

Connecting Refugee Students and Graduates to Skilled Migration Pathways

AN INTRODUCTORY GUIDE FOR EDUCATORS AND REFUGEE SERVING ORGANISATIONS



TALENT BEYOND
—BOUNDARIES—

Talent Beyond Boundaries, November 2022

This paper was written by Noura Ismail at Talent Beyond Boundaries. It was published through the generous support of the HOPES-LEB Programme and European Union, and in partnership with Kiron Lebanon.

About Talent Beyond Boundaries

TBB envisions a world where refugees and other forcibly displaced people can use their skills and talents to move to secure futures.

As a global not-for-profit organisation, our mission is to help refugees transcend displacement by tapping into international employment and skilled migration opportunities. We do this by connecting skilled refugees (and other forcibly displaced people) with employers around the world looking to address local skills shortages. We also work with governments and policy makers to remove the barriers that often prevent refugees from accessing skilled migration pathways.

Our model is designed to complement existing humanitarian pathways, providing refugees with an additional safe and legal option to overcome displacement.



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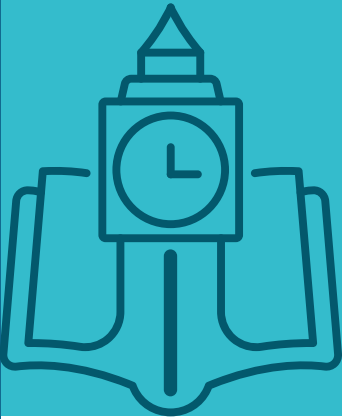
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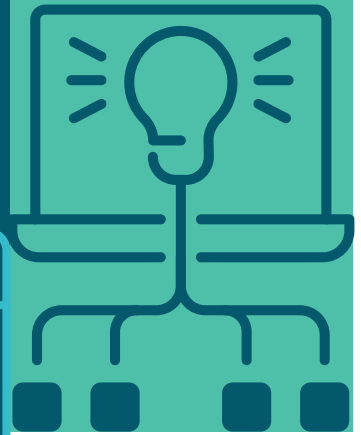
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This guide is for

educators,
career counselors, and
non-governmental service providers (“mentors”)

who engage with, advise, and support refugee students and graduates across the globe. It was created with the intention of helping these mentors expand the doors of opportunity for refugee youth by introducing them to skilled migration options catered to their circumstances. These include new international employment pathways to countries including Australia, Canada, and the United Kingdom where refugee youth can be matched with a job opportunity and granted either temporary or permanent residence visas through specific programs designed to hire displaced talent. As the global reality for refugees grows more challenging each day, it has never been more essential that mentors understand the tools and options available to help guide youth towards safe and legal pathways that can transform their lives and futures.



Overview

There are millions of refugee students and graduates across the globe with high levels of education, skills, and/or potential who are well equipped to enter the workforce and contribute to their local economies. Yet legal systems in host countries often restrict them from working in most professions, thereby pushing the majority into informal employment arrangements and a reliance on aid and remittances.

While many refugees look to third country resettlement via traditional humanitarian routes as an ideal solution, the unfortunate reality is that less than 1% of the globally displaced are selected to resettle each year.¹

With few accessible durable options to secure their futures, many young refugees are opting to embark on notoriously dangerous and life-threatening journeys through irregular pathways.

Considering the vast untapped labor potential in refugee students and graduates, skilled migration can be a promising solution for many of them. In recent years, governments across the globe have implemented ground-breaking new labour mobility programs designed to enable refugees to enter their countries and work while keeping their protection needs as a priority.

Talent Beyond Boundaries (TBB) has been pioneering these efforts alongside policy makers and the private sector and has succeeded in opening pathways in countries including Australia, Canada, and the United Kingdom. Through proven examples, TBB has demonstrated that by enhancing access to skilled migration

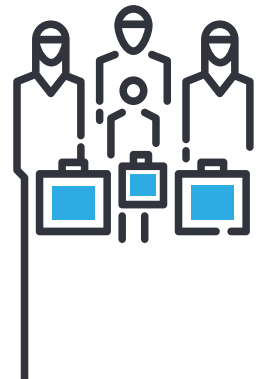
options for refugees, millions have the potential to transcend displacement by using their skills.

The purpose of this guidebook is to introduce the concept of skilled migration for refugees to educational mentors and refugee-serving organisations with livelihoods programs to expand their job counseling capabilities and increase access to solutions.

It will do so by highlighting the mission-driven work of Talent Beyond Boundaries as the primary implementing organisation in this field.

Its key objectives are to:

- (1) raise awareness of skilled migration as a durable option for refugees;
- (2) present evidence of its potential across the globe and how refugee students and graduates can benefit; and
- (3) share recommendations with mentors on how to enhance access worldwide.



1. UNHCR (Accessed April 2022), <https://www.unhcr.org/refugee-statistics>

01

Introduction to Skilled Migration Pathways for Refugee Youth

What is Skilled Migration for Refugees?

A Glance at Global Skills Pathways for Refugees

Proven Impact: Transforming Careers, Lives, and Communities



What is Skilled Migration for Refugees?



As a mentor to refugee youth, you are well aware of the unfortunate reality that awaits most after they graduate from secondary school and attempt to launch their careers. Despite providing them with the education, training, and resources to thrive professionally, global systems prevent them from accessing most opportunities.

In countries like Jordan and Lebanon, these youth are blocked from practicing in most professions - despite having the necessary degrees and qualifications. With only a few durable options - including the ability to return home, locally integrate, or resettle elsewhere - they are forced into unemployment, working random low-skilled jobs, or joining the irregular economy, where they are at the mercy of exploitative employers. Time and time again, you have seen the ambition and dreams of so many bright minds become extinguished as they enter a protracted state of insecurity.

But what if there was an option that allowed these youth to access stable jobs, utilising their skills in countries where they were granted legal statuses and no longer considered refugees?

Conservative estimates reveal that there are at least 600,000 refugees across the globe who could qualify for skilled immigration programs and fill labour shortages immediately based on their educational and professional backgrounds.² These include thousands of refugee youth with degrees and/or experience in IT, healthcare, skilled trades, mechanical and civil engineering, finance, and more.

However, the systems that traditionally govern these programs usually put refugees at a disadvantage and often block them out entirely because they were not designed with their circumstances in mind.

2. Talent Beyond Boundaries, The Promise of Labour Mobility: How skills can be a passport out of displacement for refugees, December 2019, p. 27, <https://talentbeyondboundaries.org/s/TBBGRFReport2019.pdf>

Box 1.1:**Most Common Barriers that Prevent Refugee Youth from Accessing Traditional Skilled Migration Pathways** (*Prior to current interventions in Australia, Canada & the United Kingdom)**Lack of Identification Documents**

Many refugee youth do not have access to valid identification documents, including passports. Without these documents, they are automatically disqualified from submitting skilled visa applications.

