



Global Mobility
Economic Inclusion
Shared Impact

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About WES

World Education Services (WES) is a non-profit social enterprise dedicated to helping international students, immigrants, and refugees achieve their educational and career goals in the United States and Canada. For more than 45 years, WES has set the standard of excellence in the field of international academic credential evaluation. Through WES Global Talent Bridge, the organization joins with institutional partners, community-based organizations, and policymakers to help immigrants and refugees who hold international credentials fully utilize their talents and education to achieve their academic and professional goals. Through its grantmaking, impact investing, and partnerships, the WES Mariam Assefa Fund seeks to advance economic and social inclusion for immigrants and refugees.

Our Vision

Everyone is able to put their education, experience, and skills to work anywhere in the world.

Our Mission

We help people learn, work, and thrive in new places. We help society recognize the value of people's education and experience.

WES

Through Time

Since 1974, WES has provided more than 3.5 million applicants from around the world with credential evaluations that they can use to further their academic or professional careers in the United States and Canada. In our first year of operation, we completed just 20 credential evaluations, all of them on hard-copy documents. In 2021, we completed nearly half a million files, most of them supported by digital documents. Each completed file represents a step forward for applicants seeking to accomplish academic, work, or immigration goals.

Throughout our history, we have also worked to ensure that international students, immigrants, and refugees in the U.S. and Canada have access to academic and economic opportunity. In 2012 we introduced WES Global Talent Bridge, which operates in both Canada and the United States to create pathways that enable immigrants and refugees with credentials earned abroad to obtain jobs commensurate with their skills and training. In 2019, the newly founded WES Mariam Assefa Fund expanded the focus of our economic inclusion work to all immigrants and refugees seeking good jobs and the ability to thrive in U.S. and Canadian communities and economies.

1974

WES is founded.

20 files completed.

1998

WES introduces its **Automatic International Credential Evaluation System (AICES)**.

2012

WES Global Talent Bridge launches to open pathways for internationally trained immigrants seeking skills-commensurate work.

2017

Skilled Immigrant Integration Program begins in 8 communities nationwide.

246,000 files completed.

2019

WES Mariam Assefa Fund launches, expanding WES' focus to economic inclusion of a broader set of the U.S. and Canadian workforce.

394,000 files completed.

2021

Skilled Immigrant Integration Program network expands to 32 U.S. communities. 90+ organizations in the U.S. and Canada have received US \$14.7M from the **WES Mariam Assefa Fund**.

485,941 files completed.

1984

4,700 files completed.

2000

Toronto office opens.

2013

WES is named a **designated provider** to the Canadian Government.

70,000 files completed.

2018

WES pilots a program to ensure people displaced from countries in crisis can obtain trusted verification of their educational achievements. The pilot eventually gives rise to the **WES Gateway Program**.

335,000 files completed.

2020

Digital intake of documents supporting credential evaluations expands from 7 percent in 2019 to 65 percent.

435,407 files completed.

Letter from Our Board Chair

SINCE 1974, WES HAS SERVED INTERNATIONAL STUDENTS, immigrants, and refugees by increasing their access to academic and economic opportunities. Over a period of almost 50 years, the organization's efforts have been tireless. Its work in credential evaluation, international education, and the economic inclusion of immigrants and refugees has been critical to the success of millions of individuals in the U.S., Canada, and around the globe.

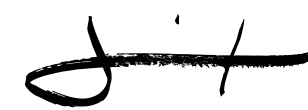
WES embarked on Year One of its 2021–2025 strategic plan as the recovery from the global COVID-19 pandemic took hold across fields as diverse as international education, immigration, business, and more. In the United States, higher education institutions reported a 68 percent increase in the number of new international students enrolling for the first time at a U.S. institution in 2021/22, a notable surge over steep declines in 2020. Canada, meanwhile, welcomed 405,303 new permanent residents in 2021, up from only 184,000 the year prior. At the state and provincial levels, governments in both countries sought to lower the barriers that impede internationally trained health care professionals' efforts to contribute their skills to COVID-19 relief efforts.

Led by CEO and Executive Director Esther Benjamin, WES responded to these events both nimbly and comprehensively. The Global Operations team continued its push toward digitization of almost all steps of the WES application process, completing nearly 500,000 credential evaluation reports over the course of the year.

The WES Mariam Assefa Fund, meanwhile, awarded US\$7.1 million in grants, impact investments, and donations to 70 U.S. and Canadian organizations that are working to build more inclusive economies for immigrant and refugee workers. In both the United States and Canada, the WES policy teams helped to drive significant state- and provincial-level reforms that opened pathways to employment for internationally educated health care professionals. And in both countries, our program teams worked closely with employers, community-based partners, and local, state, and provincial governments to provide immigrants with access to opportunities for economic advancement. WES also responded to humanitarian crises in Haiti and Afghanistan with donations to community organizations working with refugees and immigrants.

I have had the privilege of serving on the WES Board for 25 years. 2021 represented the final year of this service, as I retire from my position on the Board. I am privileged to have a unique vantage on the organization's astonishing trajectory. Once a small, New York-based credential evaluation provider, WES is now a truly global non-profit social enterprise. I look forward to the organization's future with great anticipation. Guided by its 2021–2025 strategic plan and an exceptional leadership team, WES is poised to expand on its already substantial positive impact in the years ahead. I will look on with pride.

Sincerely,



Hans de Wit
Board Chair



Letter from Our CEO

2021 WAS AN EXCEPTIONAL YEAR FOR WES. We saw new highs in the number of individuals we serve and in the number of partnerships we've established. Last year, we completed nearly 500,000 credential evaluation reports, the most ever in WES' 48 years of operation. Over 2,500 educational institutions, licensing bodies, government agencies, and others recognize our credential evaluation reports. Our social enterprise generated over \$100M in earned revenue—this helped us to cover our operational expenses and to invest in Social Impact initiatives. Our network of Social Impact collaborators—including non-profit and grassroots organizations, employers, government, grantee, and impact investee partners—grew to more than 300.

Each of these results is tied to our mission-driven commitments to help people learn, work, and thrive in new places and to help society recognize the value of people's education and experience. A few highlights of our work in 2021 showcase how we sought to advance this mission throughout the year:

- We began moving forward the business and technology transformation outlined in our 2021–2025 Strategic Plan. This included the expansion of digital partnerships with leading global academic institutions worldwide. At the start of 2019, we received just 7 percent of required documents digitally. By the end of 2021, fully 75 percent of required documents received were sent to us digitally. Increased digitization translates directly to an ability to more effectively and expeditiously serve our applicants, many of whom have to meet tight deadlines tied to academic admissions, licensure, employment, or immigration applications.
- The WES Mariam Assefa Fund expanded its efforts to increase economic inclusion and access to equitable employment among immigrants and refugees in the U.S. and Canada. Key initiatives included investing in immigrant leaders, responding to the impact of COVID-19 on immigrant communities, shifting employer practices, and accelerating allocation of nearly US\$15 million to more than 120 partner organizations, grantees, and impact investee partners.

- By the end of the year, the WES Gateway Program had provided some 1,550 applicants in Canada and the U.S. with trusted credential evaluations designed to help them obtain good jobs and access to academic opportunity. These applicants are people who, because of conflict, political crises, or natural disasters in the countries where they were educated, cannot obtain complete records of their academic qualifications. Eligible participants were educated in seven countries: Afghanistan, Eritrea, Iraq, Syria, Turkey, Ukraine, and Venezuela.
- We meaningfully advanced our policy agenda in both the U.S. and Canada. Our 2021 policy agenda focused largely on creating pathways for internationally educated health care workers to more readily put their skills to work. The ongoing COVID-19 pandemic added urgency to this work, and by year's end we saw progress in regulatory and legislative reforms to reduce barriers to licensure in both countries.
- We continued to take practical steps to ensure we apply an equity, diversity, inclusion, and racial justice lens to our work. The WES Mariam Assefa Fund began to collect baseline demographic data related to race, ethnicity, gender, and immigrant identity from applicants and partners. The data we collect will enable us to identify—and ultimately address—inequities in how we support various communities. The Fund also began piloting participatory grantmaking initiatives to shift decision-making power directly to communities.

