



HELLO ACCELERATOR

a global platform accelerating impact through collaborations to design innovative solutions for and with people on the move.

FLOURISHING TALENTS ON THE MOVE

HELLO
WORLD




INTRODUCTION

Migration, in all its complexity, is often seen as a challenge rather than an opportunity. Hello World aims to shift this framework around people on the move across the globe by:

- recognizing them as powerful contributors to the common good,
- viewing movement as a shared experience,
- highlighting the valuable contributions of people on the move throughout their journeys,
- and celebrating the fluid communities and identities that migrants help build as powerful vehicles for positive change.

We are not alone in our approach. Thanks to a vast network of practitioners and thinkers from various sectors of the social landscape—including business, social entrepreneurship, civil society, media, research, and policy—and representing diverse identities, Ashoka and Hello World are able to collect and redistribute valuable knowledge. This is at the heart of the accelerator, enabling a creative and diverse group to come together for joint ideation and to test innovative solutions that can accelerate positive impact within a given ecosystem.



Hello Accelerator is a global platform designed to accelerate impact in the field of migration by bringing together diverse stakeholders to co-create innovative solutions. Founded by Ashoka's Hello World initiative, the accelerator focuses on addressing the challenges faced by people on the move and aims to create systemic change through multi-stakeholder collaborations. We joined forces with IKEA Social Entrepreneurship to catalyse changemaking in the field of migration in Europe and Latin America. Together we aim on create an environment where migrant talent can thrive.

Before inviting experts and practitioners to participate in the accelerator, we conducted a series of interviews with a diverse group representing various fields and geographies. In mid-2024, we interviewed 65 people across Europe. The first 12 interviews helped us frame the topic and define the geographical scope, while the additional 53 provided deeper insights into the factors influencing the social and economic inclusion of people on the move in Europe.

This paper provides a summary of the findings from the interviews. While it highlights insights from this process, it does not exclude other possible findings. The findings presented reflect the context of mid-2024 in the EU. They may not remain relevant or may be interpreted differently at other times or in different contexts. We respect all points of view that contribute to the common good.

A FEW DEFINITIONS

There is no single definition of social and economic inclusion. Using the wisdom of our network, we have developed working definitions that align with our goals.

Successful social inclusion of people on the move means that they **feel heard, seen, respected, safe**, and that **they belong**. It implies they have a community and a circle of people that enable them to thrive. This creates a solid foundation for changemaking.

Economic inclusion refers to **financial independence** and the **capacity and freedom to contribute** through one's work to the society they belong to. It allows a person to find their place without being pushed to the margins and forced to compromise their basic needs. Economic inclusion is essential for establishing **safety, self-esteem, and power**—key elements upon which changemaking* can be built.

These working definitions are deeply embedded in the values of Diversity, Equity, Inclusion, and Belonging—core principles for true participation and for achieving an **Everyone a Changemaker world****. Our approach acknowledges the immense complexity of people's journeys and personal stories, recognizing that this complexity is also a space of emergence and opportunity, not just trouble and pity.

By “**people on the move**,” we refer to those who have settled in a new location in a semi-permanent manner, as well as those who are uncertain about how long they will stay in one place (migrants of all kinds, asylum seekers, refugees, economic migrants, and people with other situations that have led them to move across borders within or between countries). This definition also includes those who have lived a migration experience, those with a migrant background, or those for whom the migration identity of their parents or grandparents plays a significant role in shaping their personal identity and influences their life.

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There are as many migrant stories and experiences as there are migrants. It's super difficult and I don't think a lot of people take it into account. One of the most difficult challenges for people on the move is quickly figuring out how to navigate our systems and how people interact in this context. This means we not only need to welcome people, but also show how our world works. They are our new neighbours and we are theirs. We should be proactive neighbours. Here it gets complex, because language is one thing: you and I may speak different languages and need to translate that, but people are also coming from very distinct systems. For example, imagine an elderly lady from the mountains of Afghanistan arriving in Europe: her way of seeing and experiencing this system will be completely different.

