



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

Scotiabank, EQ Bank, CIBC, BantallGreenOak, TD, RBC, IDRF, TMX, ZURICH, Fidelity, DUCA, Western FINANCIAL GROUP, FirstOntario CREDIT UNION, R:SEAT, haven, BUNZL, POLY CULTURAL IMMIGRANT & COMMUNITY SERVICES, Canada, WES WORLD EDUCATION SERVICES, CultureLink, CBRE, appiciency, CANADA CLEAN FUELS, HRPA Human Resources Professionals Association, YMCA Canada, IEP YORK U, AINSWORTH, K KENAI DAN, avanade, interRent, randstad, JFE Shoji Power Canada Inc., aramark, Starbucks, future ready initiative, TENT, AFGHAN WOMEN'S ORGANIZATION REFUGEE & IMMIGRANT SERVICES, BASF, Bell, COSTI, ASP, Daily Bread Food Bank, MATRIX, Baker Hughes, Dipchand, Gordon FOOD SERVICE, IKEA, MOSAIC TRANSIT GROUP, IMPACT FOUNDATION

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, LGBTQ10+
- 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





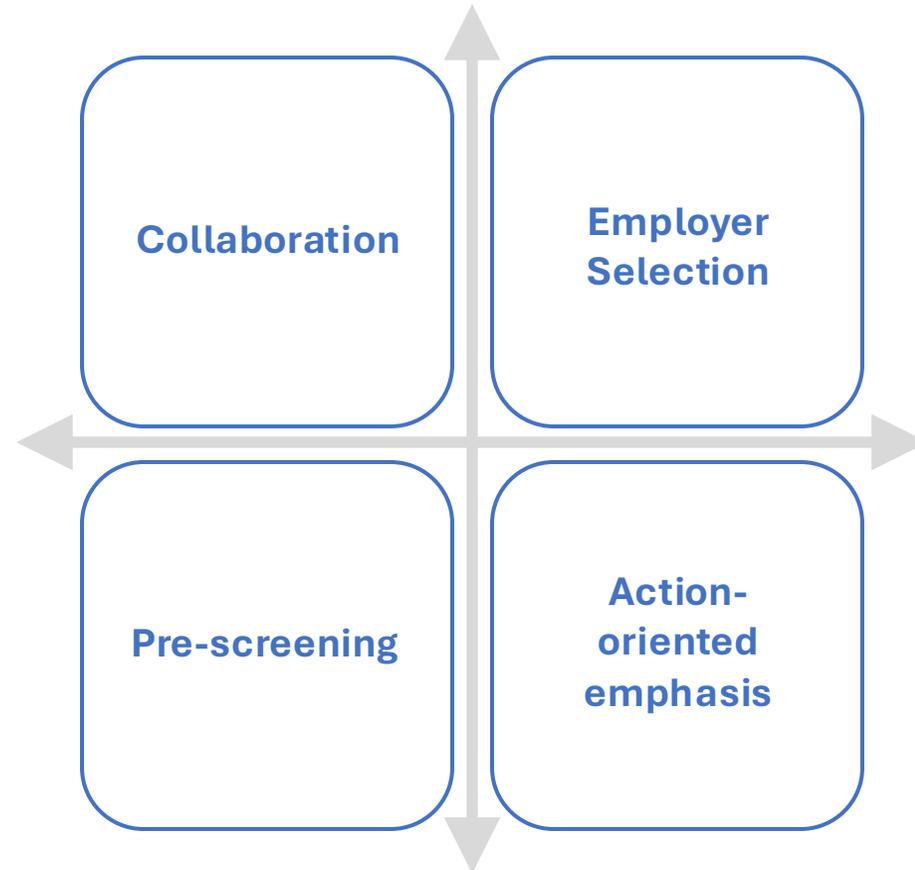
MODEL 2 Refugee Hiring Event

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



Refugee Hiring Event

METHODOLOGY



MODEL 1

Dual Clientele



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2024 Toronto

Refugee Hiring Event

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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





