



TALENT BEYOND
—BOUNDARIES—

Candidate's Guide to Talent Beyond Boundaries

Learn more about Talent Beyond Boundaries, its programs and services, and how they can help you secure a job in Australia, Canada and the United Kingdom.



Talent Catalog

What if we could help millions of refugees and displaced people, simply by recognizing their skills?

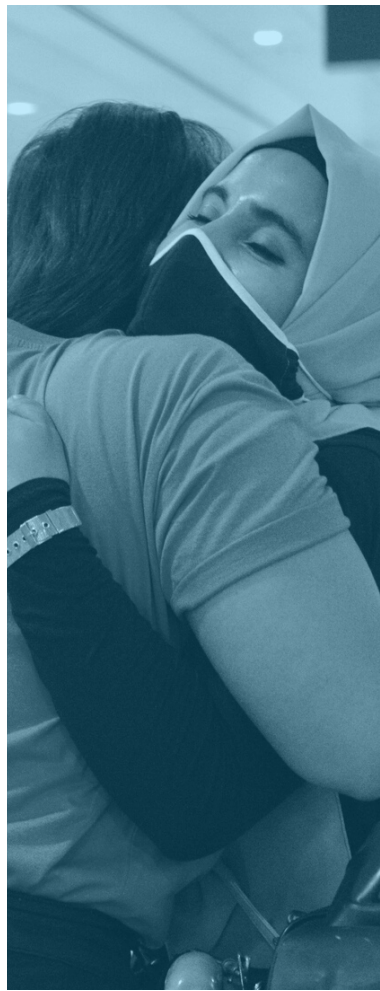
The Talent Catalog (TC) is the world's first database that allows employers to access the talent that exists in refugee and displaced populations. Top professions represented include software developers, engineers, healthcare professionals, and skilled trade workers.

TBB works with governments, partners, and the private sector to ensure that refugees have equitable access to skilled migration as a complementary pathway out of displacement.

Labor mobility pathways could enable more than a million displaced people to achieve security and self-sufficiency in the next decade. The result is win-win: for refugees and their families, for employers and communities, and for under-resourced host countries.

Refugees are doctors, engineers, skilled trade workers, software developers, and more. Many have marketable skills, yet find themselves in countries where they don't have the right to work locally and are locked out of skilled migration systems.

By engaging governments, refugee-serving organizations, the business sector, and local communities, we're creating safe, regular pathways that enable displaced people to move for work, resume their careers, and rebuild their lives.



Key messages

The process is employer-led

This means that employers have the final say in whom they would like to interview or hire, and for the most part, the outcome relies on candidates' skills and suitability for the role, not on their vulnerability. Practitioners should communicate these key ideas:

- It is not a linear process. TBB does not search for opportunities for each individual candidate, and submitting an application does not mean that there will be a status update in a few months. TBB will only contact candidates when there is a suitable opportunity for them.
- There are no guarantees. Employers make all hiring decisions, and TBB's job is to facilitate the process. Receiving an invitation to interview with an employer does not automatically translate to recruitment success.
- Vulnerability and humanitarian status do not increase the likelihood of success, but they are taken into account to remove barriers to international employment.



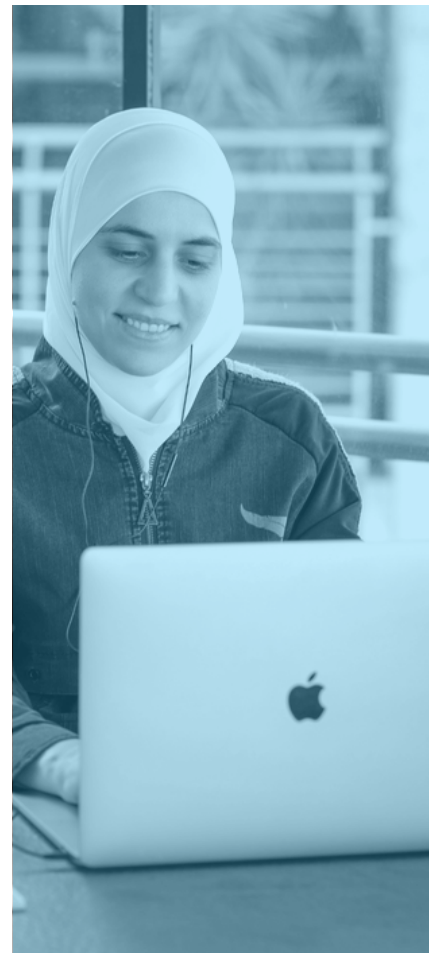
The process is competitive, and candidates have a critical role to play

Because the process is employer-led, the process is similar to any other recruitment process; candidates who meet the requirements and excel during interviews are more likely to succeed. However, there are steps that candidates are encouraged to take to increase their chances:

- English language skills are essential. Candidates cannot relocate to a destination country and then learn English, as they will need their English language skills to sit for interviews, fulfill the legal requirements of the immigration process, and work shortly after their arrival.
- Professional skills matter. CV preparation skills and interview skills affect the outcome of the process, and candidates are responsible for preparing for their interviews.

Candidates own their data

TBB has rigorous data security and privacy protocols, and all personnel with access to candidates' personal data have signed a Confidentiality Agreement. Candidates own the data they register on the Talent Catalog, and they can log in to update (or delete) that data at any time.



Frequently Asked Questions

Common questions that candidates usually have. Please refer to [TBB's website](#) for an updated version of the FAQs.

