Current state & future state job search journeys of the skilled immigrant population have been outlined on the following slides, which highlight the experiences of those who were interviewed in Upwardly Global’s Employer Inclusion & Diversity project.
SKILLED IMMIGRANT AND REFUGEE POPULATION DEFINITION

UPWARDLY GLOBAL’S DEFINITION OF THE SKILLED IMMIGRANT AND REFUGEE POPULATION, AND THE TARGET SEGMENT FOR THIS INITIATIVE*

Immigrant and Refugee Jobseeker
This population is highly-skilled, with a minimum of a four-year degree and international experience. The immigrant and refugee population is fully-authorized to work in the U.S. and does not require visa sponsorship from employers.
IMMIGRANT AND REFUGEE PROFESSIONALS FACE CHALLENGES IN ALL STAGES OF THE CAREER JOURNEY

CURRENT STATE JOURNEY

This population is highly-skilled with a minimum of a four-year degree and international experience. This population is fully-authorized to work in the U.S.

Job Search
- Difficulty matching foreign experience to U.S. job titles
- Online application forms with mandatory fields that do not include foreign institutions can prevent a jobseeker from even applying
- Not hearing anything is discouraging and can take an emotional toll on the jobseeker

Interview Process
- Phone interviews are a huge barrier due to language differences and accents, as well as inability to use body language
- Feelings of bias towards accents and foreign education / experience
- Difficult to master the American way of "storytelling"

Onboarding
- Lack of formal mentorship at the company
- Inclusion and diversity training during the onboarding process

Career Advancement
- Self-promotion is a big part of U.S. career advancement and may not come natural to the immigrant and refugee population
- Bias related to leadership style and opportunity, causing a barrier to immigrant and refugee advancement