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)

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

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

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

If your company is interested in accessing this curriculum and to learn about partnership opportunities with Upwardly Global, please reach out to us at epteam@upwardlyglobal.org.