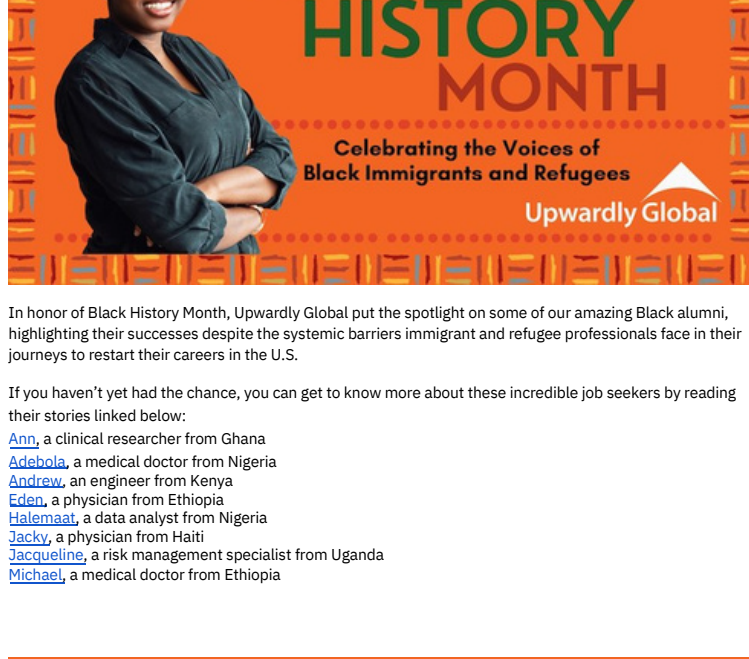


Celebrating Black History Month

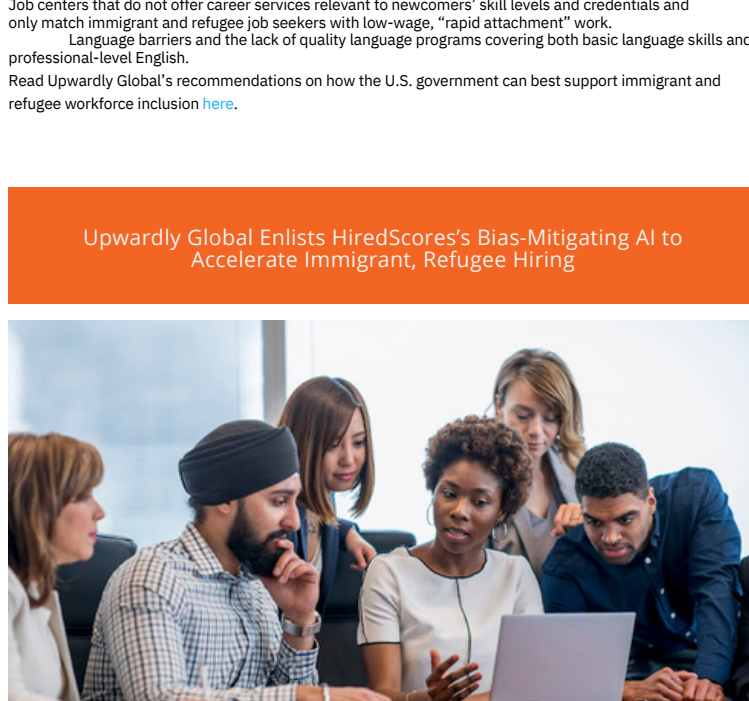


In honor of Black History Month, Upwardly Global put the spotlight on some of our amazing Black alumni, highlighting their successes despite the systemic barriers immigrant and refugee professionals face in their journeys to restart their careers in the U.S.

If you haven't yet had the chance, you can get to know more about these incredible job seekers by reading their stories linked below:

- [Amy](#), a clinical researcher from Ghana
- [Adebola](#), a medical doctor from Nigeria
- [Andrew](#), an engineer from Kenya
- [Eden](#), a physician from Ethiopia
- [Haleemah](#), a data analyst from Nigeria
- [Jacky](#), a physician from Haiti
- [Jacqueline](#), a risk management specialist from Uganda
- [Michael](#), a medical doctor from Ethiopia

Upwardly Global Submits Recommendations to the White House Task Force on New Americans



Upwardly Global this month released a set of recommendations to the Task Force on New Americans, which was established by the Biden Administration in December 2022 and for which Upwardly Global and allies – led by Welcoming America and NPFA – had advocated over the last year. These cover multiple ways the U.S. government can effectively address the most critical barriers immigrant and refugee professionals face in their job search, namely:

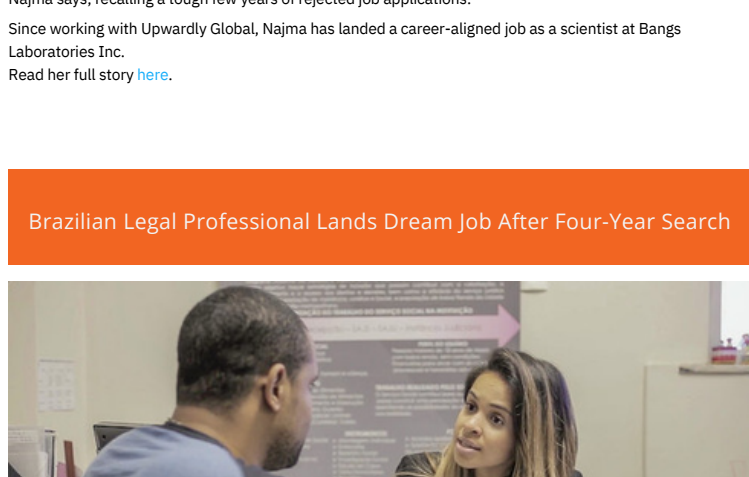
Difficulties with navigating the U.S. employment system, including licensure barriers and unclear career pathways due to the lack of U.S. work experience.