**Lack of Legal Status in Host Country**

In certain host countries, refugees are living illegally without protection from the local government and subject to deportation. Indicating an illegal residency status is not an option on traditional skilled visa applications and would create a red flag on the applicant's file.

**Inability to Provide Proof of Work Experience**

Lack of work rights in the host country pushes many refugee youth to work irregularly in informal arrangements. Some skilled visa applications require a letter of reference and proof of employment, but in such situations, it is unlikely that an employer would comply.

**Lack of Required Language Level**

A number of refugee youth struggle to meet the language scores required for most skilled visa programs. For example, in English-speaking countries, generally an IELTS General Exam score of 4.5 or higher is required across all bands.

**Dual Intent Issues Based on Nationality**

Even if a refugee has all the documentation and language requirements to apply for a skilled visa to another country, his or her application may still be declined simply due to the applicant's nationality and concerns that he or she will permanently reside in the country after arrival. This excludes most refugees from even being considered to access certain pathways.

After recognising both the immense skills shortages currently faced by international corporations and the untapped talent of refugees, the governments of Australia, Canada, and the United Kingdom recently launched programs to link the two by removing common barriers preventing refugees from applying for skilled migration pathways. These include alternative solutions if a refugee does not have legal residency, a valid passport, proof of previous work experience, and more.

If barriers like these could be lifted more widely and refugees are able to access migration on the basis of their skills worldwide, it is estimated that at least 1.8 million would be able to secure a permanent solution to their displacement. That equates to double the number of refugees resettled over the last decade.³

While Australia, Canada, and the United Kingdom are currently leading the way towards this systemic solution, numerous more governments are stepping up and expected to launch programs in the coming months and years.

A Glance at Global Skills Pathways for Refugees



Over the last few years, there has been an encouraging movement towards the development of skilled pathways for refugees at the policy level. Some governments - including those of Australia, Canada, and the United Kingdom - have already launched official pilots with commitments of over 2,800 visas for principal applicants.

The following provides an overview of these programs and the basics of what to know in order to guide refugee youth on how to access them.

Recently a new pilot, called Displaced Talent for Europe, has been launched to open up skilled visa routes to European countries. It is expected more pilots and programs will follow, including in North America and Asia-Pacific.

3. UNHCR Resettlement Data Finder query, <https://rsq.unhcr.org/en/#WY1s>

Skilled Employment Pathways to Australia for Refugees

Australia's Skilled Refugee Labour Agreement Pilot was launched in 2021 in partnership with TBB. It enables companies to hire and sponsor refugees living in host countries to immigrate to work in Australia. In order to access the pathway, both employers and refugees must be endorsed by TBB. If successful, refugees may be able to access Australian citizenship in as little as four years following arrival to the country on a permanent visa.

Official Website: Australia: [Skilled Refugee Labour Agreement Pilot](#) (More information on the [Australian Department of Home Affairs](#) website).

Most Common Recruiting Industries in the Pilot:



Information Technology (software engineers, IT analysts)



Mechanical Engineering



Healthcare (personal support workers, physiotherapists)



Butchers and other Skilled Trades



Finance and Administration professionals



Type of Visa Options

Permanent and Temporary

*So far, all refugees who have traveled to Australia via the pilot have proceeded via permanent visa pathways



Language Requirement

Intermediate

Must have what Australia defines as "Vocational English" which is minimum 4.5 on the IELTS General Exam (across all bands) or equivalent test.



Average Visa Processing Time

2-4 Months



Age Range

18 - 50

Are valid passports required?

No

Is UNHCR or UNRWA registration required?

No

Is proof of work experience required?

No

Is valid residency and/or legal status in the host country required?

No

Is a skills assessment required?

No

Can any profession be eligible to access the program?

More than 600 occupations are eligible to apply.

See [Australian Home Affairs website](#) for a full list of approved occupations.

Can refugees bring their family members?

Yes - Primary visa applicants can bring their spouses (or de facto partners) as well as their dependent children. Parents, siblings, and extended family members may not be included on the visa.

How can refugee youth access the pilot?

To be considered as part of the pilot to Australia, refugees must be signed up to the [TBB Talent Catalog](#) and endorsed by TBB. If they are able to secure employment in Australia on their own, they may contact TBB at info@talentbeyondboundaries.org and an assessment for endorsement will be completed.



Skilled Employment Pathways to Canada for Refugees

The Canadian government launched the Economic Mobility Pathways Pilot (EMPP) in 2018 in a joint collaboration with UNHCR, RefugePoint, and TBB. The EMPP has committed to the largest number of skilled visas for refugees globally over the next two years, both for principal applicants and their family members.

Official Website: [Economic Mobility Pathways Project](#)

Most Common Recruiting Industries in the Pilot:



Information Technology



Healthcare (e.g. nurses, personal support workers)



Butchers and other Skilled Trades



Type of Visa Options

Permanent

*There have been successful cases of refugees traveling on temporary pathways but these are limited and exceptional examples



Language Requirement

Ranges between programs; usually a minimum 4.0 on the IELTS General Exam (across all bands) is required



Average Visa Processing Time

6-9 Months



Age Range

Varies per Canadian province.

Are valid passports required?

No

Is UNHCR or UNRWA registration required?

Yes, but exceptions are possible on a case-by-case basis.

Is proof of work experience required?

Depends on the program.

Is valid residency and/or legal status in the host country required?

No

Is a skills assessment required?

A skills assessment is not required for the immigration process, but the employer may require an assessment as part of their interview/selection process.

Can any profession be eligible to access the program?

Yes, but it depends on criteria per each Canadian province, as well as the needs of employers.

Can refugees bring their family members?

Yes - Primary visa applicants can bring their spouses (or de facto partners) as well as their dependent children. Parents, siblings, and extended family members may not be included on the visa.

How can refugee youth access the pilot?

Application details are on the [Canadian Immigration and Citizenship website](#).



Skilled Employment Pathways to the United Kingdom for Refugees

Despite being the newest participating government, the United Kingdom's pilot has the highest number of placements of skilled refugees so far. While the pathway currently only offers temporary residency, it provides refugees access to safeguards in the case they may lose their job. The pathway also enables refugees to access permanent residency after 5 years under the Skilled Worker Visa.

Official Website: [Displaced Talent Mobility Pilot](#) (More information also on the [Fragomen](#) website)

Most Common Recruiting Industries in the Pilot:



Information Technology



Healthcare (e.g. nurses, personal support workers)



Construction



Business administration



Type of Visa Options

Temporary

Are valid passports required?

