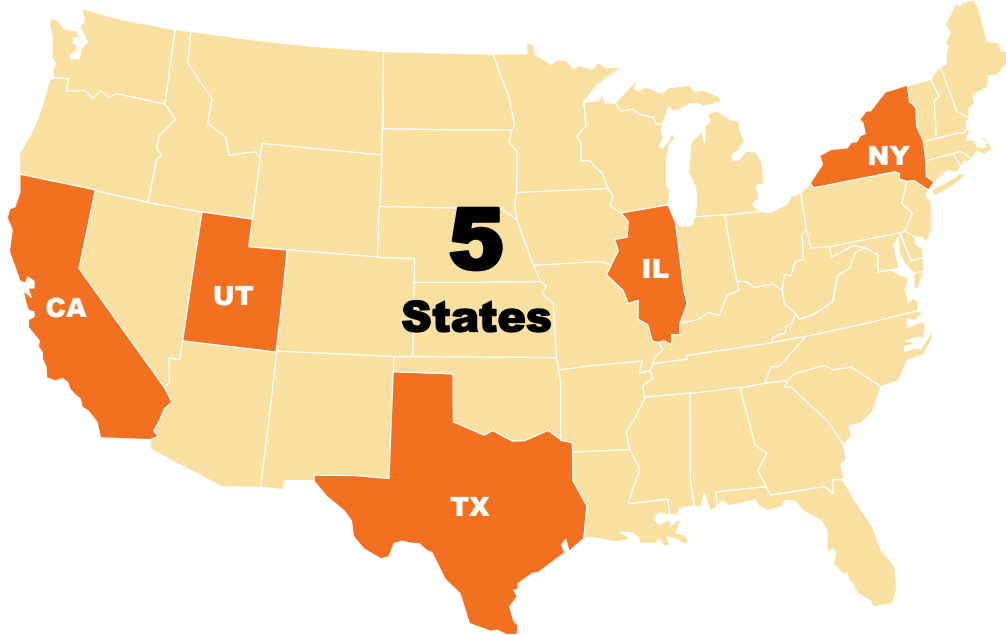


CORPORATE INSIGHTS OVERVIEW

CORPORATE INTERVIEWEES AT-A-GLANCE



7+
Industries



Oil & Gas



Talent Management



Market Research



Technology



Education



Manufacturing



Financial Services

HIGHLIGHTING THEIR EXPERIENCES

The team interviewed 30+ corporate partners from 5 different states and over 7 industries, showcasing the vast amount of interest in inclusion & diversity efforts as well as the challenges and needs for corporations to include the immigrant and refugee population in these efforts.

CORPORATE CHALLENGES

CORPORATIONS FACE CHALLENGES ON SOURCING, RECRUITING, INTEGRATING & TRACKING

Finding Talent

Reasons why work-authorized immigrants are not a part of workforce planning conversations

- **Sponsorship Concerns**
 - Association of all immigrants with that of individuals requiring sponsorship, including H1B visa candidates
- **Prioritization of Skillset Mapping**
 - Focused on meeting the demand for certain skillsets (i.e. experts in a specific program or technology), not people of certain populations
- **Uncertain of Where to Locate Immigrant and Refugee Talent Pool**
 - Without connections to organizations such as UpGlo, companies do not know where to find this talent
 - Once they find the immigrant and refugee talent pool, organizations lack a targeted approach for matching talent with workforce needs



Recruitment Process

Barriers to recruiting & hiring a immigrant and refugee professional

- **Unconscious Bias in Evaluating Candidates**
 - Without a diverse interview panel or a standardized way of evaluating language competency and soft skills, unconscious bias can effect hiring decisions
- **Translation of Foreign Credentials**
 - Difficulty assessing the experience of non-U.S. degrees and work experience
- **Differences in Cultural Norms**
 - Unsuccessful interviews because of not fitting into the American cultural standard
 - For example: no eye contact comes across as lack of confidence, accents are perceived as difficult to understand, using “We” instead of “I” when explaining experience is not the norm



Workplace Culture

Barriers to effective, company-wide inclusion of the immigrant and refugee population

- **Difficult to Scale Trainings**
 - Unconscious bias training is sometimes available at the hiring manager level, but there is desire to make this training scalable to the entire corporation, no matter the level
- **Limited Training Options**
 - Lack of trainings that allow people to experience exclusion due to bias / experience different cultures, to better help open people’s minds



Tracking Diversity

Challenges to tracking the immigrant and refugee population in Diversity metrics

- **Competing Priorities**
 - Gender equality, race & ethnicity equality, and equality for veterans, people with disabilities, and LGBTQ+ are of higher focus for corporations
- **Not Government Mandated**
- **Difficult Population to Measure**
 - Most companies do not measure country of origin, immigrant and refugee, highly-skilled immigrants, refugees, work authorization status, etc. in their I&D metrics / reporting
- **“No one else is doing it”**

CORPORATE NEEDS

THE FOLLOWING ENABLERS CAN HELP COMPANIES BETTER INTEGRATE THE IMMIGRANT AND REFUGEE POPULATION IN DIVERSITY METRICS, WORKFORCE PLANNING STRATEGY, AND INCLUSION GOALS



A Strong Business Case

Quantitative analysis to understand the bottom-line benefits



Workforce Alignment Tools

Identification and alignment of specific skillsets / needs with the immigrant and refugee talent pool



Best in Class Examples

Examples of companies that are doing this well to use as a starting guide



Experienced-Based Understanding of Immigrant and Refugee Challenges

Help those in charge of hiring experience what it feels like to be disadvantaged



Demand from Current & Future Employees

A bottom-up movement of employees that are aware of the immigrant and refugee challenges and support the inclusion of this population