



TALENT BEYOND  
—BOUNDARIES—

# Recruiting Displaced Talent from Outside of the UK

FRAGOMEN





# Fragomen & Talent Beyond Boundaries

A partnership to scale and grow Displaced Talent Mobility programmes globally

The logo consists of a blue circle with a white border. Inside the circle, the word "FRAGOMEN" is written in a white, serif, all-caps font.

FRAGOMEN

Fragomen are a world leading immigration law firm, with more than 6,000 immigration-focused professionals and staff spanning more than 60 offices worldwide. Immigration has been the firm's sole focus for 70 years, and today, Fragomen offer support in more than 170 countries, including the UK.



Fragomen work with Talent Beyond Boundaries to-

- Provide expert guidance on the legal framework into which Displaced Talent Mobility pilots are built;
- Facilitate government liaison to put the pilots in place; and
- Act as preferred providers for the resulting applications themselves.



Using their experience supporting clients with the visa process, Fragomen are able to argue for improvements to visa regimes to facilitate movement and to assist business in the process.

# Talent Beyond Boundaries: Unlocking Skilled Migration Pathways for Refugees



## Skilled refugees need jobs.

Almost half the world's refugees are working age, but many are stuck in places where they have no working rights.



## Employers need talent.

The global economy is suffering an acute shortage of workers in some sectors and occupations, with vacancies running at record levels.



## We connect them.

We're building a world where refugees can move for work; leveraging their own professional skills to secure their futures.

# Key Principles to Guide Design of Displaced Talent Mobility Programs:



## **Additionality & Complementarity**

The purpose is to help more people, overall, move to safety and security. Labour mobility programs should therefore be additional to existing humanitarian visa streams.



## **Equitable Access**

No person should be excluded from skilled migration opportunities simply because they are displaced. Visa programs should take into account barriers eg. refugees not having access to documentation due to displacement.



## **Employer-led**

Employers are best placed to judge a person's suitability for employment. Labour mobility is driven by demand, and should make it as streamlined as possible for businesses to participate and hire the candidates they need.



## **Autonomy & Empowerment**

Refugees should be able to decide - and access - what's best for themselves and their families. Displaced people should be consulted and seen as central in the design of labour mobility programs.



## **Protection + Durable Solutions**

Displaced people need protection safeguards. Labour mobility schemes should be designed with such safeguards, and intentionally build in pathways to durable solutions.



