



The only national organization dedicated to economic inclusion of refugees, refugee claimants, and forcibly displaced peoples

Toronto | Montreal | Vancouver | Calgary | Beirut | Bogota

... We **THINK** like a start up ... We **ACT** like a business ... We **FEEL** like a humanitarian ...

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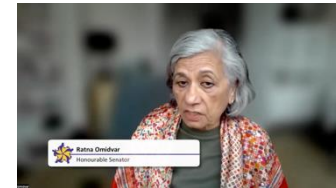
MODEL 1

Dual Clientele



MODEL 2

Refugee Hiring Event





MODEL 1 Dual Clientele



- Speak English (CLB 6+)
- Legally eligible to work in Canada
- Educated with previous work experience/transferable skills
- Hail from 64 different countries
- Span multiple dimensions of diversity: BIPOC, Female, LGBTQ+



PARTNERS



2,600+ REFUGEES

120+ PARTNERS & EMPLOYERS





MODEL 1 Dual Clientele



Jumpstart's online Job Board ^{NEW}

- **Speak English**
 - **Legally eligible to work in Canada**
 - **Educated with transferable skills**
 - **Hail from 64 different countries**
 - **Span multiple dimensions of diversity: BIPOC, Female, LGBTQ+**
- Jobs Currently Available Through Jumpstart** portal provides a valuable and dedicated job search platform for refugees, refugee claimants, or other forcibly displaced people already in Canada and seeking meaningful work. As a trusted sourcing partner, Jumpstart collaborates with over 120 Canadian employers across various sectors nationwide. By applying through our portal, refugee candidates face less competition compared to mainstream job sites, and applications are carefully reviewed by the Jumpstart team, ensuring only selected candidates are contacted.

To apply for jobs through the Jumpstart portal, applicants must:

- Have arrived in Canada as a forcibly displaced person (refugee, refugee claimant, Ukrainian with a CUAET visa, or any other person who considers themselves forcibly displaced from their home country)
- Be legally entitled to work in Canada (Canadian citizen, permanent resident, or have a valid Canadian work permit)
- Have a CLB 6+ language level in English and/or French (no formal test proof is required – Jumpstart's intake staff will make a subjective assessment)
- Meet the specific job posting requirements
- If not already a Jumpstart client, complete the [Intake Form](#)

