



Hire Immigrants



The Business Case for Investing in Refugee Talent

What makes us unique?

Hire Immigrants
empowers employers
to fully leverage immigrant
talent in their workforce



Hire Immigrants

What do we do?



Make the business case



Identify outdated hiring practices



Connect to leverage immigrant talent for recruitment



Convening for Action

Refugee Jobs Agenda Roundtable
was convened to mobilize
employers' response to help



Hire Immigrants

Roundtable Model

Who's involved?

- Private Private & public sector employers
- Community organizations
- Service providers
- Government
- Regional chambers
- Industry associations
- Educational institutions



Roundtable Model

Members of the Greater Toronto Hamilton Area Roundtable

40+ Members



International
Union of
North America

LiUNA!



LinkedIn

ACCES
EMPLOYMENT
Making Connections



TRIEC
Toronto Region Immigrant
Employment Council



Immigration, Refugees
and Citizenship Canada

Immigration, Réfugiés
et Citoyenneté Canada

Roundtable Outcomes

- Job Fairs – three fairs, 700+ attendees
- Employer Guide to Hiring Newcomers
- Skills profile (research-focused)
- Assessment tool for entry-level positions
- Construction Trades Program
- Starbucks Hiring Initiative
- BDC Internship Program



Report Release



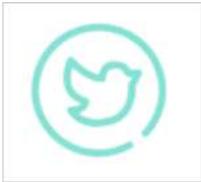
- 13 international best practices
- Employer-focused solutions



Hire Immigrants

Thank you

Stay connected @ HireImmigrants.ca



@HireImmigrants



Hire Immigrants



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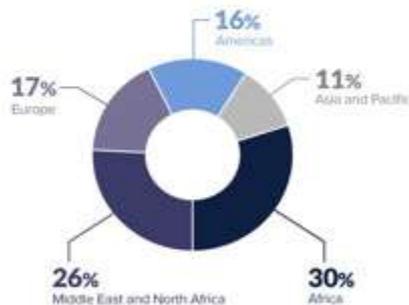
Refugees Economic Contribution



The Figures



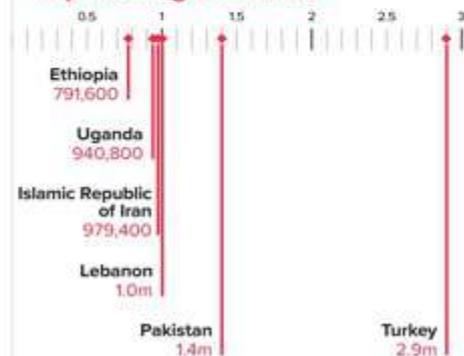
Where the world's displaced people are being hosted



55% of refugees worldwide came from three countries



Top hosting countries



28,300 people
a day forced to flee their homes because of conflict and persecution

10,966 staff
UNHCR employs 10,966 staff (as of 30 June 2017)

130 countries
We work in 130 countries (as of 30 June 2017)

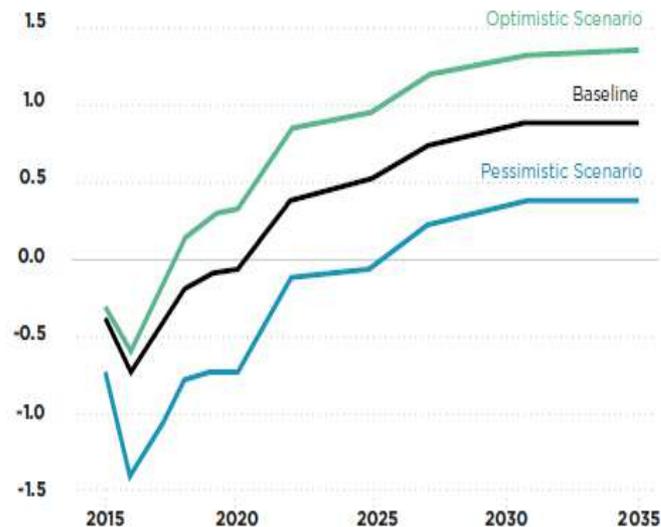
We are funded almost entirely by voluntary contributions, with 87 per cent from governments and the European Union.