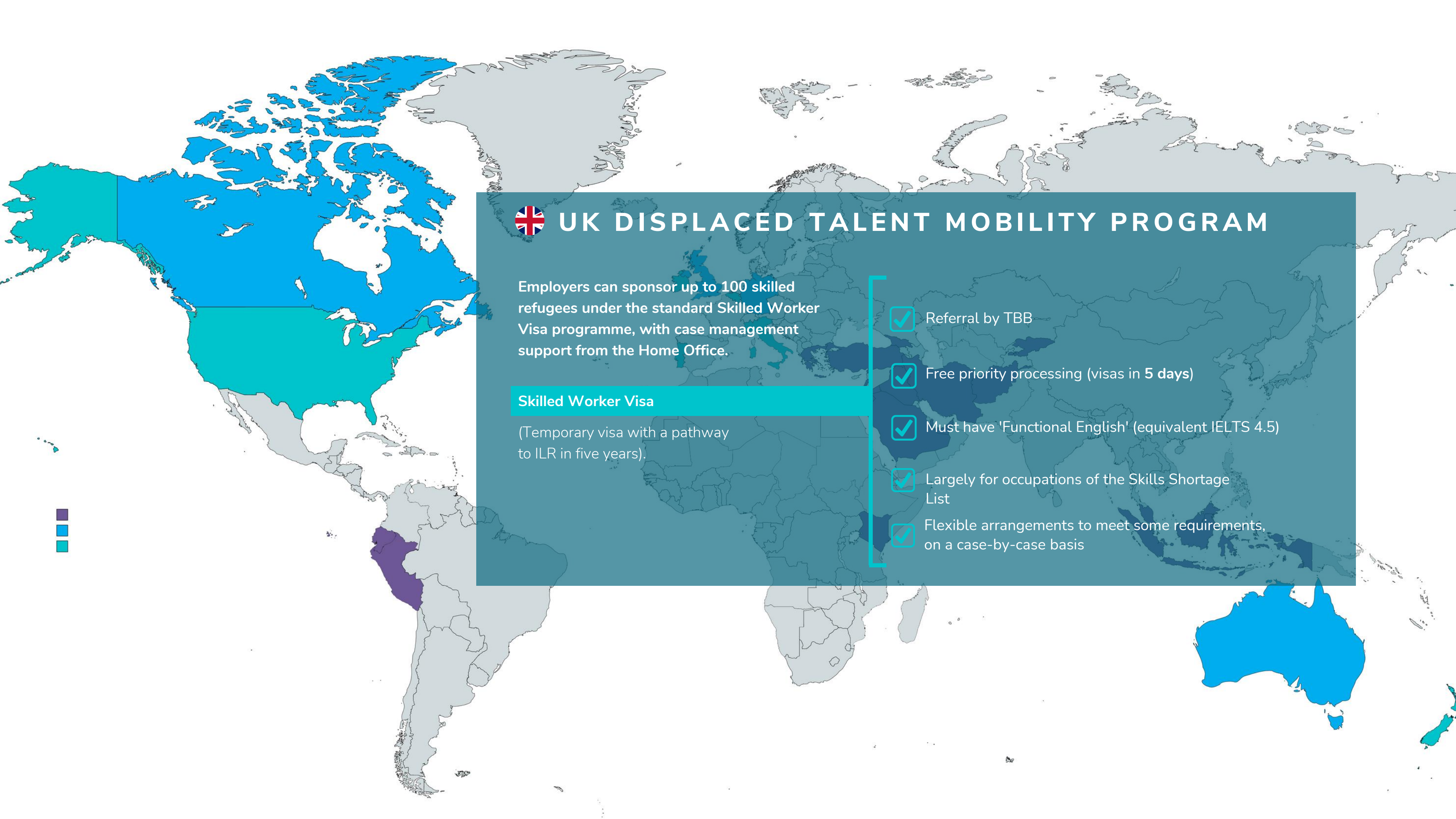
## **Beneficiary Pays**

The cost of labour migration should be shared by those who benefit: employers, successful refugees (enabled by finance) and receiving governments. This will ensure sustainability.









## UK DISPLACED TALENT MOBILITY PROGRAM

Employers can sponsor up to 100 skilled refugees under the standard Skilled Worker Visa programme, with case management support from the Home Office.

### Skilled Worker Visa

(Temporary visa with a pathway to ILR in five years).

- ✓ Referral by TBB
- ✓ Free priority processing (visas in 5 days)
- ✓ Must have 'Functional English' (equivalent IELTS 4.5)
- ✓ Largely for occupations of the Skills Shortage List
- ✓ Flexible arrangements to meet some requirements, on a case-by-case basis

# TALENT BEYOND BOUNDARIES IN SCOTLAND



## Displaced Talent Mobility

TBB, with support from the Scottish Government are bringing 50 people to Scotland through the Displaced Talent Programme



## Sectors

We have identified energy, construction, fintech, hospitality and care as key sectors facing skills shortages in Scotland



## Growing the Network

We are looking for employers in the identified sectors, allies and partners of the Displaced Talent Mobility programme

# Talent Catalog Snapshot

58,686 registered professionals, 170+ occupations, 86% have English language skills, 43% have completed post-secondary education



**4,916**  
**IT PROFESSIONALS**  
Including:

<b>1,695</b> IT professionals & consultants	<b>1,417</b> Software developers	<b>249</b> Cloud engineers
<b>204</b> Machine learning professionals	<b>114</b> AI specialists	<b>200</b> Data scientists
<b>142</b> Network engineers	<b>93</b> DevOps professionals	<b>108</b> Cybersecurity professionals



**7,460**  
**MEDICAL PROFESSIONALS**  
INCLUDING:

<b>2,804</b> Nurses & personal carers	<b>783</b> Pharmaceutical professionals	<b>819</b> Medical doctors
<b>593</b> Dentists	<b>209</b> Physical therapists	<b>188</b> Vets
<b>203</b> Hospice healthcare professional	<b>1,051</b> Other healthcare professionals	



**15,897**  
**PROFESSIONAL SERVICES**  
Including:

<b>3,401</b> Administrative assistants	<b>2,845</b> Accountants
<b>2,564</b> Management professionals	<b>2,292</b> Sales professionals
<b>1,166</b> Marketing professionals	<b>772</b> Legal professionals



**5,119**  
**ENGINEERS**  
Including:

<b>1,281</b> Civil engineers	<b>963</b> Mechanical engineers
<b>734</b> Electrical engineers	<b>469</b> Electronic engineers
<b>146</b> Petroleum engineers	<b>956</b> Other engineers



