



# Tent U.S.

Tent U.S. is a network of over 200 major companies across the United States that are committed to hiring refugees and helping them become job ready.

## Our Mission

We mobilize the country's largest employers to integrate refugees into the labor market — because securing a job is the most important milestone for refugees to build a new life.

## Our Members

Tent U.S. has over 200 member companies, including:



## Our Approach

We work with companies to set up programs that provide refugees with job preparation or employment.



### HIRING

Companies can strengthen their workforce by hiring and integrating refugees.



### CONNECTING TO WORK

Companies can connect refugees to work at their suppliers, vendors, or clients.



### TRAINING

Companies can set up training or upskilling programs to help refugees become job-ready or secure higher-skilled roles.



### MENTORING

Companies can mobilize employees to provide 1:1 professional mentorship to help prepare refugees for the labor market.

## Member Services

- ✓ **GUIDANCE**  
We offer tailored guidance for companies on how to set up successful refugee hiring programs
- ✓ **BEST PRACTICES**  
We leverage Tent's international network of hundreds of member companies to identify and share best practices that are localized to the U.S. context
- ✓ **PEER LEARNING**  
We facilitate peer-to-peer learning opportunities and regular convenings with Tent U.S. member companies
- ✓ **HR TRAINING**  
We design bespoke trainings that prepare companies to recruit, hire, and welcome refugees in their workforce
- ✓ **BUSINESS CASE**  
We commission research that illuminates the business benefits of hiring refugees
- ✓ **LOCAL PARTNERS**  
We introduce companies to best-in-class local partners that can connect them to refugee talent
- ✓ **COMMUNICATIONS**  
We provide tailored communications guidance and help amplify companies' refugee efforts

## The Business Case

### STRENGTHEN YOUR WORKFORCE

Refugees can address workforce gaps, bring diverse skills and experiences, and reduce attrition.

### INCREASE EMPLOYEE ENGAGEMENT

Employees want to work at companies that live their values. By hiring and integrating refugees, you can increase employee engagement and satisfaction.

### GROW BRAND TRUST

Consumers increasingly expect brands to reflect their values and act with integrity.

Companies that hire refugees can earn consumer loyalty and drive sales.

## Our Impact

In the U.S. and across the Americas and Europe, Tent member companies have pledged to help **hundreds of thousands of refugees** enter the labor market by:



## Where Tent Operates

Tent U.S. is the national coalition of the Tent Partnership for Refugees, an international network of companies committed to helping refugees connect to jobs. Tent currently operates in a dozen countries.

### AMERICAS

CANADA | COLOMBIA | MEXICO | PERU | UNITED STATES

### EUROPE

FRANCE | GERMANY | NETHERLANDS | POLAND | SPAIN | SWEDEN | UNITED KINGDOM

## GET INVOLVED



### JOIN TENT U.S.

Access our free member services and learn how your company can take action



### START A HIRING PILOT

Work with Tent to start a refugee hiring pilot, which can be scaled to meet your staffing needs



### START MENTORING REFUGEES

Work with Tent to engage your employees to provide 1:1 professional mentorship to refugees looking to restart or advance their careers



### COMMUNICATE

Publicly communicate about your refugee efforts

## About Tent U.S.

With the United States welcoming significant numbers of refugees, businesses have a critical role to play in helping them integrate economically in their new communities. Tent U.S. is a network of over 200 major companies that are committed to hiring refugees across the country and helping them become job-ready. Tent U.S. is the national coalition of the Tent Partnership for Refugees, which was founded in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize the world's largest employers to help refugees access local labor markets. In addition to the United States, Tent operates in eleven other countries across the Americas and Europe. Find out more at [www.tent.org/us](http://www.tent.org/us).