

Building an Equitable Economy that Includes Immigrants & Refugees





Dear Friend,

We navigated a challenging 2020, marked by a global pandemic, record-level job losses, escalating inequality, and the start of a national racial reckoning. Upwardly Global's community of immigrant and refugee professionals were deeply impacted by these forces, which hit women, Black, indigenous, immigrant and people of color the hardest. Even in the best of times, our community experiences unemployment and underemployment at heartbreaking rates and most live at or under the poverty line. In a survey of our job seekers just weeks into the pandemic, nearly half reported losing "transition" jobs; 70% reported having one month or less of savings; and one in three spoke about mental health challenges and feelings of isolation.

It's easy to dwell on the challenges. Yet early in the pandemic, one of our job seekers wrote a note that epitomized the courage and perseverance we saw in our community throughout the year and that has motivated us every day since: "I have the potential and ability to serve my country, and I hope there is a chance to do so."

In 2020, Upwardly Global chose to focus on three crucial areas of response:

Investing in Career Pathways for a New Era.

Responding to record-level unemployment and based on deep labor market data in a changing economy, we built out career pathways in high demand fields with significant added coaching, industry expert and peer-peer supports, and opened Upwardly Global resources to a broad network of other vulnerable U.S. job seekers.

Innovating Deeper Employer Partnerships.

Upwardly Global is working with our corporate partners on exciting hiring pipelines and to ensure that immigrants and refugees are part of the renewed commitment to move the bar on diversity, equity, and inclusion.

Sharing our Stories and Shaping Narrative.

Forging bipartisan consensus on the need for immigrant inclusion, we helped shape both federal legislation and state policies that will allow immigrant and refugee professionals to more fully contribute their skills to pandemic response and recovery, and we shared the stories of our community—many who were working on the front lines.

Our community responded to the year's blows with fortitude. In 2020, nearly three times more immigrant and refugee job seekers in our program took classes to upgrade their skills and gain certifications, even as they waited longer to find employment and struggled to keep hope. Over 93% of the healthcare professionals in our program told us they wanted to serve in the pandemic response, and we are working now to help many support the vaccine roll out efforts and more equitable health outcomes. We are proud that our alumni are now among the thousands of professionals serving on the frontlines of our nation's pandemic response, caring for COVID-19 patients and building the infrastructure that kept the country running. These moving stories illustrate what is possible when our nation embraces the talents of immigrants and refugees, and when we enhance opportunity for everyone—regardless of background—to contribute their skills.

2020 marked Upwardly Global's 20th anniversary and one of our most critical years as an organization. We were bolstered by the incredible support and generosity of the members of our Upwardly Global family, and by the thousand acts, small and large, that opened real opportunity.

As our economy reopens, with new urgency around finding solutions for our energy, technology, and human development challenges, Upwardly Global's work is more important than ever. Immigrants and their children will drive all of the growth in our workforce through 2035. If we can get this right, we can help our country build the shared prosperity that we need to thrive. As you peruse this report and contemplate with us the critical work ahead, we will ask for your continued trust, contributions and partnership in the spirit of one of the healthcare workers in our community: "I know we can do this together."

Jina Krause-Vilmar

President & CEO, Upwardly Global

Pranav Ramanathan

Chair, Upwardly Global Board of Directors

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Our Impact



Investing in Pathways

Faced with extraordinary job loss in 2020, and armed with deep analysis of the quickly shifting labor market, Upwardly Global created career communities in five high-demand sectors: business, engineering, finance, health care, and information technology, integrating cohort-based learning, expert industry volunteers and career pathways mapping. We substantially expanded our skilling and credentialing platforms. And we offered free access to our most popular online courses for vulnerable job seekers, U.S.-born and immigrant alike. Finally, we were able to offer emergency help to job seekers facing dire circumstances and extra support to our entire community so they could continue their search, invest in skills and hold hope.

OUR IMPACT, AS TOLD BY THE NUMBERS



1,454

Program participants



70%

Placements in high-demand STEM fields



\$59,460

Average starting salary



733

Job seekers reskilling + with new credentials (3x more than 2019)



2,064

Accessing our free, open online courses



\$358M

Added to the economy

OUR IMPACT, AS TOLD BY OUR ALUMNI



Remy

Healthcare Professional from Rwanda

"When I became a physician back in Rwanda, I took an oath to help people. Now, I'm keeping that promise in my new home, fighting COVID-19 as a Contact Tracer with my local Health Department. I'm proud to be back in my field, and to be keeping my promise. Upwardly Global has helped me every step of the way."



Zinah

HR Professional From Iraq

"I am part of a pandemic task force at my job, understanding how COVID is affecting staff & operations. I am grateful to UpGlo for helping me rebuild my career so I can support my colleagues during this time."



