



UpwardlyGlobal

Unlocking Brighter Futures Together

2024 ANNUAL REPORT



Upwardly Global's mission is to **eliminate employment barriers** for immigrant and refugee professionals while advancing the inclusion of their skills into the U.S. economy.

Letter from the CEO and Chair of the Board

In a time of incredible uncertainty and upheaval, Upwardly Global remained committed to building brighter futures for immigrant and refugee professionals.

The successes of 2024 have catalyzed our growth, and we witnessed an unprecedented demand for our programs, which we continued to provide in the face of political and social challenges that affected our community. Through our collective efforts, Upwardly Global achieved remarkable milestones that expanded economic opportunities for job seekers nationwide. Each success story, placement, and barrier broken reaffirmed our shared vision of a more inclusive workforce — one that recognizes the talents and contributions of newcomers as a vital force to our nation's prosperity and resilience.

2024 was a milestone year! We supported over 10,000 job seekers through our Career Coaching Program, partnerships, and digital platforms. And over 1,500 job seekers transitioned from survival jobs to skill-aligned, thriving-wage careers, contributing \$77 million to the U.S. economy. In 2024, Upwardly Global advanced bold solutions rooted in partnership, driven by innovation, and grounded in humanity. Whether through advocacy, cutting-edge tools, or equity-centered initiatives, we expanded our ecosystem and opened new pathways for immigrant and refugee professionals to thrive in the U.S. economy.

Notable programs and initiatives include:

- The launch of our AI Resume Enhancer.
- The launch of our Economic Power Initiative (EPI) microsite
- Workforce reentry advocacy for international healthcare professionals in Illinois.
- Childcare advocacy for immigrant workforce access.

Most importantly, our impact is best seen in the lives and families that have been transformed — individuals like Santiago, Melissa, Marjila, and Amal, whose stories you will read in this report. They overcame immense challenges to reclaim their careers, and we celebrate their resilience and determination. Being able to share testimonials of success like theirs is at the heart of everything we do.

Talent knows no borders, and the future of our workforce depends on ensuring that newcomers have the access and knowledge to bring their dreams to life. Together, we will continue to build an economy that is more inclusive, dynamic, and representative of the rich diversity that defines this country.

As we look ahead, we know our work remains unfinished and is more important than ever. But we are assured that our community's unwavering commitment will continue to fuel this movement and assist in supporting 25,000 job seekers in 2025 and beyond.

Thank you for your support. Let's keep unlocking brighter futures together.

With gratitude,



Tammi Ling
Chair, Upwardly Global
Board of Directors

Jina Krause-Vilmar
President and CEO,
Upwardly Global

Our Impact in 2024: By the Numbers

All-Time Placements



JOB SEEKERS PLACED

11,000+

Job seekers who have completed Upwardly Global's Career Coaching Program and were placed in skill-aligned, thriving-wage jobs

Supporting Job Seekers In 2024



10K+

TOTAL JOB SEEKERS SERVED

Job seekers served through Upwardly Global's Career Coaching Program, partnerships, portals, and other online programs



46%

WOMEN JOB SEEKERS

Percentage of job seekers served through Upwardly Global's Career Coaching Program who were women



37%

REFUGEES SERVED

Percentage of job seekers served through Upwardly Global's Career Coaching Program who were refugees, asylees, TPS holders, SIV holders, or parolees



156

NATIONALITIES SERVED

Number of countries that job seekers in Upwardly Global's Career Coaching Program came from, including Ukraine, Afghanistan, Venezuela, Russia, and Colombia



1,500+

JOB SEEKERS PLACED

Job seekers who have completed Upwardly Global's Career Coaching Program and have been placed in skill-aligned, thriving-wage jobs

Building Economic Resilience in 2024



AVERAGE STARTING SALARY

\$67,000

Average annual starting salary of job seekers who have completed Upwardly Global's Career Coaching Program and have been placed in skill-aligned, thriving-wage jobs

\$46,000+

AVERAGE SALARY GAIN

Average salary gain of job seekers who have completed Upwardly Global's Career Coaching Program and have been placed in skill-aligned, thriving-wage jobs

