

Unlocking Brighter Futures Together

Building
Immigrant
Inclusion,
One Job at a
Time



Foreword

How do we create a resilient world that unleashes every individual's potential, including immigrants, refugees, and asylees? This question is not abstract; it is a call to action rooted in our belief that inclusion drives innovation and prosperity. Every person deserves the opportunity to rebuild their life, and for that to happen, institutions must be reshaped to provide better outcomes for communities.

The United States is at a demographic crossroads. If immigration ceased today, the U.S. population would be halved by the year 2100. Without intentional design, we risk deepening existing divides, allowing skills gaps to mimic and reinforce racial and gender inequities into the future.

Addressing these challenges demands a bold, collaborative approach. We must think beyond outdated models of large organizations solving large problems in isolation. The complexity of today's issues requires proximity, insight, and adaptability — solutions rooted in the needs of the people we serve, crafted not at a distance but within the communities most affected.

SEIZING THE MOMENT

This is more than a strategy — it is a moral and economic imperative. Our workforce challenges and demographic shifts demand urgent, inclusive solutions. Immigrants, refugees, and asylees represent a vital part of our economic future and a wellspring of creativity, innovation, and resilience.



TO CREATE A MORE INCLUSIVE AMERICA

Designing systems that unleash their potential creates a stronger, more prosperous world for everyone. Together, we can turn today's challenges into opportunities for tomorrow, building a future where no one is left behind and everyone has the chance to thrive.

This is the work of resilience. This is the work of hope. And it begins now.

Jina Krause-Vilmar

President and CEO, Upwardly Global

Unlocking Brighter Futures Together: Strengthening Communities For All



A BOLD VISION FOR A THRIVING FUTURE



At Upwardly Global, we believe in a future where every person — regardless of where they come from — can thrive. This belief drives our vision to serve 25,000 work-authorized immigrant, refugee, and asylee professionals to reestablish their careers in the U.S. workforce in 2025 and beyond. By unlocking their potential, we create brighter futures for individuals, communities, and the nation.

WHY NOW?



Immigrants and their children account for 86% of the growth in our working-age population, and their contributions are essential to the country's economic vitality. Yet, without intentional efforts to bridge opportunity gaps, we risk reinforcing inequities and leaving talent untapped. This is what drives Upwardly Global to create meaningful change.

Our mission is rooted in the idea that inclusion is not just the right thing to do; it is a powerful driver of innovation and progress. By reshaping systems and creating pathways for immigrant professionals, we can help build a stronger, more equitable workforce and economy for everyone.



Our Approach: Three Pillars of Transformation

1

PROXIMITY AND INSIGHT

The challenges facing immigrants, refugees, and asylees are complex and deeply personal. Success requires us to work closely with communities, staying connected to their needs and designing solutions that reflect their daily realities.

2

HUMAN-CENTERED DESIGN

Prioritizing the needs of the most vulnerable creates systems that work better for everyone. When we design workforce solutions that uplift those at the margins, the ripple effects create workplaces that are more inclusive and equitable across the board.

3

EQUITABLE TECHNOLOGY

Artificial intelligence is reshaping the workforce. Upwardly Global is leveraging AI to address systemic barriers that lock too many out of opportunity, aiming to dismantle inequities and build systems rooted in fairness and inclusion. Technology can be an enabler, and we are committed to ensuring it benefits everyone.

Our Plan in Action

To achieve our goal of serving 25,000 professionals in 2025, we are focusing on three core actions:

- **EXPANDING REACH THROUGH COLLABORATION**

Building partnerships with local organizations and employers will expand our reach while maintaining the rich interpersonal connections and career coaching that make our programs so effective. Together, we create solutions that meet job seekers where they are and provide pathways to success.

- **BUILDING FOUNDATIONAL EXCELLENCE**

Investing in our people cultivates a culture of belonging and innovation. By investing in our people we can ensure they have the tools and support to succeed and an environment where bold ideas and meaningful impact flourish.

- **DRIVING SYSTEMIC CHANGE**

Creating lasting impact by aligning policies, programs, and practices with the needs of immigrant communities in mind opens doors, reshapes workplace norms, and creates an equitable ecosystem for generations to come.

The Human Impact

Behind every newcomer, there is a story of resilience, courage, and untapped potential. Meet Sofiia and Shahpur; their stories remind us why this work matters.



"Upwardly Global gave me more than a job — I consider this as a miracle in my life. [In the U.S.,] I'm working at a Professor of Neurology's office, and I'm involved in clinical studies specializing in multiple sclerosis. It's like I'm doing the same thing I'd done in Ukraine."

Sofiia, a Neurologist from Ukraine



"One of my American friends introduced me to a job coach from Upwardly Global. He helped me to get the resume done. He helped me to get a job inside the airport. When I walked in for the first time on the ramp of Signature Flight Support, I felt that I got connected once again with my career."

Shahpur, a former Black Hawk Pilot from Afghanistan

Unleashing Untapped Talent Together

“Unlocking Brighter Futures Together” is a movement to unlock the potential of individuals who have so much to offer but face barriers beyond their control. It is a movement to create systems that are fairer, stronger, and more inclusive for all.

When you partner with Upwardly Global, you become part of this movement. Whether as a donor, employer, or advocate, your support helps us:

- Provide training and resources that enable immigrant professionals to navigate the U.S. job market.
- Partner with employers to foster inclusive hiring practices and workplaces.
- Advocate for policies that remove systemic barriers to workforce integration.



How You Can Make a Difference



Donate: Your contributions directly support programs that help immigrant professionals rebuild their careers. Contact us at devteam@upwardlyglobal.org.



Hire: Partner with us to access a diverse talent pool and create inclusive workplaces. Reach out to us at workforce@upwardlyglobal.org.



Volunteer: Lend your time and expertise to help newcomers better navigate the U.S. job market. Contact us at volunteer@upwardlyglobal.org.

Together, we can unlock brighter futures for 25,000 individuals and countless communities nationwide.

Unlock Brighter Futures With Us

Workforce challenges and demographic shifts demand urgent action. At Upwardly Global, we know that brighter futures are possible when we work together. Join us; let's build an inclusive future, one success story at a time.

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