120+ PARTNERS & EMPLOYERS





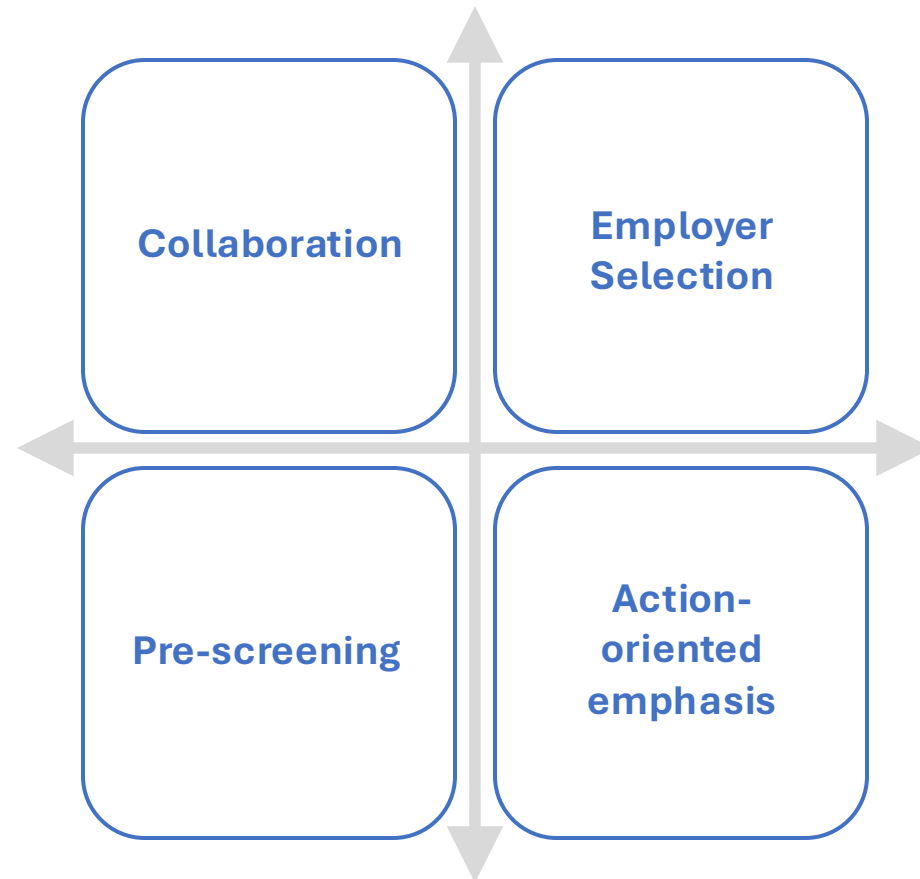
MODEL 2 Refugee Hiring Event

SELECTED BY PATHWAYS TO PROSPERITY AS A **PROMISING PRACTICE**



Refugee Hiring Event

METHODOLOGY





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2024 Toronto

Refugee Hiring Event

METHODOLOGY

Collaboration

CENTRAL CONVENOR

World Education Services

LEAD AGENCY

Woodgreen Community Services
(advised by Jumpstart Refugee Talent)

AGENCY PARTNERS

- ACCES Employment
- Achēv
- City of Toronto
- COSTI
- Future Ready Institute
- Jumpstart Refugee Talent
- HMC Connections
- Diversity Institute
- Humber College
- New Canadians
- OTEC
- Polycultural
- The King's Trust
- YMCA GTA





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EMPLOYERS

- Ainsworth
- Angus Consulting
- Avanade
- Bell
- Bunzl Canada
- Catholic Crosscultural Services
- CIBC
- Clean Life Balance
- EQ Bank
- InterRent
- Kenaidan Contracting
- Novamodous
- Oriole
- Paragon Security
- Polycultural
- RDJ Bakery





MODEL 2 Refugee Hiring Event

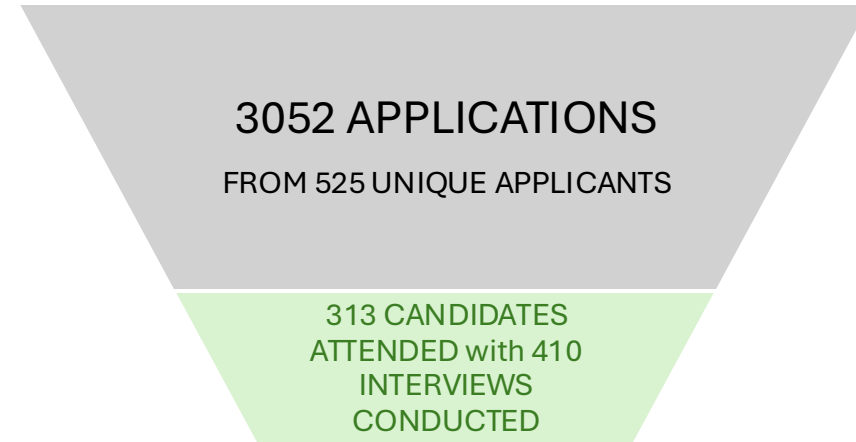
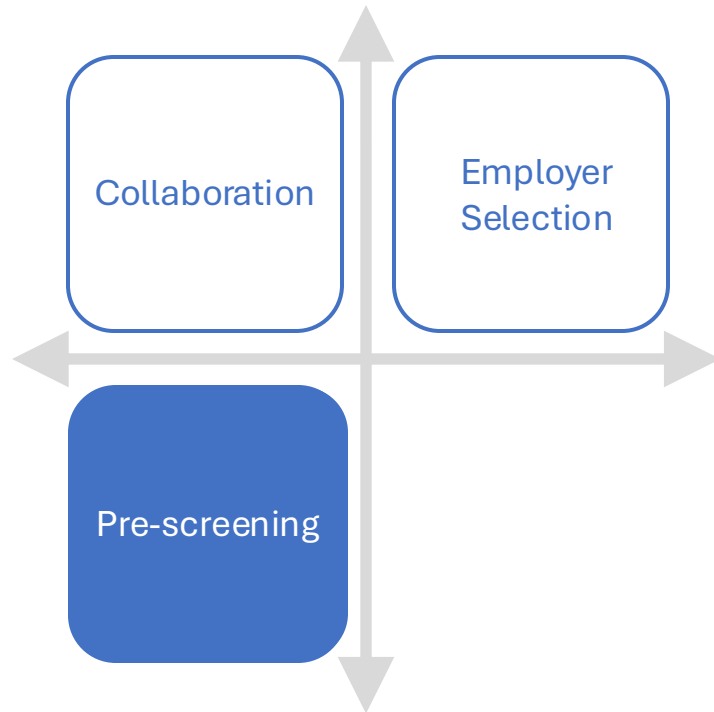
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Refugee Hiring Event

