

Upwardly Global Overview



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Mission:

To eliminate barriers for skilled immigrants and refugees and to integrate this population into the professional U.S. workforce.

Vision:

A United States where skilled immigrants are seamlessly integrated into the professional workforce and the fabric of American life, and are recognized for the value they add to both.

Why Does Upwardly Global Exist?



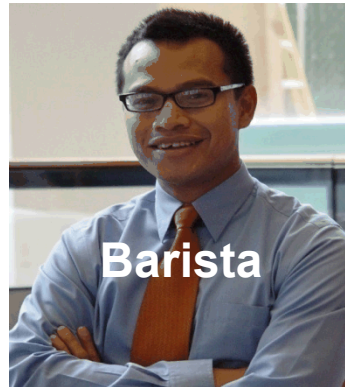
Housecleaner

Evelyn
El Salvador
Engineer



Waitress

Graal
Brazil
Arts Therapist



Barista

Waspada
Indonesia
Auditor



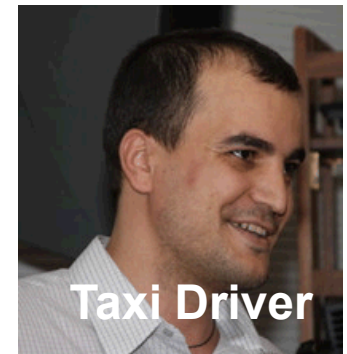
Nanny

Faith
Kenya
Social Worker



Cashier

Manizha
Afghanistan
Physician



Taxi Driver

Cristian
Romania
Engineer

Upwardly Global Talent

Global

All our candidates have international work experience & global professional networks.

Work Authorized

Have full legal authorization to work in the U.S.
No need for employment or visa sponsorship.

Industry Specialized

Average of seven years experience;
more than 50% have management experience.

Diverse

Are bilingual, speaking English and their native language(s)
and represent more than 94 countries.

Educated

100% completed a BA/BS (or equivalent);
50% have A Master's degree.

Social & Financial

- Unfamiliarity with U.S. job search processes and cultural norms.
- Lack of U.S. professional and social networks.
- Targeting wrong positions and/or employers.
- Immediate financial needs complicate long-term planning.

Employer

- Prefer local work experience; fear hires will be expensive and time consuming to acculturate, check international references, etc.
- Academic credentials and professional skills/experience are not recognized.
- Misconceptions about sponsorship & English proficiency.

Technical

- Relicensing and certification (complicated, costly, & time consuming).
- Language skills may need to improve depending on field.

Creative/ Communications/ Marketing

Management/ Consulting

Office Administration

Non Profit

Information Technology

Legal

Science/ Engineering

Sales Government

Accounting/ Finance

Healthcare
Education

Upwardly Global's Approach



Skills-based Volunteer Opportunities

Mock/Informational Interviews

Emulates a real interview for 15-20 job seekers paired with 15-20 volunteers

Time commitment: 1.5 – 3 hours

Candidates build confidence and improve interviewing techniques

Volunteers provide valuable coaching, real-time feedback and develop leadership skills

Industry Roundtable

Roundtables feature 15 to 25 job seekers, a panel of 3-4 volunteers

Time Commitment: 1.5 hours

Panelists discuss hard and soft industry skills that US employers value and job search strategies within specialized sectors

Leadership Panel

3-4 high level volunteers, 20-30 job seekers

Time Commitment: 2 hours

Features executives, their path to success and leadership

Q&A

Career Summit

3 day intensive training program customized skilled immigrant job seekers

Time commitment: 3 hours (or more depending on participation each day)

Corporate Partnership Benefits

Corporate Social Responsibility	Employee Development	Diversity Recruiting
<ul style="list-style-type: none">• We align our core programs needs and our skills-based volunteer opportunities to our partners' internal social service and civic causes goals to ensure the highest impact to our communities• Our collaborative work demonstrates our partners commitment to build a diverse and global workforce• Our cooperation creates marketing and branding opportunities for our partner companies	<ul style="list-style-type: none">• Our Employee Engagement initiatives offer real-time learning & development opportunities for the following skills:<ul style="list-style-type: none">a) Leadershipb) Cross-cultural Communicationc) Coachingd) Mentoringe) Training• Our skills-based volunteer opportunities allow our partners to develop high potential employees	<ul style="list-style-type: none">• Our multi-faceted relationship creates an inclusive recruiting environment where our partners' employees actively contribute to their diversity hiring needs• Our partners have access to a pipeline of international talent with global business acumen

Our Partners at a Glance



Job Seeker Services Program

1

Applicants complete online application and participate in trial call

2

Accepted participants attend group orientation and complete online resume workshop

