



- 1 Provide employers with relevant employer guides.

Employer guides include:

[Australian Employers' Guide to Hiring Refugees](#)

(Tent and Friendly Nation Initiative)

[An Employer's Guide to Working with Refugees](#)

(Australian Government Department of Home Affairs, The Refugee and Migrant Services Council)



- 2 Help employers to develop a workplace conducive to integration.

Initiatives to enhance integration include:

- Establish support from leaders of the organisation
- Appoint a senior champion
- Formalise staff policies and procedures for onboarding
- Establish mentoring or buddy systems
- Create opportunities for socialising and networking
- Support an inclusive workplace culture



Steps to Facilitate Workplace Integration

(Post-placement Support)

For more information on the steps outlined here, see *Section 7: Workplace Integration of the [Settlement Service Providers' Guide to Working Effectively with Employers](#)*



- 3 Make use of English language in the workplace compulsory.



- 4 Prepare and train employers' staff.



- 5 Provide ongoing training and support for clients.



- 6 Engage communities for support.