METHODOLOGY





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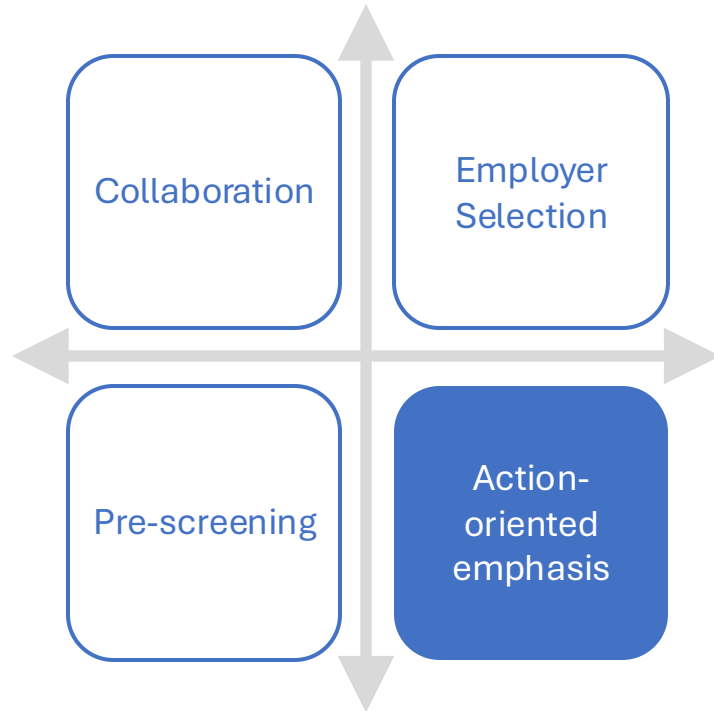
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SUCCESS
RATE **54%**

