

YOUTH SYMPOSIUM REPORT

Tapping into our talents

Leading for our Future

Adelaide 2021



**We acknowledge the Indigenous peoples
of this land, the oldest continuing cultures
in human history, and take this opportunity
to move forward hand in hand.**

Australian Migrant Resource Centre

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The AMRC is assisted through the Commonwealth
Department of Home Affairs SETS. And the State
Department of the Premier and Cabinet

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Minister's Message

It is a great honour to be representing the Premier of South Australia today, the Honourable Steven Marshall MP, to convey his thanks to the organisers and his best wishes to all the participants at this great turn out. I would like to acknowledge Major Sumner AM, for his welcome to country earlier and for calling his ancestors and our ancestors to join us this morning and pay respect to the Indigenous peoples of this land and acknowledge their spiritual relationship with the country.

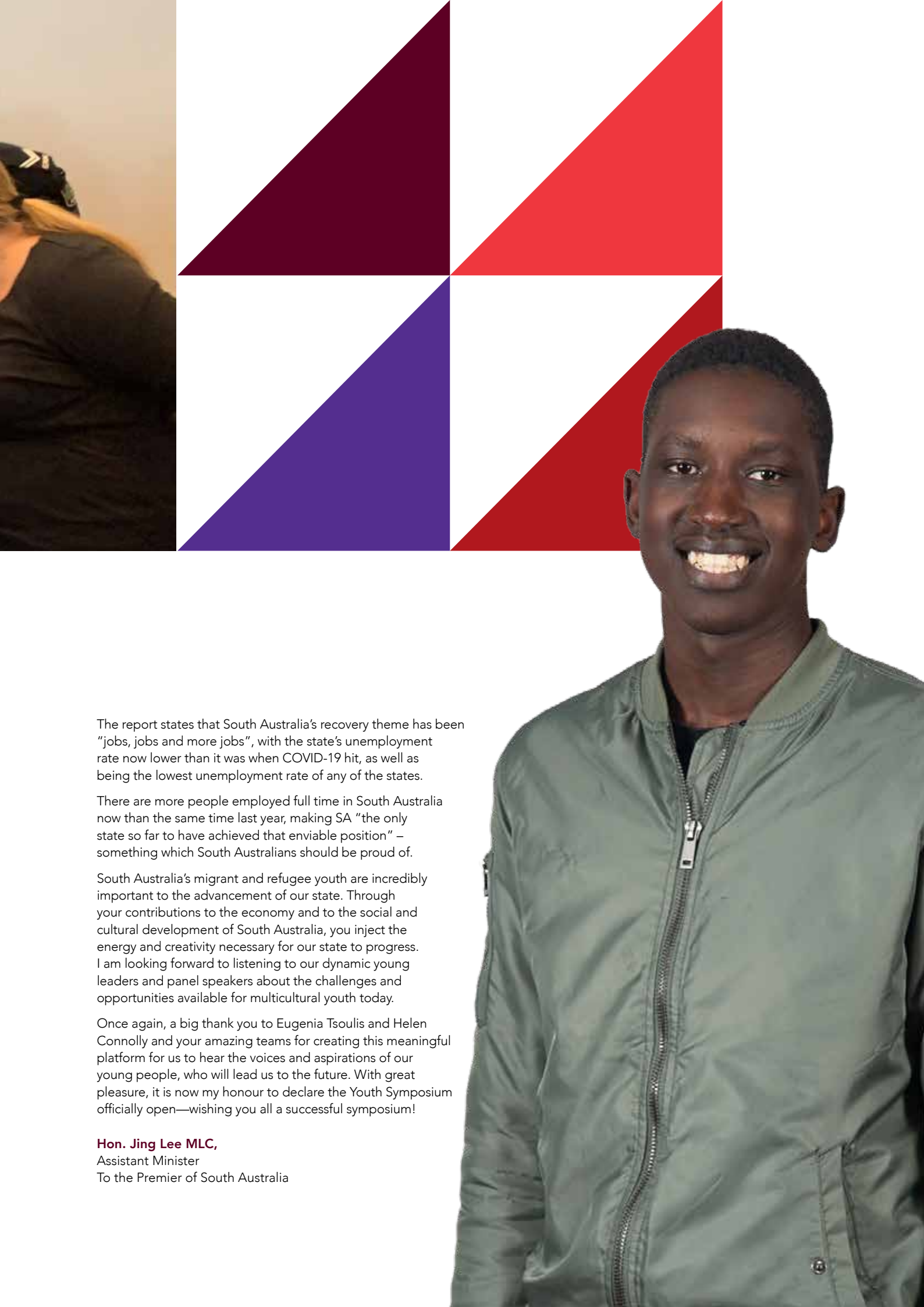
Congratulations and special thanks to Eugenia Tsoulis OAM, Chief Executive Officer of the Australian Migrant Resource Centre, the AMRC Board Members and the team for their hard work and preparation to convene such a successful Youth Symposium.

My thanks is also extended to Helen Connolly, South Australia's first Commissioner for Children and Young People who is a great advocate and supporter for all matters relating to young people.

It is an honour to be here with you again. I had the privilege of opening the first Leading for our Future symposium in October 2018, where more than 300 people gathered to begin a conversation about improving education and employment pathways for young people from refugee and migrant backgrounds, led by the AMRC and the Commissioner for Children and Young People.

Today's Youth Symposium continues that conversation, building on the excellent insights and suggestions that were highlighted at that first symposium. Once again, today's symposium captures the rich discussions among multicultural young people from refugee and migrant backgrounds, service providers, government agencies, industry groups, leading to some excellent insights into employment issues, barriers, opportunities and suggestions.

The latest Deloitte Access Economics Business Outlook report states that "South Australia has weathered the COVID storm remarkably well to date" – with low cases, businesses open and positive news on the jobs front.



The report states that South Australia's recovery theme has been "jobs, jobs and more jobs", with the state's unemployment rate now lower than it was when COVID-19 hit, as well as being the lowest unemployment rate of any of the states.

There are more people employed full time in South Australia now than the same time last year, making SA "the only state so far to have achieved that enviable position" – something which South Australians should be proud of.

South Australia's migrant and refugee youth are incredibly important to the advancement of our state. Through your contributions to the economy and to the social and cultural development of South Australia, you inject the energy and creativity necessary for our state to progress. I am looking forward to listening to our dynamic young leaders and panel speakers about the challenges and opportunities available for multicultural youth today.

