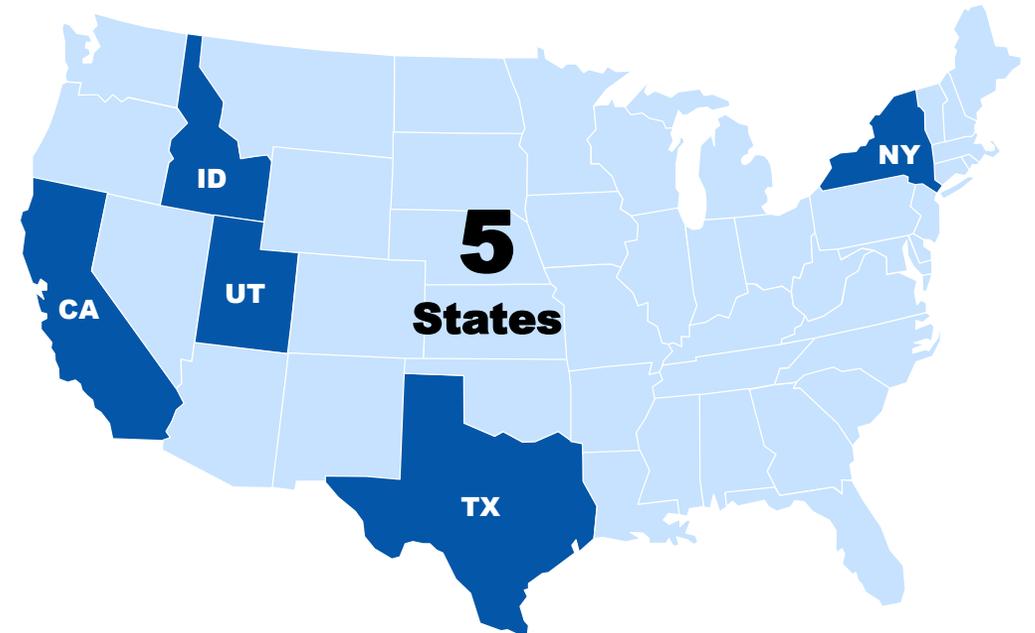
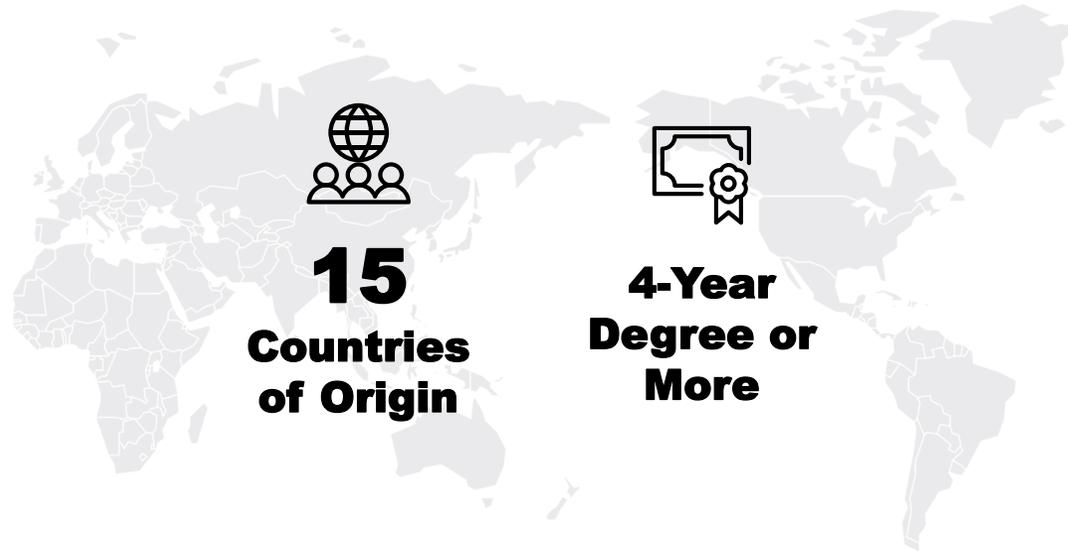


# ALUMNI INSIGHTS OVERVIEW

## UPGLO ALUMNI AT-A-GLANCE



## HIGHLIGHTING THEIR EXPERIENCES

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.