\$77M

ANNUAL ECONOMIC IMPACT

Total dollars contributed annually to the U.S. economy by immigrants and refugees who have completed Upwardly Global's Career Coaching Program in 2024 and have been placed in skill-aligned, thriving-wage jobs

Engaging Our Ecosystem in 2024



PARTNERS

58

Number of immigrant-serving partners — including frontline immigrant-serving organizations, community colleges, and workforce providers — who utilized Upwardly Global's proven resources, learning tools, and professional development training to build workforce capacity to serve immigrant and refugee professionals



4,000+

VOLUNTEERISM

Hours contributed by volunteers in mentoring, mock interviews, networking, resume review, and other engagement opportunities to support job seekers

1,400+

Volunteer connections with job seekers



133

EMPLOYER ENGAGEMENT

Number of companies committed to hiring immigrant and refugee professionals

Unlocking Global Talent: Breaking Barriers in Workforce Inclusion

Upwardly Global advanced its mission to build a more inclusive workforce by connecting skilled immigrants and refugees with employers eager for their expertise. By harnessing technology, strategic partnerships, and advocacy, we strengthened pathways between global talent and industries facing critical workforce gaps. Collaborations with leading employers like PepsiCo unlocked new opportunities, fueled innovation, and empowered job seekers to rebuild their careers — driving economic growth and workforce diversity across the nation.

Five Years of Driving Inclusive Hiring

Since 2020, Upwardly Global's Employer Working Group (EWG) has been a catalyst for advancing immigrant and refugee workforce inclusion across industries. In 2024, the EWG convened five sessions covering critical topics such as DEI backlash, credential recognition, and inclusive hiring strategies. Our e-learning platform expanded, with 30 modules completed, and we partnered with Amazon to integrate customized pathways for recruiters. Further enhancing our employer resources are our new Workday partnership and SME pilot program. As we approach the EWG's fifth anniversary, we remain committed to equipping employers with the tools, knowledge, and networks to unlock global talent and build more inclusive workplaces.

Job Seeker Spotlight

SANTIAGO

Argentine International Analyst

When Santiago moved from Argentina to the U.S. in 2023, he faced the challenge of rebuilding his career while caring for two young children. Despite his extensive background as an international analyst, he struggled to reenter his field and began working as a package handler.

With support from his Upwardly Global job coach, Molly, he gained confidence and essential job-search skills. After eight months of perseverance, Santiago secured a role as an Associate Intelligence Manager, once again connecting with his professional roots and supporting his family.

[See the Story](#)

“It’s not stepping back, it’s stepping forward. In the end, it’s not just a profession or a salary — it’s about being human and learning. This last year’s journey was key, feeling part of a community facing the same challenges and experiencing that solidarity.”



Expanding Our Reach: Strengthening Workforce Partnerships

Upwardly Global expanded its reach by launching 58 new workforce partnerships, embedding access to career services directly within trusted community organizations. These partnerships strengthen local networks, ensuring job seekers have tailored support and resources to navigate the U.S. job market. By aligning services with community needs, Upwardly Global is driving greater access to skill-aligned employment opportunities.

Empowering Latino Job Seekers

In June 2024, Upwardly Global launched a groundbreaking partnership with **Hispanic Federation** to strengthen the financial stability of newly arrived Latino job seekers. Piloting in Los Angeles, Chicago, and Orlando, the program provides career pathway resources, industry certifications, and training for over 150 job seekers. It plans to expand to 1,000 clients by 2027.

“Hispanic Federation is proud to partner with Upwardly Global to provide immigrant job seekers with the vital support needed to enter the U.S. workforce and contribute to our economy. The synergy between Hispanic Federation and Upwardly Global’s [learning] platform has allowed us to better serve Latino migrants and refugees.”

Frankie Miranda
President and CEO Hispanic Federation

Expanding Career Pathways for Miami Dade College (MDC) Students

In 2024, Upwardly Global partnered with MDC under a three-year contract to serve 2,600 job seekers by 2026. To date, 475 students have enrolled in the Upwardly Global platform, gaining access to industry-specific training, reskilling resources, and career coaching to secure skill-aligned employment.