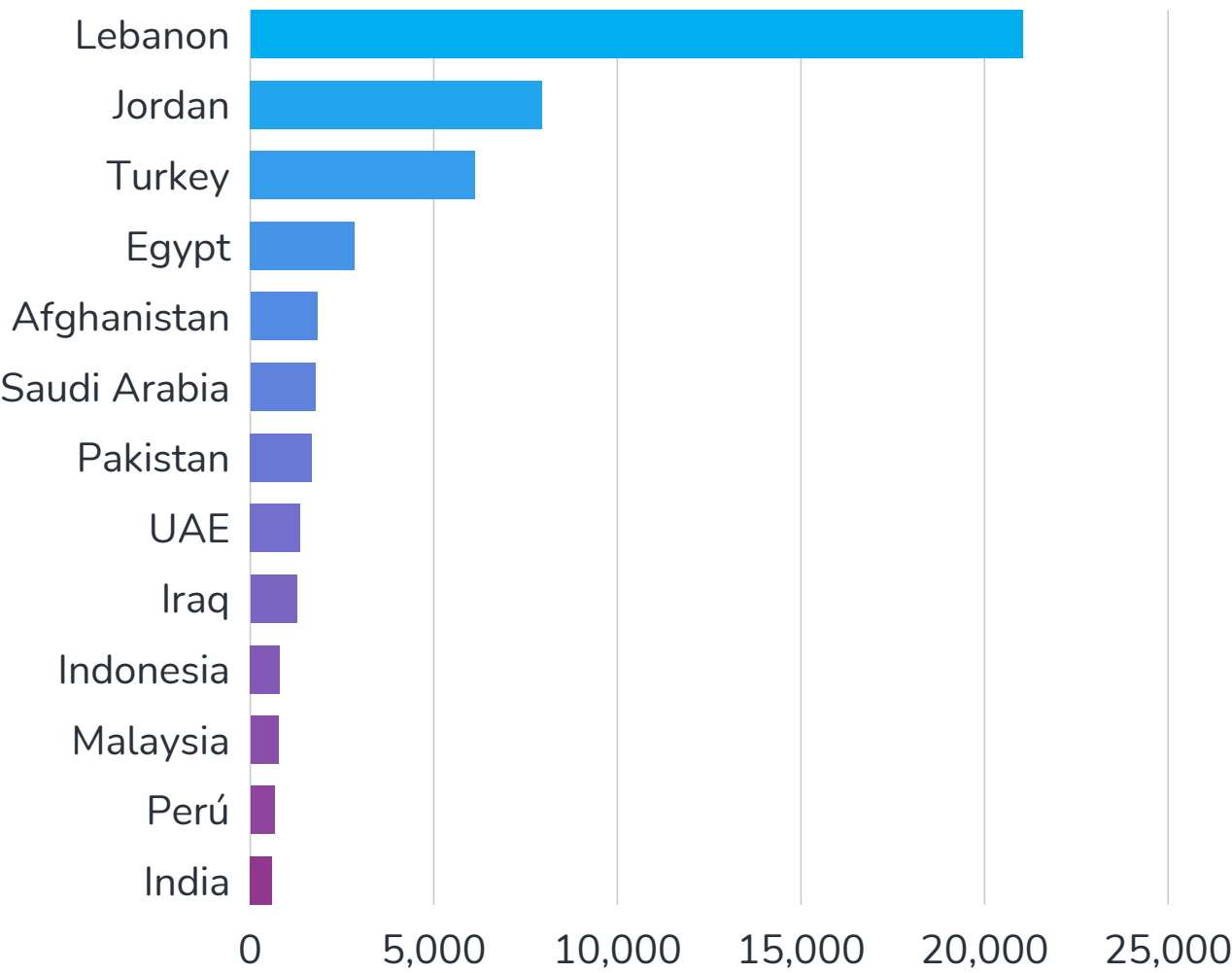
**24,270**  
**TRADE & SKILLED WORKERS**  
Including:

<b>2,560</b> Chefs, cooks, bakers	<b>2,827</b> Motor vehicle drivers	<b>1,775</b> Tailors	<b>1,658</b> Electricians	<b>1,354</b> Bakers
<b>1,149</b> Assemblers	<b>1,125</b> Carpenters	<b>986</b> Blacksmiths	<b>1,043</b> Mechanics	<b>585</b> Wood- workers
<b>565</b> Plumbers, pipe fitters	<b>465</b> Welders	<b>394</b> Machine operators	<b>367</b> Butchers	<b>1,073</b> Other craftsmen