Alex

IT Professional from Hong Kong

"I've always been interested in tech and how it can make our lives easier. I'm proud to be part of the workforce that has allowed so many people to work from home and help us all practice social distancing. It's an honor to give back to my new home during this difficult time, and I'm grateful to Upwardly Global for helping me get there."



Kasia

Healthcare Professional from Poland

"I'm a fully licensed physician in Poland, but haven't been able to complete the long process to re-license in the U.S. It was hard to watch COVID-19 spread through my community—but it was tougher not to be able to help. I knew my duty was to be on the frontlines, and so, with support from Upwardly Global, I've started working at a medical center providing COVID-19 screening."

Innovating Employer Partnerships

2020 taught us the importance of resilience, innovation, and adaptability—traits that are consistently linked to diversity in our workforce—and reminded us of Corporate America's role in advancing both immigrant inclusion and racial justice. In response, Upwardly Global redoubled our work with employers, holding virtual job skills events with over 1,600 corporate volunteers, and building new opportunities for work-based learning in key companies and sectors. Corporate listening sessions around equitable recovery and immigrant workforce integration resulted in trailblazing research and catalyzed an ongoing Roundtable with 40 leading companies committed to moving the bar on diversity, equity and inclusion (DEI) and including immigrants and refugees in the discussion.

OUR IMPACT, AS TOLD BY THE NUMBERS



47

Employer pipeline partners



129

Online volunteer & networking events



40

Companies participating in a formal roundtable on DEI and immigrants



1,640+

Corporate volunteers supporting job seekers via online events and networking

OUR IMPACT, AS TOLD BY OUR PARTNERS



Salesforce

“Resiliency, to me, is the rare ability to take adversity and turn it into opportunity—a common thread I find in the stories of immigrants and refugees. But it is this resiliency—from fleeing conflict to serving on the frontlines—that will be essential to our ability to build an inclusive future where everyone can thrive. This is why Upwardly Global’s work to bring more immigrants into the workforce is so important right now, and an effort we fully support”

*Ebony Beckwith, Salesforce
Chief of Philanthropy*



Accenture

“I want to recognize the incredible immigrants and refugees who have helped build America and make us a country synonymous with innovation & opportunity. We are proud & grateful to have hired

through UpGlo nearly 50 talented & inspiring people at Accenture. We know that we are a better & more innovative company because of our partnership with Upwardly Global.”

Julie Sweet, CEO, Accenture



O.C. Tanner

“At O.C. Tanner, we work every day to build cultures of respect and appreciation in our workplaces. We made a commitment long ago to hire and promote refugees seeking safety in our country and to welcome them fully and completely. It is one of the best business decisions—and human decisions—we have ever made. It is why we are committed to working together with Upwardly Global and moving from the vision of a more inclusive and welcoming America to the reality O.C. Tanner has been so fortunate to experience over the last few decades.”

*Mindi Cox, SVP, People & Great Work,
O.C. Tanner*

Sharing Stories & Shaping Narratives

Upwardly Global works to shape narrative and shift systems by sharing and centering the stories of our community. In the face of political gridlock, Upwardly Global helped inform a bipartisan bill aimed at advancing immigrant inclusion—one that we anticipate will gain traction in 202—and supported the streamlining of state healthcare licensing so that immigrants and refugees could more fully contribute to lifesaving efforts. In the process, we created dozens of headlines and, along with national and international partners, advanced a new narrative about contributions of immigrant and refugee professionals, the formidable barriers they face, and the ways we can move inclusion.

OUR STORIES BY THE NUMBERS



74%

Program participants from communities of color



5.7M

Impressions on Upwardly Global social media channels



6

States issuing emergency licensing processes that allow internationally trained healthcare professionals to support the U.S. COVID-19 response



46%

Female program participants



20+

Headlines featuring Upwardly Global leadership, job seekers, and alumni

OUR IMPACT, AS TOLD BY THE HEADLINES



WorkingNation

The pandemic has been hard on the immigrant workforce

DECEMBER 10, 2020

EBONY®

What July 4th Means to a Sudanese Refugee and Paramedic on the Front-lines of Covid-19

JULY 3, 2020



UNHCR

As coronavirus spreads, refugee doctors want to join the fight

MAY 18, 2020

SRM

Removing Employment Barriers for Immigrant Workers

OCTOBER 16, 2020

Medical Economics®

Foreign-trained health care providers and COVID-19

JULY 8, 2020



Why NYC's Many Foreign-Born Healthcare Workers Can't Help Fight The Pandemic

APRIL 23, 2020

CRAIN'S

We can't afford to sideline these essential workers now

AUGUST 7, 2020

VIRGINIA MERCURY

Don't leave qualified immigrant health professionals on the sidelines

JULY 6, 2020



These immigrant doctors want to help the US fight coronavirus, but they're stuck on the sidelines

