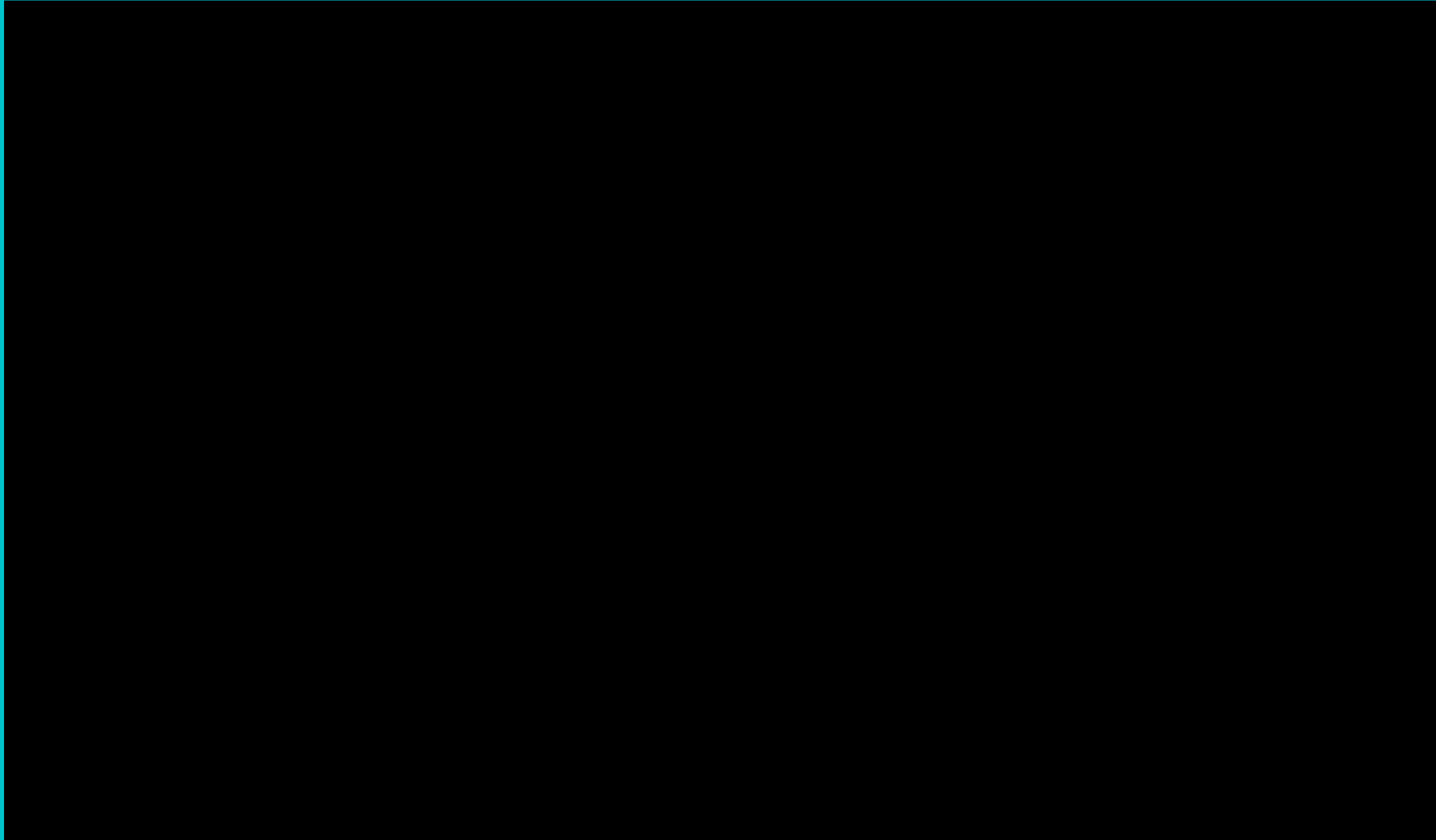


A new solution to the global talent crisis

CONNECTING CANADIAN
EMPLOYERS WITH
INTERNATIONALLY
DISPLACED TALENT



A GLOBAL VISION FOR CHANGE, INCUBATED IN CANADA



UNLOCKING SKILLED MIGRATION PATHWAYS FOR REFUGEES



Skilled refugees need opportunity.

Millions of refugees are highly skilled and half of them are working age. But many are stuck in places where they can't work or are unfairly paid.



Employers need talent.

The global economy is suffering an acute shortage of workers, especially in some sectors and occupations.



We connect them.

We help displaced people move to secure futures on the basis of their skills, while employers are able to fill critical vacancies.

TBB'S GLOBAL PROGRAMS

600+ refugees

have secured a durable solution to their displacement through our labour mobility program. These placements have been achieved through the following pathways:

Canada

Economic Mobility Pathways Pilot (EMPP): **500** principal applicant spaces, plus family members

Australia

Skilled Refugee Pilot Labour Agreement: **100** primary applicant places

United Kingdom

Displaced Talent Mobility Pilot in partnership with Home Office for **100+**; Healthcare Pilot for **200+** places

Expansion

Expanding soon into the United States, Ireland, Portugal, Belgium and New Zealand - drawing on lessons from existing programs

EMPP FACILITATIVE MEASURES

- The **Economic Mobility Pathways Pilot (EMPP)** is Canada's model for refugee labour mobility. It introduces facilitative measures to reduce some barriers refugees face when accessing existing labour mobility pathways.
- **Alternatives for those who do not have a valid passport.** Principal applicants and dependents can travel on alternative travel documents.
- Easier access to settlement funds for refugees under EMPP, such as access to **immigration loans or grants** for those who have received a valid job offer.
- **Waiving of government fees** for permanent residence applications and **biometric fees** for principal applicants and dependents.
- **Flexibility in work experience requirements** (new requirement is to have acquired one year of full-time work experience which is not within a specified period of time for AIP and RNIP).

