



# EDL and CareerSeekers

A partnership focused on providing career pathways for refugees and asylum seekers

## Highlights

- A partnership driven by EDL's commitment to enabling a diverse workforce and creating an inclusive culture
- EDL is proud to provide humanitarian entrants to Australia with hands-on industry experience across different areas of our business including engineering, operations, finance and technology
- The partnership has enhanced diversity at EDL and provided EDL employees with mentoring opportunities.

## At a glance

**Active:**  
Since 2017

**Number of internships to date:**  
6

**Type of internships provided to date:**  
Engineering, operations, finance and technology

## The background

As a leading global producer of sustainable distributed energy, EDL believes that a diverse workforce and an inclusive culture is essential to our success.

Diversity and inclusion embodies our SPIRIT values and enables us to deliver improved operational performance and continued growth.

We adopt a broad view of diversity, which includes the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious, political or other ideological beliefs.

In late 2017, EDL introduced our Diversity & Inclusion Policy, Committee and Strategy, which started us on our journey to a more diverse and inclusive culture.

## The opportunity

In 2015, CareerSeekers was launched through its partner program CareerTrackers.

With the establishment of CareerSeekers, corporate Australia's focus on multicultural diversity was applied to tackle the issue of underemployment of asylum seekers and refugees.

EDL did not hesitate to provide opportunities across the two programs.

**"The impact EDL is having on young refugees is worth celebrating. They have great stories to share of the role they have played in making interns like Cham feel welcome. We can achieve amazing things across Australia when we have partners like EDL."**

**- Carolyn Sykes, Program Director  
CareerSeekers**



Above: Following a summer internship with EDL, Cham was offered a part-time position while continuing her studies.

"I got involved with CareerSeekers while looking for an opportunity to work in my study field. CareerSeekers coordinated workshops to build my confidence and prepare me for professional work. They matched my skills and interests with their partner organisations and coordinated my internship with EDL's IT business unit—this was also my first job! Working with EDL is the greatest experience I've had. It has improved my communication skills and helped me to figure out exactly what I want from my degree and where I want to specialise."

- Cham Jazdan, IT Intern

## The outcomes

In 2017, EDL recruited our first CareerSeekers interns.

"Over the past three years, we have provided six internships to CareerSeekers candidates in diverse fields including engineering, operations, finance and technology," said EDL Chief Executive Officer James Harman.

"All our interns successfully completed their placements and moved on to new careers and opportunities—including Cham Jazdan who took up a position with EDL's IT team at the start of 2020.

"EDL too has benefited from our participation in the program. We've enhanced diversity in our workforce and provided our employees with mentoring opportunities."

EDL also participates in CareerSeekers' partner program, CareerTrackers, which provides career pathways for Aboriginal and Torres Strait Islander tertiary students.

## The people

### Cham's story

Following the outbreak of civil war in 2011, Cham and her family relocated from Damascus, Syria to Jordan and applied for a humanitarian visa to Australia. In 2018, they arrived in Australia and Cham was faced with the challenges of adapting to her new life.

"The biggest challenge was coming to a whole new place," said Cham.

"Starting from scratch with no relatives or friends around—my family and I have continued to support each other to reach our goals.

"I'm here to study and become successful in my industry, which also meant learning English. Besides the basic knowledge I had from school in Syria, I needed to be prepared for academic English for University. I'm in my second year of my degree, and my English is continuing to grow.

"When I came to Australia, I learned that you don't have to know a person to say "G'day!"—something really strange to me. Going for a walk in the neighbourhood with most neighbours saying "Hi!" or "G'day" was the most beautiful thing."

Cham is studying for a Bachelor of Information Technology and Business at the Queensland University of Technology while working part-time at EDL.