



REFUGEE EMPLOYMENT PLATFORM **MANUAL 2.0**

The Entry Point for Refugee Employment

UNHCR Regional Bureau for Europe

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*Cover photo: Gdansk, Poland - Including refugees in Poland's labour market
Irena came to Poland from Kherson after the rockets started falling on the city. "Who would want to leave their home? Nobody. Today everything is destroyed there, I have nothing to go back to," she says. In Ukraine, Irena was a nurse for 25 years and took care of children with cancer. She is currently completing her nursing studies so that her skills and vast experience can also be recognized in Poland. Since November 2023, she has been working in a nursing home for older people in Gdańsk. "I have 12-hour shifts. It's hard and demanding work. It requires passion, but fortunately I will always have it." © UNHCR/Anna Liminowicz*

A gateway to opportunities

Empowering refugees, addressing labour demands, fostering inclusive growth.

The Refugee Employment Platform (REP) connects refugees across Europe with decent employment opportunities, while helping businesses tap into a diverse and underutilized talent pool.

Through a [single virtual hub](#), the REP integrates national job-matching platforms, a regional information center with [country-specific hiring guides](#), and a growing alliance of refugee-welcoming employers—creating a powerful ecosystem for inclusive labour market integration.

Backed by decades of global expertise and multi-stakeholder collaboration, the REP empowers refugees to rebuild their lives with dignity and supports host countries in fostering economic growth and social cohesion.

For evidence-based insights and data supporting the value of refugee inclusion, and to explore the business case for hiring refugees, visit the page created specifically for companies on the [REP Regional Information Hub](#).

The benefits of employing refugees are numerous and far-reaching:

Refugees can bring benefits to communities, workforces, [GDP](#) and more if they are included socially and economically.

Refugees are often highly motivated to succeed, eager to apply their skills, and committed to contributing to their host communities. For companies, this can mean:

- **Innovation and fresh perspectives**, driven by diverse experiences and backgrounds.
- **Access to new markets** and customer bases.
- **Reduced labour shortages**, including in sectors and industries facing recruitment challenges.
- **Enhanced competitiveness**, thanks to lower turnover, increased staff commitment, and a stronger, socially responsible brand image.

Moreover, integrating refugees into the workforce stimulates economic growth by:

- **Increasing demand** for goods and services.
- **Expanding the tax base** through new, contributing residents.
- **Fostering social cohesion** and long-term inclusion.

Swift access to employment and upskilling opportunities not only empowers refugees to thrive but also enables host societies to fully benefit from their talents and potential.

Components of the Refugee Employment Platform Initiative

1. NATIONAL REFUGEE EMPLOYMENT PLATFORMS

- Free / competitively priced digital services that facilitate direct job matching, inclusive hiring and agile communication between employers and a diverse pool of refugee job seekers.
- Build on existing country-level job matching / employment support initiatives and modified with UNHCR's support to ensure a more comprehensive and coordinated approach on refugee socio-economic inclusion.
- Provide access to employment support services for refugees and a centralized coordination point for all actors across sectors engaged in refugee socio-economic inclusion, offering significant potential for synergies and collaboration.

2. REGIONAL INFORMATION HUB

- A centralized hub for information on the REP initiative, including links to all national Refugee Employment Platforms.
- Initial entry point for companies with presence in multiple European countries seeking to hire refugees across the continent.
- A dedicated **for Businesses** site with: 30+ [country information pages](#) created for companies with information on the legal framework, the hiring process, key stakeholders, and services supporting employment of forcibly displaced and stateless people, to fill gaps in information where a national REP is currently not operating.
- Up-to-date research on the business case for refugee hiring and refugees' contributions to economies + the best available tools/guidance to support refugee-inclusive hiring processes and preparing the workplace for refugee talent.
- Information and tools with a regional scope for refugees, NGOs and service providers

Photo: Kismat Ara, of the Rohingya ethnic group, was resettled to the city of Bradford in the UK with her family in 2009 from Cox's Bazar, Bangladesh. She graduated in 2023 from the University of Bradford with a degree in Child Nursing and is pictured here working as a Staff Nurse at Bradford Royal Infirmary's Children's Ward. © Andrew Testa

3. REFUGEE-FRIENDLY EMPLOYER

- A UNHCR-led employer recognition/award program for businesses of all sizes (SMEs and corporates).
- Companies are recognized for making broader, high-impact pledges that enhance refugee employability and/or the mobility of refugee employees within their organizations.