EMPP ELIGIBLE PATHWAYS

- The Provincial Nominee Program (PNP)*
- The Atlantic Immigration Program (AIP)
- The Rural Northern Immigration Pilot (RNIP)



IMPACT

- More than **600 refugees** have secured a durable solution through our programs, with potential for many thousands more.
- More than **2,000** additional refugees have benefited from our **services and support** during the recruitment and interview process.
- 82% of candidates say that engagement with us **motivated them to improve their English language skills**.
- 60% of relocated candidates say they **send remittances back** to family and/or friends in difficult circumstances.

Mohamad, Software Developer, was hired by Bonfire in Canada. He was previously a Syrian refugee in Lebanon.



REFUGEES HAVE SKILLS

Refugees can sign up to the TBB Talent Catalog (tbbtalent.org) from any device to showcase their skills and experience.



40,000+

Skilled refugees registered in dozens of countries around the world

- Lebanon
- Jordan
- Turkey
- Iraq
- Malaysia
- Greece
- Indonesia
- India
- Kenya
- Pakistan

7,212

TRADE WORKERS

Including industrial, construction, maintenance, electrical & manufacturing trades

4,420

HEALTHCARE WORKERS

Including nurses, doctors, physios, dentists, pharmacists & personal care workers

3,591

ENGINEERS

Including civil, structural, mechanical, electrical, mining and petroleum engineers

2,877

BUTCHERS, CHEFS & BAKERS

2,650

TECH PROFESSIONALS

Including software developers and robotics specialists

2,570

TEACHERS

Including primary, secondary, and special education

2,195

SALES & MARKETING PROFESSIONALS

1,949

ACCOUNTANTS & FINANCE PROFESSIONALS

1,423

DRIVING & LOGISTICS SPECIALISTS

HOW IT WORKS



IDENTIFY ROLE

- Employer selects role(s) they need filled.
- Employer provides us with a job description.
- We provide a shortlist of suitable candidates.



RECRUITMENT

- We facilitate remote recruitment (video interviews, skills validation, etc.).
- Employer interviews candidates.
- Employer issues a job offer to their preferred candidate(s), and employment contracts are signed.



VISA APPLICATION

- Mandatory job posting period (2-4 weeks)
- Fragomen, our preferred immigration provider, supports the visa application for employer and employee.
- Fragomen monitors immigration process to ensure smooth visa processing.



SETTLEMENT

- We help the employer prepare for the arrival of the new recruit.
- We connect employees with settlement services in your area to ensure employees and families are supported.



POST-ARRIVAL

- We provide support via regular check-ins with employee and direct manager for 12 months.
- TBB and Jumpstart can arrange cultural awareness training for your staff if required.

EMPLOYER RECRUITMENT COSTS

Item	TBB and Jumpstart	Standard market rate
Fee for preparation of PR application	<ul style="list-style-type: none">\$4,000 / principal applicant plus tax (pro bono rates)\$250 / dependent (cap of \$500) plus tax (pro bono rates)	<ul style="list-style-type: none">\$10,000 / principal applicant plus tax\$650 / dependent (no cap) plus tax5% out of pocket expenses
Provincial or territorial filing fee	\$0-\$2,000 depending on province/territory	\$0-\$2,000 depending on province/territory
Federal filing fee	N/A (currently waived under the EMPP)	<ul style="list-style-type: none">\$1,325 / adult\$225 / child
Right of PR fee	\$500 / adult (cap of \$1000)	\$500 / adult (cap of \$1000)
Recruitment fee	\$5,600 (suggested charitable donation of \$5,600 per candidate, tax receipt provided)	~\$15,000+ per candidate
Flights	~\$1,250 per traveler	~\$1,250 per traveler
Total Single Applicant	~\$5,750 (excluding optional donation; excluding provincial filing fees)	~\$28,075 per traveler (including recruitment fee; excluding provincial filing fees)

RELOCATION, INTEGRATION AND RETENTION

We have a network of trusted partners who can help support employers prepare for the arrival of their new hire:

- Fragomen, our preferred immigration provider, has a depth of experience with EMPP applications.
- Weichert, a global mobility firm, provides a range of workforce mobility solutions.
- Miles4Migrants, an organization dedicated to using donated frequent flyer miles to help people impacted by war, persecution, or disaster start a new beginning in a new home.
- Settlement Service Provider Organizations across Canada, funded by Immigration, Refugees and Citizenship Canada.

FRAGOMEN

Weichert[®]
Workforce Mobility

Miles4Migrants

 Immigration, Refugees
and Citizenship Canada



HOW YOU CAN SUPPORT SKILLED REFUGEES



HIRE

Gain a talented new employee and demonstrate your corporate values to the world.



FUND

TBB is a non-profit charity. Our life-changing work is made possible by the generosity of funders.



VOLUNTEER

Opportunities for individuals to help refugees achieve their career goals.

LET'S TALK!

Lara Dyer

Canada Director

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EMPP Partnership and Program Lead

Jumpstart Refugee Talent

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Thank You!

talentbeyondboundaries.org