“At MDC Adult Education, our students are thrilled to receive Upwardly Global’s services, which empower them with the skills and support they need to build brighter futures. The personalized guidance and resources have been transformative, helping them navigate new career paths with confidence. Our staff has also gained invaluable knowledge through participating in trainings and recruitment practices, enhancing our ability to better serve our diverse community and create lasting impact.”

Dr. Lazara Ramirez
Director of Adult Education
School of Continuing Education
and Professional Development
Miami Dade College

MELISSA

Ghanaian HR Professional

After moving to the U.S. from Ghana in 2019, Melissa, an experienced HR Manager, faced thousands of job rejections. Struggling to translate her skills to the American job market, she nearly returned home — until a friend introduced her to Upwardly Global.

With this career support, she refined her resume and interview skills. In 2022, she secured a temp role at NewYork-Presbyterian through Upwardly Global's "returnship" program, which led to a full-time position as a Talent Acquisition Specialist, where she now helps other immigrants succeed.

[See the Story](#)

“I was doubting myself. ‘Are my skill sets enough in this country?’ Now that I’ve landed my dream job, I’m helping other Upwardly Global job seekers relaunch their careers and see what they can be.”

Harnessing AI for Ethical Hiring Solutions

Upwardly Global continues leveraging AI to create more inclusive hiring outcomes for immigrant and refugee job seekers.

Our AI solutions reduce bias, streamline skills-based hiring, and connect employers with much-needed global talent. By developing ethical AI tools, we're helping job seekers navigate the hiring process more effectively while enabling our employer partners to build inclusive, resilient teams. This innovative approach ensures that talent is recognized and opportunities are unlocked for all.



**UPWARDLY GLOBAL
TALENT PLATFORM**

Launched in August 2024, Upwardly Global Talent is a cutting-edge digital platform connecting employers with over 1,500 skilled immigrant and refugee professionals. Designed with input from industry leaders like Amazon and Deloitte, the platform offers real-time talent matching, expert training, and data-driven insights, empowering companies to build more diverse and inclusive workforces.



**AI RESUME ENHANCER: EMPOWERING
JOB SEEKERS AND PARTNERS**

Launched in October, Upwardly Global's AI Resume Enhancer empowers immigrant and refugee professionals to create standout U.S.-style resumes. The tool analyzes job descriptions, suggests keywords, and offers AI-driven improvements to pass applicant tracking systems. With professional templates, LinkedIn analysis, and expert feedback, job seekers can confidently present their skills and increase their chances of landing interviews.



**LEARNING MANAGEMENT
SYSTEMS (LMS) ENHANCEMENTS**

In 2024, we overhauled seven hours of online training courses for coaches and volunteers and refreshed over 100 quick-use resources. These updates improved interactivity, aligned content with market trends, and enhanced usability. Job seekers, coaches, and volunteers benefited from updated courses, handouts, templates, checklists, and industry-specific guides.

Advancing Inclusion Through Policy and Advocacy

Upwardly Global's policy and advocacy efforts focused on removing barriers to employment, supporting workforce legislation, and empowering immigrant communities to promote economic inclusion and mobility.

Breaking Barriers to Employment: The Childcare Crisis and Immigrant Families

Access to affordable childcare remains a significant barrier to workforce participation, especially for immigrant women. In 2023, 43.5% of Upwardly Global's female job seekers left our Career Coaching Program due to childcare challenges. Immigrant families face higher financial strain, with 40% of U.S. parents going into debt for childcare. Upwardly Global called for strategic federal investment in childcare infrastructure to improve economic mobility and strengthen workforce participation. [Click here to read more.](#)

Tapping into Global Talent: Healthcare Workforce Legislation

Upwardly Global commended the "Welcome Back to the Health Care Workforce Act," introduced by Sen. Tim Kaine. This legislation helps internationally trained healthcare professionals reenter the workforce. With projected shortages of 124,000 physicians by 2033 and 200,000 nurses annually, this legislation is a game-changer for bridging workforce gaps and improving healthcare outcomes. [Click here to read more.](#)