ANNA ALBOTH

GLOBAL MEDIA OFFICER AT MINORITY RIGHTS GROUP | MEDIA & HUMAN RIGHTS

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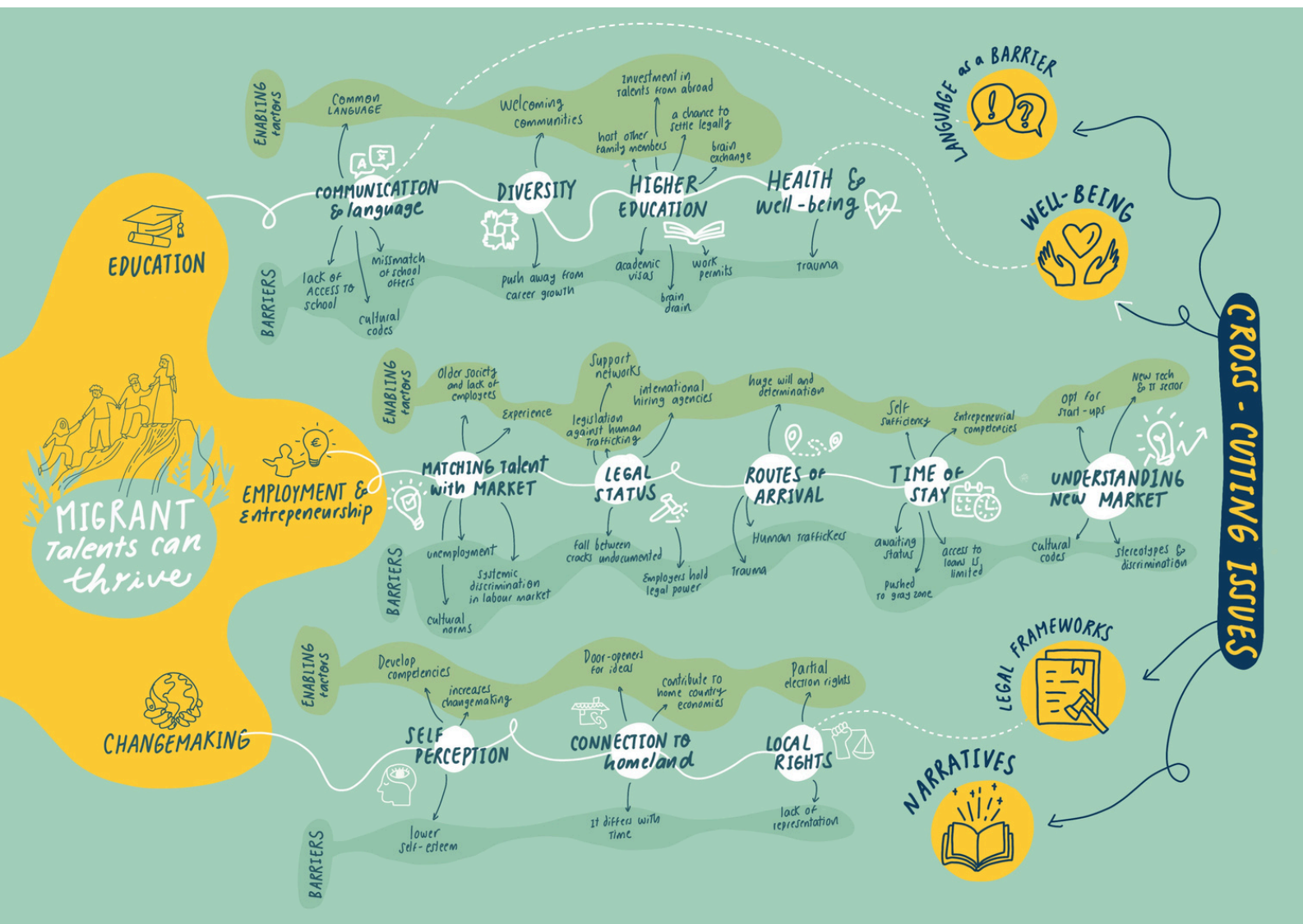
*Changemaking: Ashoka describes changemaking as the ability to identify and address social problems by creating innovative solutions that drive positive, systemic change. It emphasizes the importance of empathy, teamwork, new leadership, and creative problem-solving to adapt to the rapidly changing world.

** Everyone a Changemaker world: as a society where every individual has the confidence, skills, and opportunities to drive positive change.

PEOPLE CAN THRIVE

With these definitions in mind, we set out to identify, within the topic of social and economic inclusion in the field of migration, the essential factors involved in the question: how to ensure migrant talents can thrive? In other words, we wanted to determine what is required so that people on the move can recognize, utilize, improve, engage with, and be adequately compensated for their talents and skills. At the same time, we also sought to understand how the communities they live in can contribute to—and benefit from—this process, creating pathways for everyone to thrive.