This work, as well as other efforts highlighted throughout this report, offers only a snapshot of the progress we helped to drive in 2021.

As CEO of WES, I am proud to partner with our Board of Trustees, hundreds of dedicated colleagues, WES leadership, and with partners throughout the U.S. and Canada to further the WES mission in meaningful ways. I look forward to all that we will do together in the years ahead.

Sincerely,



Esther Benjamin
CEO and Executive Director



Letter from Our Managing Director for Canada

THE YEAR 2021 WAS ONE OF RECOVERY AND EMERGING opportunity for Canada and for the international students, immigrants, and refugees served by WES' Canadian office.

To open access to opportunity for international students and immigrant professionals seeking to advance their educational and career goals, the Canadian team both deepened and broadened its reach among academic institutions and licensing bodies. As of year's end, we had active working relationships with 281 educational institutions, 238 licensing bodies, and 80 government agencies, including Immigration, Refugees and Citizenship Canada (IRCC). We also partnered with dozens of non-profits in the settlement sector as well as community organizations, national employer organizations, and municipalities.

We also sought to engage our network and use our know-how to mitigate the unequal impact of the pandemic on immigrant workers. Together with our extensive partner networks, we looked for opportunities to ensure that newcomers are viewed as a key part of the solution to Canada's acute talent shortages, which reached an all-time high of 915,500 in the fourth quarter of 2021.

Our Canadian staff also seized this moment of change to innovate and extend the organization's influence. In the spring of 2021, WES and the #ImmigrantsWork Coalition released the *Employer Playbook: Strategies for Immigrant Inclusion in Canadian Workplaces*. This tool kit provides employers with practical strategies for attracting and retaining immigrant talent. Existing partnerships with immigrant employment councils blossomed into an energetic cross-Canada discussion with business and industry.

Meanwhile, our role as a responsive change agent and Canadian thought leader on immigrant and refugee economic inclusion took multiple forms. In Ontario, for example, WES led conversations and convenings that helped break down barriers for internationally educated health professionals as well as for other newcomers and immigrants seeking to enter a variety of regulated professions and trades. In the fall, WES responded to the sudden and substantial outflow of refugees from Afghanistan by becoming a founding member of Lifeline Afghanistan, an organization that identifies and implements innovative strategies to provide social and economic opportunities to Afghan refugees arriving in our country.

WES is proud of its efforts to help keep Canada at the forefront of progressive immigration policies and programs to build a future where no one is left behind. As of now, Canada's economy is recovering, unemployment rates continue to fall, and the burgeoning demand for skilled workers is coupled with a growing awareness of immigrants as a talent pool that is ready and eager to contribute. Within a few years, immigration will be the sole source of Canada's labour force growth—at the same time that worldwide competition for immigrant talent is heating up.

Going forward, WES remains fully committed to ensuring that international students, immigrants, and refugees in Canada have access to equitable academic, workplace, and economic opportunities where they can contribute their skills and knowledge to creating a stronger Canada for all.

Sincerely,



Shamira Madhany
Deputy Executive Director and
Managing Director, Canada





Global Mobility

For nearly 50 years, WES has been committed to building a world in which individuals can live, work, and study wherever they may be.

Our credential evaluation services are one of the foundational ways we bring that commitment to life. We have provided more than 3.5 million international students, immigrants, and refugees with evaluation reports that translate their international academic achievements into U.S. and Canadian equivalencies. These reports are powerful tools that individuals can use to transform the trajectory of their lives.

Building on this track record, we took our work further in 2021.

In 2021, WES evaluated

652,361
credentials



tied to
485,941
 applications



sent by **21,397**
 sending institutions



in **209** countries
& jurisdictions



received by **3,393**
 U.S. & Canadian
 institutions, immigration
 authorities & others

100,990

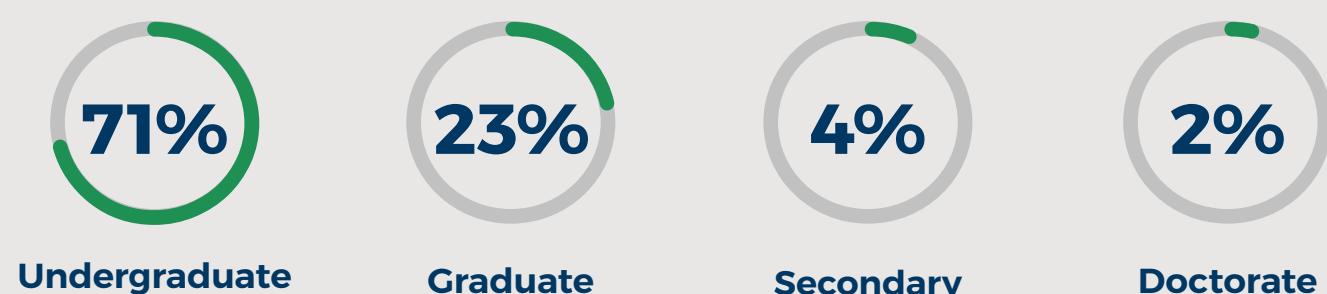
APPLICANTS RECEIVED EVALUATIONS TO USE IN THE U.S.

43% of these applicants resided in the U.S.

