



2022 Policy Review

Recommendations & Opportunities



OUR ROLE

Upwardly Global is the first and longest-serving organization focused on helping immigrant, refugee, and asylee professionals rebuild their careers in the United States.

The current global environment has created a moment of opportunity for Upwardly Global's community to meaningfully advance our mission and vision.

Upwardly Global has worked with almost 20,000 immigrant and refugee professionals and supported them in finding family supporting jobs. This population is often rendered invisible, and we have an obligation to scale this work by sharing best practices on how best to integrate them into our workforce.

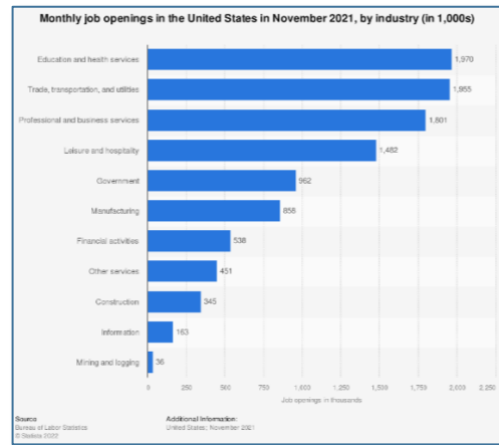
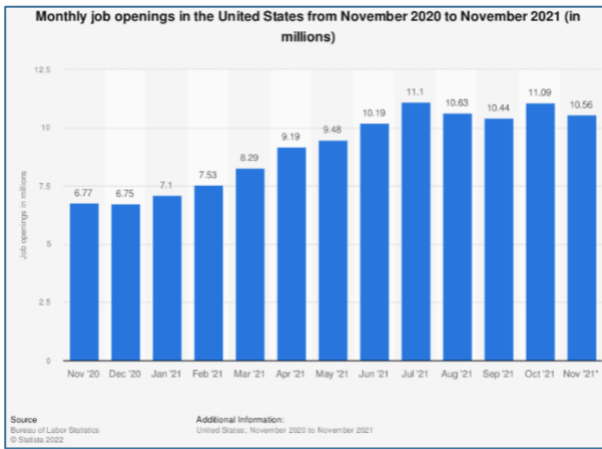
Our role in the policy realm is to bring the stories of un- and underemployed immigrants and refugees to life, ensure that policy and implementation are connected, and inspire decisive action among critical civil society actors.

In 2022, we can meaningfully open opportunities for immigrant and refugee professionals through lifting up stories, thought leadership, and advocacy, specifically addressing needs that have arisen from recent trends. We will do this through three different avenues:

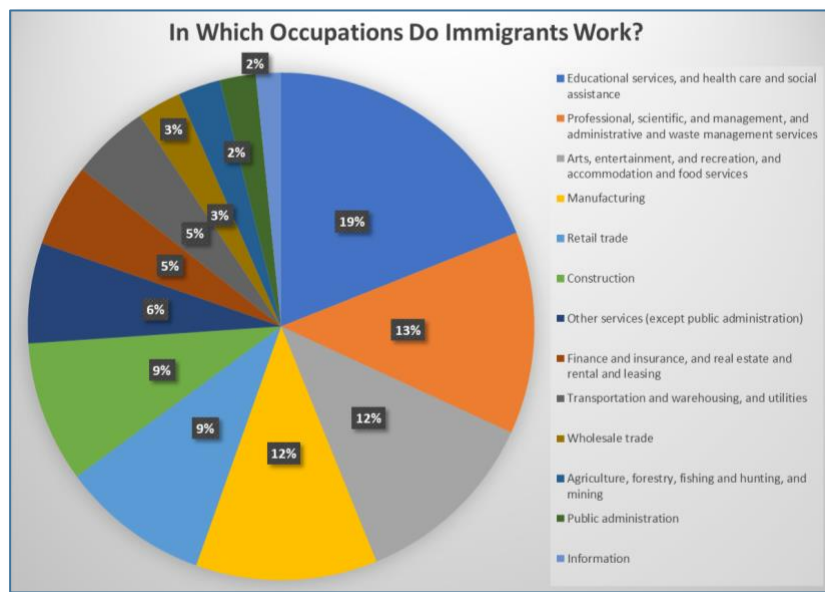
- **Economic** - Labor shortages from the COVID-19 pandemic have driven demand in key industries where immigrant and refugee professionals bring strengths.
- **Diplomatic** - The recent Afghan and Ukrainian refugee crises have broadened support for the integration of these populations across businesses, top-level government/military, and the general public.
- **Social** - Diversity, Equity and Inclusion (DE&I) commitments and awareness of the need for and value of diversity are impacting hiring at mid/high-level roles and major companies' staffing strategies.

ECONOMIC

Labor shortages from the COVID-19 pandemic have driven demand in key industries where immigrant and refugee professionals bring strengths.



Relevant industries include education services, healthcare, scientific, and professional fields.