Once again, a big thank you to Eugenia Tsoulis and Helen Connolly and your amazing teams for creating this meaningful platform for us to hear the voices and aspirations of our young people, who will lead us to the future. With great pleasure, it is now my honour to declare the Youth Symposium officially open—wishing you all a successful symposium!

Hon. Jing Lee MLC,
Assistant Minister
To the Premier of South Australia



Foreword

We are pleased to present the Tapping Into Our Talents: Leading for our Future Youth Symposium Report. This collaboration between the Australian Migrant Resource Centre and the South Australian Commissioner for Children and Young People has culminated in a series of events designed to hear directly from young people from refugee and migrant backgrounds on their experiences of accessing employment pathways, finding employment and, importantly, their suggested solutions for improving the process.



Both the Commissioner for Children and Young People and the Australian Migrant Resource Centre are committed to ensuring that critical policymakers, business leaders and service providers hear what young people say are the major barriers and solutions. In this symposium, we focused on what young people believe decision-makers at all levels could be doing to deliver tangible, practical outcomes for refugee and migrant young people.

During the symposium we provided young people with information on education and employment pathways from industry experts, highlighting the latest programs, trends and opportunities. We then heard from young people who shared their lived experiences. Finally, we asked young people to work together in small groups to design new projects aimed at "tapping into their talents" to overcome some of the critical barriers they face - such as targeting existing traineeships and apprenticeships to recognise the additional challenges that many face in accessing opportunities; expanding networks to access work experience; improving understanding of Australian workplaces; accessing employment readiness programs; and assisting employers to become more culturally capable.

The young people who attended the symposium have provided us with creative and innovative ideas - blueprints for bringing about real change. The challenge is for decision-makers to hear what refugee and migrant young people are saying and to collaboratively pilot these and other new and innovative activities across South Australia. By drawing on the strengths and expertise of our young people, we can deliver culturally appropriate supports and programs to ensure that young people can successfully transition from education to employment.

We thank all young people and other participants contributing to the Youth Symposium. We look forward to working together to build our collective capacity to support refugee and migrant young people to achieve their aspirations.

Helen Connolly

Commissioner for Children and Young People SA

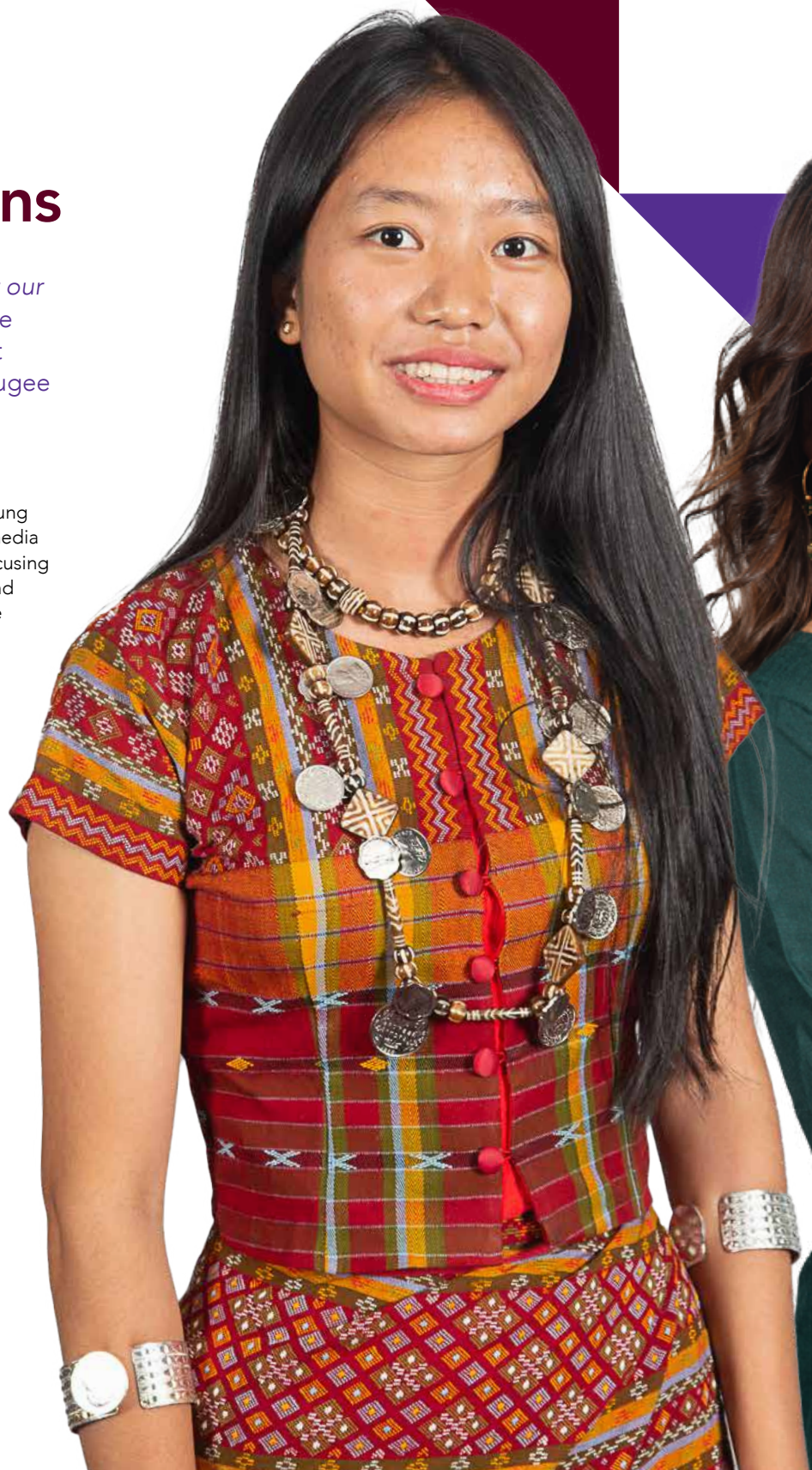
Eugenia Tsoulis OAM

Chief Executive Officer, Australian Migrant Resource Centre

Recommendations

The Tapping Into Our Talents: Leading for our Future Youth Symposium culminated in the following key recommendation to support employers in South Australia embrace refugee and migrant young people as talented, valuable assets to their business.

