

HIRING DISPLACED TALENT IN THE UK: PROGRAMME OVERVIEW

The UK Government has launched the Displaced Talent Mobility Pilot, designed in collaboration with Talent Beyond Boundaries (TBB).

The pilot aims to address the administrative and legal barriers that refugees and other forcibly displaced job seekers face when seeking to move internationally as skilled workers.

Over the next 1-2 years, the pilot will give approximately 50-100 primary applicants and their families the opportunity to move to the UK for work in a variety of critical fields including IT, construction and engineering.

To participate in this pilot, a displaced person must be screened by TBB and have a job offer from a UK employer. Participants will be highly skilled people who have been forced to flee their homes. This includes refugees, stateless people, and others.

Under the pilot, employers who hire through a competitive, remote recruitment process will be able to sponsor TBB candidates via the [Skilled Worker Route](#). Candidates will receive:



Free priority processing;



Case management support to overcome administrative barriers such as accessing passports or travel documents, employment references, and tax records;



Access to safeguards in the event that they lose their job to ensure they are not returned to a country where they may face danger;



As with other international skilled workers, TBB candidates will be entitled to a 5 year Skilled Worker Visa, and then Indefinite Leave to Remain (providing criteria is met).



HOW CAN EMPLOYERS PARTICIPATE?

To participate in this pilot, UK employers must be willing to hire and sponsor displaced talent through the Skilled Worker Route.

If you are interested in hiring a skilled refugee as part of this pilot, we will ask you to identify the role/s you need to fill and provide a job description.

TBB will shortlist potential candidates from our [Talent Catalog](#) and facilitate the remote recruitment process.

HOW CAN DISPLACED JOB SEEKERS PARTICIPATE?

To participate in this pilot, a displaced person must be screened by TBB and have a job offer from a UK employer. Participants will be skilled people who have been forced to flee their homes. This includes refugees, stateless people, and others.

To be considered for employment, refugees must register on TBB's [Talent Catalog](#), providing detailed information about their skills, education and work history.

WHAT HAPPENS AFTER AN EMPLOYER MAKES A JOB OFFER AND IT IS ACCEPTED?

TBB will work with the employer and our preferred immigration partners at [Fragomen](#) (and/or the employer's immigration partner if they have one) to prepare the application on behalf of the employer and the candidate.

TBB will advise the relevant team within the Home Office and UK Visa & Immigration that a Displaced Talent Mobility application has been lodged.

How the process works

By hiring through TBB, businesses can gain a talented employee whilst demonstrating their corporate values and achieving a positive humanitarian outcome.

We provide a full remote recruitment service:



IDENTIFY ROLE

Select a role you need filled in your business and provide us with a job description. We identify suitable candidates, check their visa eligibility, and provide you with a shortlist.



INTERVIEW & RECRUITMENT

We facilitate remote recruitment, including video interviews and any other skills validation/testing required. If a TBB applicant is your preferred candidate, you issue a job offer and contracts are signed.



IMMIGRATION & MOBILITY

We support you and the TBB applicant through the visa application process, and connect you with expert migration agent advice.



SETTLEMENT

We help you prepare for the arrival of your new recruit. Once they're safely in country, we work with relevant settlement services in your area to ensure they are supported to flourish.



INTEGRATION

We provide ongoing support via regular check-ins with your new recruit and their manager for 12 months post-arrival. If necessary, we can also arrange cultural awareness training for your staff.

Costs for employers

The overall cost of hiring a skilled refugee from overseas is comparable with that of any normal international hire.

RECRUITMENT COSTS = DISCRETIONARY DONATION

TBB is a philanthropically funded nonprofit organisation.

We do not charge employers a fee for the services that we provide as part of the hiring and settlement process.

Employers may elect to make a donation to TBB in support of our charitable purpose.

VISA-RELATED COSTS = £5K-£10K (AVERAGE)

Visa costs payable include:

- Visa charges for the candidate (ie. the primary applicant)
- Visa charges for the candidate's spouse and children (if applicable)

Employers will also need to cover any migration agent fees.

Total cost will be dependent on size and circumstances of the chosen candidate and their family.

RELOCATION COSTS = STANDARD RATES

Businesses are expected to offer TBB candidates the same relocation package they would any comparable international hire.

At a minimum, employers should be prepared to cover:

- Flights for the candidate
- Flights for the candidate's spouse and children (if applicable).
- Temporary accommodation upon arrival (we recommend 3 months or 1 month with support for a deposit).
- Local settlement support (if required).

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