

Refugees have skills. Employers need talent. We connect them.



Talent Beyond Boundaries (TBB) is on a mission to open international employment pathways for skilled forcibly displaced people to fill talent gaps.

There are over 80 million¹ displaced people in the world and while almost half of the world's refugees are working age, most are stuck in countries where they cannot legally work and their futures are insecure. Recruitment and skilled visa systems have typically overlooked them because of their refugee status.

A disruptive, high-impact hiring solution

TBB is the first organization worldwide dedicated to connecting employers directly to a talent pool of skilled refugees, who relocate for work alongside their families, as a new solution to both skills shortages and displacement. We work with employers in Australia, Canada and the United Kingdom. In Canada, TBB works closely with Jumpstart Refugee Talent (Jumpstart), a refugee-led, national organization that serves refugees as they secure meaningful economic empowerment. Both TBB and Jumpstart are facilitating job matching between employers and displaced talent.

In Canada, we work with federal and provincial governments under a pilot project to facilitate what we do, and we work under a Cooperation Agreement with the UN Refugee Agency (UNHCR).

¹ UNHCR Figures at a Glance: <http://bitly.ws/oAkx>

Meet Mohammed Hakmi



After living in Lebanon for 8 years as a refugee, Mohammed Hakmi is the first refugee to come to Canada as a skilled worker under the Economic Mobility Pathways Pilot. Bonfire Interactive, a tech company in Kitchener, Ontario, welcomed Mohammed to their team, where he is using his IT skills to support the company in meeting its growing needs and helping to fill a shortage of tech workers in the region.

Mohammed sees the model as “a two-way benefit” because employers are helping to positively change the lives of refugees and in return, profit from their skills and talents.

This belief in a win-win situation is at the heart of Talent Beyond Boundaries (TBB), an organization that matches employers to refugees who have the skills they need – which is how Bonfire found Mohammed.

Mohammed has gone on to earn promotions at Bonfire and build a life for himself in Ontario.

This content is an excerpt from a [UNHCR blog post](#) on Mohammed, first posted 29 April 2019.

OUR PARTNERS



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How the process works

By hiring through Talent Beyond Boundaries and Jumpstart Refugee Talent, businesses can gain a talented employee whilst demonstrating their corporate values and achieving a positive humanitarian outcome.

We provide a full remote recruitment service:



IDENTIFY ROLE

- Employer selects roles they need filled.
- Employer provides us with a job description.
- We provide a shortlist of suitable candidates.



RECRUITMENT

- We facilitate remote recruitment (video interviews, skills validation, etc.).
- Employer interviews candidates.
- If one of our applicants is your preferred candidate, employer issues a job offer and contracts are signed.



VISA APPLICATION

- Mandatory job posting period (2-4 weeks).
- Recruitment efforts.
- Fragomen, our preferred immigration provider, supports visa application for employer and employee.
- Fragomen monitors immigration process to ensure smooth visa processing.



SETTLEMENT

- We help employers prepare for the arrival of the new recruit.
- We connect with settlement services in your area to ensure employees and families are supported.



POST-ARRIVAL

- We provide support via regular check-ins with employee and direct manager for 12-months.
- TBB and Jumpstart can arrange cultural awareness training for your staff if required.

About the Economic Mobility Pathways Pilot

- Immigration, Refugees and Citizenship Canada launched the Economic Mobility Pathways Pilot (EMPP), which is currently in Phase II.
- EMPP Phase II introduced a number of facilitative measures to reduce some barriers refugees face when accessing labour mobility pathways. Read the public policy [here](#).
- Refugees are selected based on their human capital and ability to fill Canada's labour market.
- The EMPP is focused on permanent resident (PR) pathways through regional economic immigration programs.