4. ADVISORY BOARD & KNOWLEDGE EXCHANGE OF REP PARTNERS

- Composed of national REP partners, representatives of some of Europe's leading organizations, institutions, and private sector entities.
- Members convene periodically to guide the continuous development of national platforms and wraparound services, offer strategic direction and analysis, jointly identify strategies for optimizing linkages between labour supply and demand, and maintain complementarity and synergies with existing systems and services.



Model

BUILD ON WHAT IS ALREADY WORKING



Photo: UNHCR/Josselin Brémaud

Platforms build on existing country experiences, seeking to further their existing potential or scope in matching refugee talent with employer needs, while supporting refugees' long-term socio-economic inclusion.

ENGAGEMENT ACROSS NATIONAL EMPLOYMENT ECOSYSTEM



Photo: UNHCR/Socrates Baltagiannis

Enables connections with other stakeholders involved in refugee socio-economic inclusion, creating significant opportunities for synergies and diverse collaborations. REP partners run supplementary activities such as workshops, job fairs, industry-specific micro job fairs and communities of practice.

PROVIDE EMPLOYERS WITH CERTAINTY & TARGETED SUPPORT



Photo: UNHCR/Socrates Baltagiannis

Provide employers with a one-stop shop for successfully hiring refugees, helping them navigate the legal and administrative framework, access talent, guidance, good practices, resources, networks and data.

TAILORED TO REFUGEES' EXPERIENCE & NEEDS



Photo: UNHCR/Socrates Baltagiannis

Each National REP has a comprehensive resource page with up-to-date content on available training and upskilling and other practical tools and services tailored to refugee needs, all focused on maximizing their swift labour market insertion.

COMPLEMENTARITY, NOT DUPLICATION



Photo: UNHCR/Josselin Brémaud

REPs connect refugees with employers while maintaining constant coordination with national and subnational integration stakeholders and civil society counterparts, offering significant potential for synergies and diverse collaboration.

PARTICIPATORY DESIGN PROCESS



Photo: UNHCR

Engagement with existing networks of refugee communities and the channels of communication they employ to ensure broad and effective outreach and services that meet their needs.

Essential minimum criteria

There is no one-size-fits-all model, however national REPs have several core features & functionalities:

ACCESSIBLE TO REFUGEES OF ALL NATIONALITIES



Ensures employment opportunities for refugees of all nationalities, education levels and skill profiles. Includes asylum seekers and stateless people with the right to work.

GUIDANCE ON ACCESS TO SKILLS ASSESSMENT, RECOGNITION, TRAINING & UPSKILLING



There is often a mismatch between the skills refugees bring and those demanded by the local job market, underscoring the need for targeted training, upskilling and comprehensive language programs to enhance their competitiveness as job candidates. REPs connect refugees with these opportunities, as well as apprenticeships and internships to help them acquire relevant local work experience. Platforms also provide guidance on skills assessment and procedures for recognition of professional qualifications.

IN-COUNTRY JOB MATCHING AND/OR A JOB BOARD FOR REFUGEES



REPs engage in direct job matching, including through AI-powered tools, and/or have job boards advertising vacancies specifically for refugees and stateless people. National REPs support refugees to locate work in their current country of asylum. As such, they advertise only national vacancies.