EVALUATION PURPOSE



HIGHEST EDUCATION LEVEL

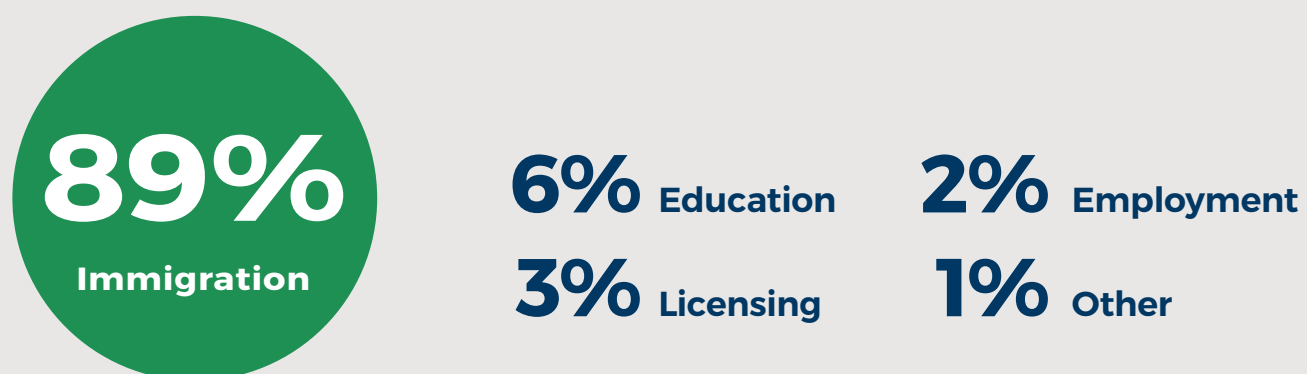


385,378

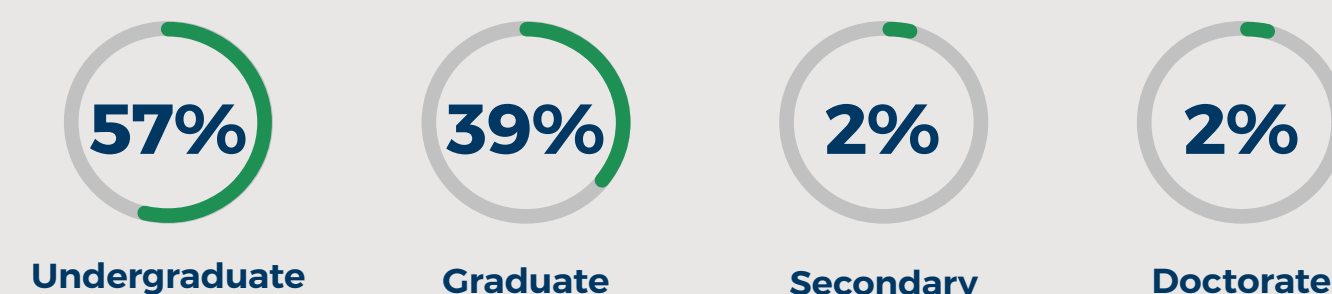
APPLICANTS RECEIVED EVALUATIONS TO USE IN CANADA

29% of these applicants resided in Canada

EVALUATION PURPOSE



HIGHEST EDUCATION LEVEL

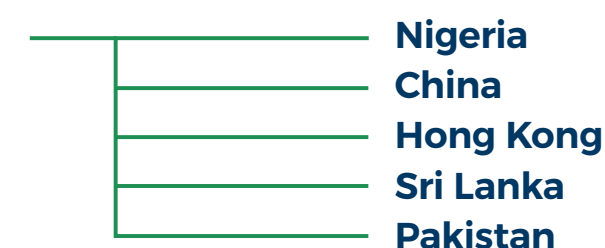


19,080

applicants requested evaluations that included degrees from more than one country or region.

U.K.

Applicants with U.K. degrees also most often held degrees from:



INDIA

Applicants with Indian degrees also most often held degrees from:



U.S.

Applicants with U.S. degrees also most often held degrees from:



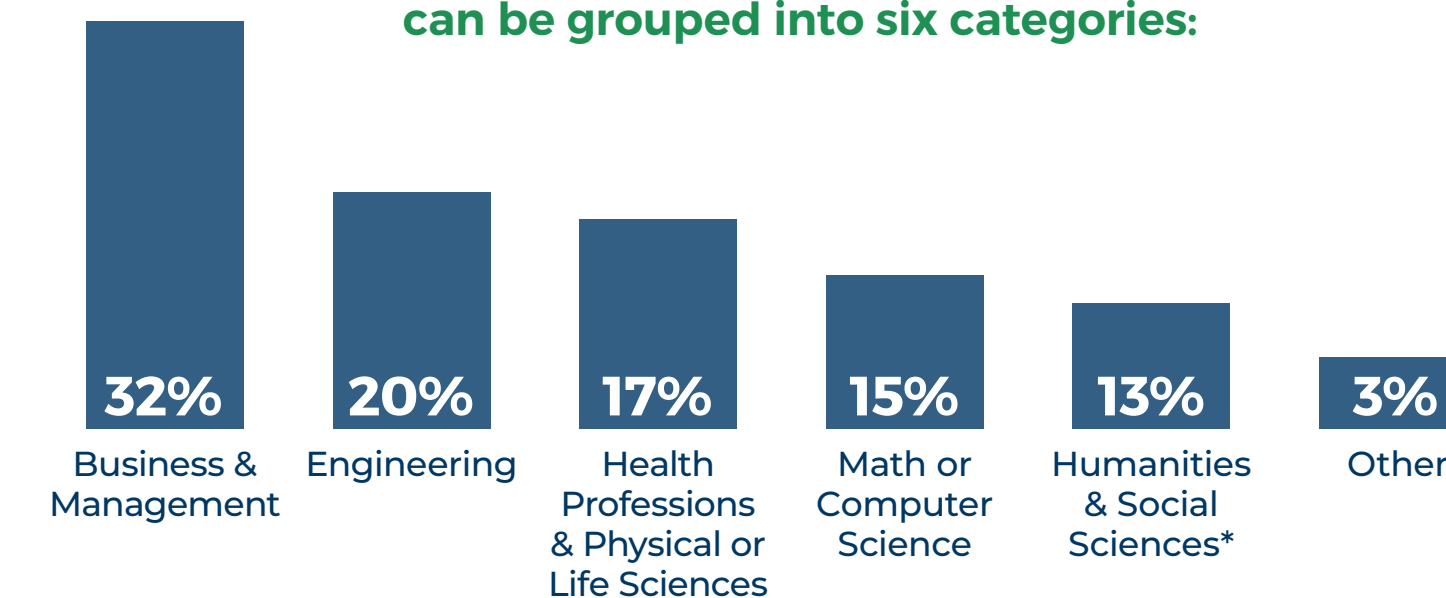
FRANCE

Applicants with French degrees also most often held degrees from:



TOP FIELDS OF STUDY

In 2021, WES evaluated credentials associated with 31,508 distinct majors.* These majors can be grouped into six categories:



*The number of distinct majors included in this chart illustrates only those for which WES evaluated 10 or more credentials. In 2021, we also evaluated nine or fewer credentials tied to approximately 66,800 additional majors.

EUROPE

64,483 Credentials evaluated
51,980 Applications completed
4,398 Sending institutions

Top 5 sending countries:
 United Kingdom, France,
 Spain, Ukraine, Ireland

MIDDLE EAST

36,590 Credentials evaluated
28,046 Applications completed
1,389 Sending institutions

Top 5 sending countries:
 Iran, Lebanon, Egypt,
 Turkey, Jordan

ASIA

370,819 Credentials evaluated
280,189 Applications completed
7,791 Sending institutions

Top 5 sending countries & regions:
 India, Philippines, China,
 Pakistan, Hong Kong

AMERICAS

54,360 Credentials evaluated
44,163 Applications completed
4,629 Sending institutions

Top 5 sending countries:
 United States, Brazil,
 Canada, Mexico, Colombia

OCEANIA

17,610 Credentials evaluated
44,229 Applications completed
564 Sending institutions

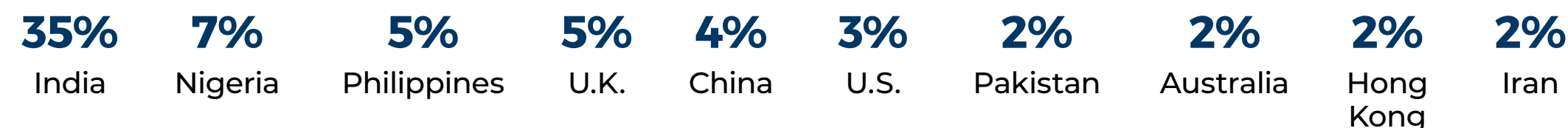
Top 5 sending countries:
 Australia, New Zealand,
 Fiji, Papua New
 Guinea, Tonga