Upon researching and interviewing dozens of experts in Europe, we pinpointed three major areas that influence the ability of migrant talents to thrive: education, changemaking, and employment and entrepreneurship. These areas provide opportunities for migrants to effectively apply the talents they bring with them (e.g., technical working skills, educational degrees, entrepreneurial drive, etc.) and create spaces for them to grow or develop new talents, ultimately improving their quality of life and their contributions to society.



Given the breadth and interconnectedness of the migration sector, there are numerous key intersections of forces that influence all aspects of life. At the end of this paper, we briefly describe the cross-cutting elements most frequently mentioned by all interviewees: narratives, language, legal frameworks, social ties, and psychosocial well-being.

It is also important to mention that within this complex system, there are specific regulations (both written and unwritten), relationships, and resources that serve as both enablers and barriers to migrants' ability to thrive. Many of these forces are interwoven into the descriptions below, but the scope of the interviews did not allow stakeholders to explore them in depth. Some repeatedly mentioned actors include central and local governments, intergovernmental bodies, local and international non-profits, employers, educational institutions, academia and researchers, the media, local communities, and people on the move and their new neighbors.

Recognizing the system's complexity, we selected a cohort of experts who will ideate and innovate during the accelerator. This group was formed to reflect, as much as possible, the diversity of the key actors mentioned above.

Let us now dive deeper into the insights generously shared by the interviewees, including the members of the cohort.



EDUCATION

Education is a key aspect of life that is deeply interconnected with many other domains. Its state influences not only minors (or young adults, if we consider higher education) but also their families and caregivers. The “education node” is closely intertwined with legal and health systems, personal well-being, as well as employment and entrepreneurship, which we will address later.

Regarding migrant participation in educational systems (both formal and non-formal), we identified four key areas where challenges and opportunities converge to support migrant talent thriving: communication and language, diversity in peer groups, higher education, and health and well-being.

COMMUNICATION AND LANGUAGE

ENABLING FACTORS FOR TALENTS TO THRIVE

A **common language** is an important factor in decision-making about a destination country, among other reasons, because it is perceived to offer better chances for children to adapt in school. Language proficiency eases access to information in all aspects of life, including entry into the educational system for children. At the same time, ensuring a better future for their children is one of the main motivations for many migrants to move.

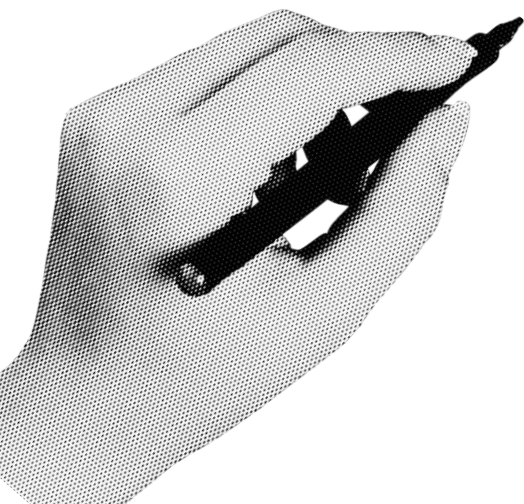
BARRIERS FOR TALENTS TO THRIVE

The lack of access to the **public schooling for minors who do not speak the local language**.

The communication barrier leads to a **mismatch between the educational offerings** and the student’s special learning needs. Often, the lack of culturally sensitive intelligence tests does not allow migrant kids to prove their talents and capacities.

The lack of final examinations offered in languages other than the local one significantly affects the grades migrant students—particularly recent arrivals—can achieve. As a result, these students may feel compelled to **choose a lower-level high school track or, in some cases, disengage from higher education altogether**.

There is a significant barrier posed by cultural codes, which are difficult to explain and cannot be easily taught. These cultural codes are interconnected with **the narratives** that shape perceptions of people on the move, specific nationalities, or identity groups. Such narratives have a major influence on behavior within the school community and on the relationship between teachers and parents.



DIVERSITY IN PEER GROUPS

There is significant diversity in how schools choose to include migrant students. In Western Europe, for instance—where migration has been extensive for decades—diversity within the classroom is now considered the **new normal**.

ENABLING FACTORS FOR TALENTS TO THRIVE

A **welcoming community can create a welcoming school**, a welcoming cultural centre, and a welcoming playground. Education for diversity takes on different forms across European countries. Its influence extends beyond people on the move, reaching everyone, as each individual's unique identity makes them special.



