



Amcor Flexibles **North America**

# Refugee Employment Program

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Today, over 80 million people have been forced to flee their homes...

Tomorrow, that number will have grown by more than 37,000 more



world relief®  



 **Refugee  
Employment**

## **Benefits**

- Workforce diversification
- Improved retention
- Increased referrals
- Fiscally responsible
- Good for humanity



# Recruitment

- Held “Interview Day”
- Included a plant tour
- Talk through expectations and what it’s like “Being Amcor”
- Opportunity to bring in large groups at a time, leading to a sense of belonging within their own community

# Onboarding

## Pre-employment process:

- On-site, rapid drug screening
- On-site, pre-employment physical
- Four-hour on-site session to complete pre-employment documents and attend a *Hopes and Fears* session



# Onboarding

## Training:

- One-week classroom orientation
- Three week *on-the-job* training program
- Cultural training for existing workforce and leadership team



# Manufacturing Readiness

## Career EXCELeRate

- Newcomers gaining new skills(US culture + manufacturing)!
- Partnership with FVTC, Rawhide, World Relief, and employers
- 8-week program

*From 2022 to 2024...*



## Lessons Learned:

- Hopes and fears session - Education
- Leverageable resources: *world relief, Tent Partnership for refugees, UW-Platteville, Fox Valley Tech, Forward Services, ethnic advocacy groups*
- Proactive education: equity vs. equality
- Patience and compassion





# Equity vs. Equality



Introduced the concept of **equity vs. equality** to our workforce

Doubts and concerns vanished the moment the allies were released to work on the production floor.



There aren't too many opportunities in your career where **doing the right thing for humanity and doing what's best for the business intersect...**

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# QUESTIONS

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