

RESEARCH DIRECTIONS

Job-Seeking Tales of Migrant Australians

Dr Renu Narchal from the School of Psychology has been investigating the job-seeking experiences and challenges for migrants, refugees and humanitarian entrants from culturally and linguistically diverse (CALD) communities. This research is supported by the Baulkham Hills Holroyd Parramatta Migrant Resource Centre.

'People arriving in Australia as migrants or refugees from CALD backgrounds face a number of barriers and challenges adjusting to a new culture and language and attaining appropriate employment', says Dr Narchal. 'Their self-esteem, physical and mental health may all be affected by these challenges, especially when confronted by discrimination and difficulties in seeking employment. In particular, they may have trouble getting their skills recognised or have difficulties with language and access to training and support. They are, therefore, less likely to be employed or are paid less than their English-speaking counterparts. The number of skilled migrants coming to Australia has increased significantly from 37% in 1996-1997 to 62% in 2003-2004. More information on their experiences is needed in order to develop effective programs that will assist with successful integration into the job market particularly, but also to assist with settling into their new home.'

Using both quantitative and qualitative approaches, this study will examine the job-seeking experiences of at least 120 men and women with English as their second language from CALD communities who are migrants, refugees or humanitarian entrants to Australia. Surveys will be carried out along with semi-structured interviews.



The results of this study will inform language, cultural education and the development of early intervention programs to assist migrants and refugees in adjusting to life in Australia. Assistance programs can also help them to cope with the stress of discrimination and successfully attain employment, helping their sense of well-being. With fewer employment barriers, more job-seeking skills and success they can more fully participate as Australian and global citizens.

Project Title: Apply, Apply Negative Reply: Understanding Job-Seeking Experiences of Culturally and Linguistically Diverse Job-Seekers in Australia.

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