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Hon Priyanca Radhakrishnan, Minister for Diversity, Inclusion and Ethnic Communities

Proactive release of Cabinet material about Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan
11 August 2022

These documents have been proactively released:

4 August 2021 – SWC-21-SUB-0114 Summary: Cabinet Social Wellbeing Committee

4 August 2021 – Oral item paper: Update on the Former Refugee, Recent Migrants and Ethnic Communities Employment Action Plan

4 August 2021 – SWC-21-MIN-0114 Cabinet Social Wellbeing Committee Minute of Decision

9 August 2021 – CAB-21-MIN-0296 Cabinet Minute of Decision

Some parts of this information release have been withheld as it does not relate to the Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan (FRRMEC EAP).

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Cabinet Social Wellbeing Committee

Summary

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Oral Item: Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan Update

Portfolio Diversity, Inclusion and Ethnic Communities

On 4 August, the Minister for Diversity, Inclusion and Ethnic Communities intends to provide Ministers with an update on the Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan (the Plan).

The attached summary sets out the changes made to the Plan to reflect the impact of COVID-19, the Royal Commission of Inquiry's Report into terrorist attacks on Christchurch Masjidain, and women's employment. Targeted consultation on the Plan, alongside the Ministry of Ethnic Communities' operational strategy, is planned for September 2021.

The Minister for Diversity, Inclusion and Ethnic Communities recommends that the Committee:

- 1 note the update on the Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan attached under SWC-21-SUB-0114;
- 2 note that the Action Plan has been updated to reflect the impact of COVID-19, the Royal Commission of Inquiry's Report into terrorist attacks on Christchurch Masjidain, and women's employment;
- 3 note that targeted consultation on the Action Plan will be undertaken in September 2021.

Rachel Clarke
Committee Secretary

Hard-copy distribution:
Cabinet Social Wellbeing Committee

UPDATE ON THE FORMER REFUGEE, RECENT MIGRANTS AND ETHNIC COMMUNITIES EMPLOYMENT ACTION PLAN

The draft Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan (the Action Plan), is one of seven Action Plans which sit under the government's broader Employment Strategy. In December 2019, Cabinet approved a draft version of the Action Plan for targeted consultation, but this was put on hold due to COVID-19. The Action Plan has been updated to reflect the impact of COVID-19, the Royal Commission of Inquiry's Report into the terrorist attacks on Christchurch masjidain and to take into account women's employment.

At its highest level, the aim of the Action Plan is to lift the employment outcomes for former refugees, recent migrants and ethnic communities – these three groups persistently experience poorer employment outcomes due to a range of barriers, including language, difficulty navigating the New Zealand labour market, limited knowledge of employment pathways and bias and discrimination in the workplace.

To mitigate consultation fatigue, targeted consultation will be undertaken at the same time as the upcoming consultation on the Ministry for Ethnic Communities' operational strategy. This targeted consultation is expected to happen in September.

