

INNOVATION & LEADERSHIP POTENTIAL

Ohio is on the rise as a leader in business, medical research, and technology.¹ The state is #5 in the nation in number of Fortune 500 and 1000 companies, 3rd in the nation for best business climate, and 6th best state for opportunity. Ohio is well on its way to achieving Lt Governor Husted's vision², but the state is at an inflection point and must consider how it will continue to meet the ever-growing need for innovation and talented leaders.

The state has an opportunity to live up to Senator Hottinger's belief that Ohio is "the Silicon Valley of the Midwest" and to ensure business leaders, like Intel's CEO Pat Gelsinger, see the state as a sure bet for the first "Silicon Heartland."³ This opportunity is to take advantage of the state's advantage, the highly skilled immigrant talent pool.

"If we want Ohio to be the most innovative, entrepreneurial state in the Midwest, we have to make sure our state is a magnet for research, capital, and talent..."

-Ohio Lt. Governor Jon Husted

INTERNATIONAL NEWCOMER TALENT TO CONSIDER HIRING: HIGHLY SKILLED IMMIGRANTS

The United States is home to the top academic institutions in the world and is often where the leading minds hone their skills. In fact, the vast majority of Nobel Prizes have been won by individuals who were studying or working in the U.S. even if they were not U.S. citizens.⁴ It is this intellectual power that has led to 1 in 5 entrepreneurs in the US being immigrants (who drive \$1.3 trillion in sales) and 44% of Fortune 500 companies being founded by immigrants in their children.⁵

H-1B visas are a key source of securing highly qualified talent within the USA. Ohio is immensely behind in its efforts to attract, recruit, and retain this talent.⁶ Between 2010-2016, the Detroit metro area received 13,900 H-1B visas and Pittsburgh received 6,600 H-1B visas while Columbus and Cincinnati barely made the list with 1,800 and 1,500 respectively. Cleveland had fewer than 600 and therefore was not included in the study.

If Ohio wants to continue to lead—especially in light of an ever shrinking local talent pool—it must turn to highly skilled immigrants and create pathways for them to live and work in the state.

Case Study: Canada

Since 1967, Canada has led the world in revolutionary and innovative approaches to building their highly skilled talent pool.⁷ The Federal Skilled Worker Program (FSWP) is a first of its kind objective and skills-based approach to determining if an individual is a good fit for the country and workforce. Today, skilled workers remain the "backbone of Canada's immigration system" as the nation annually welcomes almost ½ billion new immigrants. In addition to FSWP, Canada has tripled its international student population and created clear pathways for these students to stay in Canada to work and eventually gain permanent residency.⁸

The key to Canada's success rest not only in their innovative policies, but in their business and civic attitude toward immigrants—including them in the workforce is not a handout but rather a strong business case. Consequentially, Canada has deeply invested in attracting and retaining highly skilled immigrants and has created the "Come to Canada tool" to help immigrants explore their path to permanent residency.⁹

Canada is stepping up to the leaders' podium on the global stage in many spaces and gives appreciation to the highly skilled immigrant community for helping make that possible.¹⁰

Take Action:

1. For all open positions remove "Employer requires work authorization" and replace it with the following **"Will sponsor a work visa."**
2. Utilize existing marketing dollars to advertise in foreign language media in the the US, trageting cities with afifnity populations.
3. Partner with Global Cleveland to effectively recruit and hire highly skilled immigrants who require a visa.



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BY WELCOMING OUR WORLD.

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1. JobsOhio, 2022. "Find Your Ohio"; 2. Lt Governor Jon Husted, 2020. "Husted Announces First Year Successes of Ohio IP Promise"; 3. Ohio Capitol Journal, 2022. "Ohio Lands Intel's Next Microchip Factory"; 4. World Economic Forum, 2020. "Immigrants Have A History of Winning Nobel Science Prizes"; 5. New American Economy; 6. Pew Research Center, 2018. "East Coast and Texas Metros Had the Most H-1B Visas for Skilled Workers from 2010-2016"; 7. Canada Visa, 2021. "Canada's Federal Skilled Immigration Pathways"; 8. CIC News, 2020. "642,000 International Students: Canada Now Ranks 3rd Globally for Foreign Student Attraction"; 9. Immigration, Refugees, and Citizenship Canada; 10. Immigration, Refugees, and Citizenship Canada. "#ImmigrationMatters: Canada's Immigration Track Record"