MODEL 2 Refugee Hiring Event

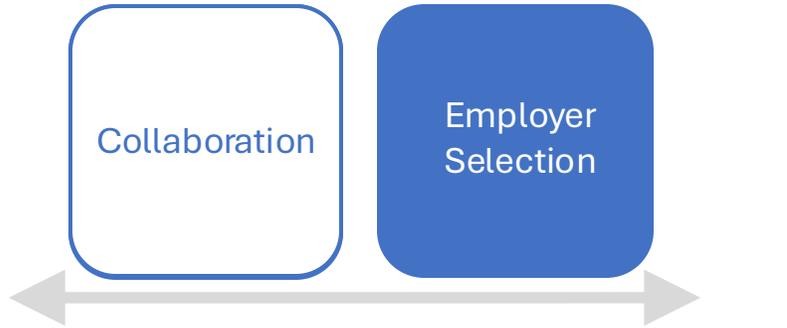
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EMPLOYERS

- 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





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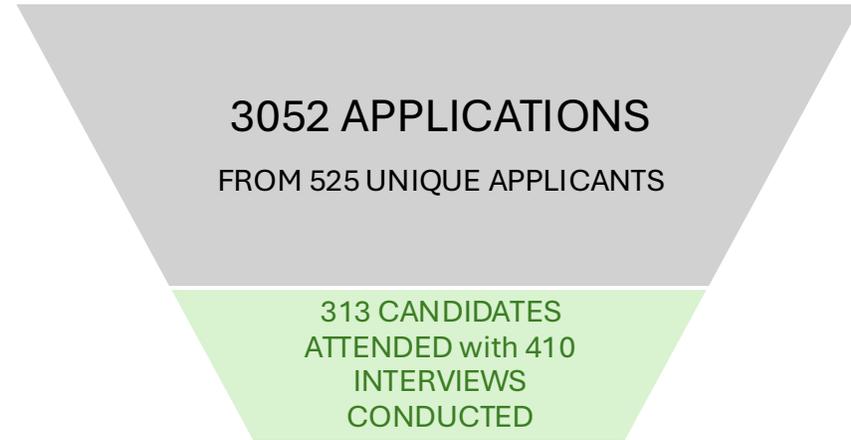
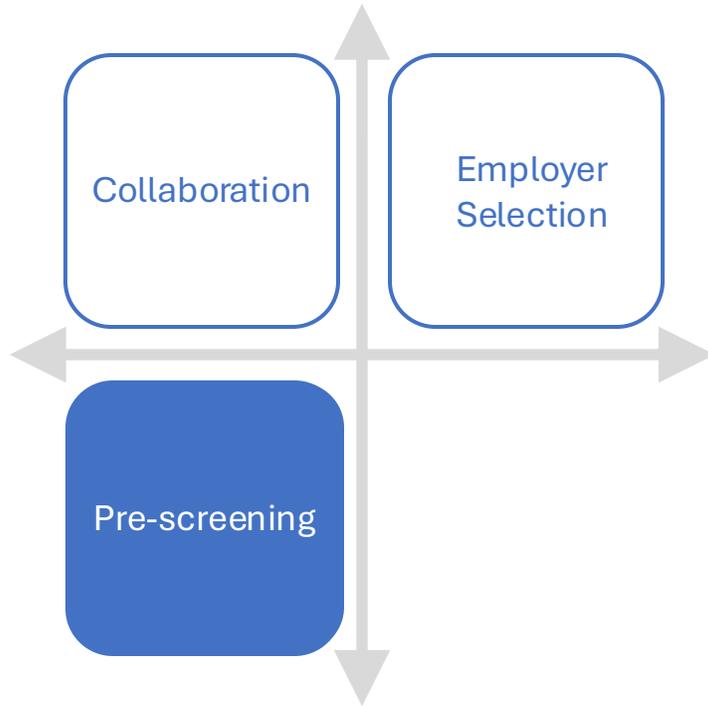
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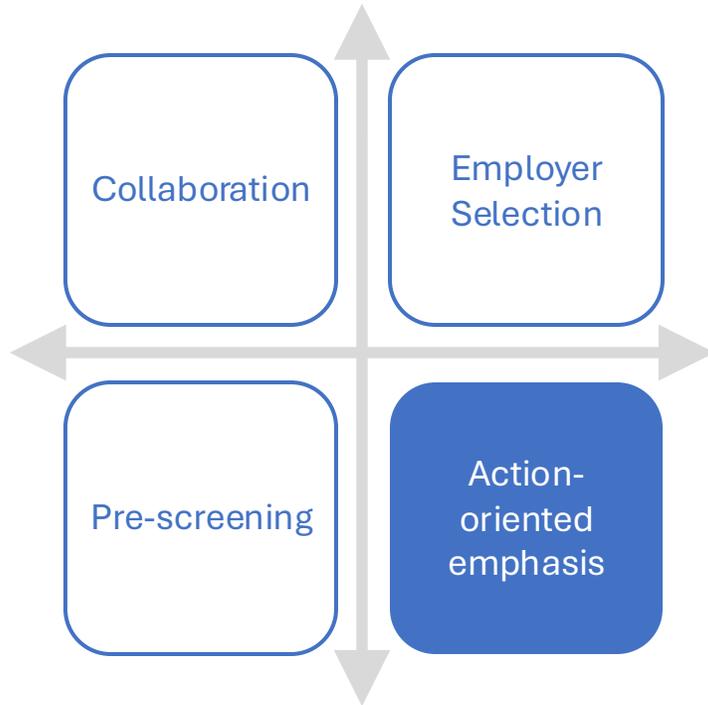
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SUCCESS RATE 54% [18 JOB OFFERS ISSUED ON THE SPOT
203 MOVED TO NEXT ROUND INTERVIEWS