AFRICA

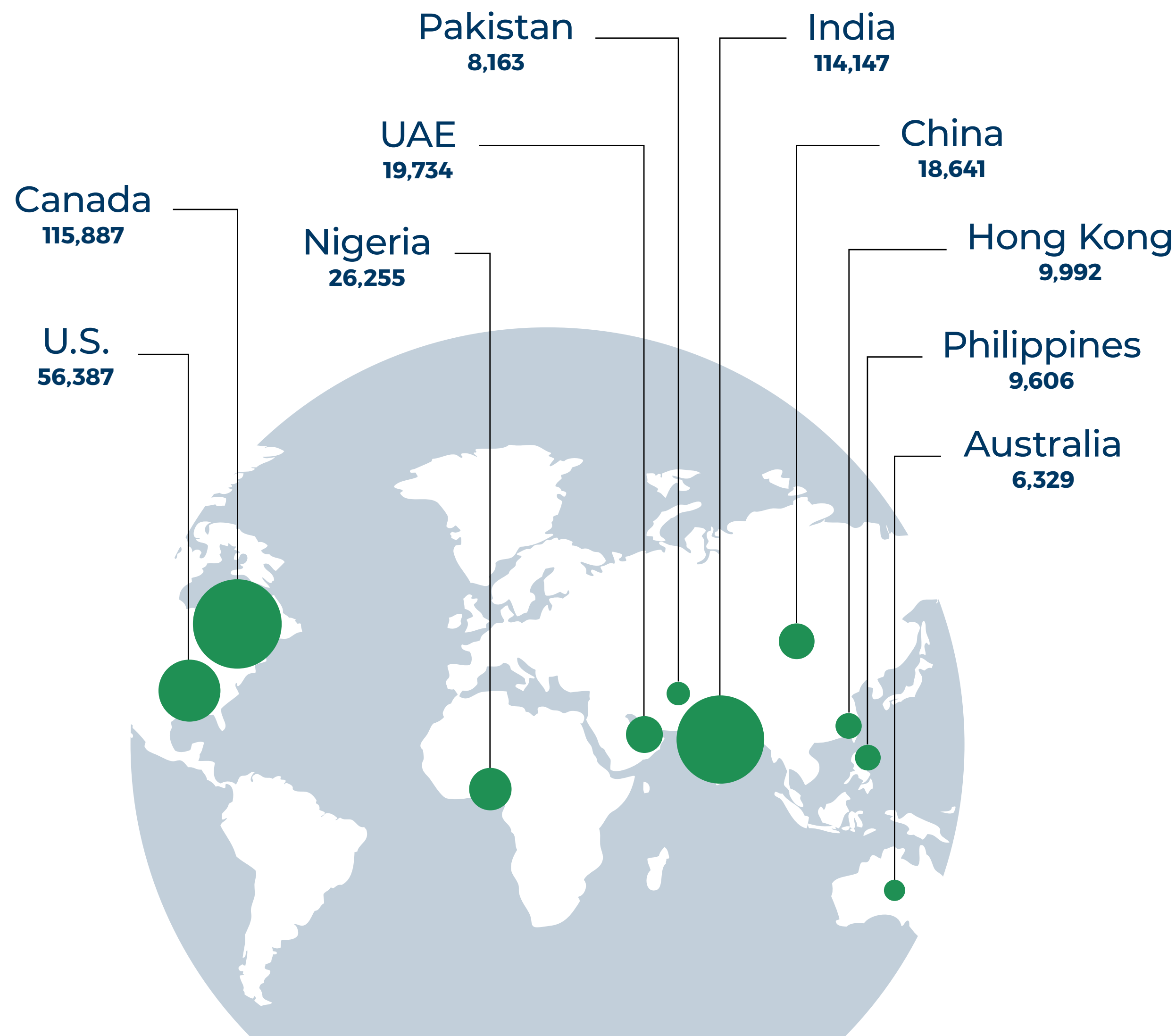
108,275 Credentials evaluated
73,713 Applications completed
2,499 Sending institutions

Top 5 sending countries:
 Nigeria, Cameroon, Algeria,
 Morocco, South Africa

Top Sending Countries and Territories



Top Residences



Top Destinations

U.S. TOP 10

- Johns Hopkins University
- Columbia University
- SOPHAS (Schools of Public Health Application Service)
- New York University
- San José State University
- University of Pennsylvania
- Carnegie Mellon University
- Georgetown University
- Northwestern University
- Boston University

CANADIAN TOP 10

- Immigration, Refugees and Citizenship Canada (IRCC)
- Ontario Immigrant Nominee Program
- Colleges Ontario
- Chartered Professional Accountants of Ontario
- University of Regina
- Association of Professional Engineers & Geoscientists of Alberta
- CPA Western School of Business
- Ordre Des Ingénieurs Du Québec
- Ministry of Education, Saskatchewan
- NursingCAS (Centralized Application for Nursing Programs)



Economic Inclusion

WES is committed to the economic inclusion of immigrants and refugees. For more than a decade we have worked to remove barriers that hinder immigrants and refugees from using their education, skills, and experience to find quality jobs and build new lives in the U.S. and Canada. In practice this commitment translates into a range of activities, including policy advocacy, network and field building, research, programming, and philanthropy.

In 2021, much of the work coalesced around three themes:

- Inclusive and equitable employer practices
- Health care licensing reforms and worker empowerment
- Refugee arrival, inclusion, and well-being

Inclusive and Equitable Employer Practices

For immigrants and refugees, improved employer practices open doors to economic mobility and better lives. In 2021, WES used all the tools at its disposal to create equitable economic opportunities for the people it serves.



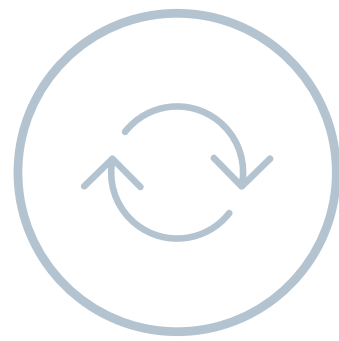
Philanthropy

The WES Mariam Assefa Fund made a series of grants and investments to advance more inclusive employer practices and worker informed solutions. Building on earlier funding initiatives, the Fund awarded US\$7.1 million to U.S. and Canadian organizations in a range of sectors. In 2021, our grantee and investee partners reached numerous milestones, including the following:

- Toronto Community Benefits Network (TCBN) launched its inaugural Building Diversity Awards, which recognize construction companies and unions that embrace equity, diversity, and inclusion.
- U.S.-based TechEquity Collaboratives released research and policy recommendations to address the challenge of the shadow technology workforce made up of contract, contingent, and temporary workers—many of them immigrants, refugees, and people of color—who are not offered standard benefits and protections.
- A Philadelphia-based Welcoming Center event brought together employers, immigrants, and workforce development professionals to create the Engaging Immigrant Talent tool kit, a resource for employers.



Inclusive and Equitable Employer Practices



Programming and Outreach

In the U.S. and Canada, WES Global Talent Bridge teams led a range of activities to engage employers and other partners in pragmatic steps that advance inclusive hiring practices.

Our team in Canada:

- Together with a national coalition of Immigrant Employment Councils, published an employer playbook including tools and tips to equip employers to recruit, hire, onboard, and integrate immigrants into Canadian workplaces.
- Connected Afghan refugees with employment opportunities in Canada through the Refugee Jobs Agenda Roundtable.
- Piloted a community engagement project to support immigrant-inclusive employment at the local level and co-design strategies that meet the specific needs of local businesses. The project built on the work of a convening of over 80 employers in three communities across the country—the Waterloo Region and the Region of Durham in Ontario, and Greater Moncton in New Brunswick.
- Partnered with tech sector leaders and advocates to design hiring processes that address the needs of refugees and displaced talent. Our partners included TalentLift, a non-profit helping employers source talent from within refugee populations; MIT Refugee Action Hub (ReACT), which develops learning models to support refugees, migrants, and other underserved learners; Na'amal, which provides refugees and other vulnerable populations with in-demand skills and links them to the global labour market; and the Tent Partnership for Refugees, a non-profit network of over 200 major companies committed to integrating refugees into their workplaces.

