

GENERATION1.CA

MOVERS AND ARRIVERS

FRONTIER INNOVATIONS WITH GENERATION1.CA'S IMMIGRANT NATIONS

Why global post-digital talent is the next infrastructural advantage

Presented by: Arundati Dandapani, CEO and Founder, Generation1.ca

WHAT'S YOUR
NEXT TRILLION
DOLLAR
ADVANTAGE?



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HUMAN TALENT PARADOX

More valuable than AI, less valued than AI



WHAT IS GLOBAL POST DIGITAL TALENT?

1. Multilingual
2. AI-adaptive
3. Navigators
4. Credential translators
5. Global-local operators



TOP TAKEAWAYS? KEEP
THINKING CRITICALLY!



A NEW SKILLS
INFRASTRUCTURE
IS EMERGING

Education ↔ Work ↔ Community
(collapsing boundaries)

HOW TALENT BECOMES INFRASTRUCTURE



See it



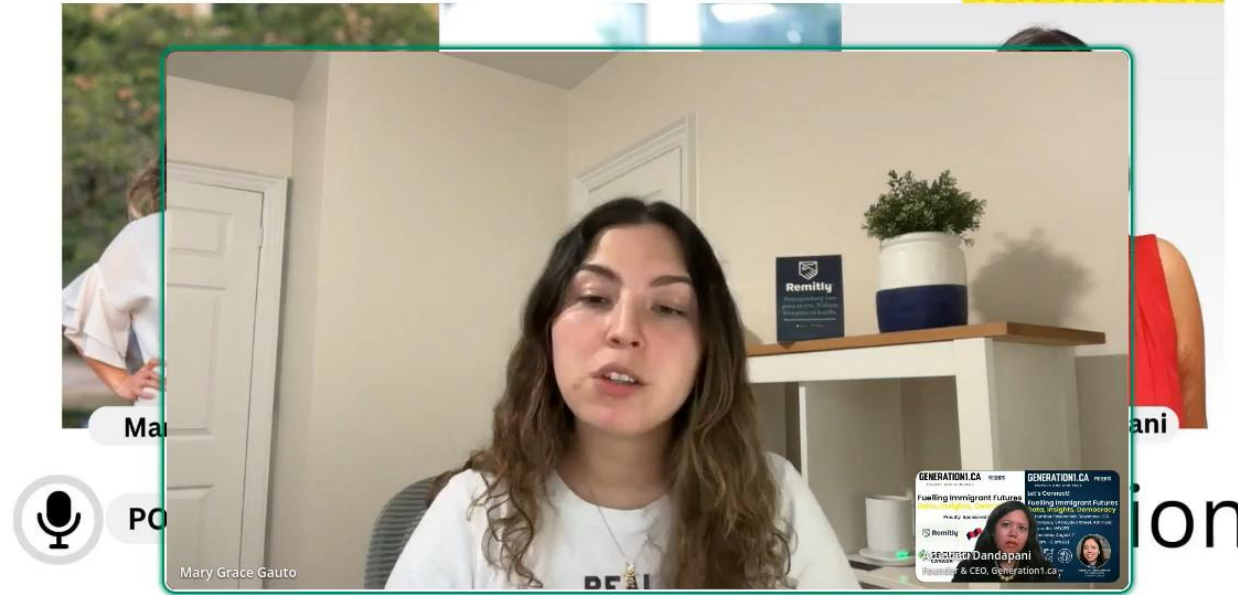
Translate it



Deploy it



When Institutions do all 3, talent
becomes infrastructure



WHAT INDUSTRY PARTNERS ARE TELLING US

- Immigrant communities are trust networks
- Traditional outreach misses them
- Community partners close the gap
- Innovation improves when immigrant experiences shape products and services that benefit them.

