



KALEIDOSCOPE

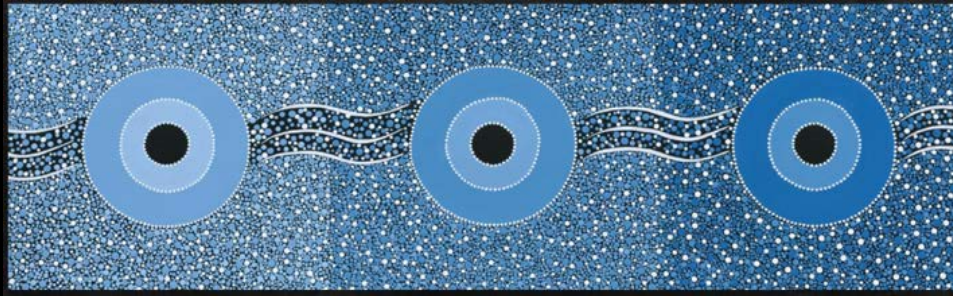
Natasha Doherty, Partner, Deloitte



Seizing the opportunity: Making the most of the skills and experience of migrants and refugees in Queensland

A research report for Multicultural Affairs Queensland
Department of Local Government, Racing and Multicultural Affairs
March 2019

“We acknowledge the traditional owners of the land on which we meet, the Whadjuk people, and their continuing connection to the land and community