Source: UNHCR / 19 June 2017



The Figures

▲ CHART 1 | NET BENEFIT OF REFUGEES TO GERMAN ECONOMY (% OF GDP)



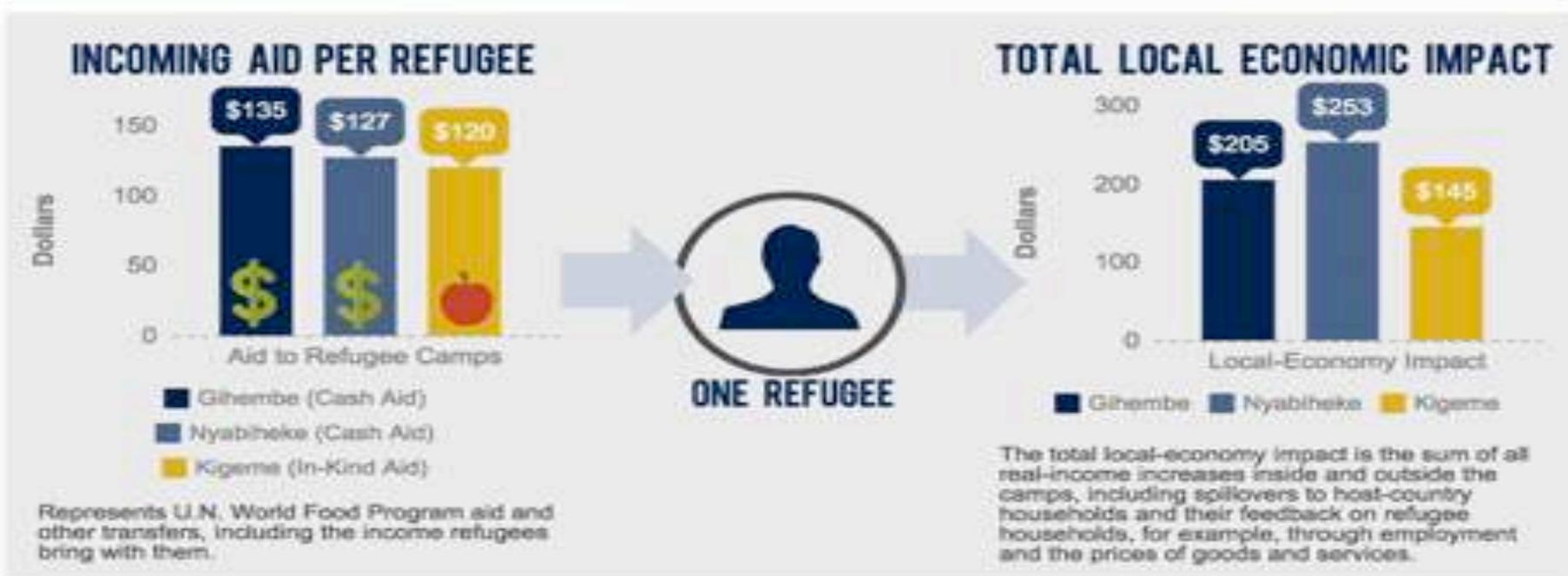
Source: DIW Berlin

Other Stats:

- Contribute \$63 billion more to US economy over 10 years than they take in services
- Many refugees are well-educated
- Training a doctor costs roughly \$340,000; certifying a refugee doctor is estimated to cost only \$34,000

THE ECONOMIC IMPACT OF REFUGEES

A UC Davis-led study looks at the impact that one refugee can have on income within a 10-km (6-mile) radius of three different Congolese refugee camps in Rwanda, finding that aid positively impacts the local economy.