Yes - However case-by-case flexibility is offered when necessary



Language Requirement

Intermediate

Is UNHCR or UNRWA registration required?

No

Is proof of work experience required?

Yes - However assessed by employers not immigration authorities (normally a resume/CV and demonstration of skills in interviews or testing is sufficient)

Must meet B1 on the Common European Framework of Reference for Languages (CEFR), which is a minimum 4 on the IELTS for UKVI Exam (across all bands) or equivalent approved test

Is valid residency and/or legal status in the host country required?

No - There is an agreement through the pilot that candidates do not need formal "right of residence" in country of asylum



Average Visa Processing Time

5-10 Days

Is a skills assessment required?

No

Can any profession be eligible to access the program?

No - However, there are many hundreds of eligible occupations on the list (see [here](#))



Age Range

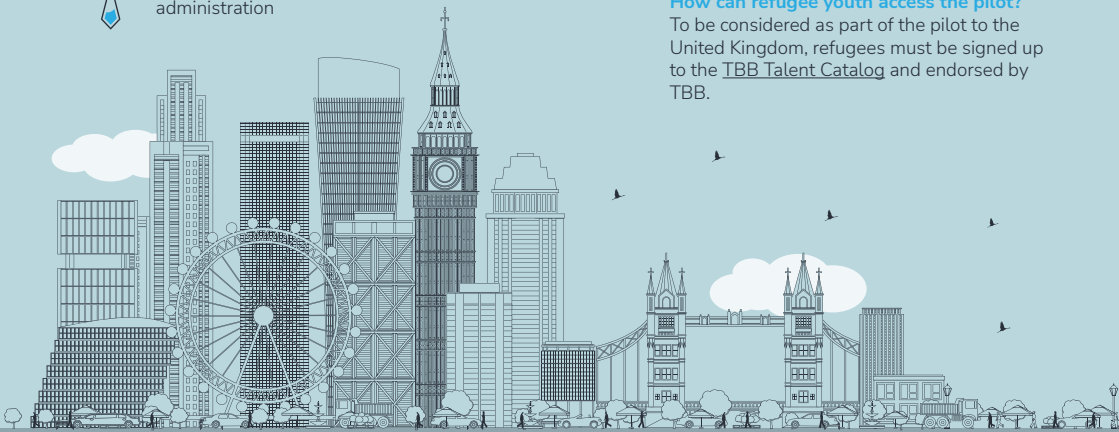
Minimum 18 (no maximum)

Can refugees bring their family members?

Yes - Primary visa applicants can bring their spouses (or de-facto partners) as well as their dependent children. Parents, siblings, and extended family members may not be included on the visa.

How can refugee youth access the pilot?

To be considered as part of the pilot to the United Kingdom, refugees must be signed up to the [TBB Talent Catalog](#) and endorsed by TBB.



Proven Impact: Transforming Careers, Lives, and Communities



To date, nearly 700 refugees have accessed a durable solution via skilled migration pilots through TBB. These include doctors, nurses, physiotherapists, personal care workers, civil engineers, telecommunication engineers, administrative assistants, carpenters, chefs, and more.

The impact has been transformative. For example:

- **Income Security.** Prior to relocation, most refugees were living below the poverty line in their host countries and claimed their monthly income was not sufficient to cover basic needs. Now, the average salary of a relocated refugee candidate is \$50,000 USD per year. So far, salaries range from \$25,000 USD to \$130,000 USD and are always based at the competitive market rate.
- **Improved Quality of Life.** 100% of refugees who relocated reported increased quality of life, including greater job satisfaction, increased safety, and greater access to healthcare and education.

Box 1.2:

Impact on Refugees in Host Countries

A survey⁴ of 259 refugee respondents based in Jordan and Lebanon revealed that upon learning about skilled migration pathways:

48% 

of refugees reported they are less likely to consider an irregular migration journey.

82% 

of refugees reported an increased motivation to maintain their skills and pursue professional self-development.

4. Talent Beyond Boundaries, Global Evaluation: Labour Mobility Pathways Pilot 2016-2019, June 2020, pp. 115-121. <https://www.talentbeyondboundaries.org/s/TBB-Global-Evaluation-2020-Final-external.pdf>

In addition, skilled migration for refugees enables companies to receive loyal new members with proven high retention rates, while communities integrate qualified talent that will contribute to their local economies.

Impact is also felt profoundly at the home and host country level, as over 60% of relocated refugees are sending remittances to family and friends in difficult circumstances abroad. Their access to economic stability while experiencing professional growth also makes them far more equipped, empowered, and capable to contribute back to the rebuilding of their home countries in the future than if they had remained in displacement.



Engaging the Global Private Sector and Meeting Labour Shortages

Top In-Demand Professions & Requirements




Top In-Demand Professions & Requirements









Spotlight 2.1: TBB's Healthcare Program in the United Kingdom

The UK's Department of Health and Social Care (DHSC) has a mandate to recruit **50,000 nurses** to the National Health Service (NHS) by 2024. The DHSC has a long history of successful international recruitment and has asked Talent Beyond Boundaries to provide ongoing access to qualified refugee candidates with nursing and healthcare qualifications. As a result of our partnership since mid-2021, DHSC has matched almost **200 nurses** and is seeking an additional **600 nurses** in the coming months.



TBB is working with over 300 companies internationally to hire and sponsor refugees. While in-demand professions and industries range from country to country, there are a number of positions regularly sought after in the global labour market; they are highlighted below. Minimum criteria per industry are mentioned, however interested students from any educational background are encouraged to consider skilled pathways as demand continues to grow and range across new participating countries.

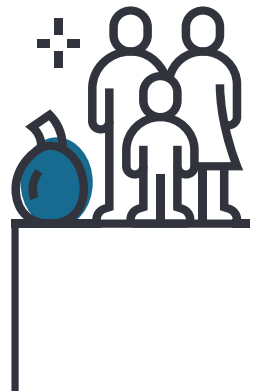
Industry	Position	Minimum Requirements from Employers <i>(Note, in many cases, higher levels are required)</i>	Examples of Companies that have Hired Refugees via Skilled Migration Pathways
 Engineering	Civil Engineer <i>Positions based largely in Australia and the UK</i>	Education: BS in Civil Engineering English Level: Minimum IELTS General Exam Score of 4.5 (Note, some employers require significantly higher scores) Work Experience: Generally looking for 2-1 years of experience	Blumar Group (Australia) Lazarou (Australia)