Department for Innovation and Skills, Business SA and key employer groups, work with a diverse group of young people from CALD communities to develop a social media campaign, to break down barriers to employment. Focusing on showcasing the special talents and skills refugee and migrant young people bring to the workplace, and the business benefits of culturally diverse workplaces.





Setting the Context

The Tapping Into Our Talents: Leading for our Future Youth Symposium built on the work begun at the first Leading for our Future Youth Symposium, held in October 2018. These symposia reflect a significant collaboration between the Commissioner for Children and Young People and the Australian Migrant Resource Centre.

These partners, and their commitment to hearing the voice of multicultural youth as future leaders, was reinforced by the number of young people who attended and actively contributed their views, opinions and recommendations throughout the symposia.

Tapping Into Our Talents brought together more than 200 people, including over 120 young people from a wide range of refugee and migrant backgrounds. This included representatives of the Afghan, Iraqi, Filipino, Bosnian, Syrian, Vietnamese, Nepali, Eritrean, Bhutanese, Hazara, Rwandan, Zambian, Colombian, Myanmar, Yazidi, Chinese, Liberian, Congolese, Indian, South Sudanese, Burundian, Karen, Guinean, Han and Venezuelan communities of South Australia.

Young people from refugee and migrant backgrounds face significant barriers to achieving rewarding, sustainable, long-term employment. Previous research has identified four key barriers hindering successful transition from education to employment for newly arrived young people:

- lack of critical networks, such as family and friends in employment
- limited vocational skills relevant to the Australian labour market
- limited work experience prior to arrival
- lack of familiarity with Australian workplaces (1)

The first CALD Youth Census Report found that 'migrant youth in South Australia

... performed below the national average with relatively lower levels of workforce participation for young people born in both CALD and refugee countries' (Hugo et al. 2014, p. 36). The report found that in South Australia 36.7% of CALD-born youth aged 18–24 years and 27% of refugee-born young people of this age are in full or part-time employment compared with 71.6% of Australian-born 18- to 24-year-olds (Hugo et al. 2014) (2).

This report documents the key challenges and barriers that young people from refugee and migrant backgrounds face in accessing employment, as well as highlighting the skills and talents these young people bring to South Australia. Tapping Into Our Talents builds on the outcomes of the previous symposia, focusing on providing young people from refugee and migrant backgrounds with the opportunity to create practical, innovative solutions to the barriers and challenges they face when entering and navigating the Australian workforce. The report highlights their ideas for addressing these issues and barriers, and demonstrates what can be achieved by "tapping into their talents".

Identifying and Overcoming Issues, Barriers and Challenges in the Workplace

The young people participating in the symposium took part in two roundtable discussion groups. In the first of these, each table of participants was asked to discuss a series of questions exploring the issues, barriers and challenges faced by young people from refugee and migrant backgrounds in the workplace, as well as some of the skills and talents they bring to the workplace.

The questions they discussed were:

- What stereotypes do employers have about refugee and migrant young people?
- What special talents and skills do refugee and migrant young people bring to the workplace?
- What are some funny things that happen to refugee and migrant young people in workplaces?

The stereotypes employers have about refugee and migrant young people

- We don't know the language (English) and /or the lifestyle
- We don't understand the workplace; safety and what we need to do
- We have no work experience, skills or education
- We have little no communication skills
- We are inexperienced, with no qualifications
- We don't understand Australian values, culture, ethics
- We are not smart enough – we have to work twice as hard to prove ourselves
- We need to improve ourselves
- We take longer to learn the job
- We will accept lower wages
- We don't fit into the system, and have no connections to help us or to refer to
- We are trouble makers
- We are lazy
- We have great skills to work in Aged Care, Disability, Childcare and Settlement sector
- We are resilient
- We are only good at sports
- They (employers) associate English proficiency with intelligence
- They assume everyone knows others from migrant backgrounds
- They won't be able to handle the outcome of hiring someone different
- Being judged for your name
- Discrimination, religious prejudice and Islamophobia – they judge us; make fun of our appearance, name, accent and language

- Each employee is meant to be a representative of their country
- Fear
- Token – to show diversity in the workplace
- Concern about past traumas
- Accent
- Gender
- "You must be Asian"
- Fear of conflict

The special talents and skills refugee and migrant young people bring to workplace

- We understand different languages, are multilingual
- We are good at problem solving and adaptability
- We take Initiative and create opportunities for ourselves
- We always wanting to improve and develop
- We are creative
- We are flexible
- We bring in new music and dance moves
- We are hardworking
- We have culture and cultural awareness
- We have interpersonal skills
- We have intellectual skills
- We have global knowledge
- We can communicate effectively
- We bring diversity
- We are helpful and empathetic
- We have previous qualifications
- We have a variety of experiences
- We have life experience and practical experience
- We are able to think differently and think outside the box
- We bring different languages, which in turn can brings more CALD people into the workplace
- We can fulfil different job requirements
- We can create new jobs

*"We take Initiative
and create
opportunities for
ourselves"*

**The funny things that happen to
refugee and migrant young people
in workplaces**

- One time when a worker was told to duck, he was looking up in the sky for ducks, not knowing "duck" was a warning
- Being misunderstood - language barriers and accents
- Being late - different working times, 9am to 5pm
- Differences in food – I had never drank coffee before
- Employees pay for food themselves here - my boss used to pay for my food in my country
- "Do you know Osama Bin Laden?"
- Not sitting with you on the bus and changing negative stereotypes
- Rude customers lead to awkward situations
- Difficulty using the self-service checkouts
- Sometimes two people from the same language or country group don't know they are from the same place
- "Do you have a shorter name?"
- Not understanding slang words

Other key issues raised

- Migrant and refugee young people want to contribute, but there are not many opportunities offered to them from the mainstream to do so
- Regional areas, in particular, have a lack of resources to support us
- There is a lack of networking opportunities



Exploring Solutions – Developing a “Pitch”

Having explored the barriers, challenges and stereotypes that young people from refugee and migrant backgrounds face, and discussed the skills and talents they bring to mitigate these things, young people worked in small groups to develop a project “pitch”, aimed at addressing one of the barriers or stereotypes they identified earlier, and/or developing and promoting one of skills and talents.

The small groups were given a template to use to develop their pitch, which explored the following issues:

- Who the project is aimed at
- What the project involves
- How the project will achieve its aims
- Why the project is needed

The following table provides a summary of the project pitches that were developed by the young people at the symposium.