INFORMATION ON LEGAL & ADMINISTRATIVE FRAMEWORK



As the national reference point for refugee employment, each REP contains up-to-date information on the legal framework regarding refugee employment, along with any other relevant legal, policy or documentation information that employers of refugees may require as part of the hiring and recruitment process.

As a minimum, REPs are available in two languages (e.g. official national language and language of main refugee population).

COMPREHENSIVE INFORMATION ON KEY SERVICES & PARTNERS



Limited access to essential services and rights significantly restricts refugees' ability to find and maintain decent work. National platforms thus include resource and information pages on programs, services and opportunities that can support the socio-economic inclusion of refugees.

In addition to expanding opportunities for refugees, REPs foster stronger collaboration and partnership potential among public, private, development and civil society actors—including Refugee-Led Organizations—that provide support services.

BIG DATA



National platforms are designed to systematize anonymized data of certain key categories from refugees' resumes and employer profiles. With this, reports can be produced to analyze diverse information on skills gaps and mismatches, socio-economic profiles, main sectors and labour market gaps, among others.

FEEDBACK MECHANISMS



Availability of accessible and safe channels for providing feedback (anonymous or otherwise) on the platform's services and staff, as well as for reporting fraud, misconduct or sexual abuse

DATA PROTECTION & PRIVACY



National platforms are developed in accordance with the principles of data protection and privacy by design and by default, ensuring the secure transmission of refugee jobseekers' personal data to prospective employers. Dedicated pages include clear data protection and privacy policies, along with terms of use for job-matching and related support services, guaranteeing transparency throughout the process.

National platforms

The core concept for a national REP has been developed and continually refined based on the below country experiences, which have their own unique features, while retaining the essential minimum criteria referred to on page 6.

HELP REFUGEES WORK



Cyprus: Born out of an initiative of the UNHCR country office in collaboration with Cyprus Refugee Council to support refugee integration through work. The platform caters to refugees, employers, institutions running vocational education and training (VET) programs, and individuals and organizations committed to promoting social participation, inclusion, and diversity. [Link.](#)

ADAMA JOB CENTER



Greece: Developed by Catholic Relief Services in partnership with UNHCR, the platform supports the work of The Adama Center, which provides in-person and remote employability and social services to asylum-seekers and refugees throughout Greece. [Link.](#)

WORKER



Germany: Worker connects companies with international and refugee talent in order to make an essential contribution to economic and social integration, while counteracting worker shortage. [Link.](#)

PROFESIA



Slovakia: Profesia.sk, Slovakia's largest job portal, has partnered with UNHCR on the REP initiative to connect refugees with employment opportunities and promote socioeconomic inclusion. Refugee job opportunities are fully integrated into the job search engine. [Link.](#)

JOBS FOR UKRAINE



Romania: Aims to improve livelihoods for people forced to flee Ukraine to Romania and other countries, through easy access to jobs and learning opportunities. The platform also has a strong focus on remote work opportunities. For its remarkable success, Jobs4UKR collaborated with UNHCR to expand to become a national employment platform in Romania for refugees of all nationalities. [Link.](#)

WELCOME-IN-ONE-CLICK



Italy: A digital platform built on the innovative and successful 'Welcome' program, which will ensure broad dissemination of job/vocational training opportunities and strengthen cooperation with civil society organizations belonging to WelcomeNET. [Link.](#)

MATCH BY START-UP REFUGEES



Finland: The platform supports refugees to find employment, develop their professional skills, and start a business in Finland. Currently built around a network of more than 5,000 members including companies, private and public sector organizations, and individuals. [Link.](#)

ROBOTA



Moldova: Robota started as an initiative providing language and vocational courses, legal and employment consultations. Together with UNHCR Moldova, the platform has expanded to encompass refugee rights protection, advocacy, and access to decent work in Moldova. [Link.](#)

SCOBO

Lithuania: Scobo is the first job search platform in Lithuania connecting employers committed to supporting candidates with diverse profiles, including individuals with visible or invisible disabilities, members of the LGBTIQ+ community, and asylum seekers or refugees with limited language proficiency. [Link](#).