3052 APPLICATIONS

FROM 525 UNIQUE APPLICANTS

313 CANDIDATES
ATTENDED with 410
INTERVIEWS
CONDUCTED

18 JOB OFFERS ISSUED ON THE SPOT

203 MOVED TO NEXT ROUND INTERVIEWS

+ 17 ADDITIONAL HIRES FOLLOWING THE EVENT





MODEL 2 Refugee Hiring Event

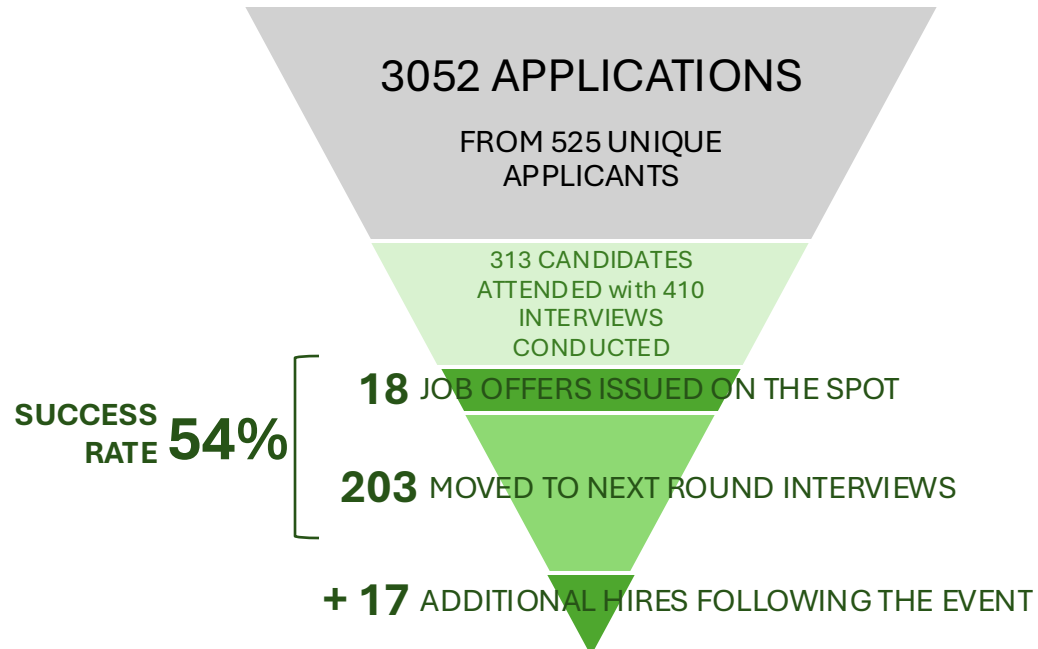
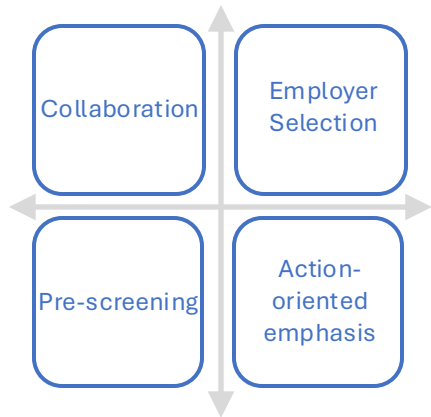
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2024 Toronto

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METHODOLOGY



Mico
Master's Degree in Agro & Environmental
Nematology + MBA





MODEL 1

Dual Clientele



MODEL 2

Refugee Hiring Event

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✉ talent@jumpstartrefugee.ca
🔗 <https://www.jumpstartrefugee.ca/>

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Appendix





MODEL 2 Refugee Hiring Event

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		Traditional Career / Job Fair	Refugee Hiring Event Model
 PRE-EVENT	Specific detailed job descriptions provided AHEAD OF TIME to jobseekers	✗ None	✓ Yes
	 PRE-SCREENING of & INVITATIONS to jobseeker talent	✗ None – Open to all who register for the event	✓ Yes - only the best qualified candidates are selected and scheduled for employers' interviews
	 Pre-event JOBSEEKER INTERVIEW PREP	✗ None	✓ Yes – Conducted by participating settlement agencies
	 Employer SELECTION & PREP	Minimal	<ul style="list-style-type: none"> • ONLY employers with open job requisitions are selected • Reporting expectations set through meetings prior to event • Optional employer/candidate sessions
 DAY	 EMPLOYER MEETING TIME with jobseekers	A few minutes – with long line ups of jobseekers waiting to speak with employers	Substantive amount of time for candidates and employers to get to know each other and assess fit for the role
	 EMPLOYER REPRESENTATION	✗ Junior staff with no real hiring decision making power	✓ Either Talent Acquisition reps or hiring managers
	 Event VALUE-ADDS FOR JOBSEEKERS	✗ None	<ul style="list-style-type: none"> • Coaches Corner • Free LinkedIn Candidate Headshots
 POST-EVENT	COMMUNITY ENGAGEMENT	Event volunteers sourced from local service provider organizations, employer staff & community	
	 FOLLOW UP WITH EMPLOYERS	✗ None	✓ Follow-ups with employers to collect outcomes
	 REPORTING event outcomes	<ul style="list-style-type: none"> • Main KPI: total number of event attendees and employers • Anecdotally, 3-5% of jobseekers may get successful outcomes 	50-85% of jobseekers interviewed get hired or passed through to second interviews (via employer validation)
	... Optional Post-event employer workshop	✗ None	Post-event employer FOLLOW UP for outcome reporting tasks





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Highlight Videos

FROM PAST EVENTS

- [2022 TORONTO EVENT HIGHLIGHT VIDEO](#)
- [2023 GREATER MONCTON EVENT HIGHLIGHT VIDEO](#)
- [P2P PROMISING PRACTICE: MULTI-STAKEHOLDER REFUGEE HIRING EVENTS](#)