What are you addressing?	What is your pitch?	Who is it targeted at?	How will you do it?	Why is it important?
Pitch 1				
Employers – educating them about migrants and refugees	To educate employers about migrants and refugees	Employers	<ul style="list-style-type: none"> • Events • Meet and greet • Cultural education courses • Employees to share stories at work places 	It is important so that stereotypes can be changed
Pitch 2				
	<ul style="list-style-type: none"> • Access for mainstream services • Provide more work • Listening to the migrants • Previous talents 	Government and service providers	Media and events	More support for refugee and migrant young people
Pitch 3				
Work experience	<ul style="list-style-type: none"> • Job opportunities • Networking • More work placements 	Government, workers, unions, employers	<ul style="list-style-type: none"> • Join volunteering organisations • Advocacy • Better access to education • Youth targeted activities 	<ul style="list-style-type: none"> • Boost economy • Self-fulfilment • Better sense of belonging
Pitch 4				
	Diversity and Inclusion	Employers Education (academic spaces)	Government support	People matter

What are you addressing?	What is your pitch?	Who is it targeted at?	How will you do it?	Why is it important?
Pitch 5				
Change perception/ views on being 'not smart enough'	We want to change the views on being seen as not smart enough, just because you come from a migrant or refugee background. Educate people about our skills and capabilities.	Employers	<ul style="list-style-type: none"> Social media Community events 	<ul style="list-style-type: none"> Help improve mental health Let individual talents shine (skills) Improve mental health, open up opportunities, raise confidence.
Pitch 6				
Language barriers in the work place	Language should not be a barrier to employment. Provide training across sectors.	Employers	<ul style="list-style-type: none"> News stories and social media campaigns. Regular posts with people from refugee and migrant backgrounds sharing their stories. 	Increases understanding, opportunities and experiences Increase equal opportunity
Pitch 7				
Inability to fit into the system	<ul style="list-style-type: none"> Stop stereotypes Educate about our talents and abilities 	Employers General population – Australian	Social media	<ul style="list-style-type: none"> Create flexibility Eradicate stereotypes Improve diversity
Pitch 8				
Being different	#Stopmissingout Embrace diversity, create growth (young people and business community)	Employers Government	<ul style="list-style-type: none"> Social media, since it spreads the fastest. Instagram page presenting the differences and celebrating them. Young people sharing their skills to attract employers. 	<ul style="list-style-type: none"> Break stereotype Equal job opportunities
Pitch 9				
The importance of diversity in the workplace	Diversity in the workplace	Companies / businesses	<ul style="list-style-type: none"> Social media Connection to audience More opportunities for refugees and migrants 	<ul style="list-style-type: none"> Cater to customers Expand others' cultural awareness Develop connections Increase sense of community



Presentations

Elizabeth Aguilera

Hola! Ladies and Gentlemen, my name is Elizabeth Aguilera. I am from Venezuela which is a country in the North of South America. Spanish is my first language but I can read, write and speak English. I left my country when I was 14 which by then was war-torn and politically unstable. I became a refugee in Trinidad and Tobago which is a Caribbean Island. I had to learn English which was the only language of communication. It was hard at first but with the positivity around me I embraced the language and with time I understood everything.

At my young age I did not get to study as a refugee, but had to find a way to survive without my family or anyone I knew around me. The first friends I made there became my family and through them I got the formula to live and survive. Every single day I worked hard to better my life and this taught me the tricks of life. I ended up working for the United Nation High Commissioner for Refugees (UNHCR), where I did my best and was chosen as the best in my group. Due to that I was shortlisted as the first person to be relocated to Australia as a refugee.

This gave me mixed feelings because I didn't know anything about Australia and feared to lose all the fortune that I had built and start a fresh. I finally made the decision to come to Australia. This was the longest journey of my life which took two days to get to Australia, this made me even more nervous. The long journey finally came to an end. As soon as I landed, I felt like it was a dream, to me Australia looked like a little heaven. Everything looked so beautiful, everyone sounded so lovely and thus from the first day I called Australia home. I have been here for 1 year and 5 months and can never look back on this God given opportunity. I am completing Year 11 at Thebarton Senior College. I kept busy during the holidays visiting friends and attended the Food Industry Training which I enjoyed so much.

Australia in itself feels like its own planet because of its diversification. I can't fully exhaust praising the fact that Australia is so lovely. I also take this opportunity to thank the organizations that took part in settling us as refugees because they played a bigger part to make me whom I am today. More particularly I want to thank AMRC for making me the proud woman I am today and for whom they are mentoring me to be, as we say in Spanish 'Mucho Gracias.' Thank you all for lending me your ears you can humbly have them back. Thank you all.

Ackim Mulumba

Hello everyone! It is such a pleasure to be among so many young people from different backgrounds. Though we came from different places, today, in this room, our differences are irrelevant. This is simply because we are here for a common goal – that is leading for our future. We the youth, are a great asset to any nation, and that's why they say youth is the hope of a nation's future. When I see young people put aside their differences, and come together for a good cause, I can confidently say that Australia has a great future. Although, to have a great future, we must prepare for it.

For me personally, I have been preparing for a great future in various ways, some of which include education and attending events like this. It is through these that I have managed to attain some of my life's greatest achievements.

In terms of education, my greatest achievement has been supporting fellow students excel in their education. When I arrived in Australia about 7 years ago, I was soon enrolled at Thebarton Senior College, where I completed my secondary studies. While at Thebarton, it saddened me to see many students struggling with their education, mostly because some could hardly speak or understand English, and others were new to the concept of education: they had never been to school prior to coming to Australia. So, you can imagine how difficult school must have been for them.

I decided to help those I believed needed extra support by offering free tuition, and other possible ways. When I graduated high school, I was a very happy person, not because of my graduation, but because of the messages of gratitude and appreciation that I received from people I helped. I continued doing this even in University, but it was at a great cost. In Uni, I was too focused on helping others succeed that I even forgot about my own education. I regret to say that in all the years I have been at Uni; I have only attended my class about 25 times or less because I was busy helping others. So, being able to graduate despite such a low attendance, I consider myself very lucky and see this as a very big achievement even if it will not be with the kind of grades I would have loved to graduate with. But what is even greater, is that my sacrifice was acknowledged by those that received my support. And as my mom once told me, if you help one person succeed in this life, you have not lived your life in vain, and that's why I consider this to be one of my greatest achievements.