Unlocking Economic Power for Immigrant Women

In 2024, Upwardly Global launched the Economic Power Initiative (EPI) to break down barriers for immigrant women seeking thriving-wage jobs. Through gender-sensitive training, scholarships, and networking, EPI helps women increase their annual income by over \$55,000. With 55% of job seekers identifying as women, this initiative fosters greater economic inclusion. [Click here to read more.](#)

Job Seeker Spotlight

MARJILA

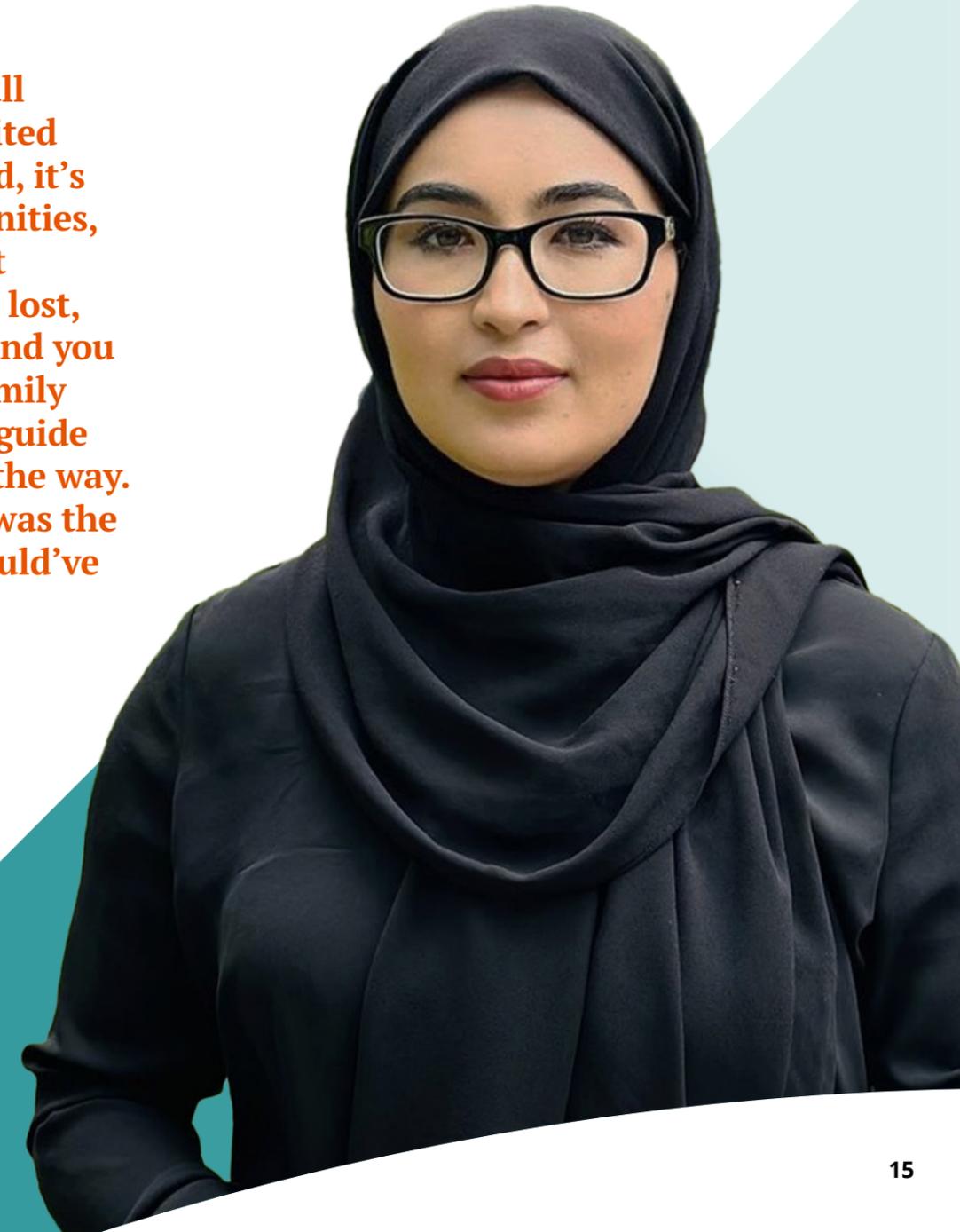
Afghan Journalist and Social Worker

Marjila, a former Afghan journalist and social worker, fled Afghanistan after the Taliban's takeover, leaving behind her dream of running an NGO for orphaned children. After resettling in the U.S. in 2022, she faced isolation and worked part-time as a cashier to survive.