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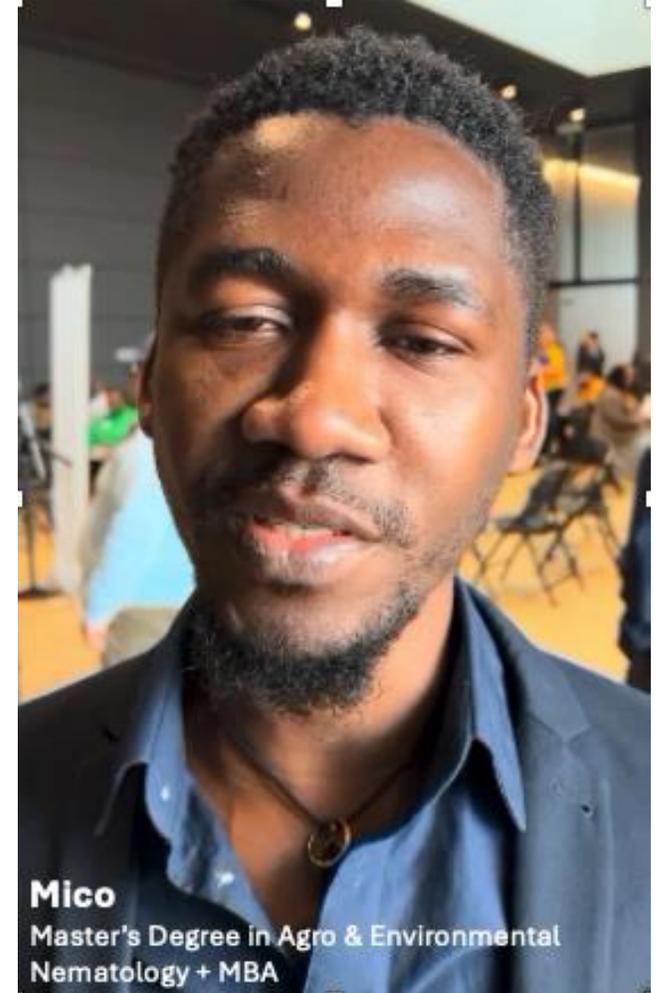
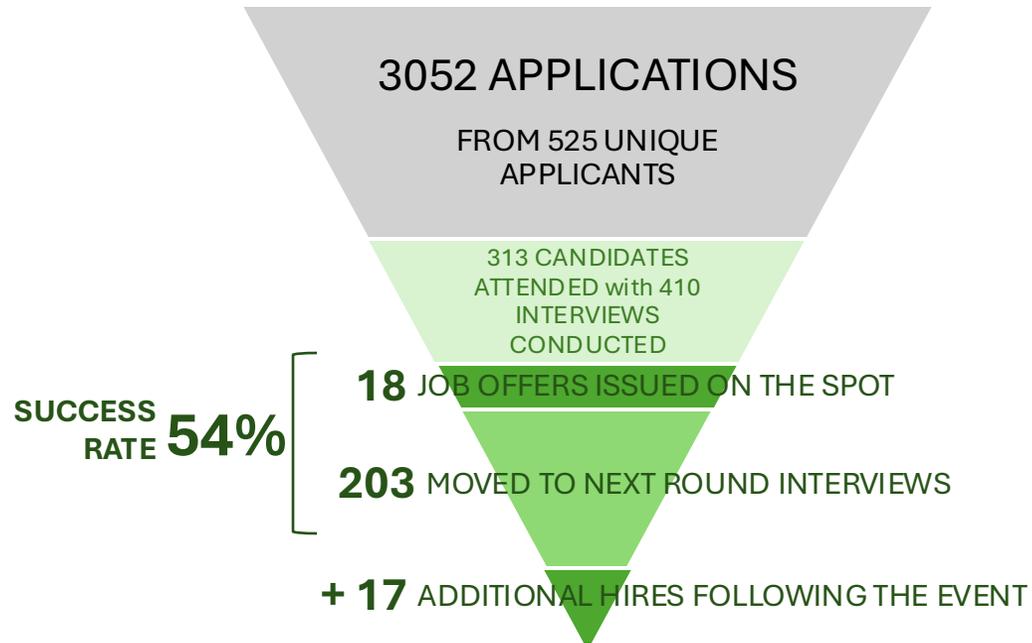
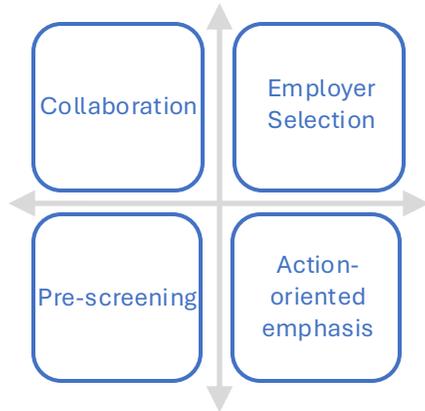
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MODEL 1