As mentioned earlier, some of my achievements have come through my attendance at events like this. Well, for a long time I stopped attending government-related events because I was of the view that governments only provided lip services – they make promises, but never back them up with actions. For instance, some government bodies make consultation after consultation, asking about challenges and ways to help young people, but their consultation never resulted in anything. So, I thought it was a waste of time taking part in things that never brought about positive change. But then I realised that I didn't have to rely on them to bring about change. Thus, I resumed my civic participation, starting with involvements with Rotary international, through which I learnt valuable life and leadership skills. Then I was voted as a leader of young people in my community to try and help bring some positive change. Then at one of the community events, I was so lucky to sit on the same table with very important people such as Eugenia, the CEO of AMRC, who has also been a big inspiration to me in so many ways.

Soon after that event, I received a job offer from the AMRC, and I did not hesitate to take the offer, even if I never saw myself working in this area. I am so glad I took it, because through this job I have learnt a lot of valuable lessons through the stories of people I meet in the line of work. One touchy story is of an individual who held a very high office before coming to Australia. And life was very good for them, until one day when they started hearing gunshots, and everything has changed since then. The individual told me that you never know where life will take you, and today I am telling you to take all your chances while you can. If an opportunity comes your way, take it because you never know where it will take you. For me, I took an opportunity to be an active member of the community, and because of that I am able to make a difference in the lives of many. And when you hear of an event, don't hesitate, come and network, and maybe you will be telling a similar story someday.

Zahra Bayani

Thank you. To say that I am grateful, humbled and proud to be part of today's symposium is an understatement. Never in my wildest dreams I thought that I would make it to the other side of the world and have the opportunity to pursue tertiary education. It's an honour to be standing up here today and being a proud girl that stood up every time life knocked me down and keep persisting and working hard towards my dream. As you may know or have heard, my motherland has been in war and conflict for decades which resulted in massive refugee of my countrymen and countrywomen to different parts of the globe. My parents fled for the neighbouring country of Iran. I was born and raised in Esfahan.

Looking back to my younger days in Iran I was an active leader and individual like I am today. However, there was no hope of making it to the bigger world. On a daily basis my family and I faced racism, discrimination, harassment and were constantly bullied for being Afghan.

Even to this day, sometimes when I think of the past it makes me fearful of the future, because some people look past me or judge me because of my appearance not my abilities.

I am the second eldest child but the oldest daughter. In Iran I was studying fulltime, taking care of my newborn siblings, doing all the housework and was still the top student in the school. I also used to tutor my siblings and neighbours' children with their schoolwork. From a very young age my parents taught me lessons of resilience, gratitude and hard work.

Upon completing year 12 in Iran there was no hope of going to university, even though I achieved top marks for university entrance exams. There were key reasons - firstly because I was Afghan and did not have proper documentation, and secondly tuition fee was not affordable and Afghans had to pay double or triple the amount compared to an Iranian.


However, things were to change forever when I found out that UNHCR had granted us a visa to migrate to Australia, the land of hope and opportunities. Exactly 4 years ago today! A 20 year old girl with big dreams, desire and passion boarded planes towards a new life and new chapter in Australia. Arriving at the airport I could see a clean whiteboard, and I could write down whatever I wanted on it.

Soon after our arrival a 20 years old girl with no English but a strong mindset and powerful desire was enrolled at TSC. To be frank, the first few months of settlement were the hardest. Due to language barriers communication was extremely tough and challenging. Since I was the second eldest and most responsible child I had to deal with the paper work and organising appointments for my parents and siblings. Indeed, Australia is the land of paperwork too, haha. From the start I wanted to be a role model for my siblings and the wider Afghan and Australian community.

I knew one thing for sure and that was to make the most opportunities that came my way. I completed the NAP program and transitioned well into year 11 and 12. Upon completing year 12 I was awarded the Highly Commended Student Citizenship Award, Caltex Best All Rounder Student Award and College Distinction Award with an ATAR of 99.3. This was no easy. I sacrificed so much time and stayed long nights to achieve this. Now the hope of going to university was within distance and I could see it.

I am now in the second year of Bachelor of Physiotherapy at Uni-SA. I am the only Muslim and Afghan girl in the program and sometimes I do not feel included. But, but, I wish that one day through education we can change the world for the better by understanding one another and accepting each other the way we are. We all come from different walks of life and bring unique skills and knowledge and it is our differences that make us unique.

Since arrival I was involved with extra-curricular activities. I joined Rotaract and went on to become the President of the club at the College. I did this to improve mainly my English but also leadership skills. I went to RYLA (global recognised leadership camp) and went on to become team leader and assistant coordinator and now I am their operation officer. Last year I was awarded Minister of Education's Award of Leadership in Languages and Cultures. I had the opportunity to interview Senator Penny Wong and be interviewed by her for the 2020 Global Peace Conference. I am the recipient of the 2021 Young Citizen of the Year of City of Salisbury for my community leadership and involvement.



I cannot express my gratitude enough towards TSC's principal and staff, who immensely supported me in any way they could. They are always there if any student needs assistance finding a job or a place to rent. I was feeling included and the college and staff is the main reason that my first 3 years in Australia have been great. TSC has great development programs for new arrivals.

I am a carer for my parents and a casual employee at the Migration Museum and do volunteering for different organizations in my spare time. It wasn't easy to find a job, being through multiple interviews, I finally got the job at Migration Museum, before applying I was their ambassador for few months and when they saw my potentials they helped me gain employment there. I would say networking is important but it depends on whom you are networking with.

Upon completing my degree, I hope that one day I can find the job. I still have the fear of rejection in my future career because I've seen how difficult it's to find the job that you're qualified for if don't have a strong network, experience, a good resume or are not Aussie. I see lots of my qualified friends having no luck in finding a job and it makes me fearful of the future.

I want to say to all the hiring managers to not reject candidates because they don't have any experience - give them opportunity so they can develop skills with your guidance. Be the bridge for them to develop so they can become the bridge for someone else. More experience does not guarantee hard worker or better fit either.

Sometimes a candidate with no experience who is grateful for the opportunity will be the better fit because of their will and hunger to learn and develop. All they need is a chance to prove them and grow. They will be the best assets for your company. So be a leader that creates leaders not a follower. Thank you once again for having me here.

Speaker Biographies

Honourable Jing Lee MLC

*Member of the Legislative Council
in the South Australian Parliament
Assistant Minister to the Premier*

Jing made history in 2010 for changing the political landscape of South Australia for being the first Malaysian born Chinese migrant to be elected to State Parliament. Since 2010, Jing has been entrusted with a number of key portfolios, which included small business, education, trade and investments and multicultural affairs. She currently holds an important position within the new Marshall Liberal Government as the Assistant Minister to the Premier of South Australia. Jing arrived in Adelaide with her family in 1979 and is a proud South Australian that values her rich cultural heritage.