Through Upwardly Global's support and her job coach, Shoaib, she secured an internship with Lutheran Social Services. Her dedication led to rapid promotions, and she now serves as a Resettlement Program Manager, helping refugees rebuild their lives.

[See the Story](#)

“It wasn't easy at all coming to the United States. In my mind, it's a land of opportunities, but when you first come here, you're lost, you're nowhere, and you don't have any family members here to guide you, to show you the way. Upwardly Global was the best thing that could've happened to me.”



Challenging Myths: Sharing Insights

Distorted narratives about immigration often overshadow the critical roles newcomers play in strengthening the economy, filling labor shortages, and enriching communities. We continued to debunk misconceptions about immigrant workforce participation, highlighting their essential role in driving economic growth.

Highlighting Critical Workforce Barriers for Immigrants With Professional Skills

In March 2024, the Department of Labor released its groundbreaking report, **“Bridging the Gap for New Americans,”** which explores workforce inclusion barriers for newcomers with professional skills. The report highlights the urgent need for more data, resources, and policies to address underemployment among immigrants with international credentials. Key findings include significant employment gaps for college-educated immigrants, especially in healthcare and non-STEM fields. To read more, [click here](#).

Showcasing Economic Renewal and Growth With a New Report

Upwardly Global's latest report, **“Building Community and Fueling Growth,”** highlights the vital role of immigrants in revitalizing the Great Lakes region. Immigrants are driving economic recovery by filling labor shortages in healthcare, manufacturing, and agriculture and contributing to the growth of small businesses. In partnership with the American Immigration Council, the report emphasizes how immigrant resilience is key to long-term regional growth. To read more, [click here](#).

Celebrating Impact: Events



2024 Annual Gala: Honoring Achievements and Supporters

Upwardly Global's Equity Gala honors those in our community who are breaking down barriers and building bridges to inclusion. Chaired by Tony Goncalves, Upwardly Global Board Member and Founder of The Evrose Group, the 2024 Equity Gala honored Joana Vicente, former CEO of the Sundance Institute and Deloitte, recognizing their impact and commitment to lifting newcomers.



“We Dare to Dream” Documentary Screening

Upwardly Global hosted an exclusive screening of **“We Dare to Dream,”** an inspiring film following members of the Refugee Olympic Team as they trained to compete in the 2020 Tokyo Olympics. A panel discussion followed, featuring voices in the film industry working to uplift the stories of newcomers:

- ▶ Patrick Harrison, Vice President of Member Relations and Global Outreach at the Academy of Motion Picture Arts and Sciences
- ▶ Waad al-Kateab, Academy Award-nominated Director of **“We Dare to Dream”**
- ▶ Joana Vicente, Award-winning Producer and Film Executive
- ▶ Aizzah Fatima, Actress

