



# Displaced Legal Talent Initiative

## **The Displaced Legal Talent Initiative**

Gain a talented new employee and demonstrate your corporate values to the world

*Responding to the refugee crisis, law firms will work collaboratively to offer legal and business services roles for displaced talent with the support of Talent Beyond Boundaries – an NGO that specialises in matching skilled displaced people with employers.*

## The Problem

There are thousands of highly skilled refugees with backgrounds in law who are living a precarious existence while waiting for resettlement. This group includes hundreds of Afghan judges and lawyers. Under Taliban rule women are unable to work in professional roles and people who advocated for human rights or worked within the legal system are in danger and seeking safe routes to leave Afghanistan. Except in a limited range of circumstances, it is very difficult for skilled refugees to obtain visas to come to the UK. In 2021, only 1,587 people were granted protection through resettlement schemes in the UK.<sup>1</sup> Thousands of highly skilled refugees with excellent qualifications in law and business need complementary pathways for resettlement.

## The Response

A clearer route for skilled refugees to come to the UK is through skilled worker visas. Talent Beyond Boundaries (TBB) is a global organisation that matches skilled refugees with employers. In the UK, TBB is working with the UK government on the Displaced Talent Mobility Pilot, which reduces the administrative burden in hiring displaced talent and the visa processing time.

- 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).

Law firms, working collaboratively and with the support of TBB will recruit displaced talent into paralegal or other business services roles. In addition to creating legal pathways to a safe country, the initiative also increases the diversity of the legal sector. A small group of leading law firms are currently piloting this initiative. We are looking for five more firms to join the Spring/ Summer 2023 cohort.

## The DLA Piper case study

DLA Piper had a relationship with three young Afghan lawyers who contacted the firm in August 2021 to say that their lives were at risk. As there was no clear visa route for these individuals, the firm offered all three paralegal roles at our legal delivery centre in Leeds. They have now arrived in the UK and are already exceeding expectations in their new roles.

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<sup>1</sup> See UNHCR: Asylum in the UK <https://www.unhcr.org/uk/asylum-in-the-uk.html>.

## 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 = NIL

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.

### 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.

### RE-LOCATION 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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