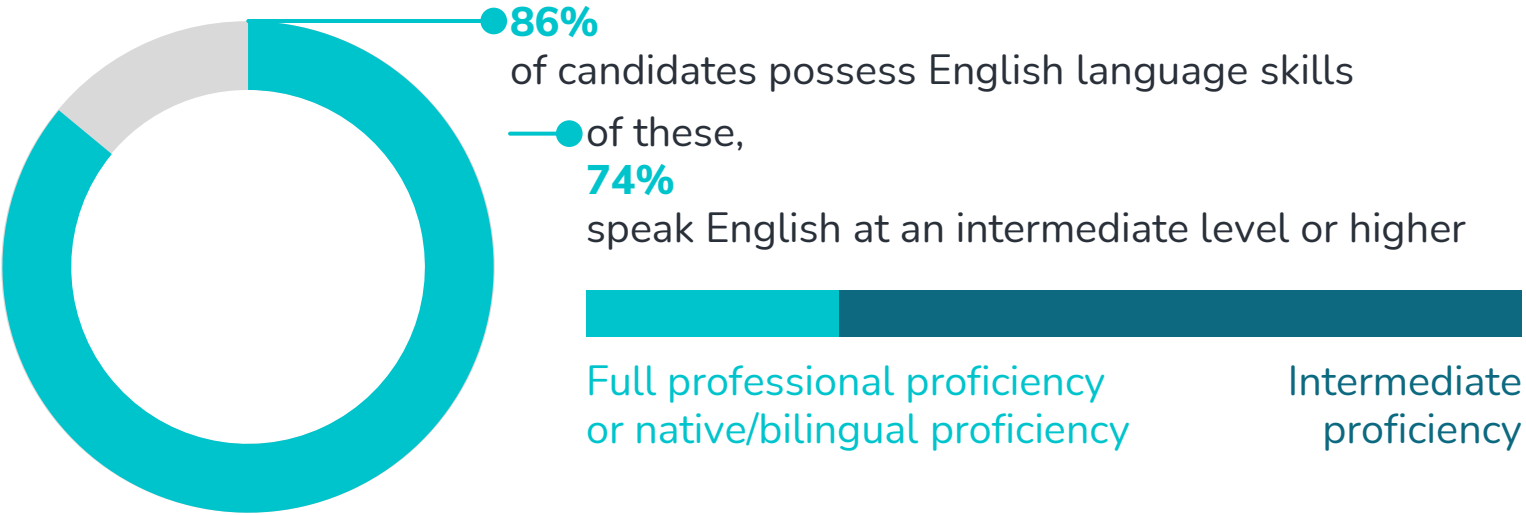
Data from [the Talent Catalog](#)  
Last updated January 2023  
[talentbeyondboundaries.org](#)  
[Note: The sum of some occupations is greater than the umbrella occupation because candidates can have experience in more than one role ie. a software developer may also have skills as a data scientist.]



CANDIDATES BY LOCATION



ENGLISH LANGUAGE ABILITIES



TOP NATIONALITIES

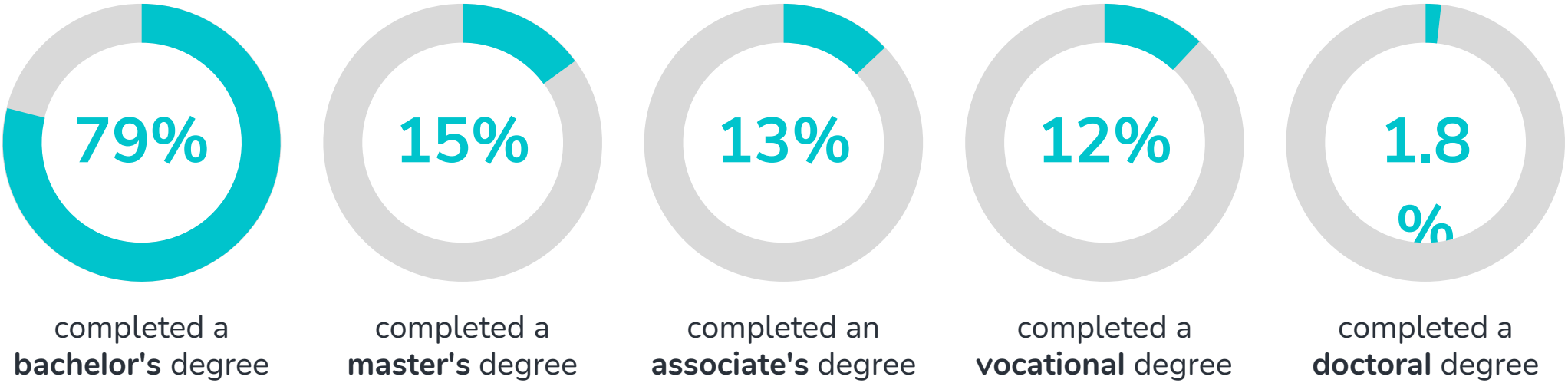
1. SYRIAN
2. Afghan
3. Palestinian
4. Sudanese
5. Yemeni
6. Iraqi
7. Venezuelan
8. Iranian
9. Moroccan
10. Somalian