AMAL

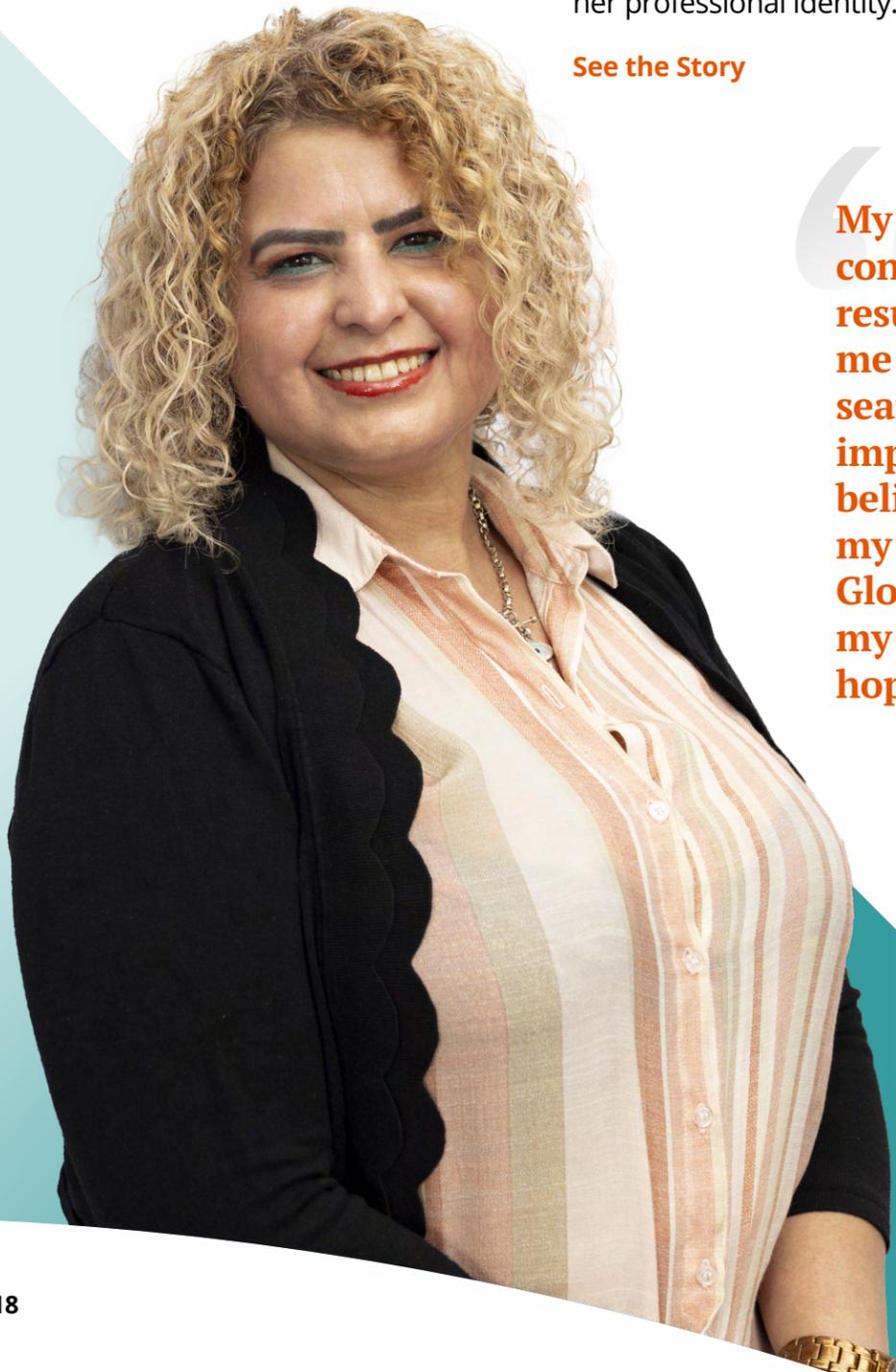
Egyptian Professional and Auditor for the New York State Department of Labor

After fleeing Egypt due to political persecution, Amal arrived in the U.S. with only \$400 and a determination to survive. Despite her extensive experience in finance and government, she faced rejection after rejection while searching for work.

Discovering Upwardly Global became a turning point — through her career coach, Esmeralda, Amal rebuilt her confidence and learned to navigate the U.S. job market. With this support, she secured a position as an Auditor at the New York State Department of Labor, reclaiming her professional identity.

[See the Story](#)

“My job coach helped me condense my four-page resume to one, showed me how to use AI to search for jobs, and most importantly, helped me believe I could reclaim my career here. Upwardly Global saw me. They took my hand and gave me hope when I had none.”