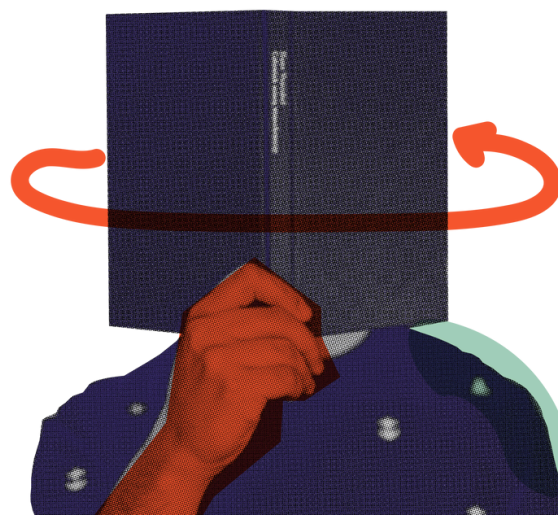
BARRIERS FOR TALENTS TO THRIVE

Significant differences in the quality of education available in migrant neighborhoods perpetuate a push away from opportunities for high-level career growth. There are signs of hidden segregation, some of which are persistent legacies stemming from colonial times.

In places that have only recently begun hosting migrants, such as those in Central and Eastern Europe, there is limited experience in effectively addressing cultural diversity within schools. As a result, teachers' **capacity and preparedness** to manage multicultural classrooms with diverse needs can vary greatly from one school to another.

HEALTH AND WELL-BEING

Our interviewees stated that, kids who have lived experiences of forced migration may **face trauma and** difficulties that require special attention from both educational professionals and mental health and psychosocial support services.



HIGHER EDUCATION

Access to higher education in foreign countries is often a key motivation for migration.

ENABLING FACTORS FOR TALENTS TO THRIVE

Student mobility significantly contributes to the development of their community of origin.

Each country invests in schooling systems that attract **talents from abroad**.

Access to higher education offers people from developing countries an opportunity to settle legally in their new community and become part of a support system for their families in their home country.

Brain exchange can occur as growing global connections facilitate the flow of resources—not just remittances but also ideas—creating a two-way exchange that benefits both the host and home countries. (Source: [The Economist](#) article).

Well-paid, **formally educated migrants** often send remittances to their country of origin and may also serve as hosts or support systems for other family members seeking to migrate.

BARRIERS FOR TALENTS TO THRIVE

Although many countries offer programs for foreign students, they often have complex procedures for obtaining **academic visas**, which can pose significant challenges.

Visas and permits often **prohibit foreign students from working**, making it difficult for them to sustain themselves financially through their own income.

A good education does not guarantee easy access to the local labor market. Complicated work permit systems, coupled with stereotypes, discrimination, and prejudice against migrants in many sectors of the economy, often force even highly educated migrants to take jobs below their skill level and competencies.

Brain drain is frequently cited by home countries as a significant issue, as young, entrepreneurial individuals migrate and rarely return, leading to a substantial loss of talent for their communities and nations of origin.

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Academia plays a crucial role in fact-checking to counter negative narratives and bears the responsibility of challenging stereotypes and cognitive biases. We need socially engaged researchers who step beyond the confines of universities. Educational activities can take on diverse forms—for instance, academia can support media campaigns that reshape narratives.

KSENIYA HOMEL

INSTITUTE OF SOCIAL PREVENTION AND RESOCIALISATION, UNIVERSITY OF WARSAW

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EMPLOYMENT & ENTREPRENEURSHIP

Employment is widely recognized as a crucial factor for the effective social and economic inclusion of individuals in a new community. Migration is often driven by the desire for decent employment that enables migrants to live a dignified and safe life in their new environment while also financially supporting their families back home.

In the case of entrepreneurship, the legal frameworks and conditions that allow migrants to succeed as entrepreneurs and business owners vary significantly across European countries. While some migrants arrive with strong entrepreneurial drive, experience, and resources to start a business, others—unable to secure sustainable and fair-paying employment—turn to self-employment as a last resort. In countries like Poland, for example, where the legal framework makes employees highly dependent on their employers, starting a business can be a pathway to financial independence.

For employment, we identified several key areas presenting both challenges and opportunities to help migrant talent thrive: **matching talent with the market, legal status, and routes of arrival.**

In entrepreneurship, two key areas emerged: **time of stay and understanding the new market.**



MATCHING TALENT WITH THE MARKET

There is a noticeable **mismatch** between the specific talents and training of people on the move and the jobs they are offered. Employers often struggle to find both specialists and non-specialized workers, yet the employment of migrants frequently fails to **align their competencies, education, and talents with available opportunities**.