Job centers that do not offer career services relevant to newcomers' skill levels and credentials and only match immigrant and refugee job seekers with low-wage, "rapid attachment" work.

Language barriers and the lack of quality language programs covering both basic language skills and professional-level English.

Read Upwardly Global's recommendations on how the U.S. government can best support immigrant and refugee workforce inclusion [here](#).

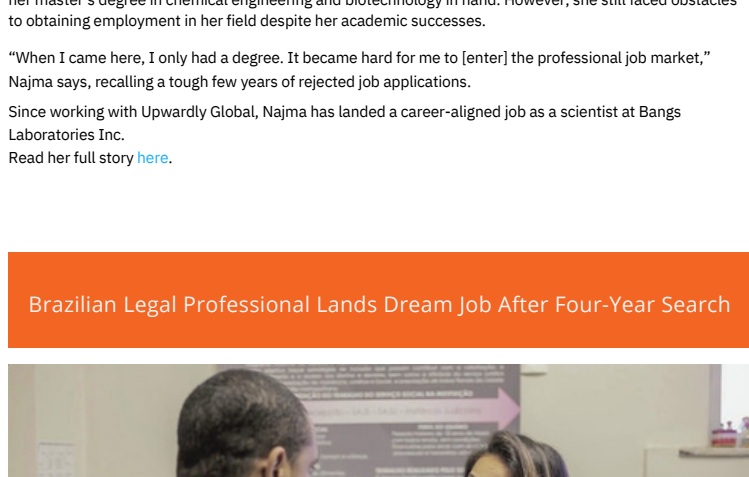
Upwardly Global Enlists HiredScore's Bias-Mitigating AI to Accelerate Immigrant, Refugee Hiring



We are excited to announce a new partnership with [HiredScore](#), the leading explainable and ethical talent orchestration solution powering over 40% of the Fortune 100. Together, we are launching the [HiredScore x Upwardly Global pilot](#), which enables talent acquisition teams to seamlessly receive immigrant and refugee talent with international credentials to restart their careers in the United States.

By applying HiredScore's bias-mitigating AI to pull Upwardly Global's talent for their open roles, companies can better integrate underrepresented professionals into their recruiting process. The highly qualified candidates within the Upwardly Global community will have the opportunity to be seen - and hired - by some of the largest and most innovative organizations in the world.

Somali Scientist Excels in U.S. STEM



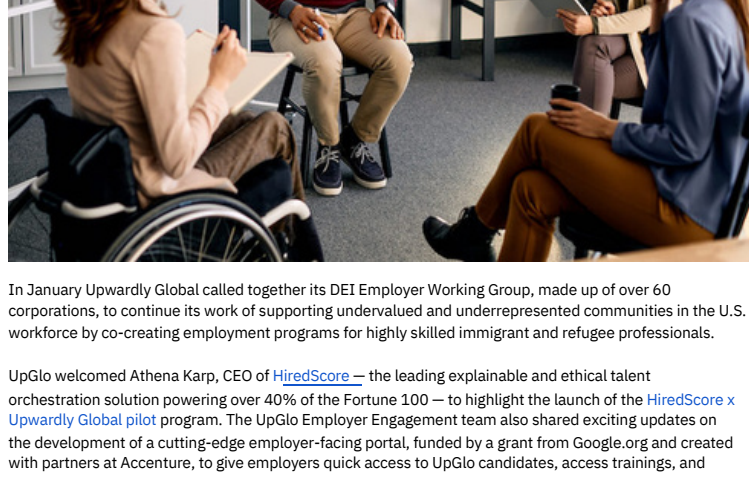
Upwardly Global alum Najma from Somalia is no stranger to starting anew in a foreign country. In her teens, she was given the opportunity to pursue an education in Norway, where her mother moved after Najma's father passed away in the Somali Civil War. Later, she immigrated to the U.S. to be with her husband, with her master's degree in chemical engineering and biotechnology in hand. However, she still faced obstacles to obtaining employment in her field despite her academic successes.

"When I came here, I only had a degree. It became hard for me to [enter] the professional job market," Najma says, recalling a tough few years of rejected job applications.

Since working with Upwardly Global, Najma has landed a career-aligned job as a scientist at Bangs Laboratories, Inc.

Read her full story [here](#).

Brazilian Legal Professional Lands Dream Job After Four-Year Search



Luana Lima moved to the U.S. from Brazil when she was 23 years old with only her law degree and backpack in hand. For almost five years, she made ends meet with two jobs outside her field of expertise.

