

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”**