ENABLING FACTORS FOR TALENTS TO THRIVE

Economic migration is a critical necessity for Europe, as **aging societies** and labor shortages in specific sectors of the economy create an urgent demand for workers.

Migrants bring valuable entrepreneurial experience, resilience, and a diverse range of skills and competencies from their home countries, contributing to their new communities and economies.

Migrant talent adds significant value and innovation to companies and teams by bringing diversity of perspectives and experiences. Many companies recognize this and actively champion DEI initiatives within their teams.

Companies often struggle to maintain full operational capacity due to a shortage of skilled employees. As a result, many are increasingly interested in hiring talent from abroad and implementing relocation programs, which are frequently complemented by social and community support to facilitate integration.

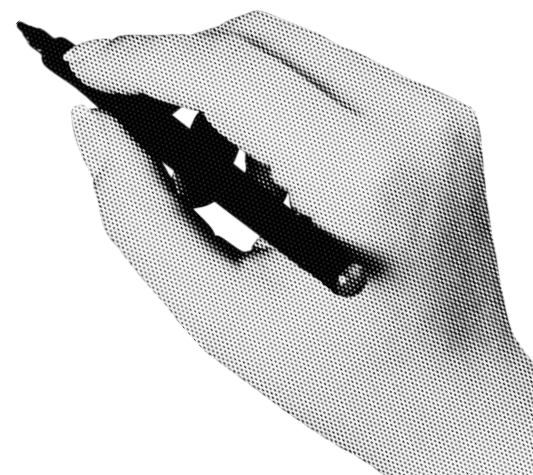
The labor market is undergoing rapid transformation, becoming increasingly open to remote work that can be performed from various locations. This shift facilitates the seamless flow of financial resources, ideas, and culture without necessitating the physical relocation of individuals.

BARRIERS FOR TALENTS TO THRIVE

Developing countries face significant economic pressure due to high birth rates and a large percentage of unemployed individuals **in their productive years**. Among them is a group compelled to migrate in search of any form of employment.

Part of the problem lies with recruitment agencies and public employment centers, where individuals with migration experience often face obstacles in accessing adequate support. There is substantial evidence of systemic discrimination within the labor market, further hindering their opportunities.

Migrants often face challenges due to a lack of understanding of subtle cultural norms that influence the "dance" of the hiring process, as well as the onboarding experience and career progression within a company.



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In Germany, there are currently 149,000 job openings in the tech industry, and the sector loses billions of euros each year due to a lack of access to sufficient talent.

ANNE KJAER

FOUNDER, REDI | ASHOKA FELLOW

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LEGAL STATUS

ENABLING FACTORS FOR TALENTS TO THRIVE

Cultivating support networks, including those formed by compatriots (both established diaspora communities and other migrants), provides migrants with access to opportunities and helps them navigate market and legal systems more effectively.

Some reliable and verified international hiring agencies are successfully bridging the gaps between market demands and the available workforce, facilitating smoother employment pathways for migrants.

Some countries have enacted legislation that places a specific duty on employers to ensure there is no risk of human trafficking within their production lines. Examples include the Norwegian Transparency Act and the [EU sustainability standards](#).

BARRIERS FOR TALENTS TO THRIVE

A significant number of individuals fall through the cracks of existing systems and remain undocumented in host countries. In almost all European countries, **it is relatively easy for individuals to move between having legal status, waiting for decisions, and becoming undocumented**, creating a precarious and unstable situation.

A person's legal status plays a critical role in determining their employment opportunities. In countries like Poland, **employers hold significant legal power over employees**, creating a substantial power imbalance. For migrants, securing an employer is often the only way to obtain a work permit, which places them in a vulnerable position. This imbalance can open the door to misconduct, exploitation, and, in extreme cases, human trafficking and modern slavery.

A prevailing **political narrative** often divides people on the move into "good" migrants (educated, skilled, and from Europe) and "bad" migrants (those seeking asylum, facing language and cultural barriers, or labeled as "illegal"). This oversimplified categorization reinforces racism and discrimination, deepening societal divides.

