

Changing Lives, One Job at a Time

The Promise of Displaced Talent Mobility

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TALENT BEYOND
—BOUNDARIES—



JUMPSTART
REFUGEE
TALENT

FRAGOMEN



Meet Hamzah

- Highly skilled and talented **engineer**
- Displaced from his home country
- No access to basic civil human rights



Meet Diala

- › Highly skilled and talented **nurse**
- › Displaced from her home country
- › No access to basic civil human rights



There are over
110 MILLION
PEOPLE
like Hamzah and Diala
and over
700,000
VACANT JOBS
in Canada.

Source: [Statistics Canada](#)



OUR PURPOSE

We connect refugees with employers

Refugee



TALENT BEYOND
—BOUNDARIES—

Employer



Our impact

Enriching Workteams,
Transforming Lives and
Enhancing Communities

Last Updated: March 2024

392

Total people
supported through
TBB Canada
programs



135

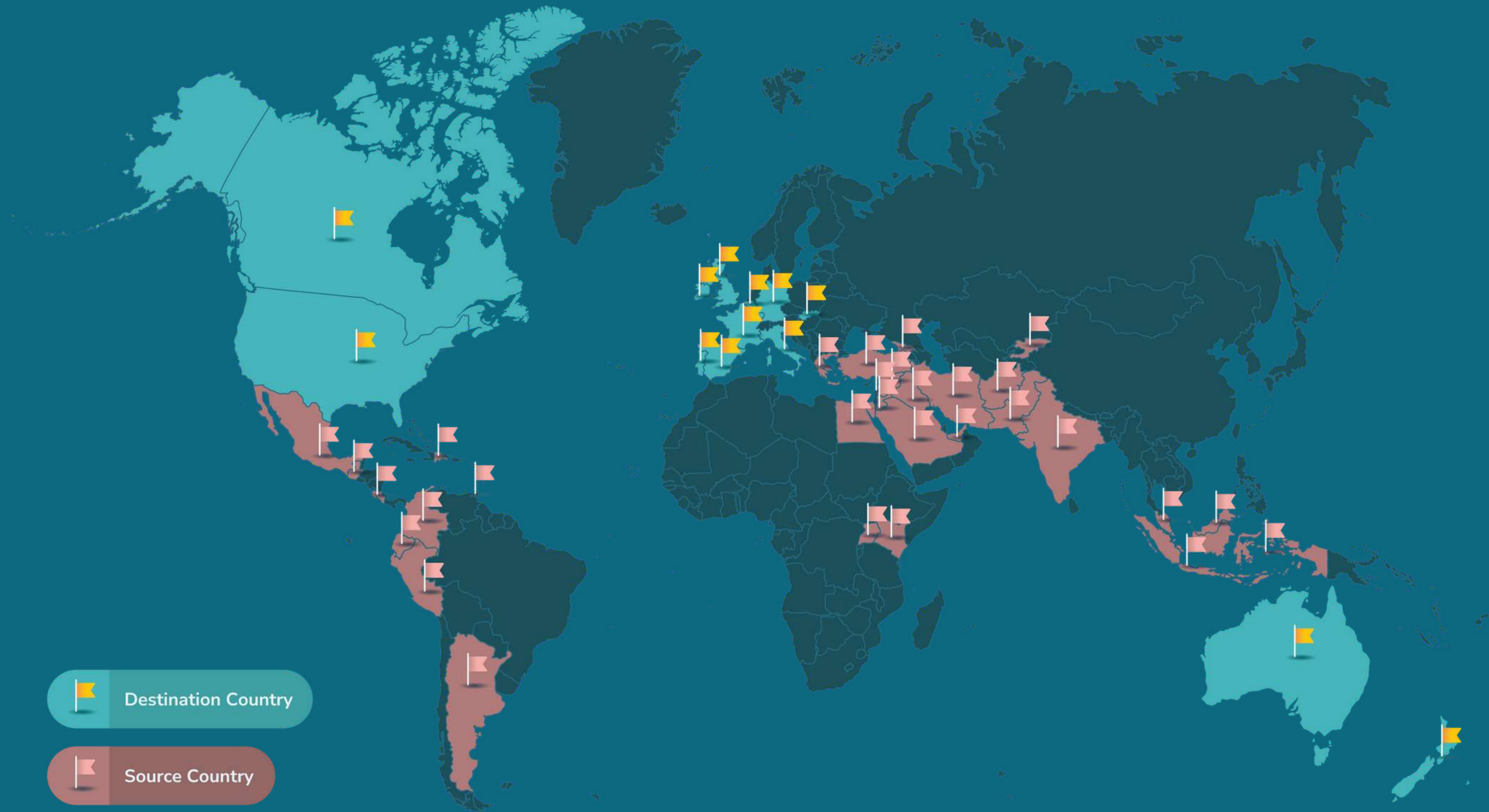
Candidates relocated
+ 257 family members