REFUGEE EMPLOYMENT NETWORK

United Kingdom: The Refugee Employment Network is the UK's only national network dedicated exclusively to refugee employment. REN supports employers in the UK to access skilled refugee talent, diversify their workforce, and enhance recruitment, onboarding, and retention practices, while integrating refugee inclusion into their DEI and talent strategies. [Link](#).

Find the complete selection of national platforms on the [main page of the Regional Information Hub](#).

Photo: After spending the first days of the war living between their home and bomb shelters, Ekaterina fled Ukraine to take their young son to reach safety. Once in Romania, UNHCR supported Ekaterina with cash assistance, which helped her cover essentials when they first arrived. She has since found work at this bookshop-shared working space in Bucharest. UNHCR/Loana Epure



Implementation Roadmap

YEAR 1

1. PRE-VIABILITY ANALYSIS

Scout existing country platforms and carry out consultations with refugees to determine:

- Is there a need for more comprehensive, scalable solutions?
- Could dispersed, ad hoc job-matching initiatives for refugees be consolidated into a single, centralized platform?
- Is there a need for a central national “switchboard” to coordinate stakeholders involved in refugee employment and socio-economic inclusion?

No

2. IDENTIFYING THE MOST SUITABLE REP PARTNER

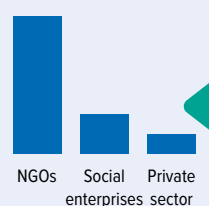
Examples would include:

- National platforms that resemble the REP model
- NGOs (or other suitable actors - see adjacent diagram) engaged in socioeconomic inclusion through a market based approach and with support ecosystems tailored to refugee needs

National REP operators

Q: Which organizations most commonly run National REPs?

A: Usually NGOs, although other actors are possible



Yes

3. FORGING PARTNERSHIP ON THE REP - UNHCR & NATIONAL ORGANIZATION

Engagement

- Present concept + core criteria
- **Discussion:** existing engagement across ecosystem
- **Data Protection:** Desk review on compliance with DP and other applicable legislation; Conduct DPIA if applicable.

Agreement

- Organization added to REP Regional Information Hub as official partner
- Data Protection Agreement (funded partner)
- Data Sharing Agreement (alliance only)

Alignment with core criteria

- Refer to REP Essential Minimum Criteria

4. NATIONAL REP: ONGOING ALIGNMENT, ENHANCEMENT & SCALING

- Refugee outreach & consultation
- Employer outreach & engagement
- Involvement of stakeholders across national socioeconomic inclusion ecosystem
- Additional data protection/due diligence considerations (where applicable)

YEAR 2 & 3

YEAR 4

5. CONSOLIDATION

- Alliances to sustain ongoing maintenance and operational costs and automate functions
- REP serves as the national anchor point for partnership networks among employers, civil society organizations, and local authorities focused on refugee employment, ensuring continuity of support and adaptability to market needs.

Explanation of Implementation Roadmap

Drawing on [national experiences](#) since 2019, UNHCR has identified the essential elements for successfully launching a Refugee Employment Platform (REP), building momentum, expanding its pool of vacancies and ensuring long-term sustainability.

The explanations and examples of activities that follow are grounded in concrete experiences from existing national Refugee Employment Platforms (REPs) that can guide implementation and scale-up/enhancement efforts.

Alignment with the REP model

- Detailed mapping of national employment/socioeconomic inclusion ecosystem, with a focus on identifying complementary services and programs from public, private and third sectors.
- Creation and translation of key written and audiovisual informative materials.
- Creation of page with legal framework for a private sector audience, focusing on **clarifying employer rights and obligations** when hiring refugees, **demystifying legal processes** such as work permits, residency status, and qualifications recognition and **building employer confidence** by providing reliable, up-to-date information.
- **Data Protection, Legal & Cybersecurity:** In-country legal assessment (including applicable data protection law, regulations on digital services and Artificial Intelligence), Data Protection Impact Assessment and [Human Rights Due Diligence](#) if AI is used.