Industry	Position	Minimum Requirements from Employers (Note, in many cases, higher levels are required)	Examples of Companies that have Hired Refugees via Skilled Migration Pathways
 Engineering	Mechanical Engineer <i>Positions based largely in Australia, Canada, and the UK</i>	Education: BS in Mechanical Engineering English Level: Minimum IELTS General Exam Score of 4.5 Work Experience: Generally looking for 2-1 years of experience	Ice River Springs (Canada) Ceramic Oxide Fabricators (Australia)
 Business & Finance	Consultants (Including Auditors, Accountants, Business Analysts) <i>Positions based largely in Australia, Canada, and the UK</i>	Education: BS in Accounting, Finance, or related field English Level: There is flexibility, but a minimum of IELTS General Exam Score of 4.5 is recommended Work Experience: Recent graduates acceptable. At least 1-year of work experience is preferred, especially in working on audits	Accenture (Australia) EY (Australia)
 Healthcare	Nurse <i>Positions based largely in Australia, Canada, and the UK</i>	Education: Associate or BS degree in Nursing English Level: Minimum IELTS General Exam Score of 5.5 (Licensing requires IELTS 7.0 or above) Work Experience: None required, candidates can be recent graduates. Preference from employers is given to those with at least one year of experience. Additional Notes: * Strong desire for female candidates. * Nurses with backgrounds in mental health / psychiatric facilities, emergency, geriatric/elderly care, and community health are prioritized (although nurses from all specialties are generally needed).	The National Health Service (United Kingdom) HCA Healthcare (United Kingdom)

Industry	Position	Minimum Requirements from Employers (Note, in many cases, higher levels are required)	Examples of Companies that have Hired Refugees via Skilled Migration Pathways
 Healthcare	Personal Care Worker/ Healthcare Assistant <i>Positions based largely in Australia and Canada</i>	<p>Education: High School Diploma English Level: There is flexibility, but a minimum of IELTS General Exam Score of 4.5 is recommended. Work Experience: None required, candidates can be recent graduates. Preference from employers is given to those with at least one year of experience. Candidates must be willing to work with both male and female patients and perform all cleaning duties required for both genders.</p> <p>Additional Notes: *These candidates usually have experience working in home-care facilities like nursing homes and/or as one-on-one carers for people with disabilities, etc. Their experience is largely in dressing, cleaning/washing, and feeding patients.</p>	Glen Haven Manor (Canada) Heathcote Health (Australia)
 Healthcare	Physiotherapists	<p>Education: Associate or BS degree in Physiotherapy English Level: Intermediate English (expected IELTS 5 or above) Work Experience: None required, candidates can be recent graduates. Preference from employers is given to those with at least one year of experience.</p>	Princes Court Homes (Australia)
 Hospitality	Chefs	<p>Education: High School Diploma English Level: There is flexibility, but a minimum of IELTS General Exam Score of 4.5 is recommended. Work Experience: None required, candidates can be recent graduates. Preference from employers is given to those with at least one year of experience and able to cook a range of cuisines.</p>	Paramount Fine Food (Canada)

Industry	Position	Minimum Requirements from Employers (Note, in many cases, higher levels are required)	Examples of Companies that have Hired Refugees via Skilled Migration Pathways
 <p>10101 Information Technology</p>	Software Developers	<p>Education: BS in Computer Science/ Engineering or other related field preferred but not required English Level: Intermediate or higher required (expected IELTS 4.5 or above) Work Experience: At least 1 year of experience</p> <p>Additional Notes: *Preference for candidates who can provide a portfolio of tech projects completed (ie on github or other platform)</p> <p>*Proficiency in at least one of the following programming languages needed: Python, Javascript, Java, C#, C++, C, PHP, Ruby, and/or SQL</p> <p>*Cloud Developers and Cyber Security Specialists also in high-demand</p>	<p>Bonfire (Canada)</p> <p>IRESS (Australia, United Kingdom)</p> <p>Deloitte (Australia)</p> <p>Asia Pacific Network Information Centre (Australia)</p>
 <p>Skilled Trades</p>	Carpentry	<p>Education: Minimum High School Diploma, Vocational degree or above a plus English Level: Minimum IELTS General Exam Score of 4.5 Work Experience: None required. Preference given to those with at least 1 year of experience in carpentry role</p>	Emanuel Fine Furniture (Canada)
 <p>Skilled Trades</p>	Construction Workers	<p>Education: None; High School Preferred. English Level: Minimum IELTS General Exam Score of 4.5 Work Experience: None required. Preference given to those with at least 2 years of experience</p>	<p><i>New opportunities from construction companies across Canada and the United Kingdom will commence recruitments in 2022</i></p>

Industry	Position	Minimum Requirements from Employers (Note, in many cases, higher levels are required)	Examples of Companies that have Hired Refugees via Skilled Migration Pathways
 Skilled Trades	Welders	Education: Minimum High School Diploma, Vocational degree or above a plus English Level: Minimum IELTS General Exam Score of 4.5 Work Experience: None required. Preference given to those with at least 2 years of experience in welding or metal fabrication roles	Morden Provincial Nominee Program (Canada)
 Wholesale Food	Butcher	Education: None required English Level: Minimum IELTS General Exam Score of 4.5 Work Experience: At least 2 years working at a butcher shop and working with cattle, preferably cows	Harvey Beef (Australia)



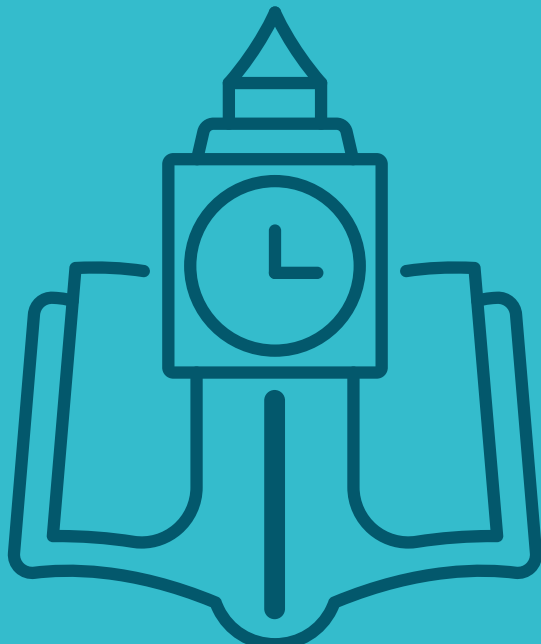
03

How Can Refugee Youth Access Skilled Migration Pathways?

Eligibility Criteria

Getting Started: Options to Accessing Skilled Opportunities

Frequently Asked Questions about Options 1 and 2 for Mentors



Eligibility Criteria



For any refugee interested in skilled migration, it is essential to confirm the basic eligibility criteria. Per TBB's policy and as echoed in most government pilots, a candidate must:

1. Be 18 years of age or older;
2. Be a refugee, stateless person, or individual displaced from his/her home country and unable to return permanently because he/she would face danger there; AND
3. Not currently have another solution to displacement (such as citizenship or permanent residency in a third country where he or she has access to full rights).