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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PRE-EVENT

- Specific detailed job descriptions provided **AHEAD OF TIME** to jobseekers
- PRE-SCREENING** of & **INVITATIONS** to jobseeker talent
- Pre-event **JOBSEEKER INTERVIEW PREP**
- Employer **SELECTION & PREP**

EVENT DAY

- EMPLOYER MEETING TIME** with jobseekers
- EMPLOYER REPRESENTATION**
- Event **VALUE-ADDS FOR JOBSEKERS**
- COMMUNITY ENGAGEMENT**

POST-EVENT

- FOLLOW UP WITH EMPLOYERS**
- REPORTING** event outcomes
- Optional Post-event employer workshop

Traditional Career / Job Fair	
✗	None
✗	None – Open to all who register for the event
✗	None
	Minimal
	A few minutes – with long line ups of jobseekers waiting to speak with employers
✗	Junior staff with no real hiring decision making power
✗	None
	Event volunteers sourced from local service provider organizations, employer staff & community
✗	None
	<ul style="list-style-type: none"> Main KPI: total number of event attendees and employers Anecdotally, 3-5% of jobseekers may get successful outcomes
✗	None

Refugee Hiring Event Model	
✓	Yes
✓	Yes - only the best qualified candidates are selected and scheduled for employers' interviews
✓	Yes – Conducted by participating settlement agencies
	<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
	Substantive amount of time for candidates and employers to get to know each other and assess fit for the role
✓	Either Talent Acquisition reps or hiring managers
✓	<ul style="list-style-type: none"> Coaches Corner Free LinkedIn Candidate Headshots
	Event volunteers sourced from local service provider organizations, employer staff & community
✓	Follow-ups with employers to collect outcomes
	50-85% of jobseekers interviewed get hired or passed through to second interviews (via employer validation)
	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](#)