We pay respect to them and their culture, and the Elders past, present and future”

"I just feel worried all the time. I feel I will never be able to show my skills and experience"

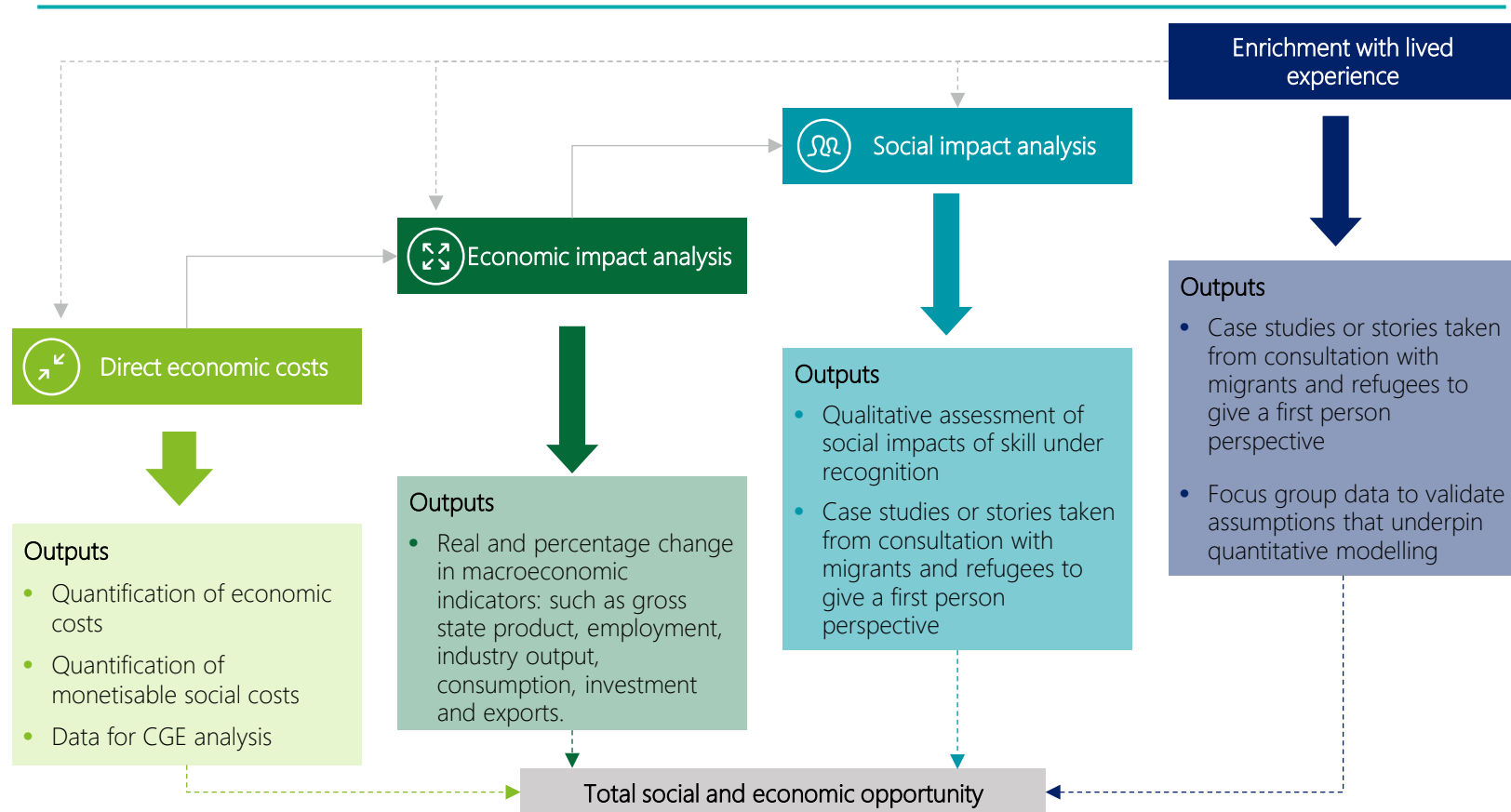
"The job market in Australia has been a huge disappointment to me. As a skilled worker, who got a permanent residency visa through [the] skilled migration process I would never imagine that in almost one year living here I would not be able to find a job in my field."