Our team in the U.S.:

- Added 13 new member organizations to the U.S.-based IMPRINT Coalition, which supports national, state, and local policies that break down barriers to economic mobility for immigrants and refugees who hold international credentials.
- Added eight new communities—Chicago, Illinois; Dallas, Texas; South Bend, Indiana; Howard County, Maryland; Northwest Arkansas; and the states of Minnesota, Utah, and Virginia—to its Skilled Immigrant Integration Program (SIIP), expanding the network of participating communities to 32 across the country—from Maine to Alaska.
- Launched the inaugural SIIP Demonstration partnership opportunity. The program supports promising workforce inclusion initiatives that can be implemented at scale. Participants include the African Bridge Network (Massachusetts); the Governor's Office for New Americans (Nevada); the Office of Global Michigan (Michigan); Restore Education, leading the statewide consortium, Synergy Texas AEL (Texas); and the Washington Academy for International Medical Graduates (WAIMG) (Washington State).
- Engaged employers in discussions around immigrant and refugee inclusion efforts in the workplace as part of the 2021 Intersect Workforce symposium organized by the U.S.-based Coalition on Adult Basic Education.

Health Care Sector Reforms and Worker Empowerment

In 2021, COVID-19 continued to place significant strains on workers in the health care sector. WES responded by redoubling its focus on expanding access to opportunity for immigrant and refugee workers. We deployed a range of strategies, including coalition building, advocacy, philanthropy, and relationship building.

Throughout the year, we made significant progress, while also backing initiatives that support immigrant workers at all levels of the health care sector. Some highlights:



Coalition Building:

Throughout the year, WES worked with and brought together key influencers, including internationally educated health workers; employers from the hospital, long term care and homecare sectors; and healthcare unions and worker associations. Together, these stakeholders identified and advocated for the need for a comprehensive health human resources strategy that includes immigrant health professionals.



Influence:

Gains from these efforts included new programs announced by the Ontario government and partners designed to overcome barriers and speed internationally educated nurses on the path to licensure.



Advocacy:

Meanwhile, our U.S. policy advocacy team helped to drive legislative reforms opening pathways to employment for immigrant professionals in eight target states.



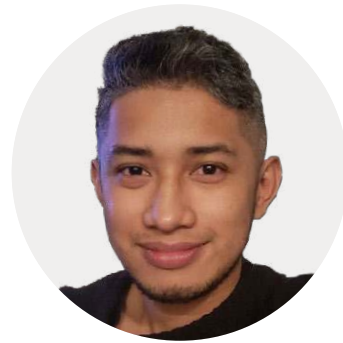
Philanthropy:

This work focused on workers at all levels of the health care sector; for instance, with a grant from the WES Mariam Assefa Fund, New Mexico-based Encuentro graduated 200+ Latino immigrants from its Home Health Aide program, providing them with new skills, certifications, and access to career pathways.



Health Care Sector Reforms and Worker Empowerment

Immigrant health workers in the U.S. and Canada often face systemic barriers. WES seeks to address these barriers so that immigrant doctors and nurses like Paolo Varias and Lubab Al-Quraishi can pursue their professional goals.



Paolo Varias earned a Bachelor of Science in Nursing in the Philippines. He eventually joined the USAID/Philippines Office of Health,

where he oversaw the implementation of programs focused on child health, family planning, and nutrition in one of the country's largest provinces.

In 2014, increasing violence and political instability led Paolo and his wife, Carmine—also a nurse—to migrate to Canada.

When the couple arrived in Toronto, they joined more than 14,000 internationally trained nurses pursuing licensure in Ontario. The professional licensure process proved time-consuming, costly, and fraught with many unexpected requirements and delays. One substantial hurdle was a requirement for Canadian work experience in the health field. To get by, Paolo worked at fast-food restaurants. He and his wife worked as home health aides, jobs for which they were overqualified and underpaid.

Thousands of dollars and several years later, Paolo and Carmina obtained registration to work as nurses in Ontario. Paolo is now working as the Associate Director of Clinical and Support Services for the Regional Municipality of Niagara. Carmina was working as an ICU nurse. Paolo is now able to assist other IENs access the new programs WES advocated for that provide a pathway to professional registration. He continues to be a leader for the integration of internationally educated nurses into the healthcare sector.



Dr. Lubab Al-Quraishi held a high-level medical position as a pathologist in Iraq. After fleeing ongoing violence in her home country, she

resettled in the U.S. in 2014. She spent the next six years supporting her family as a cashier in a fast-food restaurant while also trying to rejoin the medical profession.

As the pandemic emerged, WES and other partners successfully sought policy reforms that enabled Lubab and other internationally trained health care professionals to put their skills to use. By the end of 2021, we had seen policy reforms in eight states and in key Canadian provinces.

Now Lubab leads a team of international doctors who conduct coronavirus tests in 10 New York nursing homes. She and others like her in both Canada and the U.S. are hopeful that further policy changes will allow them to practice even after the COVID-19 crisis passes. She has also emerged as a powerful voice in the media.

Like Paolo, Lubab has used her experience to call for the removal of systemic barriers that keep other internationally educated immigrant doctors from putting their experience to work in the communities they now call home.

Arrival, Inclusion, and Well-Being of People Displaced by Crisis

WES continually tracks emerging trends and actively redirects resources to address areas of need. In August 2021, the Taliban took control of Afghanistan, sparking an immediate humanitarian crisis and causing thousands of Afghans to flee the country with little or no notice. WES and others responded.

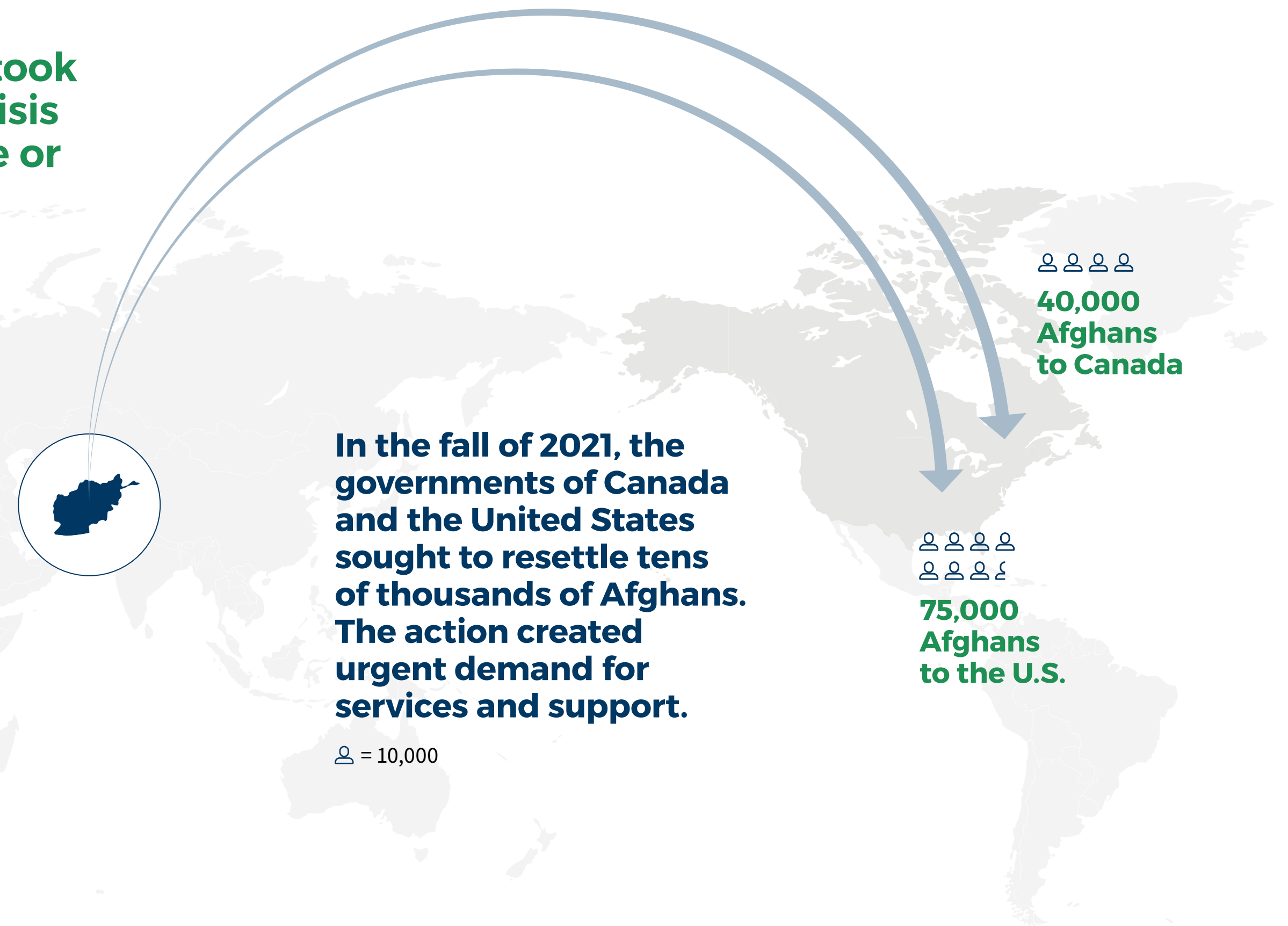
The Canadian government committed to taking in 40,000 Afghan refugees, while the United States evacuated more than 75,000 Afghans to the U.S.