MARCH 30, 2020

The Philadelphia Inquirer

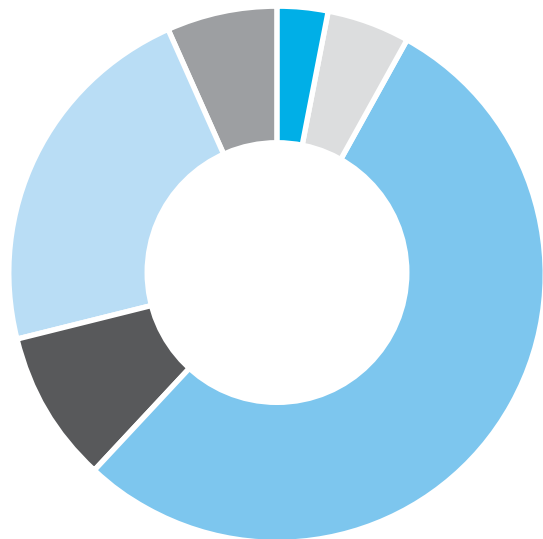
I'm an immigrant doctor in Philadelphia. It shouldn't be so hard for us to do our jobs.

DECEMBER 10, 2020

Financials

Unaudited 2020 Numbers

FUNDING SOURCES



| | |
|----------------------------------|--------------|
| ● Earned Revenue | \$ 284,717 |
| ● Special Events & Other Revenue | \$ 440,676 |
| ● Corp./Foundation Contributions | \$ 4,867,011 |
| ● Government Grants | \$ 828,236 |
| ● In-kind Contributions | \$2,000,000 |
| ● Individual Contributions | \$ 580,946 |

REVENUE AND EXPENSES

Revenue

\$9,001,586

Expenses

\$7,616,291

Funding Partners

Accenture
African Bridge Network
Airbnb
Amazon
Amazon Smile Foundation
Anne Arundel Community College
AT&T
Autodesk, Inc.
Baker Hughes Inc
Bank of the West (BotW)
BlackRock
BMO Financial Group
BMO Harris Bank
BMW
BNY Mellon
Carson Family Charitable Trust
Catholic Charities of Tennessee, Inc.



"Having partnered with Upwardly Global since August 2011, Standard Chartered colleagues have had the privilege to support immigrants seeking to access and contribute to the country. We look forward to continuing our commitment to strengthening local communities, businesses, and the economy by building stronger pathways for migrant job seekers and future generations to come."

*Torry Berntsen, CEO,
Standard Chartered*

Celergo
Chanel Foundation
Chicago Foundation for Women
Cisco Foundation
City and County of San Francisco
City of Takoma Park
Consolidated Edison (Con Edison)
Crankstart Foundation
Dataminr
Deutsche Bank
DocuSign
Eli Lilly & Company
Elizabeth Morse Genius Charitable Trust
Euromonitor International
Full Circle Fund
Global Talent
Goldman Sachs & Co.
Google Charitable Giving Fund
Greater Washington Community Foundation
GroupM
Hunt Lane LP
Ipsos
JP Morgan Chase & Co.
Latter-day Saint Charities
Leslie Family Foundation
Levi Strauss & Company
LinkedIn
Madison Performance Group
McNeil Foundation
Microsoft
Morris & Gwendolyn Cafritz Foundation



"At Western Union we strive to create and live in an interconnected and global world. We aim for our company and our workforce to be diverse and inclusive, and that's a commitment we're proud to make and continue to make moving forward. It's these values of living in a global world, and having diversity and inclusion as our core values, that we're such proud partners of Upwardly Global."

*Elizabeth Roscoe, Executive Director,
Western Union Foundation*

Mother Cabrini Health Foundation
MUFG Union Bank Foundation
NEO Philanthropy:
Refugee Action Fund
Nielsen Foundation
Office of Refugee Resettlement (ORR)
Open Society Foundations
PagerDuty
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The New York Community Trust
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sylvanians
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"Robin Hood is very proud to have been a long-standing partner and key funder of Upwardly Global. Committing to create a true lasting change in people's lives, a model of empowerment, and helping to open opportunity at the systems level, your work has touched the lives of thousands of immigrants and refugees, and has become a model at intersections of work-force & immigration."

Wes Moore, CEO, Robin Hood

Top Donors

\$25,000+

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Roselyn Chen and Tom Chavez

\$15,000-\$24,999

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Wendy Zimmermann and
Steve Cutler
Joshua Winter and Sandya Rao
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Thank You

We are grateful to all who support our vision of a United States where immigrants are seamlessly integrated into the fabric of the United States and the fabric of American life, and are recognized for the value they add to both.