"Being unemployed is causing a lot of psychological stress which has long term effect on my health and wellbeing."

"The regulatory requirements to highly qualified migrant professionals are unrealistic, extremely expensive, frustrating, and time consuming."

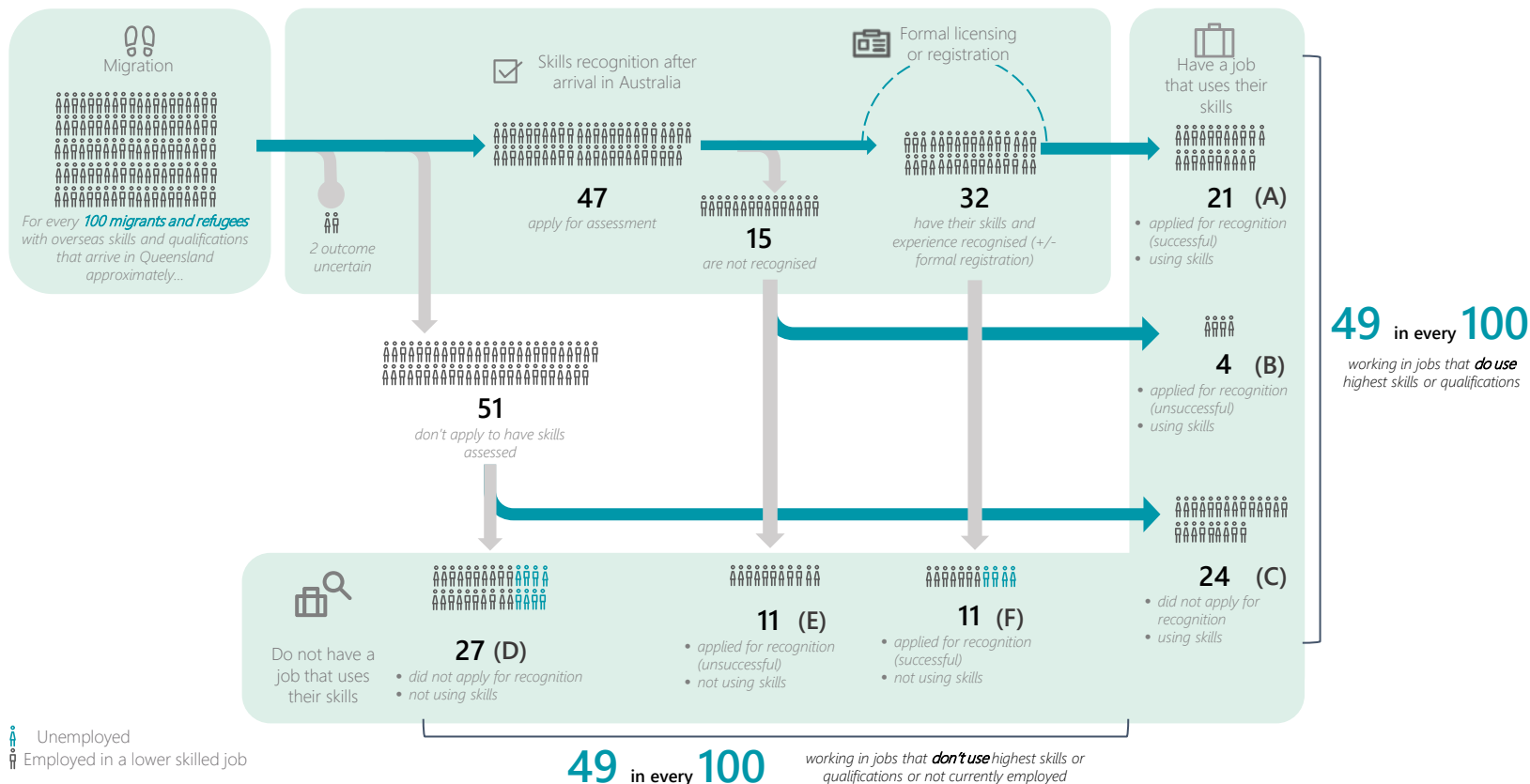
Research components and approach

An overview of the project methodology is shown below, with each component of the analysis supplemented by our primary research with migrants and refugees.