For over 30 years, Jing has volunteered her time and effort to helping others. She is a strong campaigner for small business, exporters and multicultural communities. Prior to entering Parliament, Jing was a successful business woman with over 20 years of management and international trade experience. Jing has held many senior management roles across the private and public sectors and worked successfully in Australia, Malaysia, Singapore, Hong Kong and China. Jing also serves as a Justice of the Peace (JP) for South Australia and plays a significant role in building community capacities.

Helen Connolly

*Commissioner for Children
and Young People SA*

Helen Connolly became South Australia's first Commissioner for Children and Young People in April 2017. The position was established under the Children and Young People (Oversight and Advocacy Bodies) Act 2016. The Commissioner promotes and advocates for the rights, development and wellbeing of all children and young people in South Australia, with a special focus to engage with and listen to children who aren't usually heard. Helen has 30 years' experience as a leader in human services. She is a long-time advocate for building respectful partnerships with Aboriginal and Torres Strait Islander people, newly arrived refugees and migrants, communities and organisations. Throughout her career, Helen has taken an active advocacy role on the main policy issues that impact on the wellbeing of Australian families and children, with a strong focus on early intervention and prevention strategies, including humanitarian settlement and asylum seeker support.

Eugenia Tsoulis OAM

*Chief Executive Officer, Australian
Migrant Resource Centre (AMRC)*

Eugenia has over 40 years of work experience across a number of sectors focusing on multicultural policy research and review, leadership management, including in mental health, education, the arts, and employment and training. As Director of the Migrant Workers Centre, her work furthered Migrant Women and young people's employment.

Over the past 20 years, Eugenia has overseen the expanding work of the AMRC, ensuring its critical leadership position in furthering South Australia's multicultural future through social, cultural and economic development. She was awarded the Order of Australia for services to multiculturalism and the arts in 1994, the ZONTA Woman of the Year Award in 2007 and the Governor's Multicultural Award: Individual Achiever of the Year in 2012. Eugenia was a founding member of the Settlement Council of Australia and is a current board member. She has contributed as member and chair to a considerable number of commonwealth and state boards, and advisory committees. Eugenia was privileged to receive from her peers, the inaugural Harmony Alliance Award in 2017 for lifelong achievement in empowering and supporting migrant and refugee women. She was also named on the 2017 South Australian Women's Honour Roll.

Marwa Shabbar

Marwa was born in Iraq and she came to Australia as a refugee in 2001. She was a volunteer then an employee then a Board Member of the Australian Migrant Resource Centre. She was the President of the Multicultural Youth Link of South Australia for several years. Marwa is a strong advocate for refugee and migrant youth and have participated in many local, national and international events promoting social inclusion for migrant and refugee youth. Marwa was a lawyer and migration agent in South Australia for seven years before joining the Red Cross Movement. She currently works as a Delegate for the International Committee of the Red Cross, soon to be deployed to Afghanistan.

Elizabeth Sarai Aguilera Aguilera

Elizabeth was born in Venezuela and arrived in Australia through the Humanitarian Program in 2019. She is completing Year 11 at Thebarton Senior College where she learned to confidently speak English. She gained a traineeship position at the AMRC among 50 other applicants. She is a dedicated community worker and had demonstrated brilliant liaison with other new arrival Latin Americans. She stated that she is shy but amazingly, has got together with a number of women to provide us a Latino dance today.

Ackim Mulumba

Ackim is the President of the Congolese Youth in South Australia. He arrived in 2013 with a family who were close family friends back in Africa. He has consistently pursued his studies with diligence and determination and recently completed a Bachelor degree in Sociology. He will complete a Bachelor of Law Honours by the end this year. He has a got a heart and soul in working with people of refugee and migrant background, especially young people.

Zahra Bayani

Zahra was the 2020 recipient of South Australian Minister of Education's Award of Leadership in Languages and Cultures. She is the 2021 Young Citizen of the Year for City of Salisbury, which will be presented to her at Australia Day in few days. Zahra was born and raised in Esfahan, Iran. She arrived in Australia at 2017 with no grasp of English.

Soon after, she was enrolled at Thebarton Senior College to learn English and transition into year 11 and 12. Upon completing year 12 Zahra was awarded the Highly Commended Student Citizenship Award, Caltex Best All Rounder Student Award and College Distinction Award with an outstanding ATAR of 99.30. She has reached amazing milestones in just 4 years of arrival. Zahra has done this by joining Rotaract then going onto become the club President, mentor and school leader for her fellow students. Zahra is in her second year of Bachelor of Physiotherapy (Honours) at Uni-SA.

Zahra currently works at the Migration Museum. In her spare time, she volunteers as a First Aider with St John Ambulance and is an operation officer for Ryla, a Mentor for Spire Coaching and Receptionist at Australian Refugee Association. She is also a member of the Salisbury Rotaract club and the Secretary for the Afghan Student Club at Uni-SA.

Isaac Hannam

Isaac is a proud Kurna and Ngarrindjeri man, who, through learning and practicing culture, is aiming to restore and integrate it as part of everyday life. Isaac has personally performed for Jason Mamoa, Scott Morrison, and for an international audience, including members of the royal family, at the Commonwealth Games. Isaac has a passion to facilitate healing within his community via promoting mental health wellbeing after completing an Aboriginal and Torres Strait Islander traineeship program through headspace. Isaac has been playing didgeridoo for more than five years and now performs with the Kuma Kaaru dance group. Kuma Kaaru, which translates to 'one blood', was started by Jack Buckskin with the aim of sharing culture and stories through dance and other cultural workshops. Kuma Kaaru has also been given the opportunity to showcase dance, language and culture internationally, having been invited to perform and speak in a number of countries, including India, Nauru, Canada and Austria.

Major Sumner

Major Sumner AM is a world renowned performer and cultural ambassador of Ngarrindjeri arts, crafts, martial arts and traditional culture. His work spans performance, traditional dance and song, cultural advice, and arts and crafts, such as wood carving, and martial arts techniques using his handcrafted traditional shields, clubs, boomerangs and spears. He is a strong supporter of innovative art and has featured in many media productions and cultural collaborations.