ROUTES OF ARRIVAL

With the growing pressure of migration, the high demand for European work visas, and the lack of accessible systems, criminal networks, including sophisticated human trafficking organizations, are increasingly seizing the opportunity. These networks charge exorbitant prices to help people reach Europe. For those who migrate through such means, the experience often involves surrendering their power, dignity, and finances—sometimes including contributions from family and friends—to achieve the chance to work in Europe. On one hand, these individuals often demonstrate an extraordinary entrepreneurial spirit, determination, and willpower. On the other hand, the journey can leave them deeply traumatized, with a strong sense of unfairness rooted in their experiences. This trauma, coupled with limited trust in the host community, may increase their vulnerability to further illegal activities or even radicalization.

To address these issues, it is crucial to maintain safe and legal routes of migration, that enable people to come to Europe in a welcoming and supportive environment. These routes should recognize and harness migrants' entrepreneurial capacities, motivation, and readiness to work and integrate. Moreover, they should allow for flexibility, enabling migrants to travel back and forth without the fear of losing opportunities they have worked so hard—and often paid such a high price—to secure. This approach not only supports migrants but also fosters trust, stability, and mutual benefit between migrants and their host communities.

TIME OF STAY

ENABLING FACTORS FOR TALENTS TO THRIVE

Good employment is often not readily available to migrants upon arrival, prompting many to seek opportunities to establish their own businesses. Entrepreneurship becomes a pathway for migrants to achieve independence and self-sufficiency.

While the decision to settle permanently can be difficult and lengthy, people on the move often express their entrepreneurial competencies through small, temporary businesses or initial employment opportunities.

BARRIERS FOR TALENTS TO THRIVE

For **asylum seekers** and others awaiting regulatory status, access to the market to start or run a business is heavily restricted, limiting their path to economic independence.

Without a permanent address, basic tasks like opening a bank account are challenging, and access to loans or financial services is highly restricted.

A temporary mindset limits engagement and prevents individuals from fully utilizing their full potential while deciding whether to settle long-term.

In the case of limited and complicated legal systems, migrants are pushed to a grey zone and often feel afraid of non-compliance, without there being a clear path to proper documentation.

NON-WORKING MIGRANTS CAN THRIVE

Another group includes migrants forced to flee their home countries who seek asylum in Europe. This group comprises both those whose status is already regulated and those awaiting permission for legal stay.

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When we talk about ‘economic inclusion,’ it generally implies that individuals are able to function economically on their own or with minimal support. However, in the case of refugees, their stay is often supported by the state for a period. For some, achieving economic independence may take longer due to their unique experiences and challenges. In fact, there will always be groups of individuals—whether due to age, vulnerability, or other factors—for whom economic independence may never be fully achievable. It’s important to recognize and accept this reality, understanding that these individuals are still a valuable part of the refugee community.

WITOLD KLAUS

CO-PRESIDENT, MIGRATION CONSORTIUM | ASHOKA FELLOW

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CHANGEMAKING IN CIVIC PARTICIPATION

Migrants, like anyone in society, should thrive not only because of their economic contributions but as individuals with inherent potential and value. Ashoka envisions a world where **every person, regardless of background or identity, is a changemaker who contributes to the good of all**. Learning and developing changemaking skills is an essential part of life, enabling individuals to contribute meaningfully to society. These skills are often pivotal for both social and economic inclusion, benefiting the changemakers themselves and the communities they engage with.

In the context of changemaking, we have identified several key areas presenting both challenges and opportunities to enable migrant talent to thrive: self-perception, connection to the homeland, and local rights.

SELF-PERCEPTION

ENABLING FACTORS FOR CHANGEMAKING

Migration is an opportunity to develop and showcase **adaptability, creativity, entrepreneurship, resilience, and other highly valued competencies**, while making positive contributions to the new community.

The movement of people often fosters and amplifies changemaking within both the migrating community and the receiving society. As challenges are uncovered, new insights emerge from the interaction of previously unconnected elements and knowledge, driving innovation and growth.

BARRIERS FOR CHANGEMAKING

Migration can **lower self-esteem, lead to “de-classing”** in socio-economic terms, and create additional burdens on well-being, making the pursuit of changemaking more challenging.

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It's about ensuring that people are not only at the table but that they have a voice, are speaking, and are truly being heard.”

MEGHANN ORMOND

ASSOCIATE PROFESSOR AT WAGENINGEN UNIVERSITY

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CONNECTION TO THE HOMELAND

ENABLING FACTORS FOR CHANGEMAKING

Members of migrant communities often serve as door-openers for the flow of ideas, cultural concepts, and products. They are often the first to arrive, paving the way and creating safer routes for family members to follow.