The EMPP pilot to Canada is the only pathway that additionally requires registration with UNHCR or UNRWA (see Part 1). If a refugee is not registered with UNHCR or UNRWA, there are alternative options that should be discussed with TBB or a migration agent.

It is important to note that with all established skilled pathways, there is no restriction based on nationality or country of origin if the candidate fits the criteria above.

Getting Started: Options to Accessing Skilled Opportunities



In order to access skilled migration pathways, refugee students and graduates have two primary options:

1. **Option 1:** Facilitated Recruitment - They may register on TBB's Talent Catalog and be considered by approved employers already working with TBB to recruit displaced skilled talent; TBB will then facilitate the immigration and relocation process; OR
2. **Option 2:** Independent Recruitment - They may secure international job offers independently and approach TBB or private migration agencies familiar with skilled pathways for assistance with the immigration and relocation process.

It is important to note that interested youth are encouraged to attempt both options simultaneously when possible. Registration on TBB's Talent Catalog is free and open to all eligible candidates. Youth may register for facilitated recruitment while also pursuing opportunities independently to increase their chances of matching with an international employer.

Option #1: Facilitated Recruitment

Facilitated Recruitment means TBB will connect the refugee candidate with an international job opportunity and also facilitate the immigration and relocation process.

The process starts with a refugee registering on TBB's skills database, known as the Talent Catalog. If and when matched with a job opportunity and offer, the refugee will then be provided counseling and connected with a migration specialist via TBB to complete the

visa requirements. Once the visa is granted, TBB will provide relocation assistance and monitoring to ensure a successful relocation and integration outcome.

IMPORTANT NOTE:

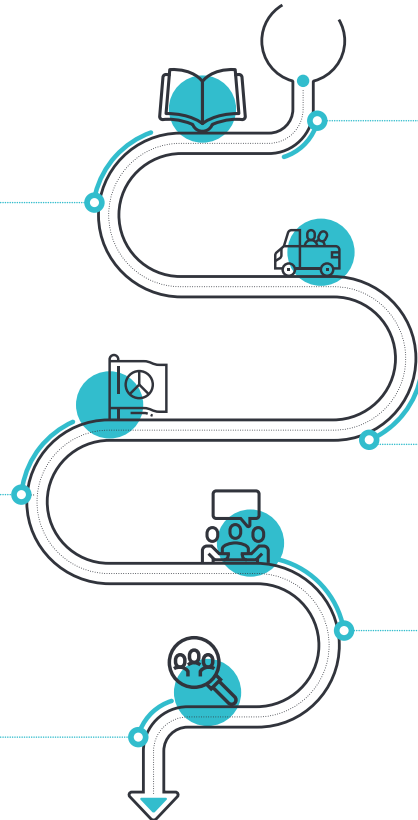
TBB's role is to put candidates in front of businesses but ultimately businesses decide who they want to hire. TBB has no control over the final hiring decision.

Process from A to Z

Step 1.1: Registration on the Talent Catalog. Refugee students and graduates must begin by creating a profile on TBB's Talent Catalog database: tbbtalent.org to be considered for opportunities facilitated by TBB. The profile provides detailed information about the candidate's educational and professional backgrounds, skills, hobbies, and career interests.

Step 1.2: Updating and Improving Talent Catalog profile. Whenever the candidates experience a change in their professional or academic circumstances (for ex: completing a degree, starting a new job, getting a certification, etc), they should make sure to mention it on their profiles.

Step 1.3: Assessment Call with TBB's Team (*ONLY if an employer expresses interest in the candidate's skills). This phone call will typically last up to an hour as TBB assesses the candidate's fit for a specific opportunity and eligibility in the program. It is crucial that candidates include a working phone number in their registration profiles in order to be reached (via normal or Whatsapp/Signal call).



How can mentors support the process?

Step 1.1: Encourage youth to include as much information about themselves and their experiences as possible when completing their profiles! Assessing whether a student is a good fit for a job is challenging when little information is provided, so including relevant details is essential. Make sure they also include whatever external professional links they have when applicable (incl. online portfolios, personal websites, LinkedIn accounts, GitHub links, etc). Finally, strongly encourage attachment of their CVs when possible under the Additional Information tab.

Step 1.2: While sometimes it can seem discouraging if time has passed and youth haven't heard back from employers, the right opportunity may be around the corner and the more updated their profiles are, the higher the chances their profile will be seen by an employer. It's critical that they include their most up-to-date contact information as well so that they don't miss out on an opportunity!

Step 1.3: Make sure to remind youth to remain as honest as possible during their assessment call with TBB, as discovery of any dishonesty will lead to automatic ineligibility at any point in the process.

Process from A to Z

Step 1.4: CV Preparation & Submission. After the phone call with TBB's team and confirmation of fit for an opportunity and eligibility, TBB will work with the candidate to craft a strong resume for submission to the employer.

Step 1.5: Interview. If the employer is interested in the candidate, he or she will be invited for an interview (or skills test, based on the employer's recruitment preference). TBB will connect the candidate with a mock interviewer and provide as many resources as possible.

Step 1.6: Employment Offer Guidance & Support. If the interview process is successful and the employer extends a job offer, TBB will review the employment contract and provide one-on-one guidance to the candidate on its terms and benefits. TBB will also explain the visa pathway in detail to the candidate so that he or she is fully aware of what to expect after accepting the offer.

Step 1.7: Visa Preparation & Lodgement. TBB will connect the candidate with a migration agent specialised in skilled migration pathways for refugees (and sponsored by the employer) to complete the visa application. TBB will also assist the candidate whenever necessary in the host country to secure any required documentation and assist with exit procedures.

Step 1.8: Relocation & Support. After the visa is granted, TBB will work with both the candidate and employer to create a relocation plan that includes flight arrangements, accommodation on arrival, and any other necessary items. In some cases, settlement support will also be provided. Following arrival, TBB will maintain contact with the candidate to ensure satisfaction in his or her new job and situation.

How can mentors support the process?

Step 1.4: While TBB's team will try to work with each individual to improve his/her CV, the window of time to do so is very limited. For optimal results, your support as a mentor to craft a solid CV in advance will strongly support the process and chances for job placement.