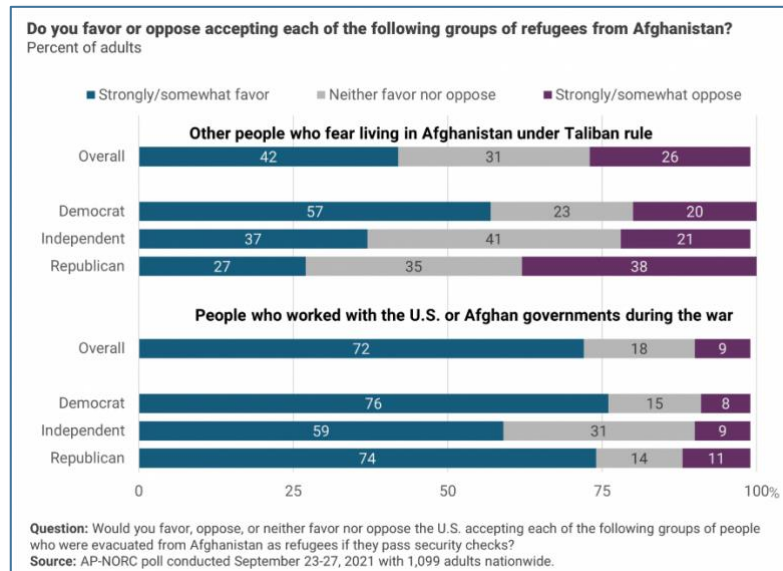


Upwardly Global works to connect work-authorized immigrants with employment that matches their education and professional skills, enabling them to meet the demands of labor markets and employers.

- **Research** - Support initiatives that facilitate better understanding of barriers that hinder immigrant economic integration and shine a light on solutions, such as the [Bridging Opportunities for New Americans Act](#).
- **Training** - As workforce development programs funded by the [Infrastructure Investment and Jobs Act](#) and Build Back Better initiatives take shape, ensure consideration for immigrants in high-skill fields.
- **Licensing Reform** - Encourage reform that eases immigrants' ability to relaunch careers in heavily licensed fields such as healthcare. Ensure policy makers engage communities as they create and implement reform.

DIPLOMATIC

The recent Afghan and Ukrainian refugee crises have broadened support for integration of these populations across businesses, top-level government/military, and the general public.



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Upwardly Global supports legislation and administrative policies which would enable Afghan evacuees to work and remain in the U.S. permanently. We also support legislation and allocations for Ukrainian refugees to the United States. Workforce integration is the key to successful inclusion of newcomers.

- **Afghan support** - In tandem with federal agencies and the Department of Homeland Security (DHS), Upwardly Global favors streamlining services and supports the Afghan

Adjustment Act, which would allow this population to continue to live and work in the U.S. and provide a pathway to citizenship.

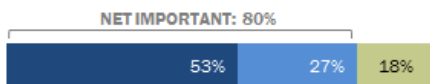
- **Taskforce on New Americans** - Upwardly Global favors the formation of a national taskforce to build on the strong interagency collaborations plus NGO and corporate partnerships to coordinate services and support for Afghans and other refugee populations moving forward.
- **Workforce training** - Upwardly Global is working with U.S. Citizenship and Immigration Services (USCIS) and the Office of Refugee Resettlement (ORR) to ensure adequate support for Afghan newcomers to help in finding work that fits their experience and helps them to fulfill their potential.

SOCIAL

Eight-in-ten Americans view racial and ethnic diversity in the workplace as at least somewhat important

% of U.S. adults who say it is ___ important to have racial and ethnic diversity in workplaces today

■ Extremely/very ■ Somewhat ■ Not too/not at all



And many cite diverse perspectives and equal opportunity as important reasons to increase workplace diversity

% of U.S. adults who say the following are important reasons for increasing racial and ethnic diversity in the workplace



Diversity, Equity, and Inclusion (DE&I) commitments and awareness of the need for and value of diversity are impacting hiring at mid/high-level roles and major companies' staffing strategies.

Several major pieces of "inclusive" legislation provide support for workforce development programs and diversity initiatives. Upwardly Global continues to:

- **ENCOURAGE** consideration of immigrant businesses and the role of immigrant employees in minority businesses through the newly established [Minority Business Development Agency](#).
- **BUILD** coalitions among groups that represent immigrants, refugees, and people of color to understand intersecting identities and increase representation across key sectors of the economy.
- **ENGAGE** with companies that are eager to bring in more diverse hires, including at the mid- and high-skill levels, and to support hiring and management practices that create more open and representative workplaces.

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ⁱ <https://www.statista.com/statistics/217943/monthly-job-openings-in-the-united-states/>

ⁱⁱ <https://www.statista.com/statistics/872834/monthly-job-openings-in-the-united-states-by-industry/>

ⁱⁱⁱ <https://immigrationforum.org/article/immigrants-as-economic-contributors-they-are-the-new-american-workforce/>

^{iv} <https://apnorc.org/projects/bipartisan-support-for-resettling-afghans-who-worked-with-u-s-forces-during-the-war/>

^v https://www.pewresearch.org/social-trends/wp-content/uploads/sites/3/2018/01/PS_2018.01.09_STEM_4-01.png?w=309