Major Sumner lives and works in Adelaide and Camp Coorong, South Australia. He serves as a Ngarrindjeri Regional Authority board member, as a board member of Black Dance Australia, and as the artistic director of the Tal Kin Jeri dance group. His company performs regularly at festivals, events and community celebrations. He has also recently entered politics as a candidate for The Greens.

Alicia Nowak

*Department of Education,
Skills and Employment*

Alicia is an Aboriginal woman of Kuyani and Arrernte descent, with strong links to the Upper Spencer Gulf and West Coast of South Australia. Alicia has been working within the Australian Public Service for over 10 years within employment programs, stakeholder engagement, policy and program development areas. Alicia has expertise in community engagement, relationship development, executive administration, and culturally appropriate consultation practice.

Working previously within State Government, Community Controlled and not-for-profit sectors, Alicia has excellent knowledge of the various programs to assist disadvantaged cohorts. Committed to community engagement practices, Alicia is passionate about developing and maintaining strong relationships with agencies to facilitate effective collaboration across government and non-government agencies to provide place-based solutions for community.

Adrian Phillips

Department of Innovation and Skills

Adrian started his career as a trainee in the State Government in 2006 studying a Certificate III in Business while administering the Government's Youth Traineeship Program. Over the last 15 years, Adrian has supported South Australians to access Vocational training and enter the workforce through traineeships and employment preparation programs. Adrian has worked on the Governor's Aboriginal Employment Industry Clusters assisting Industry to grow their Aboriginal workforce and build their cultural competence. Most recently, Adrian has supported the Skilling South Australia program which is increasing the opportunities for South Australians to undertake traineeships and apprenticeships.

Hilary Ashworth

*Australian Apprenticeship
Providers Network (MEGT)*

A vocational education and training expert who is passionate about assisting people in finding their chosen careers. Hilary has had over 25 years' experience within the South Australian training sector and before that was involved in training within QLD. She has recently joined the MEGT team and is knowledgeable in the positive ways in which Apprenticeships and Traineeships can empower people from all walks in life.

Stephen Russell

*Australian Apprenticeship Providers
Network (MEGT)*

A Psychology graduate who has volunteered with Lifeline Australia, conducted research with the Centre of Traumatic Stress studies and also holds a Certificate IV in Youth Work. Stephen has been with MEGT for the past year working as a Mentor. Stephen specifically supports apprentices, trainees and employers in understanding Australia's Apprenticeship system. He is highly skilled in assisting people in resolving issues that interfere with an apprentice's ability to complete their learning journey. Examples of things that Stephen and his colleague can assist with include relationship issues at work, training difficulties, mental health concerns, language literacy and numeracy challenges, disability and financial hardship.

Katy Dolman

University of Adelaide

Katy Dolman is the Manager, Internships in the Division for Student and Academic Engagement at the University of Adelaide. In this role she is working to coordinate the way the University engages with external stakeholders to increase the opportunities available for students to gain real-world experience during their degree.

Katy is passionate about the transformative nature of higher education - for individuals and for society. She has over 15 years' experience in the higher education sector, demonstrating an ongoing commitment to improve the university experience and outcomes for students from undergraduate through to the PhD.

Kara Prichard

*Australian Apprenticeship
Providers Network (MAS National)*

Kara has worked in the Vocational Education and Training (VET) Industry for 17 years, after completing a traineeship herself with a Group Training Organisation, which was where she found her passion for apprenticeships and traineeships.

Kara's role is to work with employers to future proof their business by creating workforce development solutions while maximising funding opportunities available at both a State and Federal level. Kara and her team also work with individuals to find pathways that lead to workforce participation and upskilling. MAS National seek to develop strong relationships with stakeholders, resulting in long term impact on the businesses and individuals they work with.

Program

9.00am	Registration & COVID-19 instructions
9:45am	Warm-up games: Getting to know each other Helen Connolly, Commissioner for Children and Young People SA
10.10am	Welcome and introduction MC: Elizabeth Ho OAM
10.15am	Welcome to Country Major Sumner & Talkinjeri Performance Group
10.20am	Launch of Youth Symposium The Hon Jing Lee MLC, representing the Premier The Hon Steven Marshall MP
10.30am	Panel speakers: Tapping into our talents MC: Helen Connolly, Commissioner for Children and Young People SA Speakers: 1. Ms Alicia Nowak - Department of Education, Skills and Employment 2. Mr Adrian Phillips - Department of Innovation and Skills 3. Ms Hilary Ashworth - Australian Apprenticeship Providers Network 4. Ms Katy Dolman - University of Adelaide 5. Ms Tracey Stone - Representative of Industry
11.20am	Break
11:35am	Youth Panel: Sharing our achievements MC: Marwa Shabbar Speakers: 1. Elizabeth Aguilera 2. Ackim Mulumba 3. Zahra Bayani 4. Isaac Hannam, with didgeridoo
12.00pm	Lunch
1.00pm	2020 Young Migrant Achievers Awards Presented by: Helen Connolly, Commissioner for Children and Young People SA On behalf of the Australian Chinese Medical Association SA Foundation
1.15pm	Performance: Members of the Chin Youth Choir
1.20pm	Interactive activity MC: Helen Connolly, Commissioner for Children and Young People SA
1.30pm	Introduction to the Youth Roundtables Helen Connolly, Commissioner for Children and Young People SA
1:35pm	Roundtable: Tapping into the talents of young people from refugee and migrant backgrounds
2:20pm	Performance: Cultural performance by Burundi dancer, Muhoza Beni Poppin
2.25pm	Prize Draw Cynthia Caird
2.30pm	Video: Skills in action
2.35pm	Summary report Youth Roundtables: discussions and recommendations Helen Connolly, Commissioner for Children and Young People SA
2.45pm	Closing Remarks Eugenia Tsoulis OAM
2.50pm	Audio-visual presentation of event MC: Helen Connolly, Commissioner for Children and Young People SA
3.00pm	Closing Performance: Latino dance

