

### **Some advice for Minorities and Immigrants!**

The White Australia Policy is not dead - it is part of everyday life for many job hunters. Although first and second generation immigrants account for more than 40 percent of the Australian population, the high unemployment rate for immigrants is a good indication that old habits and prejudices die hard.

Some recruitment consultants openly and bluntly admit that immigrants, mainly from South East Asia and India with the same qualifications as their Australian counterparts do not even have a look in at the moment. The employers select people with whom they feel they can relate, and in many cases a candidate's resume is dismissed because of the foreign sounding name.

Some employers realise that most migrants have good skills and a very high work ethic, and abuse that fact. Most migrants are keen to work hard and are committed to their jobs, which leaves them open to exploitation.

Before we look at the guerilla tactics that could be used to overcome these problems, let's define the criteria that make you a minority. At the first level two things are obvious. The colour of your skin and your accent. Your background comes next, with details such as your nationality, age, the schools and universities you attended, your family background etc. These are less important and can be concealed.

Increasing diversity in Australian society is often not reflected in the workforce of many Australian companies, this being partly caused by Human Resource managers implicitly seeking for individuals with the right "fit" and not so much seeking to actively diversify organisational cultures; increased wariness of foreigners in an increasingly multicultural environment; lack of experience in inter-cultural/cross-cultural communication (causing uncomfortable communication).

Large multinational companies and increasingly government, banks and public companies are hiring diversity managers to try to remedy this situation. At ACMA we become a culture coach to foreigners who do not know how their own cultural codes (for example modesty and hierarchical backgrounds) are perceived, and where their talents are best put to use in an unfamiliar society, and to HR managers to increase cross-cultural skills and awareness.

However there is still a long way to go in the Australian workforce so let ACMA manage your career transition by using.....

### **Guerilla Tactics!**

So what can be done about all this? Unfortunately it is very hard to change people's attitudes so the only possible tactic is, "If you can't beat them, join them". So here is what you should do.

- **Translate all your documents, diplomas, certificates and references into English and have them verified.**
- **Put a lot of effort into your Resume** which ACMA will do on your behalf to ensure that your presentation is at the highest standard and compliant with Australian requirements
- **Strictly follow the advice and direction** given by Associated Career Management Australia as they are experts in assisting migrants to find their first job in Australia, and **THIS EXPERTISE IS YOUR BEST CHANCE TO OBTAIN A POSITION QUICKLY!**