

Digital Tools for an Inclusive, Future-Ready Workforce



We provide full life-cycle DE&I training and support to talent acquisition teams, from pre-recruitment to employee retention. Our training focuses on behaviors to support immigrant and refugee hiring, and also creates a more inclusive workplace for everyone.

Recommended Learning Pathways by Learner

For Recruiters

- The Job Seeker Experience
- Cultural Awareness and Hiring Bias
- Legal Pathways and Work Authorization
- Leading Practices in Interviewing
- Championing Immigrant & Refugee Talent & Collaborating with Hiring Managers

For Hiring Managers

- The Job Seeker Experience
- The Business Case
- Cultural Awareness and Hiring Bias
- Legal Pathways and Work Authorization
- Leading Practices in Interviewing
- Leading Practices in Onboarding

For C-Suite and Corporate Leaders

- The Business Case
- The Job Seeker Experience
- Who is Upwardly Global
- Alumni Stories

For Volunteers (Employee Engagement)

- The Job Seeker Experience
- Who is Upwardly Global
- Alumni Stories
- Championing Immigrant and Refugee Talent & Collaborating with Hiring Managers

Course Catalog (Course Duration: 7-12 minutes)

**The Job Seeker Experience:**

Understanding the population and why they often get stuck in underemployment

The Business Case:

Explores the value proposition for inclusion of immigrant and refugee professionals in the workforce

Cultural Awareness and Hiring Bias:

Develops cultural awareness to identify biases that may interfere with the hiring process and retention processes

Legal Pathways and Work Authorization:

Gain a better understanding of the various legal pathways and work authorization statuses of immigrant and refugee professionals; mitigate fears around need for visa sponsorship

Leading Practices in Interviewing:

Scenario based learning to apply and socialize best practices during interviewing and an exploration of cultural norms

Leading Practices in Onboarding:

Onboarding a new-comer through a lens of inclusion and retention

Leading Practices in Recruiting:

Best practices for attracting immigrant and refugee professionals, including job descriptions, sourcing methods, and other screening practices

Who is Upwardly Global:

What Upwardly Global does, the size/scope of the problem they exist to address, key challenges, impact, and overall vision

**Alumni Stories:**

Hear from Upwardly Global Alumni successfully working in their career field in the U.S.

Championing Immigrant and Refugee Talent & Collaborating with Hiring Managers:

Explores how recruiters can support decision-makers in making unbiased hiring decisions by advocating for immigrant and refugee candidates

