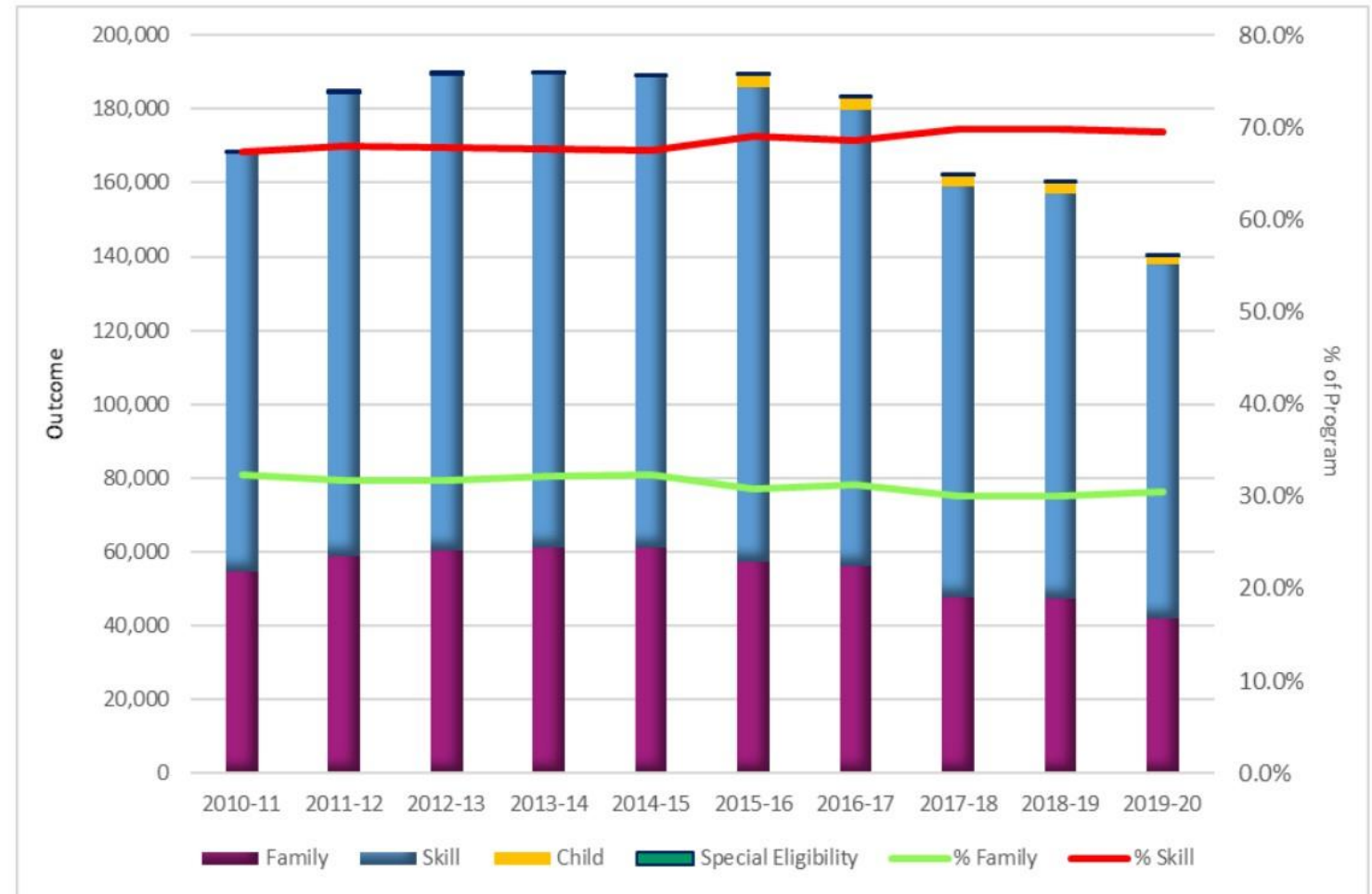
a. Estimates from 1972 are year ending June, prior to this they are year ending December. Estimates for 2020-21 are preliminary. See revision status on the methodology page.