SPOKEN LANGUAGES

1. ARABIC
2. Pashto
3. Dari
4. Turkish
5. French
6. Urdu
7. Farsi
8. German
9. Hindi
10. Spanish

EDUCATION LEVELS

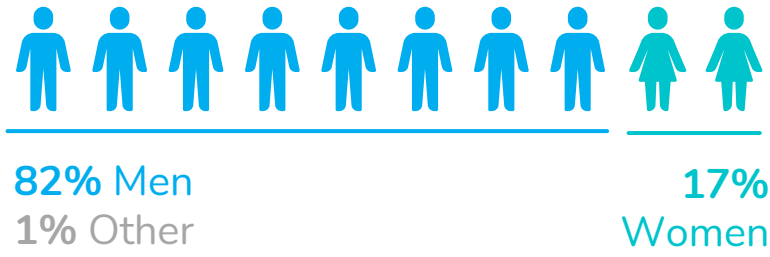
42% of candidates report completing a tertiary degree. Of these:



33

AVERAGE AGE

CANDIDATES BY GENDER





# Making it happen

*We support the end to end process to make migration possible.*

## INTERESTED?

- Sign Memorandum of Understanding
- Share Job Description with TBB

## SHORTLISTING

- TBB provides a shortlist of suitable candidates from our Talent Catalog.

## INTERVIEWING AND SELECTING

- TBB facilitates remote recruitment (video interviews, skills validation, etc.).
- Employer interviews candidates.
- Employer issues a job offer and contracts are signed.

## VISA APPLICATION

- TBB supports the employer, candidate and any immigration providers to submit visa application.
- TBB monitors immigration process to ensure smooth visa processing.

## MOBILITY

- TBB helps the employer prepare for the arrival of the new recruit.
- TBB connects with settlement services organizations to ensure employees and families are supported.

## POST-ARRIVAL

- TBB provides support via regular check-ins with employee and direct manager for 12-months.





# Case Study

Ahmad\* and his wife at their home in Glasgow, where Omaid works as a data risk analyst for a legal company



Ahmad\*, an Afghan data scientist living in Pakistan



A legal company in Glasgow shared a JD with TBB for a risk role they were struggling to fill.



Ahmad was one of the candidates chosen for interview from the shortlist that we shared with the employer.



After a great interview and up against other candidates, they offered Ahmad the role



Ahmad accepted the offer! Our Integration team conducted pre-departure calls, shared toolkits and supported Ahmad and the employer to feel ready for his arrival.



Fragomen provided support for the employer with the visa process, for example sending Ahmad instructions of where to take his IELTS test and remaining in touch with our dedicated desk at the Home Office



Arrival Day! TBB and the employer met Ahmad at the airport.



Ahmad is settled in his role and has a bright future ahead of him at the company and in Scotland



Ahmad moved into accommodation sourced by our partners. We introduced the employer to Caxton to support Ahmad with banking, and our partners at Neighbours for Newcomers supported Ahmad with social integration.



Ahmad is an active member of our Alumni Network, made up of 400+ people who provide peer support to each other from across the UK.





**TAREK:**

Software Engineer.  
Syrian refugee. Now  
living and working in  
Melbourne,  
Australia.

**ANDREW:**

CEO. Employer of  
three TBB candidates  
across Iress offices  
in Australia and  
the UK.

**The Smart Thing to Do:**

- Access an untapped source of talent
- Resilient and determined candidates
- Strong loyalty and high retention

**The Right Thing to Do:**

- Lifts a person/family out of displacement
- Achieves diversity goals with high calibre candidates
- Builds wider staff morale and positive association with the company brand



# Thank you

FRAGOMEN

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