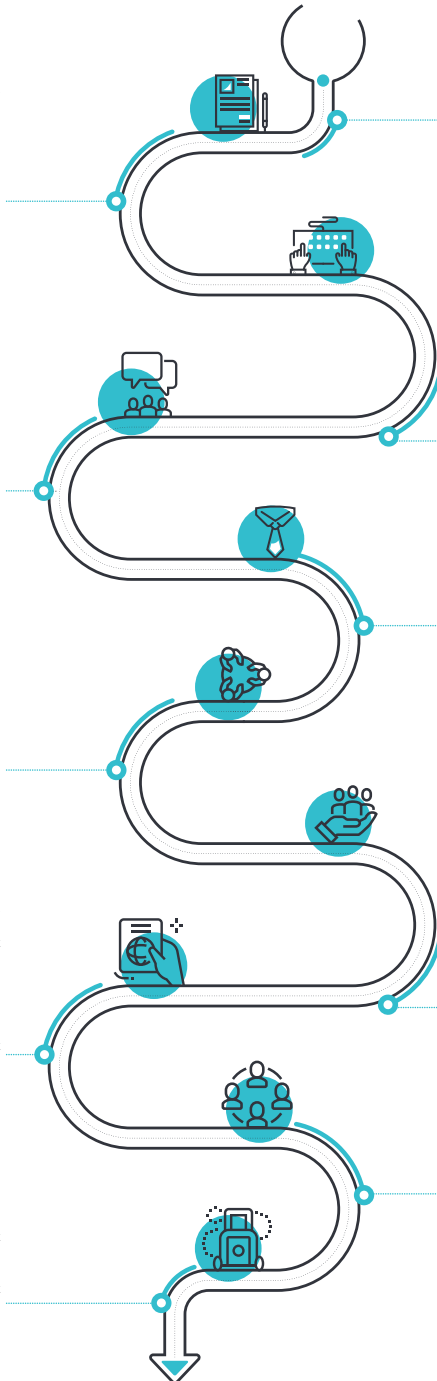
Suggest the following: Use of active tense, including 5-3 bullet points per job experience, and exclusion of nationality - dates of birth - and personal photos on the CV.

Step 1.5: Encourage youth to work on their interview skills as much as possible, even when they have yet to line one up. Interviews are often scheduled spontaneously and with little advance notice, so the more prepared a student is, the better chances of success.

Step 1.6: Prior to accepting an offer, sit down with the student 1:1 and ensure he/she fully understands the decision. Encourage him/her to read about the relocation country, its cost of living, tax system, and other important factors when assessing whether the offer is the best fit. Remind the student that it is his/her right to negotiate with the employer if changes to the offer are desired.

Step 1.7: A mentor's greatest benefit during the visa process is to encourage patience, as it can be an unpredictable waiting game. Strongly nudge the student to communicate with the migration agent whenever he/she has any questions.

Step 1.8: Remind each student to reach out to TBB or the migration agent if any issues arise prior to departure!



What are the benefits of Facilitated Recruitment?

Trusted and Eligible Employers. TBB has teams on the ground across the globe that work directly with employers interested in hiring refugee youth. Every company engaged in the program has signed an agreement committing its interest in hiring refugees and sponsoring them. TBB has also ensured its eligibility with the government pathway and conducted vetting to ensure the protection of the candidate.

One-on-One Guidance During the Recruitment Process. If a refugee is contacted by TBB because an employer is interested in interviewing him or her, TBB will act as a liaison between the two and help answer questions, facilitate interviews, and provide resources to the candidate to ensure a successful outcome. If there are any questions about the company, job description, or relocation country, TBB's team is available to answer directly with the candidate.

What are the drawbacks of Facilitated Recruitment?

Uncustomised Job Matching Process. There are tens of thousands of people signed up to the Talent Catalog. While TBB aims to provide opportunities for as many people as possible, the primary drawback in Facilitated Recruitment is that TBB does not have capacity to provide customised recruitment support to everyone. TBB always starts with the job opportunity and matches qualified candidates accordingly. This means that getting contacted about an opportunity may take a prolonged amount of time and some candidates will not be contacted at all, despite being skilled.

How long does it take to be matched with an opportunity after registering on the Talent Catalog?

Registration on the Talent Catalog does not guarantee a job offer. The recruitment process is entirely employer-led and subject to demand. Some refugees - despite their qualifications - may register and never hear back from TBB about an opportunity. In this case, it means either that employers have so far been uninterested in their profiles, or there have been no opportunities that match their educational profiles.

With that said, some refugee youth are contacted almost immediately after registration, and others within a few months. Usually these are candidates with strong English speaking skills and who have majored in high-demand industries or have strong experience.

Following contact about an opportunity, the recruitment process may take anywhere between a week to several months, depending on the employer, and could include a range of testing and interview steps. Some refugees may

also not be selected after an interview. This is common, and just like any job application process, they may need to interview with several employers until they are selected. TBB will try to provide as much support as possible to the candidates during the interview process to enhance chances of a positive outcome.

Spotlight: Key Partners Supporting Skilled Migration for Refugees

The following highlights a few partners of TBB who provide support to refugees accessing skilled migration pathways.



Relocation Funding

pathway
club



Migration Support

FRAGOMEN



Flight Coverage

Miles4Migrants

*Normally employers cover flights but in cases where this is not possible, Miles4Migrants can assist.



English Resources

coursera

Reallyenglish

OET
OCCUPATIONAL ENGLISH TEST

Pearson

Option #2: Independent Recruitment

Independent Recruitment means a refugee candidate will secure the job offer on his or her own (skipping Steps 1-4 in Option 1).

Following the job offer, the candidate may either contact TBB to facilitate the immigration process, or else proceed with a private

migration agency. The candidate may also consider completing the application on his or her own, but this is not recommended as it can be very complicated.

For opportunities in Australia, the refugee must contact TBB for an endorsement.

Process from A to Z

Step 2.1: Engagement with TBB or Migration Agency.

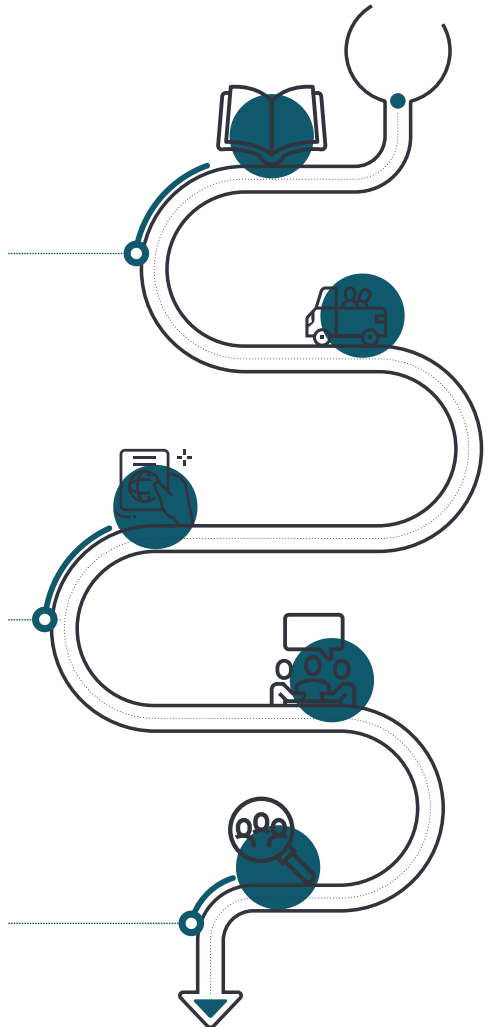
For refugees who have secured employment in Australia, Canada or the UK, TBB may be able to assist with access to relevant visa programs. TBB may also be able to assist candidates with information on visa programs in other countries.