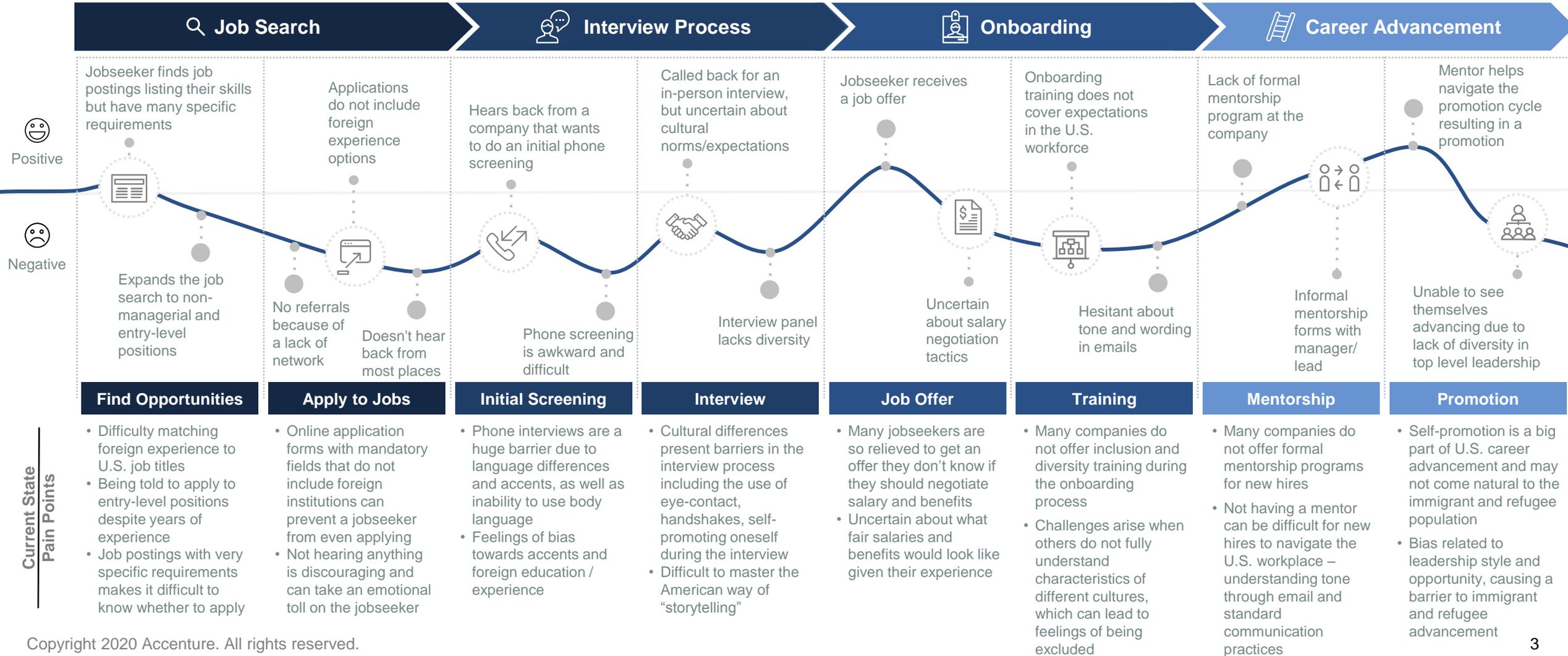
# CURRENT STATE JOURNEY

## IMMIGRANT AND REFUGEE PROFESSIONALS FACE CHALLENGES IN ALL STAGES OF THE CAREER JOURNEY



### Immigrant and Refugee Jobseeker

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.



Current State Pain Points