Refugee outreach & consultation

- **Communications campaigns:** targeted digital advertising across social media and community platforms; outdoor advertising in key urban locations directed at different demographics, distribution of printed materials, such as posters and flyers, across universities, student dormitories, and NGO spaces.

- Initial consultation/assessment session with Refugee-Led Organizations/community focal points.
- Awareness-raising events with refugee centres, communities and civil society organizations.
- Consultations with refugees on platform usability and user-friendliness
- Co-development of, and consultations regarding, a complaint/feedback mechanism.

Employer Outreach & Engagement

- Outreach to employers/HR personnel in priority sectors/industries where refugees are most likely to find jobs.
- Dedicated event(s) to facilitate networking opportunities, highlight success stories, and foster community of like-minded companies.
- Advertisement campaigns (digital, press releases, physical distribution).
- Incentivizing businesses to hire refugees by supporting their access to any available government support schemes or employer certification/award programs.

Involvement of stakeholders across socioeconomic inclusion ecosystem

- Partnership building/promotion of REP & identification of complementarity with existing support services and programs (e.g. Public Employment Offices, TVET centers, language schools/institutes).
- Partnership building/promotion of REP with key inclusion stakeholders (Ministry of Labour, Chambers of Commerce, municipalities, employment agencies, HR Clubs, trade unions/employers' associations, NGO/third sector, international organizations).
- Promotion of REP in key economic inclusion events.
- Compilation and presentation of data obtained via platforms to key stakeholders to influence active labour market policies.

Enhancement¹

- Translation of site information into relevant languages.

¹ **Data Protection Considerations – Refer to Annex II:** If enhancement entails use of new data processing features with significant or high risks, a DPIA should be conducted. If AI will be used, conduct Human Rights Due Diligence.

- Optimization of functionalities for profiles with special needs.

Consolidation & Sustainability

- Stocktaking of private sector alliance base developed over time, identifying the most engaged companies to pinpoint potential long-term financing models for the REP.

Monitoring, reporting and analytics

- Monitoring of hires (e.g. all registered refugees completed a short questionnaire to understand how many of them were employed).
- Production of regular reports that analyze trends in the skillsets and qualifications of platform users, as well as the sectors and industries represented by companies posting vacancies. These reports include tailored recommendations for upskilling and training to address skill mismatches. To maximize impact, the analysis should be disaggregated by geographical location, to better target future outreach with employers and inclusion stakeholders on employability support, along with recommendations for more effective policy and program design.
- Ensuring data is disaggregated by gender, age, and specific needs.

Ongoing operations and maintenance costs

The platform, by its very nature, is designed to link actors capable of supporting refugee socioeconomic inclusion. This not only minimizes costs but also promotes a whole-of-society approach. However, lessons learned, and insights gained indicate that it would be wise to allocate resources to:

- **Employment enabling support services for refugees:** Complementary in-person language training activities (group and individual), individual & group employment counselling, upskilling/skills development, MHPSS professional support sessions, CV-building, digital literacy.
- **Employer technical support & capacity building:** Direct support to facilitate hiring/ completion of administrative tasks related to hiring, support and capacity building activities, workshops on inclusive workplaces with committed employers,

- **Periodic job fairs / open days:** Allows companies and refugee job seekers to connect in person and present the company.

- **Digital infrastructure:** Hosting, cloud storage, fixes, software upgrades.

Employer Engagement Specialist: Dedicated team member who leads on private sector engagement, manages strategic relationships with the most committed companies, and may also support with training and capacity-building on refugee hiring and preparation of the workplace.

