



TALENT BEYOND
—BOUNDARIES—



Our Pilot Project Approach.

Phase 1

The first phase of Talent Beyond Boundaries' project was focused on information gathering. TBB developed its Pilot Project in consultation with refugees in Jordan and Lebanon and staff at UNHCR, as well as representatives from UNDP, UNRWA, UNICEF, the International Labor Organization (ILO), the International Organization of Migration (IOM), officials from the U.S. Department of Homeland Security and the U.S. State Department, and global employers. During this phase, TBB also conducted research on global skill gaps and visa regimes. In 2016 TBB launched the Talent Catalog to map the skills and qualifications of refugees living in Jordan and Lebanon in order to close the information gap that keeps them hidden from international employers.

Phase 2.

The second phase of the Pilot Project is focused on matching a small number of refugees to jobs abroad. Talent Beyond Boundaries works with employers abroad to identify qualified candidates for hard-to-fill roles, and facilitates a remote recruitment process which can include several rounds of interviews and technical skill screening. This matching process requires hands-on efforts with both companies and refugees. By working through the process with a small number of candidates, TBB is identifying barriers refugees face to international employment and developing systems to overcome these barriers on a broader scale. Barriers can include: lack of information about jobs and application processes, missing documentation of education and work history, missing travel and identity documents, and prohibitive costs of migration.

Phase 3.

Through the pilot project, TBB is demonstrating that labor mobility is a viable pathway that can be scaled to increase mobility for thousands of refugees worldwide. In Phase 3, Talent Beyond Boundaries' priority will be to share the expertise it has accumulated in refugee labor mobility with the larger global community. Talent Beyond Boundaries hopes that its initiative will inspire world actors — governments, civil society, the private-sector— to build upon TBB's work of expanding labor mobility pathways for refugees to move safely and legally to rebuild their lives.