Financials

Statement of Activities

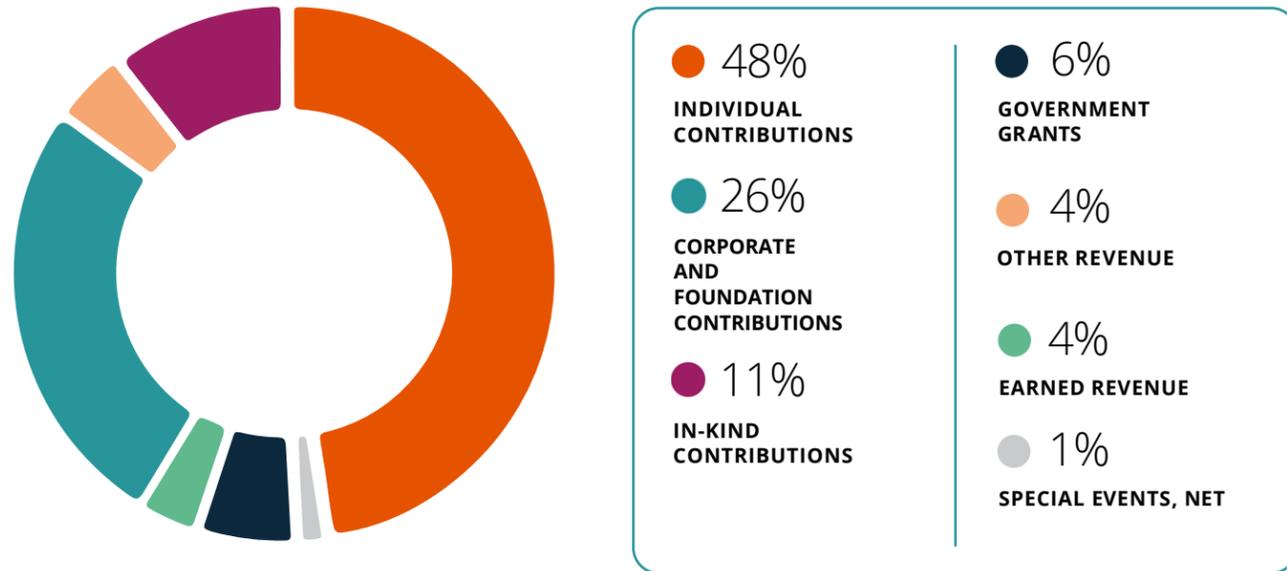
Year Ended December 31, 2024, Unaudited, In Thousands

OPERATING REVENUE	CURRENT YEAR
Individual Contributions	\$15,385
Corporate and Foundation Contributions	8,377
Government Grants	1,861
Earned Revenue	1,150
Special Events, net	334
Other Revenue	1,403
In-Kind Contributions	3,335
Total Operating Revenue	\$31,845

EXPENDITURES	CURRENT YEAR
Personnel	\$12,907
Professional Fees	2,151
General and Administrative Expenses	2,088
Occupancy and Rentals	343
Grants Awarded Expense	715
In-kind Expenses	3,335
Total Expenditures	\$21,539

CHANGE IN NET ASSETS	\$10,306
+ NET ASSETS BEGINNING	\$29,601
+ NET ASSETS END OF YEAR	\$39,907

Sources of Funds



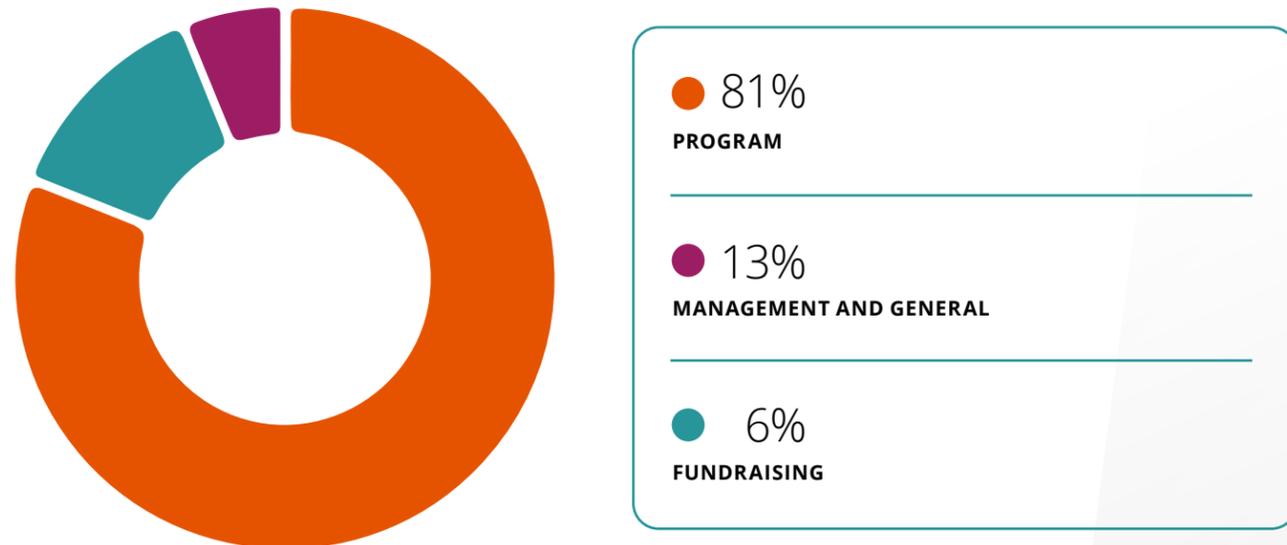
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 Anonymous (2)
 Assured Guaranty
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 BMO Harris
 CD&R Foundation
 Church of Jesus Christ
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 S&P Global Foundation
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 Select Equity Group Foundation
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 Tipping Point Community
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 Walmart
 WES Mariam Assefa Fund
 West Monroe Partners
 World Education Services
 Younger Family Fund
 Zakat Foundation of America

