

Digital Tools for an Inclusive, Future-Ready Workforce



We provide full life-cycle training and support to talent acquisition teams, from pre-recruitment to employee retention. Our training focuses on behaviors to support work-authorized immigrant and refugee hiring. behaviors to support work-authorized immigrant and refugee hiring.

Recommended Learning Pathway by Learner

For Recruiters (35-40 minutes)

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

For Hiring Managers (25-30 minutes)

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

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

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

Course Catalog (Course Duration: 7-12 minutes)

The Job Seeker Experience:

Understand the population and why they often get stuck underemployment

The Business Case:

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

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 On-boarding:

On-boarding a newcomer through a lens of inclusion and retention

Cultural Awareness and Hiring Bias:

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

Leading Practices in Recruiting:

Learn the best practices for attracting immigrant and refugee professionals, including job descriptions, sourcing methods, and other screening practices

Who is Upwardly Global:

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

Alumni Stories:

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

Championing Immigrant and Refugee Talent & Collaborating with Hiring Managers:

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

If your company is interested in accessing this curriculum and to learn about partnership opportunities with Upwardly Global, please reach out to us at epteam@upwardlyglobal.org.