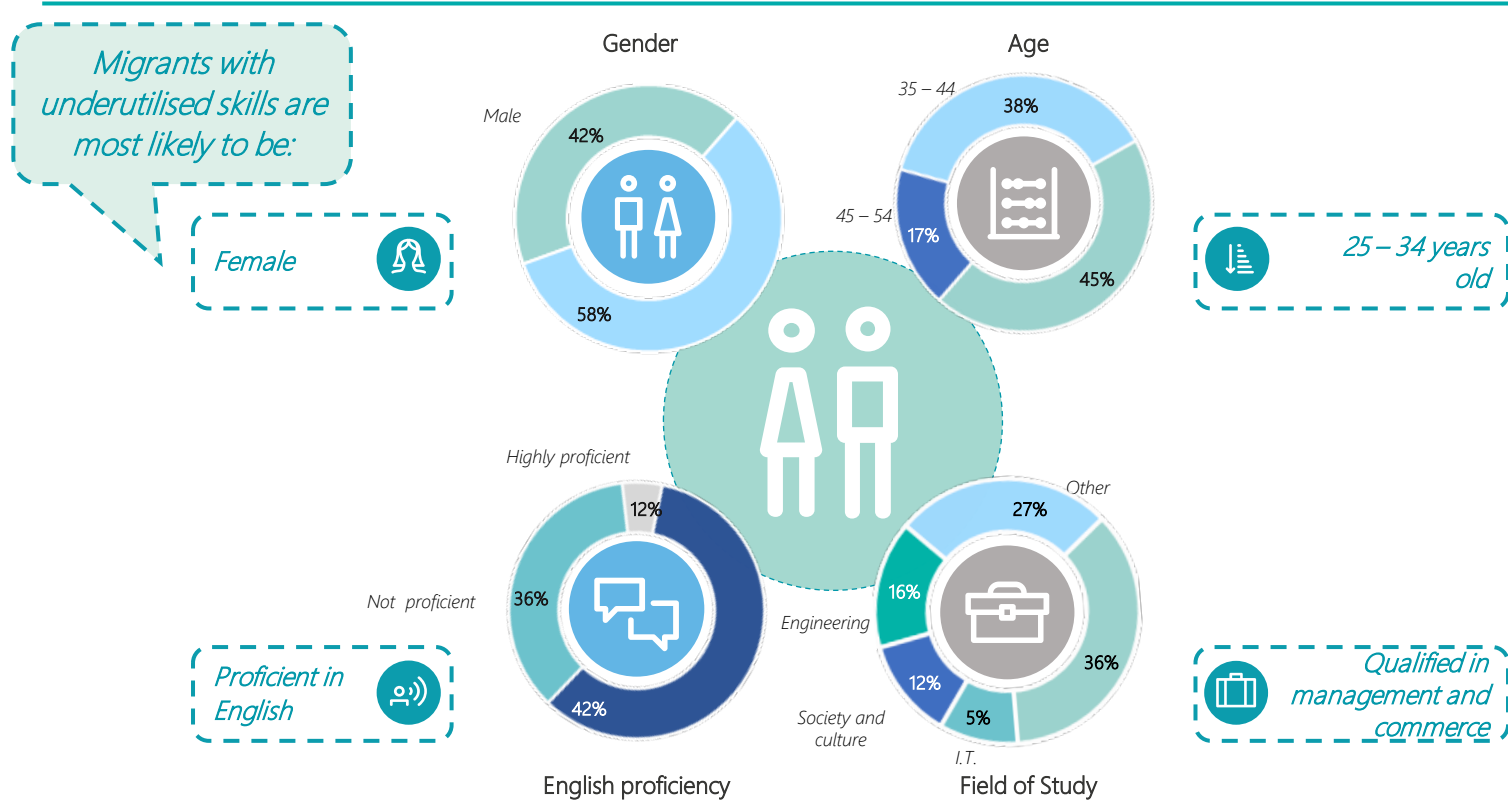
What is the size of the journey of the cohort?

80,000 migrants and refugees have moved to Queensland over the last 10 years. 49 in every 100 skilled migrants aren't using their skills or experience gained before arriving.



