Australia Post drives employment opportunities for refugees

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Australia Post has deepened its commitment to inclusion and diversity with the launch of a three-year Refugee Employee and Engagement Action Plan to further support and increase opportunities as a â€˜refugee-friendly employerâ€™.

Prepared in collaboration with settlement support organisations and Australia Post team members, partners and refugee communities, the plan lays out a strategy to attract, recruit and retain refugees in Australia Post's workforce.

Executive General Manager - People and Culture, Sue Davies said the plan is an important step in Australia Post's commitment to refugees.

"We are proud to be among the first Australian organisations to develop a strategic action plan and holistic approach to refugee employment and engagement.

"Australia Post has long been an employer that supports refugees who are making a life for themselves and their families in this country, and our first-ever Refugee Action Plan outlines our commitments to help refugees and asylum seekers thrive.

"Australia Post recognises the value in the resilience and determination refugees bring. Refugees and asylum seekers have strengthened our workforce and the broader community we serve through the contribution of their unique talents, skills and experiences, and through this plan we will continue building on that inclusive and supportive environment for them."

"Australia Post is committed to fostering a culture of acceptance, understanding and respect for individuals from diverse backgrounds," Ms Davies said.

One of the major elements in the plan is the Welcome Project, which provides tailored support and development opportunities for refugees.

Additionally, Australia Post – which presently has over 143 nationalities in its workforce – is targeting 1.5% representation of team members being refugees by 2027 (currently sits at 0.5%).

One of those team members is Jerry, who

arrived in Australia in 2019 with his wife and daughter seeking asylum from political unrest in his homeland of Bangladesh.

Confronted with challenges to secure stable employment, Jerry participated in Australia Post's Welcome Project and started a job as a Parcel Sorter. Jerry is now a full-time Australia Post team member and this security has allowed him to continue his career aspirations.

"It positively changed my life and my family's life. I am grateful for Australia Post which gives me a safe environment to grow and learn."

"Refugees come to Australia with diverse values, experiences and knowledge and these should be considered as strengths rather than shortcomings," Jerry said.

View the Australia Post Refugee Employment and Engagement Action Plan here.

Source: Australia Post

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