Through remittances, migrants support family budgets and contribute to their home country economies. For war refugees, the ability to provide financial support to those who remain behind is a powerful act of resilience.

BARRIERS FOR CHANGEMAKING

The connection to one's homeland evolves over time, particularly across the first, second, and third generations of migrants. For those who migrated as children, maintaining ties to their roots and the culture of their country of origin can sometimes become a burden or a source of cultural conflict.

LOCAL RIGHTS

Local legal arrangements play a crucial role in ensuring that every individual has the opportunity to develop and thrive for the benefit of all.

ENABLING FACTORS FOR CHANGEMAKING

One solution that fosters a sense of belonging is granting **partial voting rights**, allowing migrants who have settled in the community to **vote in local elections and run for office**. This enables them to represent, be heard, and amplify the voices of other migrants. (Source: Interview with Miroslava Keryk).

BARRIERS FOR CHANGEMAKING

To become a changemaker in a new community, a person with migration experience often needs to first go through a period of settling down, organizing their life, finding friends, and securing basic needs. When individuals lack clarity about their legal status and are constantly worried about employment, the legality of their stay, permissions, or managing their home budget, it becomes incredibly difficult for them to engage in addressing social problems. They must first resolve their own challenges before contributing to broader societal issues.

A lack of representation and voice in local democratic bodies limits migrants' ability to advocate for their needs and contribute to community decision-making.

CROSS-CUTTING ISSUES

NARRATIVES

The local community, where business, employment, and education are all interconnected, is primarily a group of people who interact, share the same space, and often pursue common goals. Full inclusion cannot be achieved if a person is merely employed in a local business or institution. It won't happen if minors attend school but never make friends on the local playground. Likewise, inclusion is incomplete if the business of a person with migration experience only serves their own ethnic group. True inclusion is not purely economic—it is socio-economic.

This means we must invest in nurturing the talents of people on the move, empowering them to become changemakers within their communities. A crucial step toward achieving social inclusion is shifting the narrative, which is currently predominantly negative, toward a more positive and inclusive view of migrants.

ENABLING FACTORS FOR CHANGEMAKING

People on the move actively contribute to **reshaping their new communities**. Ashoka's paradigm shifts are grounded in evidence, demonstrating that people on the move not only bring value to their communities but also inspire these communities to become more welcoming, inclusive, diverse, and equitable.

Communities that recognize their own diversity, shaped by the shared experience of migration, are more welcoming to all identities, including gender, physical and mental abilities, neurodiversity, religion, and more.

In the case of refugees, there have been many voices advocating for a **"payback" for the aid received**, particularly among Ukrainians. This approach was evident during the recent floods in South-West Poland, where migrant-led aid initiatives stood at the forefront, working side by side with the host community.

BARRIERS FOR CHANGEMAKING

Stereotypes and polarization **reinforce exclusion** and often **silence the voices** of migrants, preventing them from sharing their experiences and perspectives.

(Source: <https://helloworld.ashoka.org/people-move>)

The wicked loop between employment and economic status often pushes people with migration experience into the role of social care recipients, rather than empowering them to become entrepreneurial self-advocates.

Non-profit engagement, **volunteering, activism**, or running one's own Civic Society Organization is not part of daily life for many Europeans. For both host communities and migrants, additional social engagement is often seen as a **privilege** that comes after meeting basic needs. Work in NGOs is frequently **not considered sufficient** to meet the financial needs of a family that is focused on settling down.

Refugees are often viewed as objects of pity.

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Undoubtedly, over the past years, we have neglected to work with European societies to eradicate racism—a problem that has persisted and grown increasingly visible over the last decade. Today, racist language and various forms of discriminatory narratives have become more acceptable in public discourse, reflecting an issue that we, collectively, have allowed to escalate.

WITOLD KLAUS

CO-PRESIDENT, MIGRATION CONSORTIUM | ASHOKA FELLOW

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WELL-BEING

Another significant barrier affecting education, employment, and entrepreneurship (both for-profit and social) is the psychosocial well-being of migrants, including the trauma they have experienced. There is a significant gap in access to affordable psychological support. In many places, this is not only an issue for people on the move; host communities also face psychological health crises, such as the impact of COVID-19 on youth mental health. (Source: *Interview with Anne Kjaer*).