Delegates

Abduisamie Kanawati	Syrian Community	Jonathan Koroma	Guinean Community
Abdulrahman Almasmom		Joseph Sangu	African Community
Ahmad Ibrahim Al Abboud	Syrian Community	Juan Araned Acosta	Colombian Community
Ahmed Zandanin	Yazidi Community	Julia Valino	Filipino Community
AjitaMajhi		Kaz Bahmanzadah	Afghan Community
Alaa Fanaharh		Lal Chuam	Mawoi
Alissar Aleid	Syrian Community	Mahmoud Ibrahim Al Abboud	Syrian Community
Amira Kenaan	Syrian Community	Marial Mabok Deng Marial	South Sudanese Community
Amul Baneen Hussaini	Afghan Community	Maryam Moradpoor	Iranian Community
Anna Sung		Mastora Ataie	Afghan Community
Arash Jafari	Afghan Community	Mays Haris	Iraqi Community
Arati Bishwokarma	Nepali Community	Mina Haris	Iraqi Community
Arbin Chhetri	Asian Community	Mirza Najafi	Afghan Community
Aya Bittar	Syrian Community	Mohammad Ibrahim Al Abboud	Syrian Community
Baker Shanwan	Syrian Community	Moiez Sharifi	Hazara Community
Bawi Chin Tial	Myanmar Community	Moo Ku Paw	Karen Community
Bec Enok Riak Banok	South Sudanese Community	Moo Sala Win Shwe	Karen Community
Bikram Bhattarai	Nepali Community	Mozamel Sharifi	Hazara Community
Cherrobin Cung	Myanmar Community	Muhammad Mehdi	Afghan Community
Coby Juma Surbub	South Sudanese Community	Muhoza Beni	Burundian Community
Dejen Yemane Yeabiyo	Eritrean Community	Muna Khatiwada	Bhutanese Community
Denis Yengi	South Sudanese Community	Ni Hup Cem	
Divine Mukunde	Congolese Community	Ni Sui Cin	Myanmar Community
Elizabeth Aguilera	Venezuelan Community	Niran Alghizzi	Iraqi Community
Emily Teoh	Han Chinese Community	Nyiel Dhal	South Sudanese Community
Ernesto Ramos Salcedo		Om Kafley	Bhutanese Community
Esther Celestine	Burundian Community	Palak Sharma	Indian Community
Ewaz Ali Sharifi	Hazara Community	Prince Komano	Liberian Community
Falguni Baskaran Vanniar	Indian Community	Promith Thapa	Bhutanese Community
Fatima Salihi	Afghan Community	Rafiki Dieumerici	Congolese Community
Ferial Alsharee	Syrian Community	Raghad Alrahmo	Syrian Community
Fille Ziraje	Congolese Community	Raghad Dib	Syrian Community
Florence Sui Hlawn Par	Myanmar Community	Ram Lian Chan Chin	Myanmar Community
Gina Ahmad		Rawan Alrahmo	Syrian Community
Hakima Hazara	Afghan Community	Rogers Fomba	Liberian Community
Hanan Shanwan	Syrian Community	Ruping Ling	Chinese Community
Iman Abdal	Iranian Community	Safwat Seerwan Bashar Awsee	Yazidi Community
Ishani Sood	Indian Community	Sai Men Zing	Myanmar Community
Jamuna Tamang	Bhutanese Nepali Community	Sajed Faizi	Afghan Community
Jawid Hussain	Afghan Community	Sara Restrepo	Colombian Community
Jeevan Devika Rai	Nepali Community	Sara Acosta	
Job Luhembo Zahinda	Congolese Community	Selemani Mdereyimana	
John Mwamba	Congolese Community	Sema Jafari	

Shakila Orozgani		Adrian Phillips	Government of SA, Department for Innovation and Skills
Shokira Ataie	Afghan Community	Muhoza Benni Poppin	Performer
Shawn Mbewe	Zambian Community	Kara Prichard	Mas National
Shazra Jafari		Stephen Russel	MEGT
Shikofa Anguri	Afghan Community	Marwa	Shabbar
Sondos Kenaan	Syrian Community	Jayne Stinson MP	South Australian Labor Party
Tila Rimal	Nepali Community	Tracey Stone	Mas National
Toga Ahmad		Major Sumner & Talkinjeri	
Tongdochiro Kranti	Rai Nepali Community	Performance Group	Performance Group
Trinity Hong	Vietnamese Community	Akimu Mulumba	Kabeya
Trishna Subba	Bhutanese Community	Amela Chandra	Bosnian Community of SA
Waheda Ibrahim		Amelia Ranger	
Wissam Alfarhan	Syrian Community	Anna Amirkhan	
Yasin Hassanyar	Afghan Community	Bao Luo	Chinese Community of SA
Yodit Yemane Yeabiyo	Eritrean Community	Cat Barron	
Yues Mugiraneza	Rwandan Community	Cynthia Caird	Filipino Community of SA
Zabiulla Anwari	Afghan Community	Dante McDonald	
Zahra Zahra	Hazara Community	Denise Mercader	
Zahra Gharjestani	Afghan Community	Elizabeth Aguilera	Colombian Community of SA
Christine Baulderstone	SAPOL	Eva Manatakis	
Claire de Ross	SAPOL	Farzana Ahmadi	Afghan Community of SA
Peter Habel	Jobs Café	Frances Kirby	Bordertown and Naracoorte MRC
Bryan Hughes	Aus Ref	Hiba Al-Alwani	Syrian Community SA
Julia O'Callaghan	SAPOL	Ibrahim Nowrozi	Afghan Community of SA
Danny Pettas	Maxima	Jamila Ahmadi	Afghan Community of SA
Maddie Sare	Working Women's Centre	Keith Preston	Australian Migrant Resource Centre
Snjezana Bilic	University of South Australia	Michelle Dieu	
Manasavi Muthukrishnan	University of Adelaide	Nicola Moore	Commissioner for Children and Young People
Hilary Ashworth	MEGT	Sara Al-Kufish	Iraqi Community of SA
Stacey Carter	Australian Government Department of Education, Skills and Employment	Sunshine Carumba	Filipino Community of SA
Helen Connolly	Commissioner for Children and Young People SA	Van Bawi Tinhlawng	
Katy Dolman	University of Adelaide	Eugenia Tsoulis OAM	Australian Migrant Resource Centre
Isaac Hannam		Alex Parken	Australian Migrant Resource Centre
Elizabeth Ho OAM		Mirsia Bunjaku	
The Hon Jing Lee MLC	Assistant Minister to the Premier, Parliament of South Australia	Andrew Hill	
Alicia Nowak	Australian Government Department of Education, Skills and Employment	Yianni Hill	We're Open
Grace Paterson	Office of The Honourable Jing Lee, MLC	Matti Spellacy	Australian Migrant Resource Centre



Commissioner
for Children &
Young People



AMRC

Australian Migrant Resource Centre