

## Did you know?

Even though some refugees are highly skilled and trained in various fields, it is often challenging for them to secure local internships opportunities and local job placement. Some reasons are:

- Prejudice;
- Lack of knowledge about refugees' right to work;
- Lack of connections and support in industries combined with relatively high unemployment rate in Ghana;
- Lack of information about skilled refugees.

To overcome these challenges, UNHCR, asks you for your engagement to provide **internship and employment opportunities for refugees** in Ghana!



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## Why My Company Can Benefit by Hiring a Refugee?



In collaboration with



# Why hire refugees as interns/employees?

In Ghana, we have refugees who are **highly educated and skilled** and available to be engaged on internships or on job placement. Refugees have access to primary and secondary education, and a select number gain support for tertiary education from UNHCR and its international partners. Others have a variety of technical skills they learned through vocational skills training provided by the National Vocational Training Institute (NVTI). Now many of the refugees are ready to be employed and contribute to the society and your business.

Hiring refugees makes sense from an economic point of view, and it is the right thing to do. Some of the refugees come with skills, including **language skills**, from their countries. Despite the challenges they faced, many have succeeded in advancing themselves. They come with high motivation, a strong work ethic, determination and grit. By offering a refugee a job, you make real the commitment of Ghana to support local integration. Jobs give refugees dignity and helps them to gain social and economic independence. This is a great way for you to exercise **Corporate Social Responsibility** and to realize social justice, securing refugees' right to work.

# What skills do refugees have?

## University Degrees

Every year, an average of about 30 refugees graduate from various universities with their **bachelor's degrees** in Ghana. For example, the DAFI (Albert Einstein German Academic Refugee Initiative) scholarship program supports qualified refugee students to undertake tertiary studies in Ghana with the generous support of the German Government. Other students are able to obtain Mastercard Foundation scholarships. Further, others are able to secure scholarships with UNHCR support or independently.

Examples of courses that refugees take:

Accounting, Agricultural Economics, Architecture, Banking & Finance, Biochemistry, Business Studies, Computer Engineering, Computer Science, Electrical/Electronic Engineering, French, Geomatic Engineering, Law, Mathematics, Metallurgical Engineering, Nursing, Physician Assistantship, Political Science, Public Health, Sciences, Spanish, Telecommunication Engineering, etc.



## Vocational Skills Training

A community center for urban refugees in Accra called Blue Oasis, financed by UNHCR and managed by Christian Council of Ghana (CCG), offers the vocational skill trainings for **sewing, driving, catering, make up, hair dressing, and interior decoration**. It also holds **English** and **ICT** proficiency trainings to enable refugees to seek job opportunities. In 2023, about 100 refugees completed these trainings. Additionally, some refugees acquire work experience in **painting, plumbing, building and construction, security, etc.** outside the center as well.

# How does UNHCR help you reach out to refugees?

UNHCR and CCG are here to make the employment of refugees accessible for you.

A) A database of refugees with information about education and skills. This allows UNHCR and CCG to identify potential refugee employees that meet your needs.

B) CV clinics are held routinely for refugees to support refugees to draft professional CVs that set forth their backgrounds and talents. UNHCR and CCG also support refugees to prepare for interviews.

C) The Blue Oasis has a computer center that can be used for testing as well as private rooms which can be used for interviews with potential refugee employees for you.