

New guide to help employers address skills shortages by hiring refugees

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The CIPD Trust has launched a [new guide](#) to help people professionals and organisations navigate the process of hiring and supporting refugees.

With around [480,000 refugees currently in the UK](#), employers have a unique opportunity to tap into a motivated and skilled workforce. But [more than 40%](#) feel they need more guidance to navigate the hiring process.

Helpful for businesses of all sizes, the guide outlines the key benefits of hiring refugees, including:

1. Addressing skills shortages
2. Creating diverse and inclusive workplaces
3. Contributing to social responsibility

It also features real-world case studies from organisations that have successfully integrated refugees into their workforce, showcasing the positive impact for both businesses and individuals.

Sally Eley, Head of Trust, CIPD Trust, said: “Refugees often need to completely rebuild their lives in the UK after fleeing their homes. Employment is the most crucial factor in their integration, and organisations can drive meaningful change by helping them start over.”

Six top tips for people professionals hiring refugees

With [40% of employers needing additional support to recruit refugees](#), the guide offers practical recommendations, including:

1. Consider the language in your job advertisements, using straightforward terms and avoiding jargon.
2. Review your application process: is it accessible, especially to someone who doesn't speak English as their first language?
3. Train hiring managers on the barriers and challenges that refugees may experience when applying for jobs.
4. Assign a buddy or mentor who can help the new employee make connections with colleagues and answer day-to-day questions.
5. Identify any training needs that address differences between countries, for example legislation around health and safety or data protection.
6. Adapt or adjust standard expectations during probation or initial periods of employment and provide plenty of feedback and regular support.

Jen Stobart, Director, Tent UK, said: "Securing meaningful work helps refugees rebuild their lives and integrate into their communities. For businesses, it means accessing a resilient, dedicated talent pool with fresh perspectives, a strong work ethic, and higher retention rates."

[For more insights and practical advice, download the full guide on the CIPD Trust website here.](#)