Following a job offer in a third country, the refugee may approach TBB by contacting info@talentbeyondboundaries to set up an assessment meeting if he or she would like the mobility process facilitated by TBB.

For Canada, refugees who have secured a job offer may also apply directly to the EMPP program without TBB's involvement (instructions [here](#)).

Step 2.2: (If engaged with TBB) Visa Preparation & Lodgement. TBB will connect the candidate with a migration agent specialised in skilled migration pathways for refugees (and sponsored by the employer) to complete the visa application. TBB will also assist the candidate whenever necessary in the host country to secure any required documentation and assist with exit procedures.

Step 2.3: (If engaged with TBB) Relocation & Support. After the visa is granted, TBB will work with both the candidate and employer to create a relocation plan that includes flight arrangements, accommodation on arrival, and any other necessary items. Following arrival, TBB will maintain contact with the candidate to ensure satisfaction in his or her new job and situation.



What are the benefits of Facilitated Recruitment?

Customised and Targeted Job Search. Independent Recruitment is exactly as it sounds - the recruitment process is entirely in the hands of the student. That means that he or she may apply to jobs relevant to his or her skillset and steer the job search accordingly. It also means that the student does not need to wait for TBB to receive a relevant job opportunity to engage with an international employer; the student will take ownership in identifying suitable roles and apply to them.

What are the drawbacks of Facilitated Recruitment?

Misinformed Employers. Although a student may succeed independently in a recruitment process, once the employer realises that he or she is a refugee, they may be reluctant to proceed with the process due to a lack of awareness of skilled pathways currently open to refugees. The employers may also be unfamiliar with the challenges that many refugees face, including lack of work rights, and misunderstand certain gaps in the student's resume as a result.

Potential for Ineligible Employment Opportunities. Despite the wonderful achievement if a student is able to secure a job offer from an international employer, the eligibility of the employer for the skilled visa pathway is not always guaranteed. For example, some countries require employers to be of a certain size and financial standing in order to sponsor overseas workers.

Frequently Asked Questions about Options 1 and 2 for Mentors

Who covers the costs?

Most of the costs involved in both options - including the visa application and immigration-related fees - are covered by the employers as they are sponsoring the youth to work abroad. However in some cases, additional expenses are required. These may include pre-departure expenses, language exam costs (and in some cases also for dependents), Covid-19 tests, and more. Students have the option to access loans and grants made available through TBB partners.

How long does the visa application process usually take?

Skilled visa processing times range from as little as 5 working days to 12 months, depending on the country and visa program. If a student is successful in securing a job opportunity, TBB will be able to advise the likely time frame per his/her case and relocation country.

What if the students/graduates don't have valid passports or other documentation?

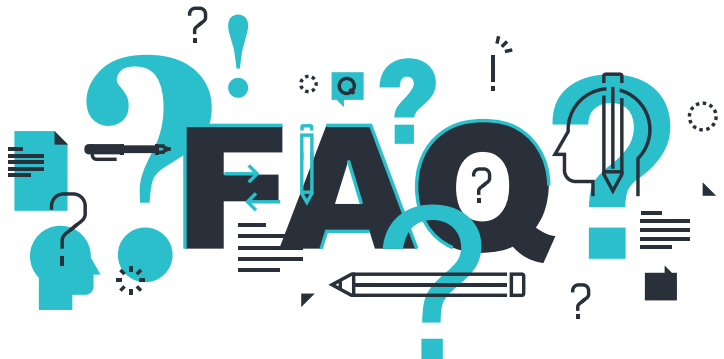
As explained in Part 1, each visa pathway has specific documentation requirements but most enable alternative options if the student faces issues.

How are refugees chosen for opportunities?

Just as any recruitment process, it is entirely employer-led. This means that employers set the criteria of what they're looking for in a potential hire and select who they would like to interview. TBB's team uses the information included in the profiles of youth registered on the Talent Catalog to determine who meets the criteria of a job description in order to determine who will be put forward. This is why it is essential that students fill their profiles with as much detailed information as possible or else they may be overlooked.

Do the students/graduates travel alone?

In all established pathways to Australia, Canada, and the United Kingdom, youth can bring their spouses or de facto partners as well as dependent children. Skilled visa programs generally do not include parents, siblings, or other extended family members.



04

Case Examples

The following briefly highlights five refugee youth who were successfully hired by international companies and relocated on skilled pathways.



Case Example 1

Stateless Youth, Hired by a Consulting Company in Australia

Job Offer Title:

Mechanical Engineering

Education & Experience

BS & MS in Finance, 4 years of experience.

English Level: Advanced

Recruitment Process

The recruitment process required two interviews - technical and behavioral. The candidate was connected with a TBB mock interviewer to prepare for each. He was also put in touch with two professionals based in Australia who work in the consulting industry to provide him with general advice on the interview structure.

Accessing a Skilled Migration Pathway to Australia

The candidate accessed **a skilled pathway through Option 1** - Facilitated Recruitment with TBB.

As a stateless youth without any form of identification documents, the candidate required additional support. TBB worked with both the Lebanese and Australian governments to facilitate his travel documents, exit, and visa. He faced an extended wait time due to his particularly challenging circumstances but eventually was granted the visa within 7 months.

Since relocation, the candidate has been promoted to Associate Manager.



Case Example 2

Palestinian Refugee and Sudanese Refugee, Hired by a Healthcare Company in the United Kingdom

Job Offer Title:

Nurse

Education & Experience

Candidate 1 (female) - BS in Nursing, 0 years of experience.

Candidate 2 (female) - BS in Nursing, Associate Diploma as a Pharmacy Technician, 4 years of experience.

English Levels: Intermediate

Recruitment Process

The recruitment process required one technical interview with a panel of recruiters that lasted approximately 45 minutes for each applicant.

Accessing a Skilled Migration Pathway to the United Kingdom

The candidates accessed **a skilled pathway through Option 1** - Facilitated Recruitment through TBB. Their visas were processed within two weeks and they traveled along with a cohort of 50 other young refugee nurses.