As a social enterprise dedicated to creating a world in which everyone is able to put their education, experience, and skills to work anywhere in the world, WES likewise recognized and embraced its responsibility to act.

In September 2021, the organization became one of the founding members of **Lifeline Afghanistan**, a newly established network of individuals and organizations supporting the resettlement of Afghan refugees in Canada. WES also provided donations to four organizations with deep expertise and relationships among the individuals and communities affected.

These included two Canadian resettlement organizations that provide support to Afghan refugees, **Afghan Women's Organization Refugee & Immigrant Services** and **The Neighbourhood Organization**; and two organizations in the U.S., the **International Rescue Committee's Soft Landing Fund** and **No One Left Behind**, both of which provide emergency relief funds to Special Immigrant Visa (SIV) families.

Meanwhile, the **WES Gateway Program** continued to expand its reach. WES originally launched the program in Canada in 2018 to assess the educational credentials of displaced individuals educated in **Afghanistan, Eritrea, Iraq, Syria, Turkey, Ukraine, and Venezuela**. The goal was to provide them with credible evaluation reports even when complete, verifiable proof of their education was not available. We modeled a test phase of WES Gateway in the U.S. in 2019 and have continued to grow the program since. As of 2021, Gateway had served more than 1,550 eligible individuals in the U.S. and Canada, providing them with a powerful tool to pursue their academic and professional goals.





Shared Impact

No single entity can drive lasting society-wide change at the scale WES hopes to achieve. This is why we focus much of our effort on nurturing, building, and collaborating with a broad set of actors working to ensure that international students, immigrants, and refugees have access to opportunities to succeed.

By the end of 2021, our network included more than 300 partners, stakeholders, and collaborators. Among them were local, state, and provincial governments, community organizations, philanthropic funders, employers, licensing bodies, and others.

One highlight of this work was the March launch of the Global Talent Leadership Network (GTLN). The U.S.-based GTLN initiative, which included 17 participating organizations by year's end, engages leaders of immigrant- or refugee-led organizations. Collectively these organizations reach thousands of immigrants and refugees nationwide. The network serves as a forum for immigrant and refugee leaders to engage in peer learning and support. It also provides them with new opportunities to influence policy.

3+ Corporation (*Greater Moncton, NB*)

Accenture (*Toronto, ON*)

ACCES Employment (*Greater Toronto Area, ON*)

Access Alliance – Immigrant Researchers Support Network (IRSN) (*Toronto, ON*)

Access Centre for Regulated Employment (*London, ON*)

Achêv (*Greater Toronto Area, ON*)

Action Dignity (*Calgary, AB*)

AdvantAge Ontario (*Concord, ON*)

Afghan Women’s Organization (*North York, ON*)

African Bridge Network (*Auburndale-Newton, MA*)

Agilec (*Region of Waterloo, ON*)

Ajax-Pickering Board of Trade (*Ajax, ON*)

Alberta International Medical Graduates Association (*Calgary, AB*)

American Immigration Council (*Washington, D.C.*)

Andrew Romay New Immigrant Center (*New York, NY*)

Apis & Heritage Capital Partners (*Washington, D.C.*)

Arab-American Family Support Center (*Brooklyn, NY*)

Arab Community Centre of Toronto (*Etobicoke, ON*)

Arkansas United Community Coalition (*Springdale, AR*)

Association for Canadian Studies (ACS) (*Kingston, ON*)

Association of International Physicians and Surgeons of Ontario (AIPSO) (*Toronto, ON*)

Association of Professional Engineers and Geoscientists of Alberta (*Edmonton, AB*)

AXIS Career Services (*St. John’s, NL*)

Beacon Fund (*Denver, CO*)

Better Way Alliance (*Ottawa, ON*)

Boston Welcome Back Center (*Boston, MA*)

British Columbia Co-operative Association (*Vancouver, BC*)

Brookfield Institute for Innovation + Entrepreneurship (*Toronto, ON*)

Building Skills Partnership (*Los Angeles, CA*)

Calgary Catholic Immigration Society (*Calgary, AB*)

Calgary Region Immigrant Employment Council (CRIEC) (*Calgary, AB*)

Cambridge Chamber of Commerce (*Cambridge, ON*)

Canada Excellence Research Chair in Migration and Integration at Ryerson University (*Toronto, ON*)

Canadian Council for Youth Prosperity (*Scarborough, ON*)

Canadian Federation of Nurses Unions (*Ottawa, ON*)

Care Centre for Internationally Educated Nurses (*Toronto, ON*)

The Career Foundation (*Toronto, ON*)

Carizon (*Kitchener, ON*)

Carleton University (*Ottawa, ON*)

Carty House (*Ottawa, ON*)

Catholic Charities, Southwestern Ohio (*Cincinnati, OH*)

Catholic Crosscultural Services (*Scarborough, ON*)

Catholic Social Services (*Edmonton, AB*)

Cell-Ed (*Palo Alto, CA*)

Center for Family Life (*Brooklyn, NY*)

Center for Land-Based Learning (*Woodland, CA*)

Center for People in Need (*Lincoln, NE*)

The Center for the Integration and Advancement of New Americans (*Astoria, NY*)

Centre for Civic Religious Literacy (*Montreal, QC*)

Centre for Immigrant and Community Services (*Greater Toronto Area, ON*)

Centre of Learning & Development (*Toronto, ON*)

Centreville Immigration Forum (*Centreville, VA*)

Chamber of Commerce for Greater Moncton (*Moncton, NB*)

Chemeketa Community College (*Salem, OR*)

Chicago Bilingual Nurse Consortium (*Chicago, IL*)

Church World Service (*Durham, NC*)

Church World Service (*Elkhart, IN*)

Church World Service (*New York, NY*)

Cincinnati Compass (*Cincinnati, OH*)

