

# Upwardly Global Overview

## Statewide Symposium: Achieving Health Equity Through Education, Collaboration and Action



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**History:** 501(c)(3) nonprofit, founded in 2000. Offices in New York, Chicago, San Francisco, and new Online program.

**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 new Americans are a recognized and valued source of talent.

# Why Does Upwardly Global Exist?



Housecleaner

**Evelyn**  
**El Salvador**  
**Engineer**



Waitress

**Graal**  
**Brazil**  
**Arts Therapist**



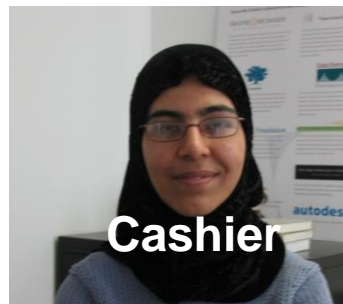
Barista

**Waspada**  
**Indonesia**  
**Auditor**



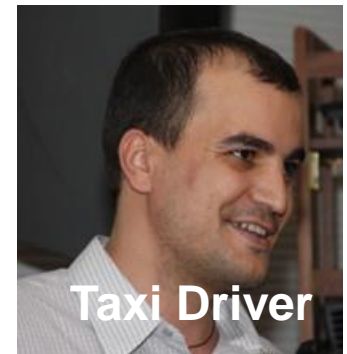
Nanny

**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.

Creative/ Communications/ Marketing

Management/ Consulting