- **Other personnel for:**
 - General intake, follow-up, and retention support interviews.
 - Pipeline processing and non-automated functions of recruitment/job matching components of platform (e.g. eligibility verification, shortlisting, review of onboarding pre-assessments, response to feedback and complaints).
 - Updating stakeholder directory for continued connection of actors via the platform.
 - Data analysis/reporting and periodic consultations with users (refugees, employers, trainers) to ensure maintenance of participatory design and ongoing optimization.

Scale will depend on size of refugee population, territorial scope, and capacity of UNHCR's country operation, the REP partner, national and local government, and other key stakeholders to offer complementary support.

More detailed planning frameworks with indicative budgets based on National REP experiences can be provided to facilitate multi-year planning.

It is important to note that the items in this sub-category represent examples of potential direct services and resource requirements. In many currently operating Refugee Employment Platforms (REPs), these services are not delivered directly through the platform. Instead, the platform provides clear and accessible information on where and how refugees and companies can obtain these services externally. In some cases, the platform also offers general orientation or facilitates referrals to relevant service providers, helping users navigate available support more effectively.

Data Protection and Due Diligence

REPs often involve the processing of personal data belonging to job-seeking refugees. Depending on UNHCR's role and level of engagement, different policy requirements and due diligence measures may apply, which REP partners must carefully assess and implement (with orientation from UNHCR).

It is also essential that partners are aware of and comply with relevant legal obligations across various areas of law to ensure full compliance.

To support this process, a chart outlining four (4) distinct levels of engagement by UNHCR and REP partners—along with the corresponding applicable policy and legal frameworks, data protection and normative considerations, and cybersecurity requirements—is available from the Regional Bureau for Europe upon request.

Photo: Abdirahman, a refugee from Eritrea, works as a waiter at the beach bar of "Summer Palace" hotel on Kos Island. UNHCR Greece promotes refugees' socioeconomic inclusion and self-reliance through initiatives in partnership with authorities and integration NGOs. Job fairs in island camps connect refugees with employers, with tourism emerging as a leading sector hiring refugees of diverse nationalities. © UNHCR/Socrates Baltagiannis



Refugee-friendly employer

For companies that recognize the value of refugee talent and go above and beyond to ensure their access to decent work and career development.

A UNHCR-led employer award program for businesses of all sizes linked to the Refugee Employment Platform initiative.

Building on partnerships established through national REPs, UNHCR and REP partners have identified what drives companies across different contexts to deepen their commitment to refugee employability and inclusion.

Companies seeking to strengthen their commitment to refugee employability are invited to submit a pledge and apply for formal recognition via the [REP Regional Information Hub](#), offering inspiration and guidance for meaningful engagement as a Refugee-Welcoming Employer.

[Discover more details here](#)

Photo: An on-the-job language course, City of Mariánské Lázně, Czech Republic.

