

Talent Beyond Boundaries

UNLOCKING SKILLED MIGRATION AS A SOLUTION FOR REFUGEES | MARCH 2021

Twenty-six million refugees are trapped in countries where they're excluded from labor markets, have limited rights, and lack secure futures. Resettlement opportunities for these people have plummeted.

At the same time, massive skill gaps threaten global economies. Industries and governments rely on attracting millions of workers from abroad through skilled immigration programs.

Hundreds of thousands of refugees have the skills and qualifications to fill these global skill gaps—but skilled migration programs were not designed with refugees in mind. Administrative barriers are locking out millions of people (when accounting for accompanying families) who could otherwise rebuild their lives through skilled migration.

Talent Beyond Boundaries (TBB) was founded to address this unjust waste of human potential. Our transformative and sustainable solution is to create a world where refugees have equal access to skilled migration and agency to rebuild their lives where their talents are needed. Over the next five years, we have the opportunity to make this vision a reality.

We've already proven that, when refugees can move internationally for work, they can regain safety, security, and autonomy while creating a 'win-win' for global employers and governments.

By 2026, building on the political momentum we've generated, we will support more than 6,000 refugees to achieve safe and secure futures, increased income and assets, and greater access to healthcare and education—all through skilled migration.

And by securing permanent change in skilled immigration systems, we'll pave the way for more than four million refugees to secure better futures via this route by 2050.

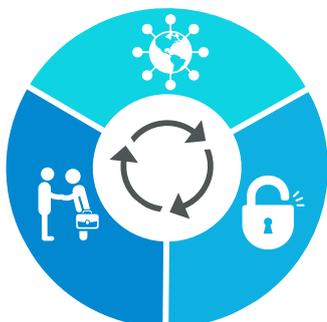
OUR STRATEGY

EMPOWER

other refugee-serving organizations to facilitate international job placements

GROW

TBB-facilitated job placements and relocations for skilled refugees and other displaced people



UNLOCK

opportunities for refugees to secure job opportunities on their own by removing system barriers

SOLUTION

We are setting in motion a chain reaction that unlocks skilled migration pathways for refugees globally, systematically eliminating the barriers that stand between the supply of displaced talent and the demand for their skills.

- We connect global employers seeking talent with skilled refugees, facilitate job matches and skilled visa applications, and support successful candidates and their families to relocate;
- We collaborate with governments to remove policy barriers that exclude refugees from skilled migration; and
- We harness these successes to inspire other key system actors—more governments, international organizations, employers, etc—to take action.



CASE STUDY

Andrew Walsh (above-left) is the CEO of Iress, a global fintech company with an ongoing need for tech talent. Tarek Mulla (above-right) is a Software Engineer and Syrian refugee.

Tarek couldn't work legally in Lebanon but, through TBB, Tarek was able to compete for a job as a Software Developer in Australia. He has since moved as a skilled immigrant and is now living and working in Melbourne with his wife.

IMPACT

Our evaluations demonstrate the effectiveness of our solution for changing the lives of refugees through skilled migration:

Refugees have real skills that are valued in the global marketplace:

Our talent pool is comprised of more than 25,000 skilled workers currently living in displacement in places like Jordan and Lebanon. Top occupations include trade workers, engineers, healthcare workers and tech workers.

Employers will hire international refugees:

We are already working with more than 75 employers. 93% of employers that have hired a refugee through TBB report they are “extremely likely” or “very likely” to recommend TBB’s program to other employers.

Skilled migration has a transformative impact on the lives of refugees and their families:

Families who have moved through TBB's program have seen an average annual income increase of over 750% and report significant improvements in quality of life, security, access to healthcare, and education.

Governments will change skilled migration policies when they see the value:

The Australian, Canadian, and UK governments have partnered with TBB and agreed to visa program changes that will welcome an additional 600+ refugees over the next two years.

Employers who have recruited with us include:



“WE ARE IN A CRISIS IN HEALTHCARE WHEN IT COMES TO CONTINUING CARE ASSISTANTS AND NURSES. WE ARE ALWAYS LOOKING FOR INNOVATIVE WAYS TO FILL THIS GAP.”

Lisa M. Smith | Glen Haven Manor (Canada)

“THE DECISION TO HIRE ALI WAS REALLY BASED ON HIS SKILLS. WE WERE HOPING TO RESOLVE OUR LABOUR SHORTAGE, BUT ALSO CONTRIBUTE TO THAT HUMANITARIAN ASPECT.”

Wayne Shaw | Harvey Beef (Australia)

INVESTING IN OUR WORK

If we act now, we can permanently expand opportunities for refugees to rebuild their lives.

\$1 million

supports hundreds of refugees and their families to move for work, achieving safe and secure futures.

\$5 million

trains and supports partner organizations to connect thousands of refugees with skilled migration.

\$10 million

secures enduring systems change so refugees will continue to have equal access to skilled migration.

For more information, please contact

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