Office Administration

Non Profit

Information Technology

Legal

Science/ Engineering

Sales

Government

Accounting/ Finance

Healthcare  
Education

## **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.

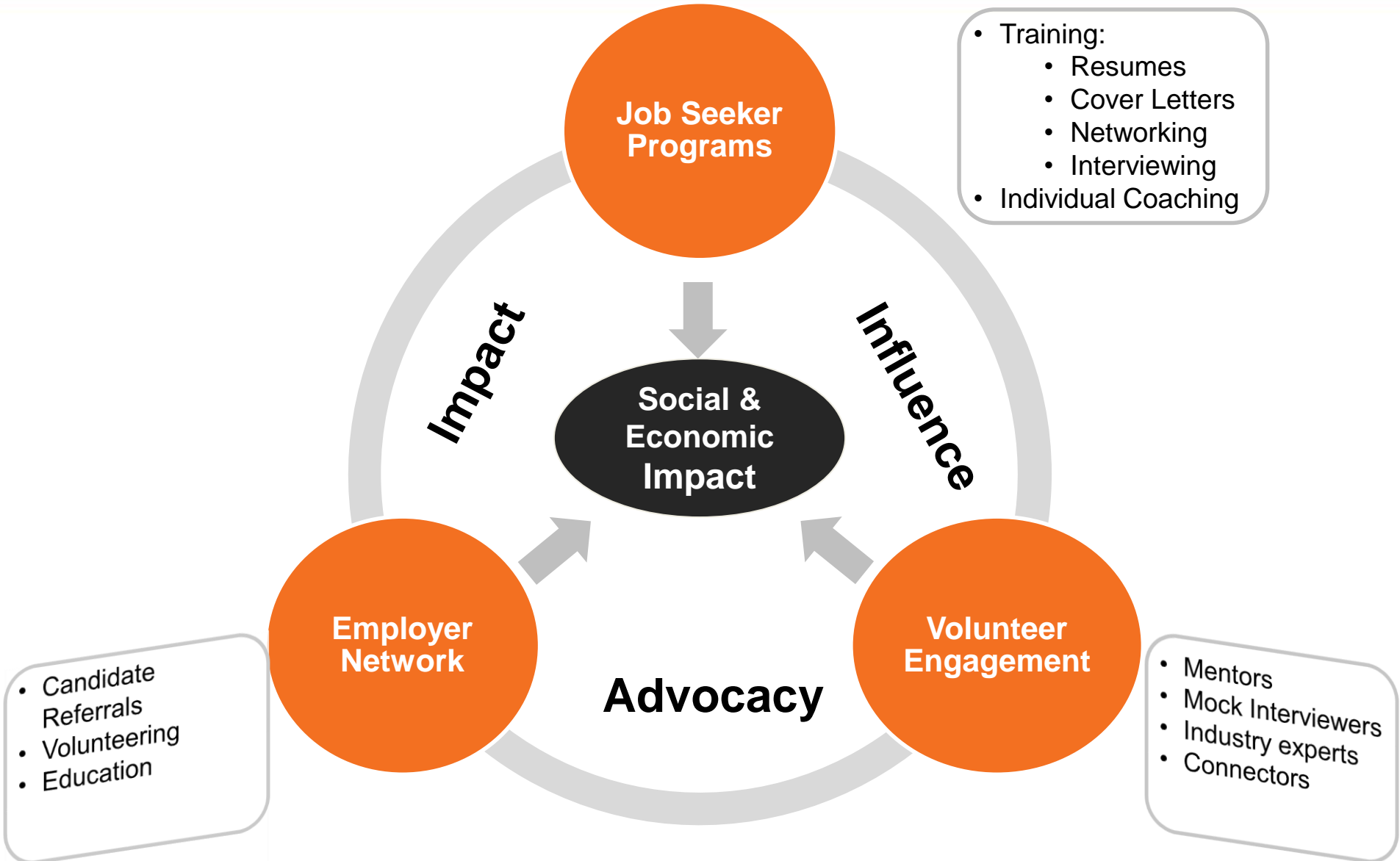
## **Employer**

- 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.

# Upwardly Global's Approach



# Stages of Working with Upwardly Global

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

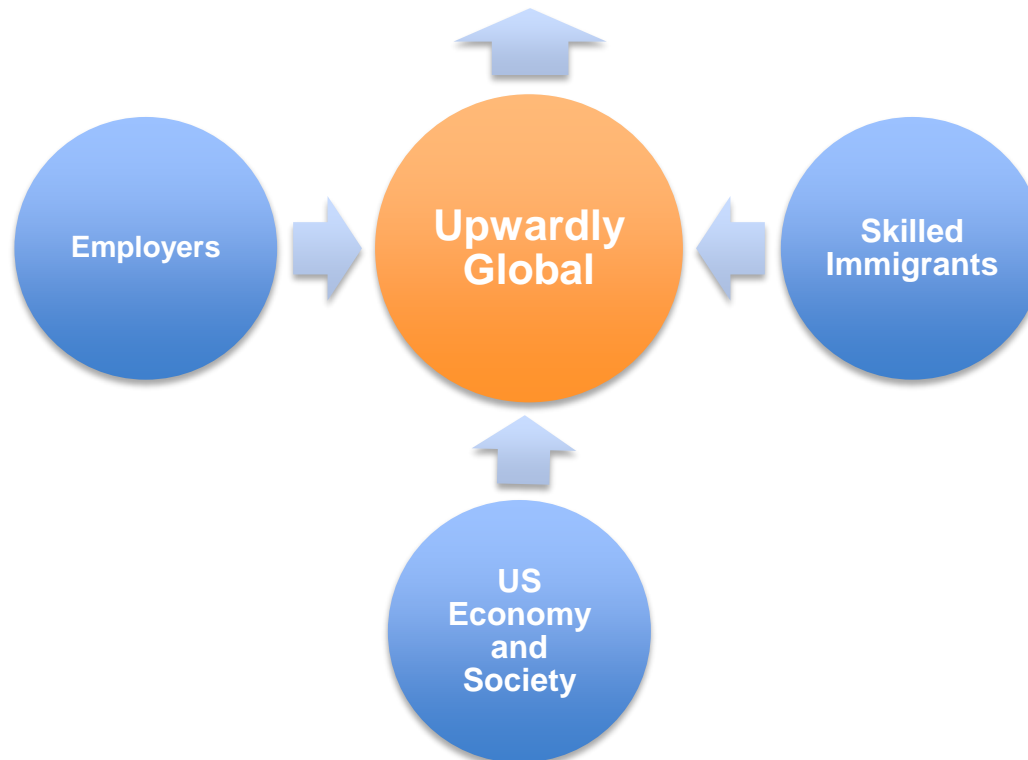


# UpGlo By The Numbers

- 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 NY office launched in 2006, 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.

## 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*)

# Our Partners at a Glance



Thank You!

**Contact Information:**

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