Source: Australian Bureau of Statistics, Overseas Migration 2020-21 financial year

<https://www.abs.gov.au/statistics/people/population/overseas-migration/2020-21>

# Current immigration context

- more than 30% of Australia's population are born overseas
- more than 50% of Australia's population have at least one overseas born parent
- immigration schemes include:
  - Family
  - Skilled
  - Special Eligibility (Humanitarian)



# Current context

## Skills shortages in Australia

- 2022 Jobs and Skills Summit – immediate actions (Australian Government, 2022)
  - increase the permanent Migration Program planning level to 195,000 in 2022-2023
  - extend post study work rights for recent graduates
  - relax work restrictions for student visa holders
  - invest in affordable and social housing

## 2019 Review into Integration, Employment, and Settlement Outcomes for Refugees and Humanitarian Entrants in Australia (Shergold et al., 2019)

- refugees' social and economic participation could be advanced through ... services such as “career guidance, mentoring, vocational training, and assistance in accessing non-vocational services such as counselling, work experience, job placements and post-placement support” could address barriers (Australian Government, 2019, p. 8)

# Support services for refugees post-arrival

- Australia as a federation of states: multi-level involvements/planning – An extra level of complexity
- Various support services operate across the country (at local, state and federal levels)
  - Arrival and short-term and long-term housing
  - Healthcare and mental health services
  - Legal support
  - Financial support
  - Education (including access to English language classes)
  - Interpreters and translations
  - Employment
  - Community support services

# Support services post-arrival: Federal example

The Humanitarian Settlement Program (HSP) supports humanitarian entrants and other eligible visa holders integrate into Australian life. It does this by helping new arrivals build the skills and knowledge for becoming self-reliant and active members of the community.

The program has a strong focus on helping clients to learn English, gain employment and access education and training (from: <https://immi.homeaffairs.gov.au/settling-in-australia/humanitarian-settlement-program/overview>).

This program covers:

- airport reception
- orientation to Australia, including our values and laws
- short-term accommodation and assistance to find long-term accommodation
- referral to mainstream and specialist support services
- connections to local community groups and activities
- help to learn English, gain employment and access education and training

# Employment outcomes

## Skilled Migrants

- *Six months after arrival, 95.6 per cent of skilled migrants were in the labour force and 88.9 per cent were employed, compared to 65.5 per cent and 61.9 percent respectively for the Australian population. 18 months after arrival, employment had risen to 94.3 per cent, with a participation rate of 96.7 per cent (Australian Government, 2021)*

## Humanitarian Migrants (Refugees)

- *~77% unemployed after one year of arrival, then dropping to 38% after three years, and 22% after 10 (Settlement Services International, 2020)*
- Resettlement support does not generally include career support beyond initial job placement, leaving limited prospects for career advancement.



# Employment outcomes and possibilities

- New trends and the effects of the pandemic suggest unemployment is rising for this group (Hebbani & Khawaja, 2019; Refugee Council of Australia, 2020)
- ~50% of employed refugees are in jobs that do not use their highest skills or qualifications (Deloitte, 2019)
- A higher intake of refugees in Australia could potentially contribute an additional \$37.7(bln) value to the Australian economy over the next 50 years (Deloitte, 2019).

# Supporting refugees' long term career development

- Investing in refugees' long-term career development could improve their sustainable employment prospects, as well as other benefits for both refugees and Australian economy.
- *“Refugees are not granted residency in Australia because of their potential economic contribution. They are not assessed for their skills and experience. They are assessed for their vulnerability – for their exposure to persecution or war. Australia welcomes refugees because we are cognisant of our international protection obligations, not because of what benefit they might bring us”.*  
(Settlement Services International, CEO Violet Roumeliotis, 2020)

# Supporting refugees' long term career development

- provide opportunities to tell systemic strengths-based stories of their experiences (Abkhezr et al., 2022; Magnano, et al., 2021; Morici et al., 2022)
- research designs/methodologies that privilege different groups of migrants' voices, worldviews and perceptions about careers and career development in the post-resettlement context (Abkhezr & McMahon, 2022)


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# Thank you

Contact:



Peyman Abkhezr [p.abkhezr@griffith.edu.au](mailto:p.abkhezr@griffith.edu.au)  
Mary McMahon [marylmcmahon@uq.edu.au](mailto:marylmcmahon@uq.edu.au)