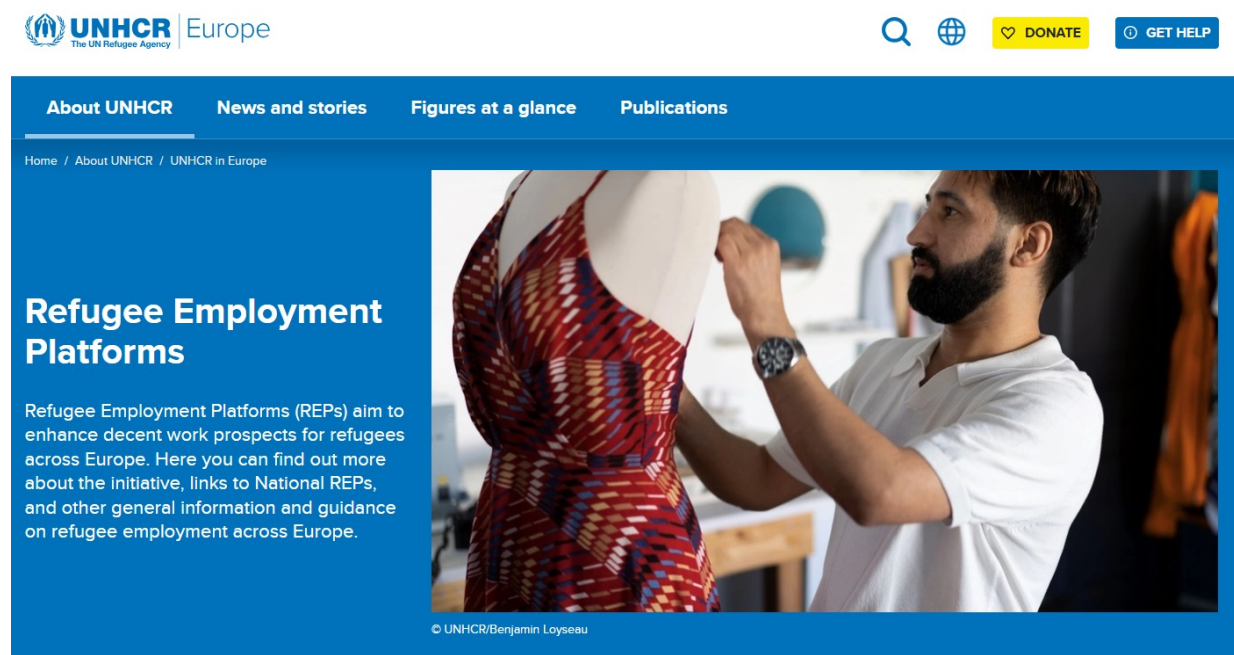
Delays in recognizing qualifications, limited access to upskilling and reskilling, and inadequate language training remain major barriers to refugees' entry into the labor market and effective inclusion. These challenges have resulted in widespread underemployment, skills erosion, and diminished human capital for refugees currently hosted in countries throughout Europe.

Supporting refugees through comprehensive language and skills development—enabling their faster labor market access and career growth while accelerating their contribution as an employee—is one of the many ways a company can demonstrate commitment and qualify as a UNHCR-recognized Refugee-Friendly Employer. © UNHCR/Daiana Sheludkevych



Regional Information Hub

Visit the dedicated Europe-wide site for the [REP](#), updated regularly:



The screenshot shows the UNHCR Europe website. At the top, there is a navigation bar with the UNHCR logo, the text 'UNHCR | Europe', and links for 'DONATE' and 'GET HELP'. Below this is a secondary navigation bar with links for 'About UNHCR', 'News and stories', 'Figures at a glance', and 'Publications'. The main content area features a large blue banner with the title 'Refugee Employment Platforms'. To the right of the title is a photograph of a man with a beard, wearing a white shirt, working on a mannequin wearing a red and blue patterned dress. Below the title, there is a paragraph of text explaining the purpose of the Refugee Employment Platforms (REPs).

Refugee Employment Platforms

Refugee Employment Platforms (REPs) aim to enhance decent work prospects for refugees across Europe. Here you can find out more about the initiative, links to National REPs, and other general information and guidance on refugee employment across Europe.

© UNHCR/Benjamin Loyseau

INNOVATIVE PRACTICES

A compendium of the most successful tried and tested practices from national platforms.

IMPACT

Testimonies from refugees, companies and others + data illustrating progress to-date.

GUIDANCE FOR BUSINESSES

Access over 30 country-specific hiring guides, the latest research on the business case for refugee employment, and top tools and resources to support inclusive hiring practices.

FOR REFUGEES

Regionally focused resources for refugees offering access to training, upskilling, and reskilling opportunities to support employment and integration.

NGOS, PRACTITIONERS & SERVICES PROVIDERS

Are you an organization that supports refugee inclusion? Find out more on how you can connect with REPs at the local level.