SIGNALS FROM OUR GLOBAL INDUSTRY SKILLS STUDY (GISS)

- AI preparedness ↑ retention
- Bias experiences ↑ churn

LOGISTIC REGRESSION: EXCLUSION PREDICTS IMMIGRANT EXIT

Barriers to Immigrant Retention	Drivers of Immigrant Retention
Experienced bias & discrimination ↓ Only statistically significant <i>negative</i> predictor of staying based on a logistic regression. Holds across all datasets original (n= 156) and 3X boosted with synthetic augmentation modelled on census microdata (n=464). Overwhelms effects of job status, education, and visa type.	Future-oriented digital skills readiness (AI) ↑ Strong positive predictor of staying. Immigrants confident in AI, tech and evolving labour markets plan long-term futures in North America.
Social exclusion + negative experience (harm)	Social inclusion + economic opportunity

WHY THIS
MATTERS FOR
THE INSIGHTS
INDUSTRY?

Who gets sampled

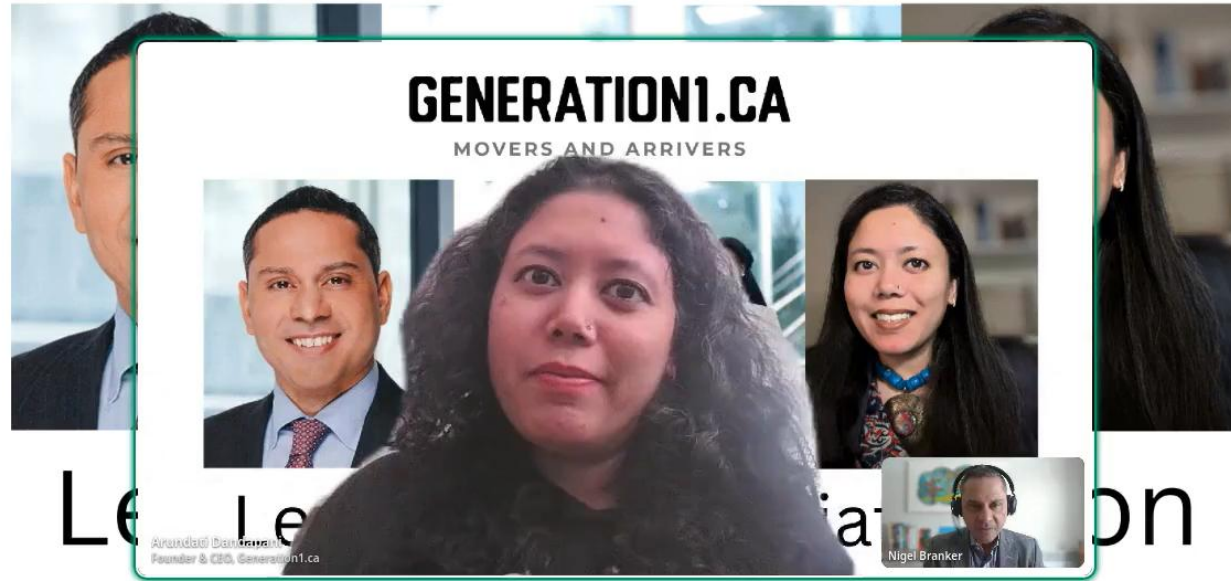
Who gets modeled

Who gets predicted

Who gets designed for

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IMMIGRANTS ARE
A LONG-TERM
INFRASTRUCTURE
REALITY

Global talent infrastructure works when

- institutions listen long-term
- design with lived experience and
- treat immigrants as both workforce and market—not outreach segments.

INCLUSION BY DESIGN = DATA QUALITY BY DESIGN!

1. Design for who is missing. Not just who is easy to reach.
2. Test AI outputs across communities. Not just averages.
3. Treat representation as infrastructure. Not outreach.



GOVERNANCE MAKES TALENT INFRASTRUCTURE USABLE

Infrastructure only works when it can be trusted

- Privacy protects participation
- Transparency protects interpretation
- Governance protects decision quality



STRATEGIC MOVES FOR INSIGHT LEADERS

- Build inclusion into infrastructure
- Move beyond convenience samples
- Activate global talent as insight capacity



**YOUR TRILLION
DOLLAR
ADVANTAGE IS
ALREADY HERE!**

It is Multicultural. Multilingual. Mobile. Post-digital. The question is no longer whether organizations can find talent. The question is whether our research systems are ready to recognize it.

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**THANK YOU!
LET'S CONNECT?**



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