Uses of Funds*



*This chart represents allocations based on 2023 Audited Financial Statements. Revised allocations will be available online in July 2025.

Donors

\$25,000+

Tammi Ling and David Carretero
Steve Ostler
Wendy Zimmermann
and Steve Cutler
Yield Giving

\$15,000-\$24,999

Anonymous
Robert Garechana
Charles and Susan Rusbasan

\$10,000-\$14,999

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Deepanjana Choudhury
Ravi Chanmugam
and Christina Lucas
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RJ Fox
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and Tony Goncalves
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\$5,000-\$9,999

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Jane Yang

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Michael Kiever
Lena Mackey
Wallace D. Mersereau
Shasta Nelson

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Scott and Daniela Crofton
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Andriana Diez
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Elizabeth Miller
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Andrew Sinclair
Sophie Solomon
Jake Brooks and Michelle Sullivan
Victoria Taylor
Vincent Torres
Andrew Trickett
Yuan Yin
Xavier and Elizabeth Zang

\$500-\$999

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Muniba Adil
Abed Ali
Julie Arenson
Keira Armstrong
Matthew Aucoin
Adeniyi Balogun
Estera Barbarasa
Ron Beldegrun
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Susan Walker
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Sameer Ziaee

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Managing Director, Chief Operational Risk Officer and Global Head of Non-Financial Risk Frameworks, Morgan Stanley

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Vice Chair, Upwardly Global

Founder, OneRefugee

Robert Garechana

Board Treasurer

Executive Vice President - Chief Financial Officer, Equity Residential

Au Nguyen

Board Member, Upwardly Global

Senior Manager, Merchandise, Weee!

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Mindi Cox

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Chief Marketing and People Officer, O.C. Tanner

Mohammed Sediq Hazratzai MD, MPH

Board Member, Upwardly Global

Executive Director, Center for Immigrant and Refugee Health

Visiting Professor, University of California, Davis

R.J. Fox

Board Member, Upwardly Global

Vice President of Marketing, LinkedIn Talent Solutions

Shaun Smith

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Group Senior Vice President, Chief People and Culture Officer, NewYork-Presbyterian Hospital

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Co-Founder, super{set}

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Board Trustee Emerita, Upwardly Global

Founder, Upwardly Global

Todd Harding

Board Trustee Emeritus, Upwardly Global

Retired Managing Director, Accenture

Martha Gallo

Board Trustee Emerita, Upwardly Global

Former Executive Vice President and Chief Information Officer, AIG

*Resigned in Q4 2024

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Hannah Pace

Sarah Jackson-Han

Tori Travers

Derek Li

Adeniyi Balogun

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Michael Kiever

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Lester Chen

Simona Alexander

Gita Patel

Sameer Ziaee

Amie Vu

*Italics are no longer active

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Christine Ginsburg
Vice President of Finance and Administration

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