LEGAL FRAMEWORKS

One of the root causes of many challenges related to social and economic inclusion is the legal framework governing legality of stay, education, employment, and entrepreneurship. According to observations in Polish schools (source: *Ocalenie Foundation, unpublished*), parents' attitudes toward the length, stability, or temporariness of their stay greatly influence their approach to schooling and investment in their children's education. Legal frameworks that encourage school enrollment have less impact. A lack of clarity about one's legal status affects all aspects of life, including psychosocial well-being, the willingness to learn the local language, and the ability to build and maintain social ties.

LANGUAGE AS A BARRIER

One of the overarching barriers to the successful development and prosperity of migrant talent is the language barrier. It is a technical challenge that significantly limits opportunities in education, employment, activism, and business ownership. The lack of a common language in which a person can express themselves creates a wall of misunderstanding with no clear path forward. This is why, for a long time, migrant children were perceived as less intelligent. Newcomers often start small businesses, such as cooking and serving their own cuisine in small bars, because these ventures require fewer words. Similarly, employees may fail to recognize the experience and talent of individuals for senior positions if they are less outspoken.

NOTES TO OPEN THE DISCUSSION

Every person, whether a migrant or local, regardless of background or identity, should have the opportunity to thrive and use their talents for the good of all—whether through social engagement, running a responsible business, or working in one. Additionally, everyone should have access to schools and learning experiences that foster the development of these talents and changemaker skills, with empathy being the foundational quality.

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The term 'migrant' can also perpetuate harm by creating distinctions where none may exist. By reinforcing the 'migrant' category, we risk overlooking the nuanced realities of privilege, language, neurodiversity, gender, and other intersectional aspects. Instead, by designing programs and initiatives that embrace these diversities and unite people based on shared experiences and strengths, rather than dividing them into 'migrant' and 'non-migrant' categories, we can foster greater inclusion and equity.

MEGHANN ORMOND

ASSOCIATE PROFESSOR AT WAGENINGEN UNIVERSITY

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While the interviews conducted by the Ashoka Hello World Team focused on people on the move, the barriers and opportunities for social and economic inclusion may be universal across different identity groups. The effort to change narratives about migration is part of our shared journey toward equity, inclusion, and belonging, where everyone has the opportunity to prosper and act as a changemaker at some point in their life.

THANKS

This paper was made possible thanks to a wide cohort of interviewees who generously shared their time and wisdom with the **Hello Accelerator team** in 2024.

We would also like to express our gratitude to **IKEA Social Entrepreneurship** for joining Hello Accelerator as a strategic partner. Together, we are catalyzing environments where migrant talent can thrive through meaningful work, contributing to the prosperity of all.

Visit Hello Accelerator Website: <https://helloaccelerator.ashoka.org/>

Explore Ashoka's work around migration: [Hello Europe](#) & [Hola America](#)

ACKNOWLEDGEMENTS

About Hello Accelerator

<https://helloaccelerator.ashoka.org/>



Hello Accelerator is a global platform designed to accelerate impact in the field of migration by bringing together diverse stakeholders to co-create innovative solutions. Founded by Ashoka's Hello World initiative, the accelerator focuses on addressing the challenges faced by people on the move and aims to create systemic change through multi-stakeholder collaborations.

About Hello World

<https://helloworld.ashoka.org>



Since 2015, Ashoka's Hello World initiative has been activating changemaking in the field of migration around the world, starting in Europe and Latin America and spreading globally. We work with changemakers, social innovators, policy makers, opinion leaders and other key partners to change the way we think and act on global migration. With over eight years of experience in analyzing trends and collaborating with key experts and decision-makers in the field, we are building a system of solutions and changemakers for migration, influencing policy and shaping narratives.

About Ashoka

www.ashoka.org



Ashoka is the largest global network of leading social entrepreneurs—individuals with new ideas to systemically address the world's biggest challenges and the entrepreneurial skill to transform those ideas into national, regional, and global social impact. For more than 40 years, Ashoka has supported nearly 4,000 social entrepreneurs in more than 90 countries with solutions addressing society's most pressing issues. Ashoka's vision is a world in which Everyone is a Changemaker—a society that responds quickly and effectively to challenges, and where each individual has the freedom, confidence and societal support to address any social problem.

About IKEA Social Entrepreneurship

<https://www.ikeasocialentrepreneurship.org>



IKEA Social Entrepreneurship partners with innovative organizations to create inclusive economic opportunities for marginalized communities. By supporting social enterprises that empower people through skill development, job creation, and entrepreneurship, IKEA Social Entrepreneurship aims to drive positive social change and foster sustainable livelihoods globally.