Case Example 3

Syrian Refugee, Hired by a Technology Company in Canada

Job Offer Title:

Full Stack Developer

Education & Experience

BS in Computer Science, 4 years of experience

Participated in “bootcamp” for refugees in advanced software engineering

English: Intermediate

Recruitment Process

The recruitment process took place in three stages: a pre-screening call, a technical coding exam, and a final behavioral interview.

TBB provided the candidate resources to prepare for the coding exam.

Accessing a Skilled Migration Pathway to Canada

The candidate accessed a skilled pathway through **Option 2 - Independent Recruitment**. He worked with a private migration agency that his company connected him to while notifying TBB of his progress.



Case Example 4

Syrian Refugee Siblings, Hired by a Food Processing Company in Australia

Job Offer Title:

Butcher

Education & Experience

Candidate 1 (male) - Secondary Education + Some University

Candidate 2 (male) - Primary School Education

10+ years of experience each starting from childhood

English Levels:

Candidate 1 - Intermediate

Candidate 2 - Lower Intermediate

Recruitment Process

Both candidates completed a technical interview with the company's leadership team. They also underwent a physical assessment to determine fit to work in the production workshop.

Accessing a Skilled Migration Pathway to Australia

The candidate accessed **a skilled pathway through Option 1 - Facilitated Recruitment** with TBB.



Case Example 5

Afghan Refugee, Hired by a Technology Company in the United Kingdom

Job Offer Title:

Software Engineer

Education & Experience

BS in Computer Science, 4 years of experience

English Level: Intermediate

Recruitment Process

The recruitment process took place in three stages: a hiring manager screen, a codility test, and a panel interview with four employees at the company.

Accessing a Skilled Migration Pathway to the United Kingdom

The candidate initiated the process through **Option 2 - Independent Recruitment**. He approached TBB to assist with the migration and relocation following the job offer and received his visa within two weeks after submission of his application.



05

Next Steps and Recommendations for Mentors



There are a number of ways educational mentors and refugee-serving organisations can amplify access to international employment opportunities for refugee students and graduates across the globe. The following recommendations outline proactive steps to do so.

Recommendation 1

Introduce Skilled Migration Pathways into Early-Career Planning Curricula.

Skilled migration pathways remain unknown to the majority of refugee youth and most are unprepared to access them. Educational mentors should not only introduce and incorporate information about available pathways into their career planning curriculum with students, but they should do so as early in their higher education journeys as possible. If refugee students begin their studies with an international mobility lens in mind, they can design their careers strategically while proactively taking steps - including selecting employable majors, improving their language capabilities, and preparing for skills testing - so that most pathways are available to them at the time of graduation and their chances of international employment are considerably high.

Recommendation 2

Invest in Language Training.

Most skilled migration programs have mandatory language tests as a requirement for securing a visa. In TBB's experience, English is the most in-demand language skill for candidates moving on international skilled visas, followed by French. When considering students for an international opportunity, TBB eliminates over 65% of its initial candidate pool due to registrants' inability to meet this language criteria, despite otherwise having all the professional skills to meet a job description. This means that TBB will not consider candidates who have less than an intermediate level of English for opportunities.

To prevent these unfortunate situations and the possibility of a student missing out on a transformative opportunity, it is recommended that more emphasis along with investment be placed on training to enhance spoken language capabilities as well as standardised testing skills. For English, TBB recommends candidates work towards achieving at least a score of 4.5 on the IELTS General Exam.

Available Resource: Any refugee student and graduate is able to access ReallyEnglish, an online platform that provides General English and IELTS exam training, for free through TBB. For access to both resources, students and graduates must first register on the Talent Catalog ([tbbskills.org](https://www.tbbskills.org)) and then sign up on the following website: <https://www.talentbeyondboundaries.org/talentcatalog/english-language-resources>

Recommendation 3

Enhance Access to Recruitment-Preparation Resources.

Refugee youths' professional resumes are their most valuable tools in the recruitment process. After working with thousands of refugees across the globe, TBB has identified that on average, 85% of registrants often require moderate to major editing support to their resumes. This is a clear indication of a lack of understanding of the basics of resume building and articulation of their experiences and skills. If educational institutions and refugee-serving organisations with livelihoods programs place emphasis on this in their career programming, the youth will gain far more visibility with recruiters and increase their chances of a job placement. In addition, foundational soft skills training and business etiquette - including how to respond to an email from a recruiter and handle potential cultural differences - is critical. Setting up a resource system for students to practice for interviews - via volunteers or online tools - is also highly recommended.

Available Resource: TBB's Talent Catalog platform (tbbtalent.org) can automatically generate downloadable resumes for registrants following completion of their profiles. Tips on how to generate strong CVs can also be found here: <https://www.talentbeyondboundaries.org/cv-interview-resources>

Recommendation 4

Encourage Continuous Professional Upskilling and Growth in High-Demand Sectors.

One of the most consistent challenges as a result of a student's refugee circumstance in most host countries is the fact that he or she often cannot legally access the labour market to gain employment experience, or is forced to work in random and menial jobs in order to get by, therefore deviating from his or her intended career path. This can often lead to prominent gaps in a resume that dissuade an employer from moving forward in the recruitment process. A useful way to prevent this is by encouraging students to continue upskilling, especially within their current field and/or in other high-demand professional areas that they can link to their career stories and resumes. If possible, identifying volunteer opportunities where they can gain direct experience is also highly beneficial. For those in specialties that allow, including software development and graphic design, students should also be encouraged to pursue independent projects that further enable them to expand their skills while demonstrating continued mastery of new ones.

Available Resource: Another free resource available to any refugee student and graduate via TBB is Coursera, an online platform that provides university-level courses, certifications, and degrees in a range of fields. To access, students and graduates must register on the following website: <https://www.talentbeyondboundaries.org/talentcatalog/english-language-resources>

Recommendation 5

Maintain Motivation in the Recruitment Process and Encourage Active Outreach.

Landing a job offer at an international company can be a challenging process for anyone - not just refugees. Some individuals may apply to dozens of companies at a time and receive continuous rejections. This can be both frustrating and discouraging. In many cases, refugee youth might assume that their lack of success is due to their legal statuses and choose to give up. It is important as mentors to remind them that experiencing failure in recruitment is very normal and to remain steadfast in their efforts.

Refugee youth should also not be intimidated to reach out to international companies and recruiters directly on their own and to display their skills as much as possible. There is always a chance that an employer is seeking their exact qualifications and without taking the effort, they may never connect.



For more information, please contact Noura Ismail at nismail@talentbeyondboundaries.org.



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