City of Atlanta (*Atlanta, GA*)

City of Portland’s Office of Economic Opportunity (*Portland, ME*)

City of South Bend (*South Bend, IN*)

City of Toronto (*Toronto, ON*)

City of Tulsa (*Tulsa, OK*)

Coalition on Adult Basic Education (*Bradenton, FL*)

Code the Dream (*Durham, NC*)

Colorado Office of New Americans (*Denver, CO*)

Community College Consortium for Immigrant Education (*Valhalla, NY*)

Community Inclusion & Development Alliance (*Bayside, NY*)

Community Matters Toronto (*Toronto, ON*)

Community Sponsorship Hub, Community Catalyst Fund (*New York, NY*)

Concordia University (*Montreal, QC*)

The Co-operators (*Guelph, ON*)

COSTI (*Greater Toronto Area, ON*)

Council of State Governments (*Lexington, KY*)

dB Noise Reduction (*Cambridge, ON*)

Deloitte (*Toronto, ON*)

The Drivers Cooperative (*New York, NY*)

Durham Workforce Authority (*Oshawa, ON*)

Echoing Green (*New York, NY*)

Edmonton Region Immigrant Employment Council (*Edmonton, AB*)

EdTech Center @ World Education (*Boston, MA*)

Elena’s Light (*New Haven, CT*)

Emerson Collective (*Palo Alto, CA*)

Emily Griffith Technical College (*Denver, CO*)

Encuentro (*Albuquerque, NM*)

Engaging Matters (*Greater Moncton, NB*)

Equus Workforce Solutions (*Louisville, KY*)

Ethiopian Tewahedo Social Services (*Columbus, OH*)

Ethnocultural Council of Manitoba (*Winnipeg, MB*)

Expansion Dieppe (*Greater Moncton, NB*)

Filipino Migrant Center (*Long Beach, CA*)

Garment Worker Center (*Los Angeles, CA*)

George Mason University - Institute for Immigration Research (*Fairfax, VA*)

Global Cleveland (*Cleveland, OH*)

Global Detroit (*Detroit, MI*)

Global Talent (*Boise, ID*)

Goodwill, the Amity Group (*Halton Region, ON*)

Government of Alberta, PNP (*Edmonton, AB*)

Government of British Columbia, PNP (*Vancouver, BC*)

Government of Manitoba, PNP (*Winnipeg, MB*)

Government of New Brunswick, PNP (*Fredericton, NB*)

Government of Newfoundland and Labrador, PNP (*St. John’s, NL*)

Government of Northwest Territories, PNP (*Yellowknife, NT*)

Government of Nova Scotia, PNP (*Halifax, NS*)

Government of Ontario, Ontario Immigrant Nominee Program (*Toronto, ON*)

Government of Prince Edward Island, Provincial Immigrant Nominee Program (*Charlottetown, PEI*)

Government of Saskatchewan, Saskatchewan Immigrant Nominee Program (*Regina, SK*)

Government of Yukon, Yukon Immigrant Nominee Program (*Whitehorse, Yukon*)

Greater Kitchener Waterloo Chamber of Commerce (*Kitchener, ON*)

Greater Moncton Local Immigration Partnership (*Greater Moncton, NB*)

The WES Partner Network

Greater Portland Workforce Initiative (United Way of Southern Maine) *(Portland, ME)*
 Groundswell Operations Society *(Vancouver, BC)*
 Halifax Partnership *(Halifax, NS)*
 Halton Multicultural Council *(Halton Region, ON)*
 Hamilton Centre for Civic Inclusion *(Hamilton, ON)*
 Hire Immigrants Ottawa *(Ottawa, ON)*
 Howard Community College *(Columbia, MD)*
 HRPA Durham *(Toronto, ON)*
 Immigrant Employment Council *(Vancouver, BC)*
 Immigrant Services Association of Nova Scotia *(Halifax, NS)*
 Immigrant Services Kingston and Area *(Kingston, ON)*
 Immigrant Workers Centre *(Montreal, QC)*
 Immigration, Refugees and Citizenship Canada *(Ottawa, ON)*
 Inclusive Action for the City *(Los Angeles, CA)*
 Indiana Department of Workforce Development *(Indianapolis, IN)*
 Institute for Canadian Citizenship *(Toronto, ON)*
 International Doctors Network *(York, ON)*
 International Institute of Buffalo *(Buffalo, NY)*
 International Institute of St. Louis *(St. Louis, MO)*
 International Refugee Assistance Project *(New York, NY)*
 International Rescue Committee (IRC) *(New York, NY)*
 Internationally Educated Nurses, WES Advisory Group *(Toronto, CA)*
 Internationally Trained Medical Doctors Bridging Program, Ryerson University *(Toronto, ON)*

Internationally Trained Physicians Access Coalition *(National)*
 Internationally Trained Physicians of Ontario *(North York, ON)*
 Jane Alliance Neighbourhood Services *(Toronto, ON)*
 Jane/Finch Community and Family Centre *(Toronto, ON)*
 Jewish Family & Career Services *(Louisville, KY)*
 Jewish Family Services of Washtenaw County *(Ann Arbor, MI)*
 Jewish Vocational Service *(U.S., National)*
 JFF (Jobs for the Future) *(Boston, MA)*
 JFF Employment Technology Fund *(Boston, MA)*
 JobUp *(Milwaukee, WI)*
 Jumpstart Refugee Talent *(Toronto, ON)*
 JVS Toronto *(Toronto, ON)*
 Kinbrace Community Society *(Vancouver, BC)*
 Kitchener-Waterloo Multicultural Centre *(Kitchener, ON)*
 Labour Market Information Council *(Ottawa, ON)*
 Laurentian University *(Greater Sudbury, ON)*
 Le CAFi *(Greater Moncton, NB)*
 Learning Enrichment Foundation *(Toronto, ON)*
 Lethbridge Family Services *(Lethbridge, AB)*
 Lifeline Afghanistan *(Toronto, ON)*
 Lincoln Asian Community & Cultural Center *(Lincoln, NE)*
 London Cross Cultural Learner Centre *(London, ON)*
 Louisville Metro Government *(Louisville, KY)*
 Multicultural Association of the Greater Moncton Area *(Greater Moncton, NB)*
 Magnet *(Toronto, ON)*
 Many Languages One Voice *(Washington, D.C.)*

Maryland Office of New Americans *(Annapolis, MD)*
 Maryland Skilled Immigrant Task Force *(Baltimore, MD)*
 Massachusetts Immigrant & Refugee Advocacy Coalition *(Boston, MA)*
 McMaster University *(Hamilton, ON)*
 Médicos Unidos Venezuela USA *(U.S., National)*
 Migrant Workers Alliance for Change *(Toronto, ON)*
 Migration Policy Institute (MPI) *(Washington, D.C.)*
 Minnesota Department of Human Services, Refugee Resettlement Programs *(St. Paul, MN)*
 Mission Asset Fund *(San Francisco, CA)*
 Mission Driven Finance *(San Diego, CA)*
 Mohawk College *(Hamilton, ON)*
 MOSAIC BC *(Vancouver, BC)*
 The Multicultural Council of Windsor and Essex County *(Windsor, ON)*
 National Conference of State Legislatures *(Washington, D.C.)*
 National Fund for Workforce Solutions *(Washington, D.C.)*
 National Governors Association *(Washington, D.C.)*
 National Immigration Forum *(Washington, D.C.)*
 National Partnership for New Americans *(Chicago, IL)*
 National Skills Coalition *(Washington, D.C.)*
 Neighborhood Development Center *(St. Paul, MN)*
 The Neighbourhood Organization *(Toronto, ON)*
 Nevada Governor's Office for New Americans *(Las Vegas, NV)*
 New American Economy *(New York, NY)*
 New American Leaders *(New York, NY)*