93%

Retention rate

Candidates still with
their employer one
year post-arrival





Talent Catalog

A dynamic tech platform that showcases the **diverse skills** of displaced people to potential employers worldwide.

100,000

REGISTERED PROFESSIONALS

34,799 > Skilled Trade Workers

23,328 > Professional Services

10,750 > Medical Professionals

7,078 > Engineers

7,021 > IT Professionals

7,004 > Educators

Last Updated: March 2024



We've helped 230+
companies hire 650+
candidates globally.

Employer partners

A snapshot of some of the amazing companies that are working with us to change global migration.

accenture

AiGROUP



Deloitte.



ATLASSIAN

deluxium

EMANUELE
furniture design

Nine



Sydney
WATER

Ceramic Oxide Fabricators
(AUST) PTY LTD



MinterEllison



Culture Amp



KPMG

Canva

Bonfire



JOHN
HOLLAND



Our Process

1

Hiring

Employer selects role(s) they need filled. We provide a shortlist of suitable candidates.

We facilitate remote or in-person recruitment (e.g. interviews, skills validation, etc.).

Employer issues job offer(s), TBB supports informed decision making.

2

Immigration

We require employers to use a licensed immigration representative for ethical recruitment.

Fragomen, our preferred provider, offers a discounted rate.

3

Relocation

We help the employer prepare for the arrival of their new recruit.

We connect employees with local settlement services so they and their families receive support.

4

Post-arrival

We provide support via regular check-ins with employees and their direct manager for 12 months.



High Employer- Demand Occupations

Healthcare

Nurse Aides

> TEER 33102

Home Support Workers

> TEER 44101

Manufacturing

Processing and
manufacturing labourers

> TEER 95109

Trades/Construction

Plumber helpers

> TEER 75110

Welders

> TEER 72106

Carpenters

> TEER 72310

Construction Labourers

> TEER 75110

General building maintenance workers
and building superintendents

> TEER 73201

Truck Drivers

> TEER 73300



The Economic Mobility Pathways Pilot (EMPP)

A part of Canada's Immigration Levels Plan

Workers and
Entrepreneurs

Humanitarian

Family Reunification

A Permanent Resident Visa

The EMPP makes **job-ready** refugees more accessible to employers by reducing common barriers and processing most applications within 6 months.

- TBB is an EMPP Trusted Referral Partner
- No recruitment effort requirements
- Candidate must have English or French fluency and at least one year of previous work experience
- Employer must provide a full-time, non-seasonal job offer
- Government fees and biometrics waived; candidates also have access to loans



Costs

For less money and about the same amount of time as the Temporary Foreign Worker Program, Canadian employers can hire **permanent employees** for your business needs.



Mission Contribution

Support our work



Language Test

Required for the visa application



Immigration

Visa application + RPR fee



Travel

One way flights



Accommodation

Minimum 2 weeks



Together, we can
create a future

where talent knows
no boundaries.

