

## Full summary of project and outcomes

### **“Bridging the gap between employers and migrant workers: co-creating the Yorkshire & Humber Employer Engagement Platform”**

This project is about working with employers to design a new Yorkshire & Humber Employer Engagement Platform that makes it easier to recruit, train and retain people from migrant and refugee backgrounds.

The platform will offer clear, practical information, advice and guidance for businesses on employing people such as:

- Refugees
- Migrant workers on visas
- People on family or spousal visas
- Asylum seekers with the right to work
- International students

Employers will be partners in shaping the platform, helping to create a resource that reflects real business experience across different sectors. The aim is to support employers while also helping migrants and refugees overcome common barriers to work, such as language needs, uncertainty around visa rules, or qualifications and experience not being recognised. By bringing together employers, support organisations and local authorities, the platform will encourage shared learning and good practice around recruitment, retention and inclusive workplaces.

The platform will:

- Help businesses access a wider talent pool
- Improve retention and workforce stability
- Support fair, high-quality employment across the region
- It will also help build better understanding between employers and migrant communities, supporting positive working relationships and stronger social integration.

While the Hub is designed for employers, the benefits are wider — supporting migrants into good jobs and helping local authorities deliver on fair work, skills and employment priorities.

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### **Longer-term impact for Yorkshire and Humber**

Over time, the project aims to:

- Support career development and progression for migrant workers through better training and guidance
- Improve retention and reduce turnover, particularly in low-paid and high-turnover sectors
- Make jobs in the region more attractive to both migrant and local workers
- Contribute to economic growth, inclusive employment and social cohesion

The project will also support new partnerships between employers, local authorities, colleges and support organisations, aligned with devolved skills and employment priorities.

Equality, diversity and inclusion will be central throughout, including reaching smaller businesses that may have fewer resources but want to improve their recruitment and employment practices.

**This project is funded by the University of Leeds Impact Acceleration Account (UKRI)**