Annex I: National REPs - Checklist for Essential & Recommended Features

ESSENTIAL FEATURES	EXAMPLES
<input type="checkbox"/> Accessible to refugees of all nationalities	
<input type="checkbox"/> Job Matching or Job Board dedicated to refugee hiring/job seeker support at the national level	Romania
<input type="checkbox"/> Comprehensive information on local job market, labour law, work rights and responsibilities, + practical guidance to support smooth integration into the workforce.	Slovakia
<input type="checkbox"/> Comprehensive information on the legal framework, administrative procedures, and required documentation affecting every stage of refugee hiring and workplace integration.	Lithuania
<input type="checkbox"/> A dedicated information page/directory outlining key services, programs, partners, and opportunities that support refugee employment and socioeconomic inclusion.	Germany
<input type="checkbox"/> Feedback channels / mechanisms	Italy
<input type="checkbox"/> Data collection & analysis, with periodic results published on platform	Moldova
RECOMMENDED CONTENT/FEATURES – FOR ALL USERS & COLLABORATORS	
<input type="checkbox"/> General information on national stakeholders working on refugees' socio-economic inclusion	Lithuania
<input type="checkbox"/> Short video tutorials with key information (e.g. navigating the platform, hints & tips for job seekers, local labour rights)	Greece Italy
<input type="checkbox"/> Principal facts and statistics on refugees, stateless and/or internally displaced people [Refer to the country information pages on the REP Regional Hub as examples]	Switzerland ²
<input type="checkbox"/> Guidance/registration link for NGOs, practitioners and service providers interested in collaborating and contributing essential inclusion/employability support services	Italy Cyprus
<input type="checkbox"/> Regular publication of information on job fairs	UK
<input type="checkbox"/> Skills assessment tools	UK
<input type="checkbox"/> Clear pathways for recognition of professional qualifications, with links to relevant institutional websites for official guidance and support	Lithuania
<input type="checkbox"/> Clear overview of REP services available to refugees and companies (online and offline, indicating the languages in which these are available)	Finland
<input type="checkbox"/> User testimonies and success stories	Greece
<input type="checkbox"/> A dedicated page highlighting REP impact, presenting both quantitative data and qualitative insights to illustrate outcomes and progress	Germany Italy
RECOMMENDED CONTENT/FEATURES – FOR REFUGEES	
<input type="checkbox"/> Language training – Online courses directly available on the platform, along with information on available in-person language training opportunities	Germany

2. (Country information page only)

RECOMMENDED CONTENT/FEATURES – FOR REFUGEES

<input type="checkbox"/>	Training events, apprenticeship & vocational training opportunities	Greece
<input type="checkbox"/>	Major integration/inclusion programs in place, including contact details	Lithuania
<input type="checkbox"/>	Tips for how to recognize unreliable employers and safeguard against unsafe practices throughout the job search and integration process.	Slovakia
<input type="checkbox"/>	Training webinars in multiple languages for building soft skills, cultural awareness, CV building/employability skills + on labour rights, job hunting tips	Romania Moldova
<input type="checkbox"/>	Opening a bank account and other financial services	Romania
<input type="checkbox"/>	Counselling/career coaching services (indicating the languages in which support is available)	Finland Romania
<input type="checkbox"/>	Comprehensive guide for newcomers (created by REP partner, or link to resource created by national stakeholder)	Finland
<input type="checkbox"/>	Career hub – Tools and tailored guidance for navigating the local job market and recruitment process	Germany

RECOMMENDED CONTENT/FEATURES – FOR COMPANIES

<input type="checkbox"/>	A resource page with guides on refugee hiring, national studies and data demonstrating the business case for refugee employment and socioeconomic inclusion, along with examples of successful local business initiatives and practical tools to support their implementation/replication	UK Italy
<input type="checkbox"/>	FAQ section for employers, with clear answers on procedures and documentation requirements for refugee hiring	Cyprus
<input type="checkbox"/>	Dedicated page showcasing logos of businesses that support refugee hiring and inclusion	Cyprus
<input type="checkbox"/>	Guidance on inclusive hiring practices	UK

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rbeext@unhcr.org

www.unhcr.org/europe