



# The Tent Partnership for Refugees

## About Tent

With more and more refugees displaced around the world, businesses have a critical role to play in helping refugees integrate economically in their new communities. Tent was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize global businesses to fill this gap. Today, Tent is a **network of over 400 major companies** committed to helping hundreds of thousands of refugees access local labor markets by helping them become job-ready and connecting them to work. Find out more at [www.tent.org](http://www.tent.org).

## Our Mission

Tent mobilizes the business community to integrate refugees into local labor markets — because securing a job is the most important milestone for refugees to build a new life.

## Our Members

Tent has 400+ multinational member companies, including:



## Our Approach

Tent works with companies to set up programs that provide refugees with job preparation or employment.



### HIRING

Companies can hire refugees directly into their own workforce – and benefit from their talent and loyalty.



### CONNECTING TO WORK

Companies can connect refugees to work through their suppliers, their clients, or their own contingent workforce.



### TRAINING

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



### MENTORING

Companies can harness employee interest to provide one-to-one professional mentorship to help prepare refugees for the labor market.

## The Business Case to Support Refugees

### STRENGTHEN YOUR WORKFORCE

Refugees can bring diversity, new skills and experiences to your workforce, address talent gaps, and reduce attrition.

### INCREASE EMPLOYEE ENGAGEMENT

Employees are more loyal to companies that support social causes. By helping refugees, you can increase employees' engagement, productivity, and retention.

### GROW BRAND TRUST

Consumers increasingly expect brands to reflect their values and act with integrity. By supporting refugees, your brand can earn consumer loyalty and drive sales.

## Our Impact

To date, our members have pledged to help hundreds of thousands of refugees enter the labour market through:



## Where We Operate

### AMERICAS

- ▲ Canada
- ▲ Colombia
- ▲ Mexico
- ▲ Peru
- ▲ United States



### EUROPE

- ▲ France
- ▲ Germany
- ▲ Netherlands
- ▲ Poland
- ▲ Spain
- ▲ Sweden
- ▲ United Kingdom

## Member Services

- ✔ **GUIDANCE**  
We offer tailored guidance for companies to design programs that help connect refugees to jobs
- ✔ **BEST PRACTICES**  
We leverage our network of Tent member companies to identify and share best practices for hiring and other work with refugees
- ✔ **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 from working with 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

## GET INVOLVED



### Join Tent

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



### Start a Pilot

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



### Commit

With Tent's help, develop forward-looking commitments to include refugees



### Communicate

Publicly communicate about your refugee efforts