Refugee Economic Contribution Internationally

Refugee Entrepreneurs:

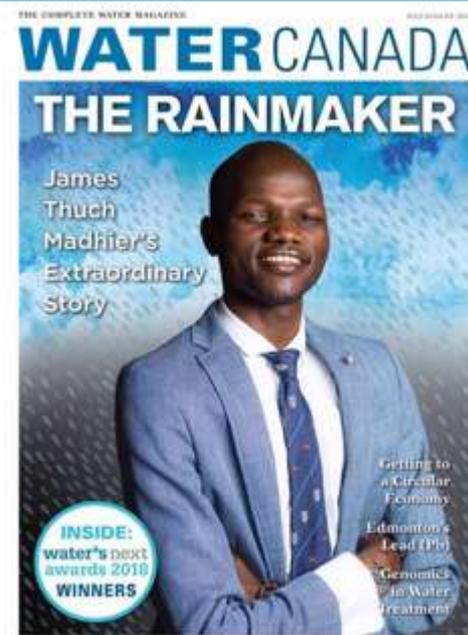
1. Frank Lowy, **Westfield Corporation** Australia \$14 billion
2. Andy Grove, USA, **Intel** \$163 billion
3. George Soros, **Quantum Fund** \$24 billion
4. Jan Koum, **Whatsup** \$22 billion
5. Li Ka-Shing, **Cheung Kong Holdings** \$133 billion
6. Daniel Aaron, **Comcast**, \$142 billion
7. George N. Hatsopoulos, **Thermo Fischer Scientific**, \$87 billion



7 Refugee Entrepreneurs contributed \$585 billion



Other Examples



Return on Investment



Refugees have a hunger to give and contribute

Welcoming refugees is BOTH an economic imperative and a moral obligation

How do we move the dial forward?

Be Open to New Ideas

- Reinvent the wheel
- Consider private sector role

Bridge the Gap

Nothing about us without us

Innovation come from the right data collection, and consulting to the community you are serving

Bottom – top approach



Step-by-Step

Investing in refugee talent might seem overwhelming and it is often funded through government and donors who rush the money out the door to put programs in place. This means funded projects tend to be under-researched, -developed, and -executed



Conclusion

- Refugees are contributors
- Policymakers and practitioners: changing the narrative from 'burden' to opportunity



Jumpstart Refugee Talent



THANK YOU!





BDC Internships

Breaking Down the Barriers for Refugees

BDC: Getting Involved

- BDC is the only Canadian bank devoted exclusively to entrepreneurs
- Canada's first certified B Corp bank
- The war in Syria and resulting refugee crisis left us wondering - How can we help?
- BDC is a founding member of the Syrian Refugees Jobs Agenda employer roundtable

BDC: Taking Action

- ACCES Employment's Entrepreneurship Connections™
 - A BDC sponsored program designed to address the barriers/challenges faced by newcomer entrepreneurs
 - Program adapted in Arabic for Syrian newcomer entrepreneurs
 - Arabic speaking BDC employees as facilitators and mentors
- Welcome Talent Canada
 - Refugee Career Jumpstart Project (RCJP) and LinkedIn pilot program
 - Syrian newcomers matched with BDC employee mentors

BDC: Internship Program

- BDC hosted a job skills workshop for Syrian refugees with community partners ACCES Employment and RCJP
- 4 refugee interns were hired for 6 months each in paid placements in Finance, HR, Legal, and Advisory Services
- Existing internship program was adapted to support refugees - not just for summer and graduating students
 - English language support in onboarding
 - EAP benefits offered to our Syrian interns

BDC: Value-add

- Access a global and diverse talent pool
- Better understand and respond to an increasingly diverse customer base
- Build relationships with community partners and other employers
- Provide development opportunities for our employees

BDC: Future of the Program

- With our community partners we have run additional job skills workshops in Ottawa, Montreal and Vancouver
- We invited other employers including other Banks to participate
- We consider the program a success, and continue to work with our community partners and hire newcomer refugee interns

Questions?



Acknowledgments

The Business Case for Investing in Refugee Talent



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BertelsmannStiftung

www.citiesofmigration.org



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