

REFUGEE TALENT HUB

A JOB STARTS WITH A MEETING



? What

The Refugee Talent Hub (RTH) brings affiliated employers together with job-seeking refugees through small-scale, customized activities and meetings with paid jobs as the goal. Meeting each other is a great way to get to know candidates personally and to look beyond CVs. All activities are tailor-made and in line with the specific wishes of the partner employee. The dream is to see employers valuing and making use of the talents and craftsmanship of refugees and, on the long term, create a more diverse and inclusive labour market.

Why

Many refugees in the Netherlands are eager to start working, yet not everyone is able to find a job. In 2016 Accenture thus presented the idea of the Refugee Talent Hub to a group of CEOs at the World Economic Forum in Davos, urging employers to fulfill their social responsibilities. After the formal launch of RTH in the Netherlands, many employers have committed to supporting it financially as a mediating hub. The RTH is an employer initiative that exists to bring together employers with refugees.

Where

Amsterdam, The Netherlands

When

Started in 2016 and it is still on going. Founded by Accenture, AkzoNobel, Arcadis, Council for Refugees (*Vluchtelingenwerk*), and the Foundation for Refugee Students.

For Whom

Refugees and asylum seekers.

By Whom

Currently, post-initiation: Multiple corporate and social 'hub', including with over 35 (rather large) private sector employers, and with civil society organizations, such as the Council for Refugees (*Vluchtelingenwerk*) and the Foundation for Refugee Students.



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Methodology

The Refugee Talent Hub method is based on the 'hub' concept. It connects knowledge, experience and contacts among a large network of employers with refugees and social organizations. It organizes company visits, targeted trainings, courses, work experience programs and other work-related activities. All to increase refugees' chances to find a paid job. Additionally, the project increases the professional skills of refugees thorough workshops; connects job-seeking refugees and companies suitable for recruitment, and conducts mentorship programmes.



What makes it work

- RTH focuses mainly on personalized support rather than (digital) matching only, as well as scheduling personal and smaller scale meetings between employers and refugees. A case-by-case intensive mentoring approach, with real life meetings ensures a high success rate and a sustainable effect in terms of labor market inclusion. A tailor-made approach is necessary and has become the core approach in RTH's work. RTH does not work with ad hoc vacancies as such, but rather caters for a professional insertion scheme through longer-term monitoring.
- When dealing first with the CSR or HR departments of a company, RTH puts a lot of energy in securing the commitment of the senior executive staff (CEOs, floor managers).



Innovative aspects

- Private sector model in dealing with refugee labor market inclusion, initiated by the private sector and RTH as a largely self-sufficient organization.
- Individual mentoring approach which is beyond e-database matching.
- Face-to-face meetings, actual and direct contact, mutual exchanges & long-term monitoring.
- Sensitizing all levels of private sector company staff (CEO, mid-level floor managers, HR) to the idea that diversity in private sector teams is mutually beneficial (performance and output).



Sustainability/Replicability

The RTH extends its Dutch network to refugees, which can use it in combination with their CV credentials.

After the placement period, some fixed position are available (e.g. for a year) in each company. RTH aims to increase its pool of affiliated companies given that the share of refugees participating in its activities is growing.

The RTH is an employer initiative for employers and refugees. That is why most of its partners are located in the private sector. It works with paid partnerships. Depending on the type and number of joint activities, our partners donate € 10,000, € 25,000 or € 50,000 per year. As a result, RTH is financially fully supported by the partners.



Social Impacts

- In 2020: 62 events organized with employers; 9 employer sessions; 76 direct matches for work placements; 964 refugees present at Refugee Talent Hub events; 550 employees present at Refugee Talent Hub events; 3.686 subscribed members to the newsletter; a media reach of 850.0000; 1 scientific research.
- Various partnership agreements, both with the private sector as well as public sector.
- For instance, Ikea Netherlands has committed to train 500 refugees for 3 months, with the option for them to choose in which of its 14 shops (and which department) they would be willing to work afterwards.
- RTH tries not to use the term 'refugee' excessively, focusing rather on 'newcomers' or 'professionals with a refugee background'.
- It also organizes sensitizing campaigns in the media as well as workshops within companies about the way forward to incorporate refugees in the labor market.