New Jersey Office of New Americans *(Trenton, NJ)*
 New Mainers Resource Center *(Portland, ME)*
 New Power Labs *(Toronto, ON)*
 New Women New Yorkers *(New York, NY)*
 New York State Office for New Americans *(Albany, NY)*
 New York Welcome Back Center *(Long Island City, NY)*
 Newcomer Women's Services *(Toronto, ON)*
 Niagara Folk Arts Multicultural Centre *(St. Catharines, ON)*
 Niagara IMG/IEN Support Group *(St. Catharines, ON)*
 Niagara Workforce Planning Board *(Thorold, ON)*
 Northwest Washington Welcome Back Center *(Lynnwood, WA)*
 NPower Canada *(North York, ON)*
 Oakland Bloom *(Oakland, CA)*
 Office of Global Michigan *(Detroit, MI)*
 Ohio Department of Higher Education *(Columbus, OH)*
 Ohio Office of Opportunities for New Americans *(Columbus, OH)*
 OneAmerica *(Seattle, WA)*
 Ontario College Application Service *(Guelph, ON)*
 Ontario Council of Agencies Serving Immigrants *(Toronto, ON)*
 Ontario Employment Education & Research Centre *(Toronto, ON)*
 Ontario Long Term Care Association *(Toronto, ON)*
 Ontario Tech University *(Oshawa, ON)*
 Ontario Tourism Education Corporation *(Etobicoke, ON)*
 Ontario Universities' Application Centre *(Guelph, ON)*

Opportunity for All Youth *(Toronto, ON)*
 Ordre des ingénieurs du Québec *(Montreal, QC)*
 Orotta School of Medicine and Dentistry - OSMD Network *(U.S., National)*
 Ottawa Community Immigrant Services Organization *(Ottawa, ON)*
 Ozark Literacy Council *(Fayetteville, AR)*
 Peel Halton Workforce Development Group *(Mississauga, ON)*
 Peel Newcomer Strategy Group *(Mississauga, ON)*
 Pennsylvania Department of State *(Harrisburg, PA)*
 People to People Aid Organization, Canada *(Toronto, ON)*
 Pioneer Valley Workers Center *(Northampton, MA)*
 Polycultural Immigrant & Community Services *(Greater Toronto Area, ON)*
 Portland Public Schools *(Portland, ME)*
 Presidents' Alliance on Higher Education and Immigration *(Washington, D.C.)*
 Province of New Brunswick *(Greater Moncton, NB)*
 Puget Sound Welcome Back Center *(Des Moines, WA)*
 RADIUS – Refugee Livelihood Lab *(Vancouver, BC)*
 Rainbow Railroad *(Toronto, ON)*
 Refugee Advocacy Lab *(Washington, D.C.)*
 The Refugee Centre Montreal *(Montreal, QC)*
 Refugee Congress *(Washington, D.C.)*
 Refugees International *(Washington, D.C.)*
 Region of Waterloo *(Waterloo, ON)*
 The Regional Municipality of Durham *(Durham, ON)*
 Restore Education *(San Antonio, TX)*
 Richard J. Daley College *(Chicago, IL)*
 RIF Asylum Support *(New York, NY)*

PARTNERS

RIN-CEO Social Impact Fund (*San Diego, CA*)
 S.U.C.C.E.S.S. (*Vancouver, BC*)
 San Diego Workforce Partnership (*San Diego, CA*)
 Saskatoon Open Door Society (*Saskatoon, SK*)
 SEIU Healthcare Canada (*Richmond Hill, Ontario*)
 Seneca College (*Toronto, ON*)
 Service Employees International Union (*Washington, D.C.*)
 SkillLab (*Amsterdam, Netherlands*)
 Skills for Change (*Toronto, ON*)
 SkyHive (*Vancouver, BC*)
 Social Economy through Social Inclusion (*Toronto, ON*)
 Social Enterprise for Canada (*Newmarket, ON*)
 Solid State Community Industries (*Surrey, BC*)
 South Vancouver Neighbourhood House (*Vancouver, BC*)

Spring Institute for Intercultural Learning (*Denver, CO*)
 State of California - Office of the Governor (*Sacramento, CA*)
 Success Skills Centre (*Winnipeg, MB*)
 Sueños Sin Fronteras de Tejas (*San Antonio, TX*)
 SUMA (*Regina, SK*)
 Synergy Texas AEL (*Statewide*)
 Talent Beyond Boundaries (*Global*)
 TalentLift (*Toronto, ON*)
 Tamarack Institute (*Waterloo, ON*)
 TechEquity Collaborative (*Oakland, CA*)
 Ted Rogers School of Management - Ryerson University (*Toronto, CA*)
 Tent Partnership for Refugees (*Toronto, ON*)
 Texas Workforce Commission (*Austin, TX*)
 Toronto Community Benefits Network (*Toronto, ON*)
 Ryerson University (*Toronto, ON*)

Toronto Region Immigrant Employment Council (*Toronto, ON*)
 Toronto Workforce Funder Collaborative (*Toronto, ON*)
 Town of Riverview (*Greater Moncton, NB*)
 United Way of Southern Maine (*Portland, ME*)
 University of Regina (*Regina, SK*)
 Upwardly Global (*New York, NY*)
 Urban Institute (*Washington, D.C.*)
 US Together (*Columbus, OH*)
 USAHello (*Portland, OR*)
 Utah Department of Workforce Services, Refugee Services Office (*Salt Lake City, UT*)
 Venezuelans and Immigrants Aid (*New York, NY*)
 Venture for Canada (*Toronto, ON*)
 VHA Home HealthCare (*Toronto, ON*)
 Virginia Office of New Americans (*Richmond, VA*)
 Wanasah: Mental Health Services for Black Youth (*Toronto, ON*)

Washington Academy for International Medical Graduates (*Seattle, WA*)
 Washington State Governor's Office (*Olympia, WA*)
 Watari Counselling & Support Services Society (*Vancouver, BC*)
 Watari Research Association (*Vancouver, BC*)
 Waterloo Region Small Business Centre (*Waterloo, ON*)
 Welcome Back Center of Suburban Maryland (*Silver Spring, MD*)
 Welcome Back Initiative (*U.S., National*)
 Welcome Centre Immigrant Services - Pickering and Ajax (*Durham, ON*)
 Welcome Toledo-Lucas County (*Toledo, OH*)
 Welcome.US (*Washington, D.C.*)
 Welcoming America (*Atlanta, GA*)
 The Welcoming Center (*Philadelphia, PA*)
 Welcoming Communities and Immigrant Affairs, City of Dallas (*Dallas, TX*)

Welcoming Economies (WE) Global Network (*U.S., National*)
 Welcoming Michiana (*South Bend, IN*)
 Western University (*London, ON*)
 WIL Employment Connections / Access Centre for Regulated Employment (*London, ON*)
 Wilfrid Laurier University (*Waterloo, ON*)
 Windmill Microlending (*Toronto, ON*)
 WoodGreen Community Services (*Toronto, ON*)
 Workers' Action Centre (*Toronto, ON*)
 Workforce Matters, Worker Voice Fund (*Austin, TX*)
 Workforce Planning Board of Waterloo Wellington Dufferin (*Ayr, ON*)
 World Education Inc. (*Boston, MA*)
 World University Service of Canada (*Ottawa, ON*)
 YMCA of Niagara (*St. Catharines, ON*)
 YMCA of the USA (*Chicago, IL*)
 YWCA Tulsa (*Tulsa, OK*)

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