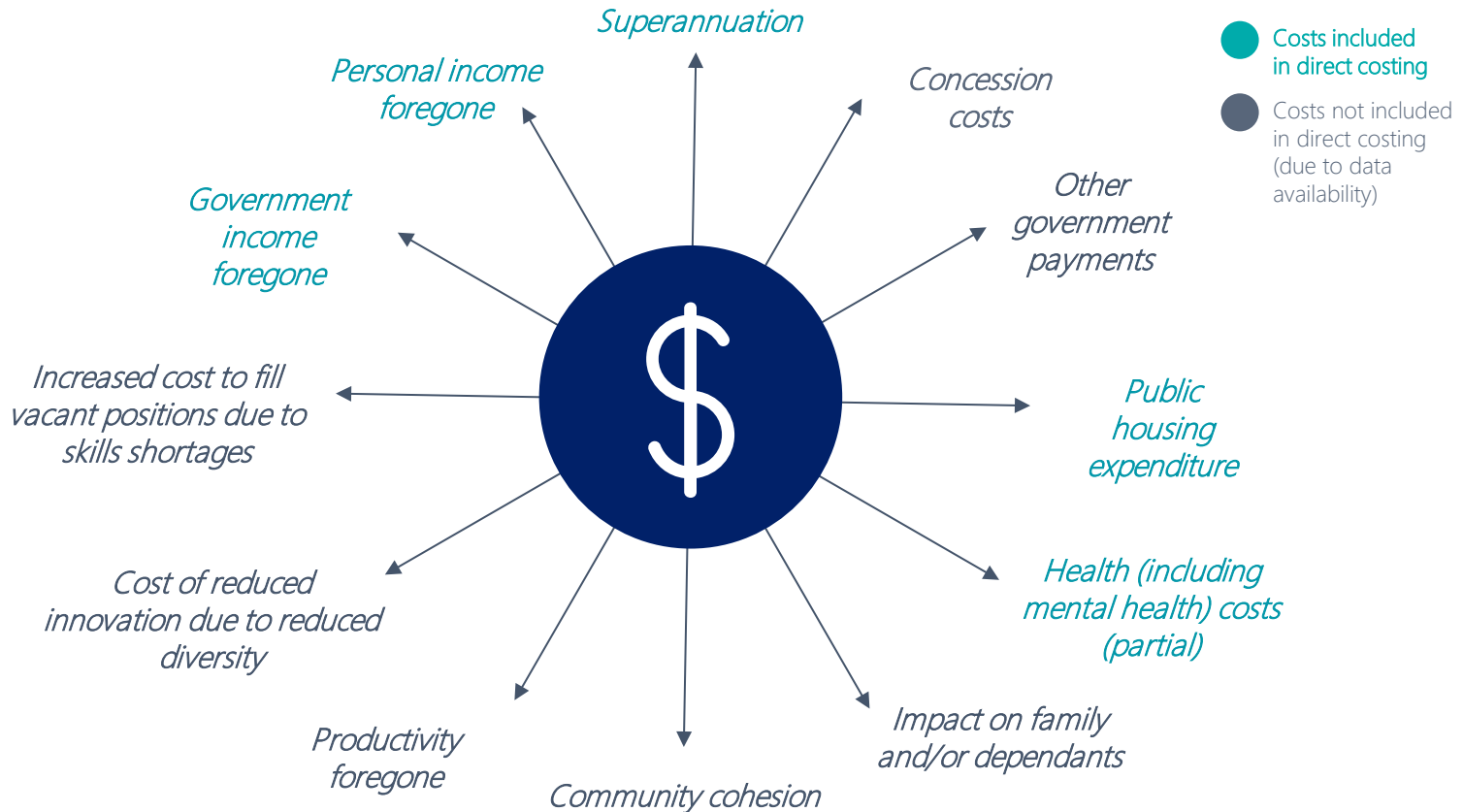
What are the characteristics of this cohort?

Migrants and refugees with underutilised skills are more likely to be female, young, proficient in English and have qualifications in management and commerce.



