

Diversifying your workforce: Recruiting skilled refugees into engineering

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Who is a refugee?

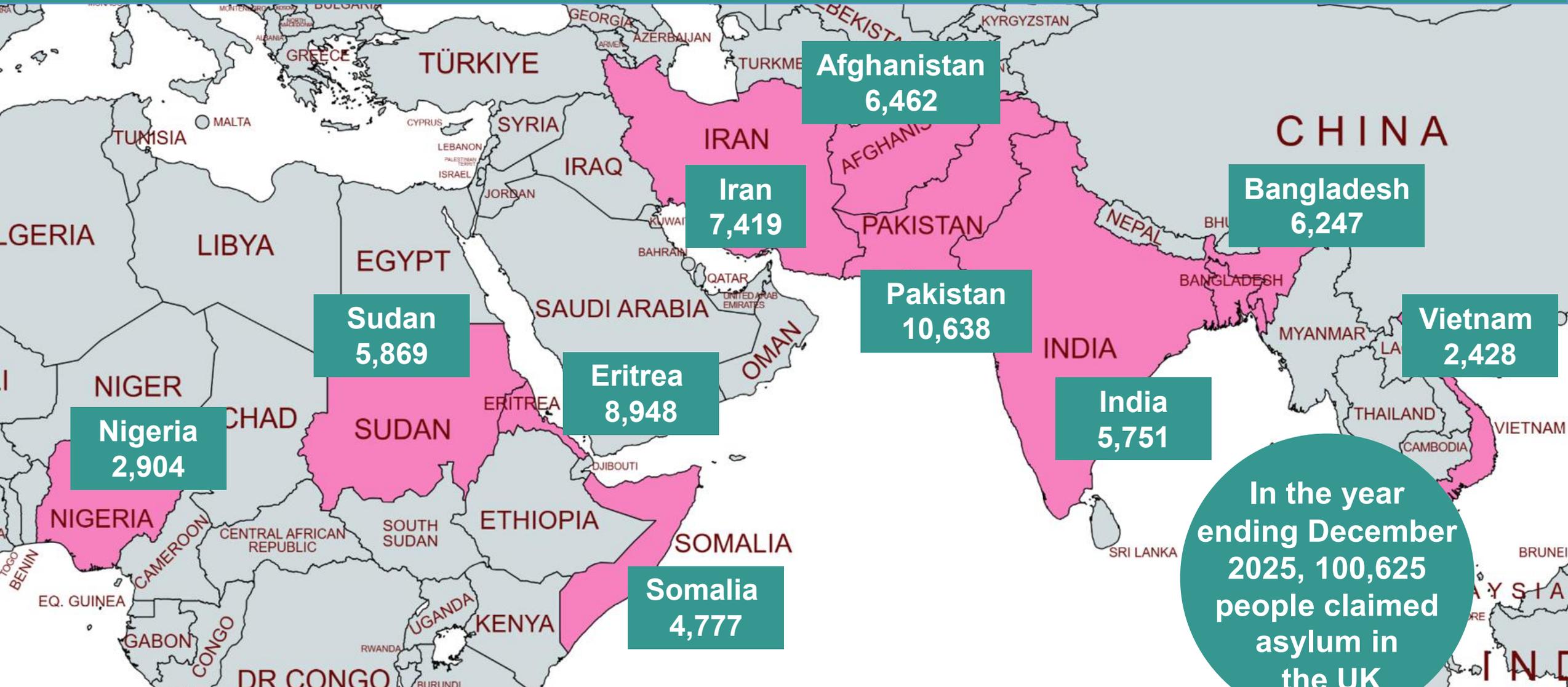
“Someone who is unable or unwilling to return to their country of origin owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion.”