SUMMARY OF ACTIONS

	Actions	Comments
Former Refugees	<ol style="list-style-type: none"> 1. Information to support living and working in New Zealand 2. English Language Provision 3. Refugee Driver Training Programme 4. Pathways to Employment 5. Refugee Pathways and Careers Initiative 6. Refugee Employment Project 7. Former refugee youths who arrived in New Zealand between the ages of 15-19, and had less than 5 years in the New Zealand education system – research on the barriers faced for younger refugee youth in connecting to further education and training 8. Strategic engagement with employers to reduce barriers to employment 	<p>This part of the Action Plan supports the New Zealand Refugee Resettlement Strategy and its outcomes.</p> <p>Within this group, we are prioritising working with former refugees aged 15 and above in Phase 1. Phase 2 will focus on younger former refugees in the NZ education system for less than 5 years before 18 years of age.</p>
Recent Migrants	<ol style="list-style-type: none"> 9. Regional skills matching and job assistance services 10. Work Connect Programme 	<p>Within this group, we are prioritising adult children (aged 18-24) and partners of skilled temporary workers and skilled permanent residents.</p>
Ethnic Communities	<ol style="list-style-type: none"> 11. Understand and promote volunteering and paid work experience as stepping stone 12. Provide support to graduates from ethnic communities to move into first work opportunity within the public service 13. Former refugee youths less than 5 years in the New Zealand education system – research on the barriers faced for younger refugee youth in connecting to further education and training 14. Work with Ministry for Women and Public Service Commission to identify actions to reduce the pay gap for women from ethnic communities (new) 15. Partner with a research institute to better understand barriers to employment for ethnic communities (new) 16. Identify the next set of actions for Phase 2, and in partnership with Ethnic Communities 	<p>Within this group, we are prioritising people from ethnic communities who experience multiple barriers to employment, or progression.</p> <p>A new Action has been added to address the lack of data on the diverse experiences of people from ethnic communities in the labour market (Action 15). Better data will help with the development of Phase 2 of the Action Plan (Action 16).</p>
Migrant Worker Exploitation	<ol style="list-style-type: none"> 17. Progressing work to implement Cabinet's approved legislative, operational and policy changes to address temporary migrant worker exploitation 18. Implementation of action in the Plan of Action against forced labour, human trafficking and slavery 	<p>These Actions are focused on reducing the exploitation of temporary migrant workers, including those on work and student visas.</p>
All Groups Under the Plan (new section)	<ol style="list-style-type: none"> 19. Improve employment data collection, including intersectional data (new) 20. Supporting communities to access all-of-government services information about employment services, including building the capability of staff to be responsive employment needs, and tailoring information and channels for ethnic communities (new) 21. Work with the Ministries of Women, Education, Social Development and Business, Innovation and Employment to understand specific barriers, and to identify and tailor education and employment programmes for women from who are disadvantaged in employment (new) 22. Work with MBIE and leads for other Action Plans to coordinate engagement with employers; demonstrate benefits of inclusive and diverse recruitment for businesses; and to develop tools and resources for discrimination free recruitment practices and addressing unconscious bias (new) 	<p>Action 19 seeks to encourage better data collection across government.</p> <p>Action 20 has been added to focus on improving access to information about government employment services.</p> <p>Action 21 has been added to focus on interventions for women.</p> <p>Action 22 applies across all of the action plans. We are trying to streamline engagement for employers.</p>



Cabinet Social Wellbeing Committee

Minute of Decision

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Oral Item: Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan Update

Portfolio Diversity, Inclusion and Ethnic Communities

On 4 August 2021, the Cabinet Social Wellbeing Committee:

- 1 **noted** that the Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan attached under SWC-21-SUB-0114 has been updated to reflect the impact of COVID-19, the Royal Commission of Inquiry's Report into terrorist attacks on Christchurch Masjidain, and women's employment;
- 2 **noted** that targeted consultation on the updated Action Plan will be undertaken in September 2021.

Rachel Clarke
Committee Secretary

Present:

Rt Hon Jacinda Ardern
Hon Grant Robertson
Hon Kelvin Davis
Hon Dr Megan Woods
Hon Carmel Sepuloni (Chair)
Hon Andrew Little
Hon Poto Williams
Hon Kris Faafoi
Hon Peeni Henare
Hon Willie Jackson
Hon Dr Ayesha Verrall
Hon Aupito William Sio
Hon Meka Whaitiri
Hon Priyanca Radhakrishnan

Officials present from:

Office of the Prime Minister
Office of the SWC Chair
Officials Committee for SWC



Cabinet

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Report of the Cabinet Social Wellbeing Committee: Period Ended 6 August 2021

On 9 August 2021, Cabinet made the following decisions on the work of the Cabinet Social Wellbeing Committee for the period ended 6 August 2021:

Withheld as information is not related to FRRMEC EAP

SWC-21-MIN-0114

Oral Item: Former Refugees, Recent Migrants and Ethnic Communities Employment Action Plan Update

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Portfolio: Diversity, Inclusion and Ethnic Communities

Michael Webster
Secretary of the Cabinet