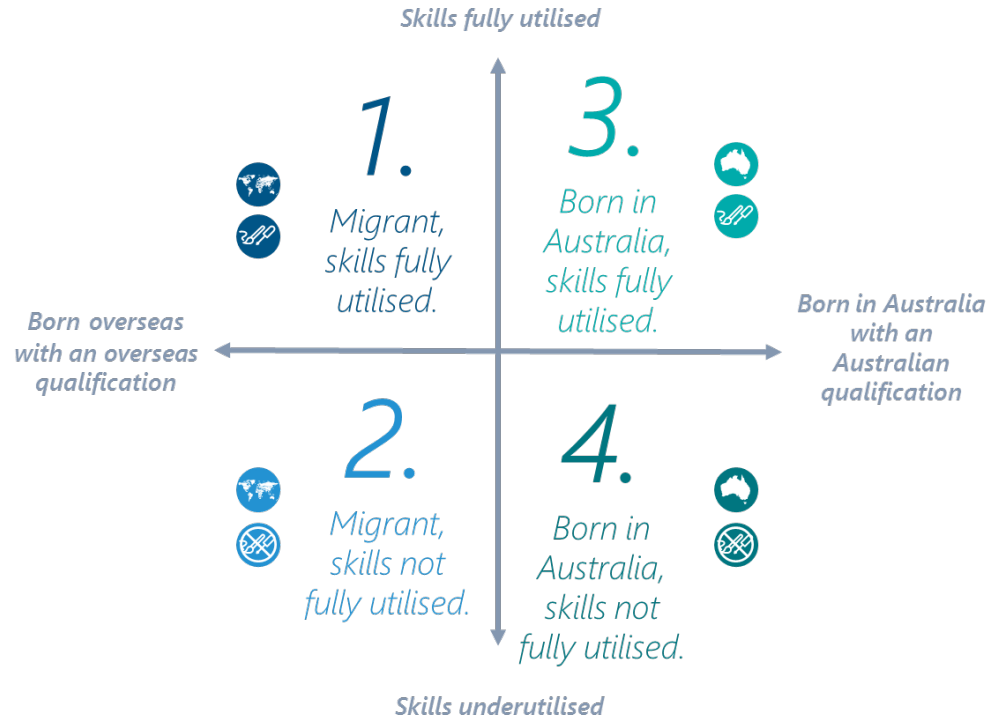
Social and economic costs

Following a literature scan and review of the data sources available, the following costs were considered to be part of the social and economic costs of skill under recognition for migrants and refugees.



Estimating economy-wide impacts

Using the Household income and labour dynamics data for (HILDA) Australia along with other data sets, the per person costs of skills under utilisation attributable to overseas qualifications were estimated.



Costs attributable to skills under recognition

- Per person cost of \$3,236 for employed migrants
- Per person costs of \$4,332 for unemployed migrants
- A total cost per annum of over \$21.9 million

Economy wide impacts

A computable general equilibrium model was used to estimate the economy wide impacts of increasing skill recognition for migrants and refugees, modelled as a productivity shock.

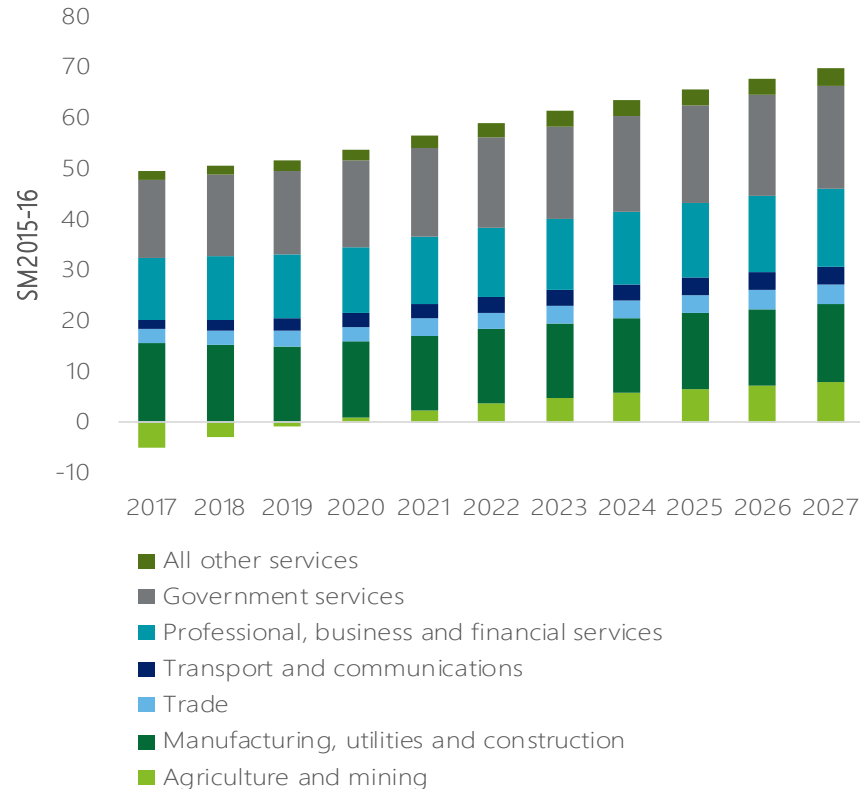
10,400 not utilising their skills

60% of migrants have skills in the areas where key skill shortages have been identified across Queensland