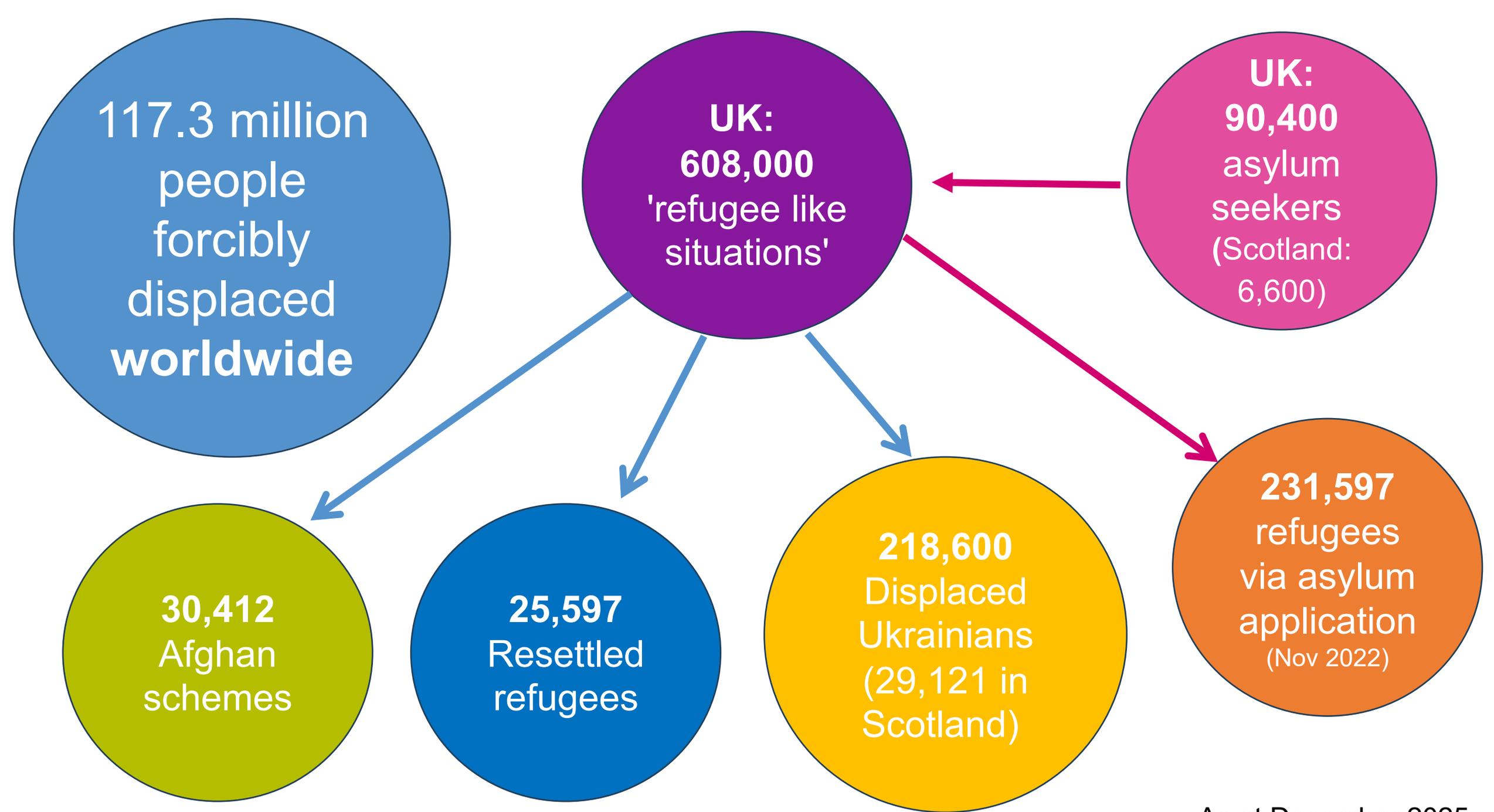
(The 1951 Refugee Convention)



Where are most people fleeing from?

UK asylum data (year ending December 2025)





As at December 2025

Do asylum seekers and refugees have the right to work?

People with refugee status

- Access to welfare rights and benefits
- Full access to further education and higher education - treated as home student from day one
- Full access to employment market (except if nationality eligibility applies)
- Apply for apprenticeships

How to check a refugees right to work?

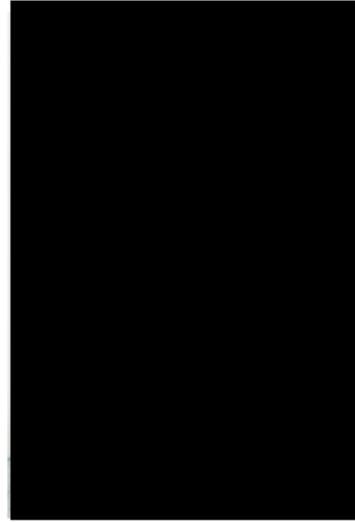
How to check a refugee's right to work?



Home Office

- Employers request 'Right to Work' share code and date of birth from applicant (share code starts with 'W')
- **Employers** enters share code and DOB to [Check a job applicant's right to work](#)

Employers viewing job applicants right to work



They have the right to work in the UK from 2 January 2025. They have the right to work in the UK until 1 January 2030.

Conditions

They can work in any job.



scottish
refugee
council

They have the right to work in the UK from 2 January 2025. They have the right to work in the UK until 1 January 2030.

Conditions:
They can work in any job

If you employ this person

To [avoid a penalty](#), you must:

- check this looks like the person you meet face to face or by video call
- keep a secure copy of this online check (either electronically or in hard copy), for the duration of the employment and for 2 years after

You must do this check again when their permission to be in the UK expires on 1 January 2030.

Read the [employers' code of practice](#) to find out more about right to work checks.

You cannot accept a job applicant's biometric residence card, biometric residence permit, or Frontier Worker permit as proof of their right to work. Ask them for a share code instead.

Details of check

Company name

Scottish Refugee Council

Date of check

19 March 2026

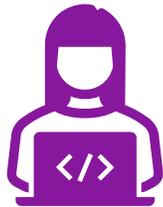
Reference number

WE-L5Z7973-GK

Refugees skills and experience



Engineering
(civil,
mechanical,
electrical)



Admin



Finance



Customer
service &
hospitality



Health &
social care



IT:
computing/
cyber/
software

Benefits recruiting refugees (feedback from employers)



Fill skills gap



High levels of
commitment and
overall increased
team productivity



Diversified &
inclusive
workforce



New perspectives
and ideas leading
to increased
learning within
workforce



High levels of
staff retention



Attract new groups
of customers

Challenges refugees experience when looking for work

Recognition of
qualifications /
Access to certificate

Lack of UK
experience

UK's recruitment
process

UK's working
culture

Low levels of
English, or
understanding
Scottish

Overseas criminal
record check

Areas of consideration to create an inclusive opportunity

Review job descriptions & recruitment processes

Advertise opportunities through SRC's employability newsletter

Offer an opportunity for refugees to learn about you – information session

Offer paid work experience or shadowing opportunities

Mentor a refugee

How we can help employers...

Promote job
opportunities via our
monthly newsletter

Deliver refugee
awareness session
to recruiting
managers, HR and
mentors

Pre-screening
and shortlisting
of candidates

Deliver employability
training to prepare
candidates for your
recruitment process

Provide right to work
guidance and
support with
onboarding

**Need more
information,
clarification or
have any
questions?**

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**If you are
interested in
exploring
working with SRC:**



[Employer Enquiry Form](#)