

## Digital Tools for an Inclusive, Future-Ready Workforce



We provide full life-cycle DE&I training and support to talent acquisition teams, from pre-recruitment to employee retention. Our training focuses on behaviors to support immigrant and refugee hiring, and also creates a more inclusive workplace for everyone.

### Recommended Learning Pathway by Learner

#### **For Recruiters** (35-40 minutes)

- The Job Seeker Experience
- Cultural Awareness and Hiring Bias
- Leading Practices in Interviewing
- Championing Immigrant & Refugee Talent & Collaborating with Hiring Managers

#### **For Hiring Managers** (25-30 minutes)

- The Job Seeker Experience
- Cultural Awareness and Hiring Bias
- Leading Practices in Interviewing

#### **For Volunteers (Employee Engagement)** (20-25 minutes)

- The Job Seeker Experience
- Who is Upwardly Global
- Alumni Stories

## Course Catalog (Course Duration: 7-12 minutes)

**The Job Seeker Experience:**

*Understanding the population and why they often get stuck in underemployment*

**The Business Case:**

*Explores the value proposition for inclusion of immigrant and refugee professionals in the workforce*

**Cultural Awareness and Hiring Bias:**

*Develops cultural awareness to identify biases that may interfere with the hiring process and retention processes*

**Legal Pathways and Work Authorization:**

*Gain a better understanding of the various legal pathways and work authorization statuses of immigrant and refugee professionals; mitigate fears around need for visa sponsorship*

**Leading Practices in Interviewing:**

*Scenario based learning to apply and socialize best practices during interviewing and an exploration of cultural norms*

**Leading Practices in Onboarding:**

*Onboarding a new-comer through a lens of inclusion and retention*

**Leading Practices in Recruiting:**

*Best practices for attracting immigrant and refugee professionals, including job descriptions, sourcing methods, and other screening practices*

**Who is Upwardly Global:**

*What Upwardly Global does, the size/scope of the problem they exist to address, key challenges, impact, and overall vision*

**Alumni Stories:**

Hear from Upwardly Global Alumni successfully working in their career field in the U.S.

**Championing Immigrant and Refugee Talent & Collaborating with Hiring Managers:**

Explores how recruiters can support decision-makers in making unbiased hiring decisions by advocating for immigrant and refugee candidates