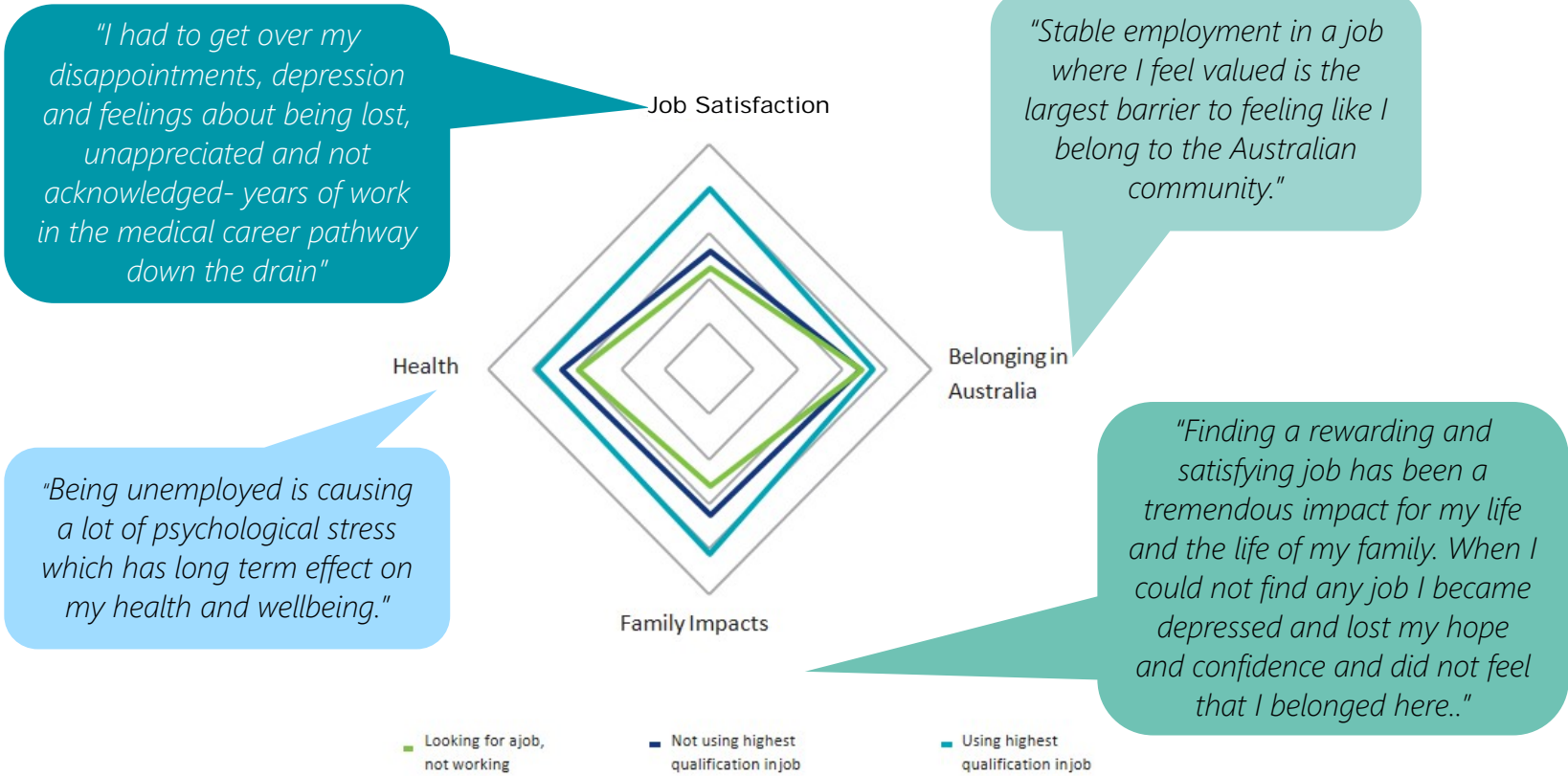
What is the economy-wide opportunity?

