



# Our Impact.

## Impact on Refugees.

### Access to Legal Work.

If international employment is accessible to refugees, they can use their talents to earn a regular and fair income. By contrast, when refugees are prohibited from working, as many are in refugee hosting countries, their skills atrophy and they cannot safely and consistently support themselves and their families. Through international employment, refugees can regain autonomy and independence while sharing their hard-earned education and skills with the global economy.

### Safe and Regular Migration.

Today, only 1% of refugees each year who qualify for UN-sponsored resettlement are ultimately selected for the opportunity to move. The vast majority have insufficient options to migrate safely and legally and often take dangerous journeys. Talent Beyond Boundaries is expanding the number of options that refugees have to regain a safe and stable life and livelihood.

### Opportunity for the Next Generation.

When refugees have the means to support themselves, they can in turn provide access to education and opportunities to their children. Refugees also will maintain and expand their skill sets, gain additional experience, and earn funds needed to rebuild their home countries in the future.

## Impact on Employers.

### Experienced & Loyal Employees.

Employers around the world identify finding qualified talent as among their greatest challenges. Talent Beyond Boundaries provides employers access to a hidden talent pool of experienced, talented employees who are eager to put their skills to use in locations around the globe where they can serve their new communities. TBB works with employers to find the best fit for their company.

### Access to Diverse Talent.

A diverse workforce has been shown to increase creativity, drive innovation, and improve retention and recruitment outcomes. A 2015 McKinsey study finds that companies in the top quartile of racial and ethnic diversity are 35% more likely to have financial returns above their respective national industry medians. Talented refugees bring a diversity of backgrounds and experiences to their employers.

### Contribution to a Global Issue.

Companies around the world are eager and willing to contribute to solving the world's greatest challenges, including the refugee crisis. When employers are able to hire talented refugees, they can play a catalytic role in offering an additional solution to refugee situations, and can transform the lives of individuals and families.



## Impact on Global Economy.

### Reduced Dependence on Aid.

The average protracted conflict lasts for 26 years; in such protracted crises, reliance on aid is unsustainable. When refugees are able to regain self-reliance through international employment, humanitarian aid can be directed to the most vulnerable. Moreover, when refugees arrive in new communities with jobs, they are well on their way to integration and independence.

### Whole-of-Society Approach.

Member States of the United Nations have agreed that a "whole-of-society" approach is needed if we are to create sustainable refugee responses for the 21st century. A labor mobility pathway for refugees empowers the private sector to play a meaningful role in providing refugees with a pathway to safety and self-reliance.

### Economic Growth.

According to the World Economic Forum, increased talent mobility will be a critical component of addressing the complex workforce challenges of the 21st century. Projected talent shortages worldwide require innovative ways to make sure all qualified workers can access the global labor market. Talent Beyond Boundaries is creating an effective framework for refugees to contribute to the global economy.