3

Complete training
(3-Day Summit, 5-Week Cohort, Online, or mix)

4

1-on-1 coaching: job search; presents to employers, referrals for degree evaluation, mentor intros; & licensing/job pathway advice

5

Placements receive assistance negotiating salary offers/contracts and are invited to join the UpGlo Alumni Network

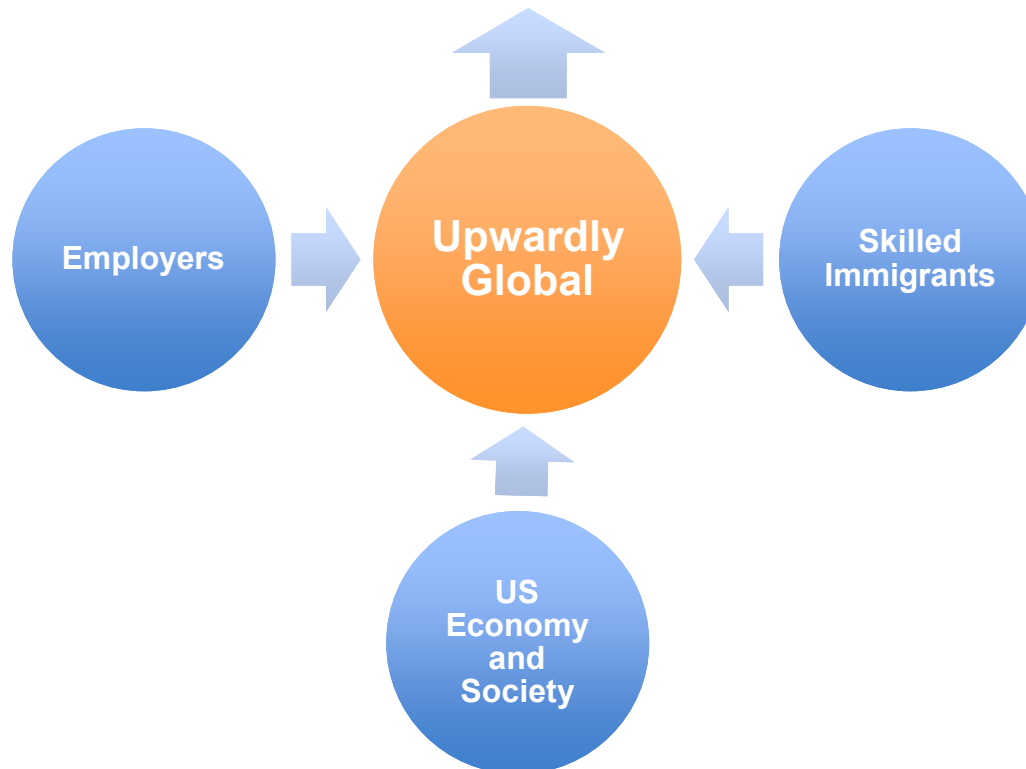
UpGlo by the Numbers: National

- In the U.S., there are **1.3 million** work-authorized, experienced, and educated immigrants who are either unemployed or underemployed (*Migration Policy Institute*).
- To date, UpGlo has coached **5,000 skilled immigrants** and directly assisted over **2,000 professionals** back into their career field with more than **\$250M in direct economic impact**.
- UpGlo provides training on the U.S. job search, resume development, cover letter writing, and interview and networking practice to more than **1,300 skilled immigrants annually**.
- UpGlo has a network of more than **500 employer partners** including Fortune 1000 companies, nonprofits and public sector.

- Since the New York office launched in 2006, we have trained more than **2,000** skilled immigrants from **100** countries.
- Placed more than **803** skilled immigrants with an average starting salary of \$41,000 with benefits.
- At least **80%** of placements are still professionally employed one year later.
- Engage **85** employers annually and maintain **600** NY volunteers as partners to work towards systemic change.
- Partnerships with close to **100** community organizations.

Recap: Immigrant Workforce Integration

Matching Skilled Immigrants with Employer Talent Needs



Employers:

- Need highly skilled, diverse professionals to stay ahead of demographic changes in the workforce
- Want to reduce effort and cost for attracting, hiring, and retaining new talent
- Are looking for cost-effective ways to build employee skills and increase retention and engagement

Job seekers:

- Are highly-skilled and motivated
- Lack professional networks and familiarity with the U.S. job application culture
- Need coaching from U.S. professionals to help them understand how to meet the expectations of American employers

*There are currently more than 3 million job openings in the U.S. that are often left unfilled due to the lack of qualified workers
(U.S. News & World Report)

Thank You!

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