What does Talent Beyond Boundaries do?

Talent Beyond Boundaries (TBB) is a nonprofit organization committed to opening labour mobility pathways for refugees and other displaced people. TBB does not work on refugee resettlement, but rather connects refugees with international employment opportunities so that they may work in countries where they can access full rights and stability.

How do I sign up for TBB's program?

If you're a refugee or other forcibly displaced person and you are interested in international employment, you can create a profile on TBB's Talent Catalog here: tctalent.org.

To increase your chances of being matched with a job opportunity, please list your experiences, skills, education, and languages on your profile, providing as much detail as possible. You can log in to update (or delete) your profile at any time.

Does signing up for TBB's program guarantee that I will receive a job offer?

No. Registering on our Talent Catalog is not a guarantee of employment. Candidates should continue to pursue other opportunities if/when they are available.

We will not contact Talent Catalog registrants unless an employer has expressed interest in your profile or if we need to confirm your information.

How are successful candidates selected?

Our model is employer-driven, meaning that Talent Beyond Boundaries does not select candidates for international employment. Rather, we facilitate matches between candidates and potential employers. A decision about whether to hire someone is always made independently by the employer.

Do I need to speak English to get a job offer?

To gain a skilled work visa in an English-speaking country, candidates generally need a functional level of English (minimum IELTS score of 4.5). Improving your English language skills is one of the best things you can do to optimize your chances of being offered a job abroad.

Do I need to have an IELTS score to be considered for international employment opportunities?

Having an IELTS score is not a requirement for candidates to be considered for international employment opportunities. However, in some cases, having an IELTS score is a requirement for obtaining the visa. In other cases, employers require a certain English language level. In those cases, TBB will assist you to take the exam after you receive a job offer.

In the meantime, we invite you to browse our [English Resources page](#), which has material that can help you improve your English and prepare for the IELTS.

Frequently Asked Questions

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Does the program cost money?

No. Registering on the Talent Catalog is free. All of our services are free of charge.

Candidates who accept an international job offer and choose to relocate will be responsible for some immigration-related costs (flights, visa applications, etc.). If a candidate can't afford these costs, TBB will assist in finding loan options.

Do I need a passport? Do I need documents that prove my qualifications?

No. You do not need any documents to register on the Talent Catalog. A passport can make the migration process easier, but it is not a requirement. Some skilled visa programs require official documentation of your qualifications, whereas others do not. If an employer would like to interview you, we will ask you which documents you have.

Does TBB select candidates based on their vulnerability?

No. TBB connects qualified candidates, regardless of vulnerability, with employers seeking their skill sets.

If I receive a job offer, will I be able to move with my family?

Yes. If you receive a job offer, you will be able to relocate with your immediate family (i.e. your spouse or de facto partner and any dependent children). Skilled visa programs generally do not allow you to include parents or siblings.

Is my data secure on the Talent Catalog?

Yes. TBB has rigorous data security and privacy protocols and all personnel with access to your personal data have signed a Confidentiality Agreement. See our [Privacy Policy](#). You own the data you put on the Talent Catalog, and you can log in to update (or delete) that data at any time.

I am having trouble logging into my Talent Catalog profile. What do I do?

First, please make sure that you are entering the correct password. If you cannot remember your password, you can reset it [here](#). Please note that your username is usually your email address.

If you are still having trouble logging in, try using a different browser, or logging in from a different device. If the problem persists, contact us: info@talentbeyondboundaries.org.

I registered on the Talent Catalog, but I haven't heard anything. Can I get a status update?

No. We will only contact you if there is a job opportunity that matches the skills and expertise you described in your profile on the Talent Catalog.

Improve your chances of being matched with an opportunity

Although registering on the Talent Catalog does not guarantee that a candidate will receive a job offer, there are a number of steps they can take to improve their chances.



Ensure you submit a complete Talent Catalog profile

Make sure to fill all the required fields while signing up, especially the job experience section. The information you provide will help us find your profile in the database when we receive an opportunity that matches your skills and experience. Submitting a profile without job experience details means that we won't be able to find you, even if you meet the requirements.



Stay up to date with new opportunities and express your interest

We encourage you to keep an eye out for new opportunities and to nominate your Talent Catalog profile for opportunities for which you meet the requirements. Specifically:

- Regularly check our [opportunities page](#), where you can find current active opportunities and nominate your profile.
- Follow our Facebook page, as we post some of our active opportunities there.



Benefit from free language and employment resources

English language skills remain essential, both for employers and for visa processes. Considering that this is a skilled immigration pathway, you will be expected to use your English skills on day one. TBB offers free access to leading platforms, such as ReallyEnglish and Coursera, that can help you improve your English language skills. Visit our [English resources page](#) to access these platforms.

We also encourage you to work to develop your professional skills in your field. We have partnered with Coursera and LinkedIn to provide you with free access to world-class learning platforms. You can access these resources by visiting [this page](#).



Keep your Talent Catalog profile up to date

You can do this by adding new skills, experiences, and certificates. This ensures that our team can find your profile if we have a suitable opportunity for you.



Autonomous employment

If you were able to secure employment in Canada, Australia, or the United Kingdom on your own, we might be able to support you with relocation and legal matters. Should you secure employment independently of TBB, we encourage you to reach out to us on info@talentbeyondboundaries.org.



For questions or feedback, please contact:
info@talentbeyondboundaries.org



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