

LinkedIn Global Impact

Marriott
INTERNATIONAL

Marriott makes a positive, sustainable impact by hiring refugees.

As a global, transformational leader in diversity, equity, and inclusion, Marriott International’s goal is to provide opportunities that help ensure every person who walks through their doors feels like they belong. This includes connecting to and hiring people from underrepresented groups like refugees, who have historically faced barriers to education, training, and employment.

“Following the Afghan refugee crisis, Marriott embarked on a journey to actively support refugees by providing pathways into a career in hospitality. In 2022, we initiated a program designed to support refugee recruitment in the United States,” shared Ty Breland, EVP and CHRO, Marriott International. “Through this initiative, we’ve welcomed hundreds of highly motivated, skilled, and resilient individuals into Marriott, not only enriching our workforce but also making a positive impact on the lives of these individuals and in the communities where we do business.”

#WelcomeRefugeesIn

In partnership with global companies and nonprofits, LinkedIn is celebrating the talent, skills and unique experience refugees bring to the workplace. Explore resources and connect with a local organization that can help you find and recruit refugee candidates.

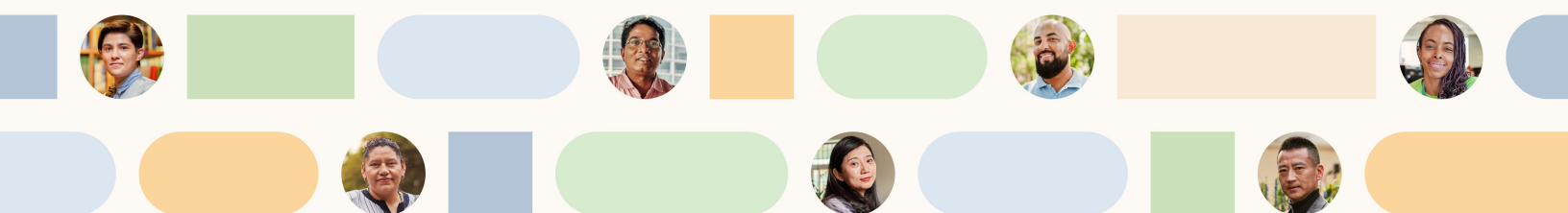
[Learn more](#) →

1,500+

Number of refugees
Marriott is committed to
hiring in the US by 2025

650+

Ukrainian refugees hired
by Marriott in Europe in
response to the
humanitarian crisis



Challenge: The need for structured resources and an expanded hiring program



Marriott has a history of supporting and hiring refugees around the world. Because of their longstanding partnerships with nonprofits and engagement in this area, they had a strong foundation to build from. But the company needed to find a solution to continue:

- Expanding their hiring program to include structure and resources tailored toward refugees
- Building relationships with local refugee communities
- Proactively marketing career opportunities among those communities

Solution: A supportive and inclusive experience for refugees



Marriott connected HR leaders from local hotels — in areas where Marriott was actively hiring and that had high refugee populations — with refugee resettlement agencies. Through these connections, they were able to:

- Share job openings, assist in the application process, and discuss ways to improve the process with best practices
- Develop a how-to guide for applicants, and a refugee recruitment and onboarding guide for hotels that respects and celebrates different cultures
- Help hotels bring this to life in their own way, with some offering on-site translators, prayer rooms, and help with public transportation

Results: Scaling Marriott's refugee hiring program



By developing relationships and connecting prospective applicants with career opportunities in the hotel industry, Marriott left a lasting impact on local communities and families. They also gathered best practices from HR leaders to scale their refugee hiring efforts. Through this process, they found refugees to be valuable employees and were able to recruit other members of their communities as well.

Marriott has received positive feedback from associates who are proud to work for a company that prioritizes this global issue — many of whom want to find out how to get involved.



Discover resources on finding and hiring refugees.

Get insights and connect with a local organization to access and recruit skilled refugee candidates. [Learn more →](#)