Like many of the young immigrants who participated in Upwardly Global's recent study, "Roadblocks to Workforce Inclusion for Young Adult Immigrants," she barely had any time to dedicate to her job search and wished for support on navigating the U.S. hiring system.

After working with Upwardly Global, Luana landed her current role as a Legal Processing Clerk at the San Francisco Public Defender's office, where she now supports the legal representation of detained immigrants on the brink of deportation.

Read her full story [here](#).

UpGlo Convenes DEI Employer Working Group to Share Newest Developments in AI and Digital Tools Technology for Employers



In January Upwardly Global called together its DEI Employer Working Group, made up of over 60 corporations, to continue its work of supporting undervalued and underrepresented communities in the U.S. workforce by co-creating employment programs for highly skilled immigrant and refugee professionals.

UpGlo welcomed Athena Karp, CEO of [HiredScore](#) – the leading explainable and ethical talent orchestration solution powering over 40% of the Fortune 100 – to highlight the launch of the [HiredScore x Upwardly Global pilot](#) program. The UpGlo Employer Engagement team also shared exciting updates on the development of a cutting-edge employer-facing portal, funded by a grant from Google.org and created with partners at Accenture, to give employers quick access to UpGlo candidates, access trainings, and resources for refugee hiring, corporate volunteering information, and more!

As it was the first meeting of 2023, Upwardly Global shared key milestones and upcoming trends with employers as well as other relevant employer success stories for onboarding refugee talent over the last year. On the refugee crisis front, Upwardly Global shared pertinent information with employers on what to expect in the coming months for EAD (Employment Authorization Documents) for Ukrainian and Afghan newcomers. For more information on our employer-facing work, please contact epsteam@upwardlyglobal.org.

In the News

Biden Administration Invites Ordinary Citizens to Help Resettle Refugees

The Biden administration recently launched Welcome Corps, a program enabling U.S. citizens and permanent residents to privately sponsor refugees. Hosts – groups of five people who must raise money for a refugee's first 90 days in the country, as well as assist with housing, schooling, and other essentials – will be vetted and receive training to help safeguard each refugee's wellbeing.

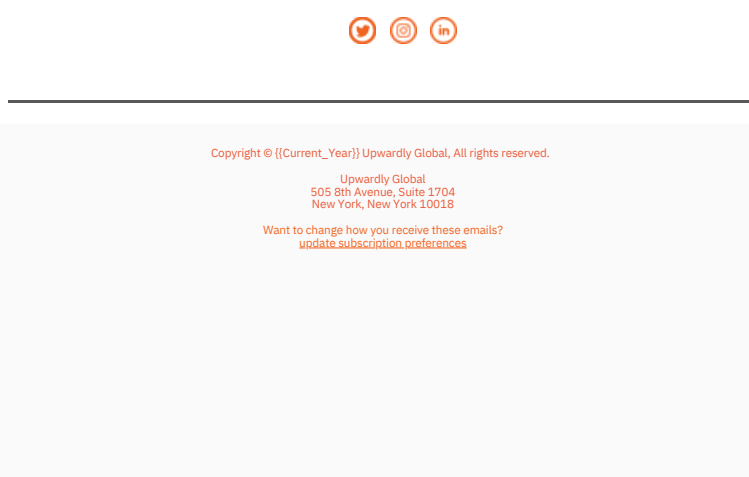
Read more about Welcome Corps here: <https://www.know.org/stories/biden-administration-invites-ordinary-citizens-to-help-resettle-refugees>

Study on the Skills and Economic Outcomes of Immigrant and U.S.-Born College Graduates

The Migration Policy Institute (MPI) released a study on the skills and economic outcomes of immigrants in comparison to U.S.-born college graduates. The study found that immigrant professionals are more likely to work in positions they are overqualified for than U.S.-born workers, and that more immigrants (51%) possess degrees in the STEM and health fields than their U.S. counterparts (36%), who mostly hold degrees in social sciences, business, and law.

Read more from MPI here: <https://www.migrationpolicy.org/research/piac-skills-outcomes-us-college-graduates>

Join Upwardly Global's Leadership Councils!



Upwardly Global's National Leadership Council is composed of volunteers and industry leaders who partner with us to eliminate employment barriers for immigrant and refugee professionals. National Leadership Council members advance our mission through strategic fundraising, raising awareness, and strengthening our relationships and partnerships across the U.S.

Upwardly Global is currently recruiting for our San Francisco, Washington, D.C., and New York Leadership Council Chapters. If you have a passion for DEI and belonging in the workplace and are committed to a world free of bias, stereotypes, and discrimination, where everyone can work and thrive, we encourage you to consider joining us. To learn more, please review our [Leadership Council Overview](#), and if you would like to get more involved, please contact Doris Acheampong at devteam@upwardlyglobal.org.

Join our dedicated, diverse team.

Current open positions include:

- [Vice President of Programs](#)
- [Digital Products Manager](#)
- [Communications and Social Media Intern](#)

All career opportunities can be found [here](#).

Contributions by our community make all this work possible!

