



Linking the Global Labor Market to a New Talent Pool

**Talent Beyond Boundaries' Intervention at the United Nations Adoption
Conference of the Global Compact for Migration**
Dialogue 2: Partnerships and Innovative Initiatives for the Way Forward

December 11, 2018
Marrakech, Morocco

Thank you Excellencies and Delegates,

I am speaking on behalf of the United States Council for International Business (USCIB), a member of the International Organization of Employers, whose membership includes global companies and service firms from every sector of the economy.

If I could, before I start, just take a moment to thank the co-chair for the role that Bangladesh played in formalizing the role of the business mechanism during its years chairing the Global Forum on Migration and Development.

USCIB was actively engaged at every negotiation session for the Global Compact on Migration (GCM).

We have expressed our support particularly for Objectives 5 and 18.

Enhanced regular pathways for global mobility and a greater emphasis on skills matching, skills recognition and skills development are critical contributions in the GCM.

I am here today at the Dialogue on Partnerships and Innovative Initiatives to tell of just such an innovative initiative which is already happening: Talent Beyond Boundaries (TBB).

Talent Beyond Boundaries is based on simple propositions. These were in doubt but are now proven.

First: People with ability and talent have been displaced by conflict, climate change and fear. TBB's talent catalogue database of 11,000 profiles demonstrates this.



Second: The displaced can contribute to development and the vision of the Sustainable Development Goals.

Third: Businesses will recruit this talent from abroad to fill skills gaps. This opportunity exists in developing and developed countries alike.

Talent Beyond Boundaries has proven each of these propositions.

Now we need regular pathways to work better. Better for business and better for these people.

This is the promise of the GCM, particularly article Objective 5 which asks governments to “enhance availability + flexibility of pathways for regular migration.”

Objective 5 notes this applies as well for migrants compelled to leave their countries of origin due to precarious situations.

In the world today, this is already happening.

Everyday businesses looking to recruit from abroad in an original way are working with TBB to connect to displaced talent.

Candidate profiles are reviewed; job interviews occur, offers are made and candidates and businesses work with governments to connect through regular immigration pathways.

This week TBB hosted a side event.

Many from the private sector spoke of the need for talent through global mobility as one part of the solution to skills gaps. This is captured in the [Business Leaders Report](#), detailing corporate partnerships with TBB.

Canada spoke of the partnership with TBB in East Africa and MENA.

TBB explained how all of this has given hope and restored dignity to our candidates, their families and others.



TALENT BEYOND
—BOUNDARIES—

Let me conclude: this innovative initiative based on partnerships between businesses, government and civil society IS the promise of the Compact. Its success will be enhanced; it can grow with effective implementation of the Compact. We together can change lives, support economic development and change the narrative. Please join us.

The above remarks were delivered by Gary Slaiman, former staff director and chief counsel to the Labor Subcommittee of the United States HELP Committee, most recently senior partner at Morgan Lewis and Bockius, Washington D.C, (with which he is still affiliated) and Corporate Outreach Advisor to Talent Beyond Boundaries. Mr. Slaiman also chairs a Subcommittee of the Business Mechanism which represents the private sector to the Global Forum on Migration and Development. Mr. Slaiman attended each of the six negotiation sessions for the Global Compact on Migration last year.