



Employment Resources and Strategies for Trafficking Survivors

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Employment Resources



Your facilitator: Daniel Sturm is Special Projects Manager at Migration and Refugee Services, United States Conference of Catholic Bishops. From 2007-10 he was a Staff Consultant for *RefugeeWorks*, the National Center for Refugee Employment and Self-Sufficiency. Originally from Germany, since moving to the United States, Mr. Sturm has worked as a reporter, professor and social justice advocate.



Employment Resources and Strategies for Trafficking Survivors

→ 5 Tips

1. Assessing a Client's Occupational Niche
2. Assessing Eligibility for Employment Services
3. Utilizing Community Partnerships
4. Careers without English Fluency
5. Job Search Resources



Tip No. 1: **Assessing a Client's Best Occupational Niche**



- **Thoroughly review** your clients' past job experience.
- Ask what type of **employment they would like.**
- Avoid placing victims of trafficking in **jobs prone to exploitation**, including:
 - housekeeping jobs
 - restaurant jobs
 - agricultural jobs



Tip No. 2: **Assessing Eligibility for Employment Services**

Question: Is a trafficking victim eligible for any special services or benefits?

Answer:

Once a victim has been certified, he or she is eligible for the same services as a refugee.

A victim under the age of 18 is eligible for certain benefits without the requirement of certification.



Which Services are Available?

Question: What type of services are available?

Answer:

Employment services such as **English language training and job preparation are available to trafficking victims for up to one year**, and continue if a T visa application or request for continued presence is filed.

Victims who are certified for federal benefits **can get Refugee Social Services for up to 5 years.**



Enroll Clients in ORR's Matching Grant program

- **The Voluntary Agency Matching Grant (MG) Program** is an alternative to public assistance, designed to enable participants to become self-sufficient within 4-6 months.
- In 2009, the **program achieved 67% self sufficiency** for 28,444 participants, with a maximum of \$2,200 per client.
- Current funding for the Matching Grant Program is **\$97,963,800.**
- **Directory of Matching Grant Program Sites by State:**
→ <http://www.acf.hhs.gov/programs/orr/programs/mgpss.htm>

Source: ORR

http://www.acf.hhs.gov/programs/orr/programs/match_grant_prg.htm



Refer Clients to Other Federal Employment Programs

- **Victims of Trafficking are also eligible to receive employment services** funded by the following programs:
 - The Refugee Social Service (RSS)
 - Targeted Assistance Formula Grant (TAG)



Source: ORR

http://www.acf.hhs.gov/programs/orr/resources/synthesis_of_finding4.htm



Tip No. 3: Utilizing Community Partnerships



1. Refer clients to the local refugee agency's employment services program.
2. Working with temp agencies.
 - In 2009, IRC-Atlanta landed a large, two-year contract with a **staffing group**. It hired 60 clients to fill its entire work lines (benefits immediately).
 - **Catholic Charities in Harford, Conn.** formed a similarly good relationship with a temp agency. The temp agency's owner is a parishioner.
3. Connect clients with community groups
Tapping into multiple community resources will help them find work.



Tip No. 4: Careers without English fluency



- Employers in **the natural food industry**, such as Whole Foods hire refugee clients with lower English fluency levels, because they have a good work ethic and sometimes special culinary skills.
- **Elder care attendants** have a brief training period before qualifying for work in hospitals, nursing homes, and private residences. English fluency is often not required.

Source: *RefugeeWorks*, “Social Networking/Peer Mentoring”
Newsletter #26, 2008

http://www.refugeeworks.org/downloads/rwnews_26.pdf



Tip No. 4: Typical Careers without English

Positions

1. Warehouse stocker/loader/packer
2. Machine operator
3. Cashier
4. Gas station clerk
5. Technicians
6. Certified nursing assistant
7. Laundry worker
8. Receptionist
9. Driver
10. Maintenance
11. Security guards
12. Auto mechanics
13. Housekeeping
14. Childcare
15. Restaurant server



Job Fields

Manufacturing
Service
Health Care
Social Service
Hospitality



Tip No. 4: Recommend Volunteering

- Having an **updated résumé** with recent U.S. work experience is critical.
- **Some internships lead to full-time positions**, and all look good on a résumé.
- **Refugee agencies are a perfect place to start** volunteering, to get a foot in the door.



Tip No. 5:

Job Search Resources

CareerOneStop's Acinet Website

Acinet is a U.S. Department of Labor-sponsored Web site that offers career resources and workforce information to job seekers, students, businesses, and workforce professionals to foster talent development in a global economy.

<http://www.acinet.org>

Craigslist

Craigslist is a centralized network of online communities, featuring free online classified advertisements – with sections devoted to jobs, housing, personals, for sale, services, community, gigs, résumés, and discussion forums.

<http://www.craigslist.org>

Idealist.org

Idealist has nonprofit and other job listings. Sign up for email alerts.

<http://www.Idealist.org>

Indeed.com

Indeed.com is a search engine for jobs, allowing job seekers to find jobs posted on thousands of company career sites and job boards.

<http://www.indeed.com>

JuJu.com

This search engine provides quick access to jobs on thousands of employer websites and Internet job boards.

Job Resources by Specific Industries

Quintessential Careers provides links to hundreds of the best industry-specific job sites.

<http://www.job-hunt.org>

Monster.com

Monster is the largest job search engine in the world, with more than 63 million job seekers per month.

<http://www.monster.com>



Employment Resources and Strategies for Trafficking Survivors: Further Reading

Finding Work in Hard Times (RefugeeWorks)

http://www.refugeeworks.org/downloads/rwnews_29.pdf

How to Get a Free Education (e-How)

http://www.ehow.com/how_4732638_free-education.html

Job Development Essentials: A Guide for Job Developers, Second Edition (Public/Private Ventures)

http://www.ppv.org/ppv/publications/assets/144_publication.pdf

Job Developers (RefugeeWorks)

http://www.refugeeworks.org/downloads/rwnews_31.pdf

National Conference on Refugee Professional Recertification Networking Site (RefugeeWorks)

<http://recertification.ning.com>

Professional Licensing and Certification in the U.S. (World Education Services)

<http://www.wes.org/info/licensing.asp>

Picture This! Financial Curriculum for Adults with Limited Literacy (ISED)

<http://www.ised.us/ised-general-blog/picture-financial-literacy-kit-now-available>

Tackling Development During a Recession: Ten Points of Advice (RefugeeWorks)

<http://www.refugeeworks.org/downloads/recession.pdf>

What To Expect Your First Year in the U.S.: An orientation document for Iraqi professionals (Upwardly Global)

http://www.upwardlyglobal.org/downloads/Iraqi_Orientation.pdf



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