Long-term dividend to Queensland of higher real GDP of **\$250million** in ten years from better use of the skills of migrants and refugees



Source: Deloitte Estimates

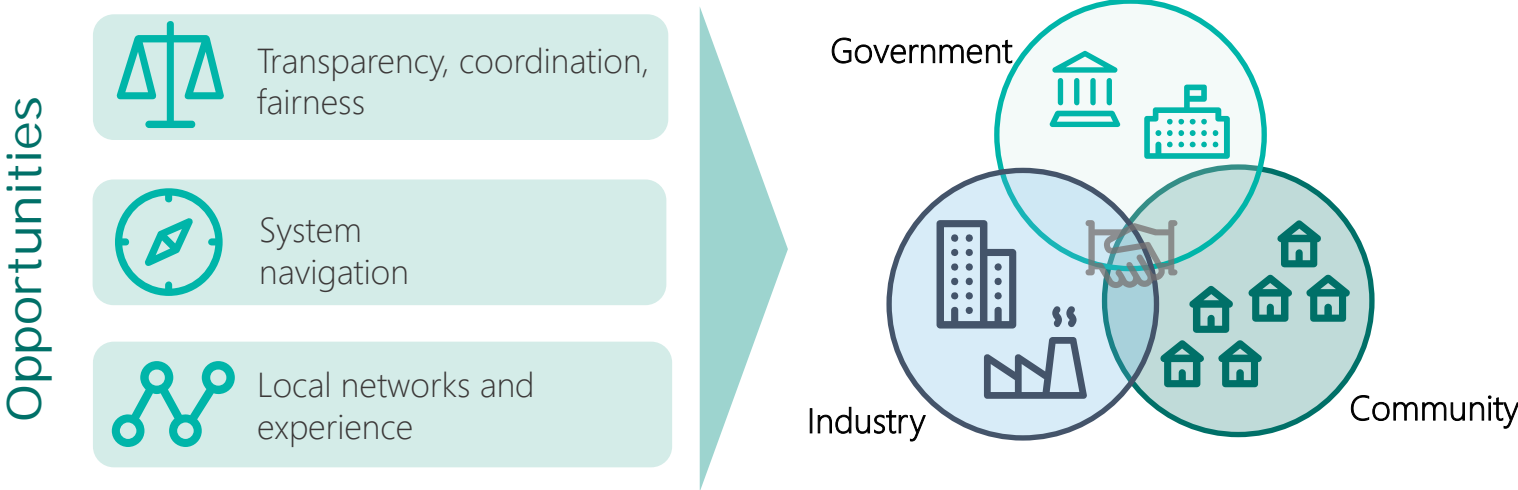
Findings – what are the direct social impacts?



Source: Deloitte Access Economics administered survey

How to realise the opportunity?

For Queensland to start reaping the economic and social benefits of inclusive growth, government, industry and the community all to play their part to address the challenges to optimising the utilisation of skills, qualifications and experience of migrants and refugees.



Acknowledgements

Deloitte Access Economics would like to acknowledge the valuable contribution to this report by the migrant and refugee community of Queensland who shared their stories with us as part of our primary research.

We would also like to thank the following people and organisations who gave their time, hosted focus groups, shared

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- Sri Sripathy and the Federal Overseas Qualification Unit, Department of Employment, Small Business and Training
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- Queensland Program of Assistance to Survivors of Torture and Trauma
- Bundaberg & District Neighbourhood Centre
- Neighbourhood Centre Caboolture Inc
- Centacare Cairns - Multicultural Services
- Multicultural Communities Council Gold Coast
- Hervey Bay Neighbourhood Centre
- Anglicare Southern Queensland
- ACCESS Community Services Limited
- George Street Neighbourhood Centre Association
- Good Shepherd Parish
- Nambour Community Centre
- Central Queensland Multicultural Association
- Islamic Women's Association of Australia
- MultiLink Community Services
- Mercy Community Services South West Queensland
- Michael Combs of CareerSeekers

Deloitte.

Access Economics

Contact details



Natasha Doherty – Engagement Partner

Ph: 07 3308 7225; 0402 458 607

E: ndoherty@deloitte.com.au

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