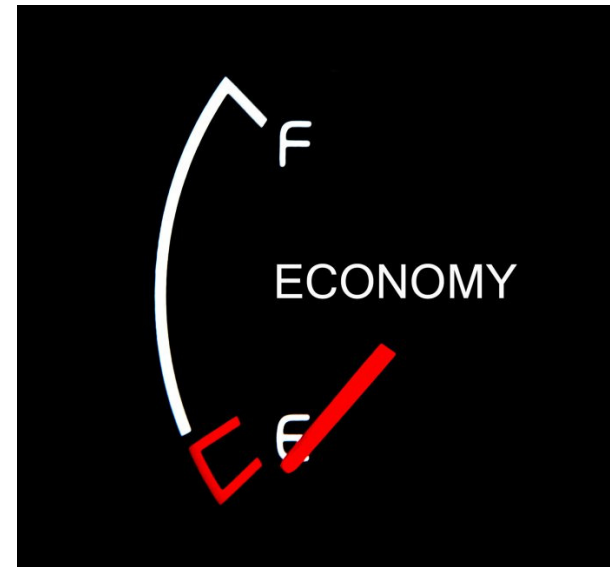


REFUGEEWORKS

THE NATIONAL CENTER FOR REFUGEE
EMPLOYMENT AND SELF-SUFFICIENCY



Tackling Job Development in a Difficult Economy



Tackling Job Development in a Difficult Economy

A RefugeeWorks Presentation

Creative Strategies for Agencies and Employment Specialists → 10 Tips



1. Finding Hidden Jobs
2. Industry Analysis
3. Alternative Career Paths
4. Partnerships
5. Networking
6. Careers Without English
7. Networking
8. Marketing
9. Education
10. Free Resources

As a first rule of thumb...
Think Positive!



To simply say "there are no jobs" is to dig one's own grave. Job development for refugees has never been easy, and the economic decline did not start yesterday.

Tip No. 1: Find Hidden Jobs



- **Eighty percent of jobs go unadvertised.**
- **Hidden jobs include those that match skills your client may not have told you about, which are uncovered through a **complete assessment of work history and life accomplishments.****

RefugeeWorks “Hidden Jobs” Newsletter #27, 2008
<http://www.refugeeworks.org/about/publications.html>

Smart Geographic Searches



You can refine your hunt for hidden jobs using geographic searches

RefugeeWorks "Hidden Jobs"
Newsletter #27, 2008

Labor Market Analysis



A majority of dairy workers in NYC are illegal immigrants (Cornell University Study).

Additionally, raids and H2A visa reductions have led to employee shortages.

- **Target dairy, meat-packing and food processing associations, and present at their meetings.**
- **By doing this, the IRC in Boise-Idaho placed 30-50 clients in these career fields, and received many more job leads.**

RefugeeWorks "Recession" Newsletter #29, 2009 (in press)

Tip No. 2: Look for Emerging Industries



The Obama administration has announced plans to create **five million green-collar jobs in the coming decade**, making this an interesting area of growth for refugee employment specialists.

The diversity of this job sector mirrors the varied skill backgrounds of refugee and asylee clients.

<http://www.greenforall.org>

http://www.refugeeworks.org/downloads/rwnews_28.pdf

("Green Jobs")

Green Jobs Guidebook

Green Jobs Guidebook

Employment Opportunities in the New Clean Economy

SOLAR • WATER • WIND • GREEN BUILDING • ALTERNATIVE FUELS



• Employment Year 2008/2009 •

• Exclusive Career Opportunities •

• Hundreds of Jobs Profiled •

- Profiles more than 200 green jobs.
- Provides details on 45 job types for people with only a high school diploma, many paying more than \$25.00/hour
- Has a listing of green job apprenticeship programs
- Has information on 260 community college green job programs.

Green Jobs Guidebook (Environmental Defense Fund, 2008)

<http://www.edf.org/article.cfm?contentID=8466>

Look for Emerging Industries



What skilled or professional backgrounds are in demand?

- The prospects for refugees seeking employment in health care aren't bad at all. Nationally, **nearly 1 million nurses** will be in demand by the year 2010.
- Home-Care Aide is the second-fastest growing occupation, and is expected to **increase >50% by 2016.**

RefugeeWorks "Healthcare Hotspots" Newsletter #25, 2008

Tip No. 3:

Identify Alternative Careerpaths



Many foreign-trained professionals find non-credentialed entry points into their fields through alternative career paths.

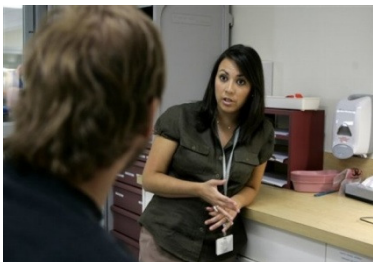
RefugeeWorks "Healthcare Hotspots" Newsletter #25, 2008

Example:

Alternative Healthcare Careers



- ***Patient relations case coordinator:*** Hospitals with many international patients have a case coordinator for international visitors and their families.
- ***Medical interpreter:*** Some hospitals require applicants to go through 40-72 hours of training for this position (in some parts of the country this isn't required).
- ***Medical researcher:*** Because of their medical credentials, research hospitals welcome foreign-trained physicians applications for research positions.



Example: Healthcare Careers



Stimulus Funds Help Clients Enter Nursing School

- In Phoenix, Arizona, VOLAGs formed the [Employment Working Group](#) in partnership with a local children's hospital, the city of Phoenix, and a community college.
- The group has been able to access [stimulus money to enroll refugees into a Certified Nursing Assistant program](#).
- After completing the course, [clients receive certification as well as one year of job placement services](#).
- The group is working to organize similar trainings in the following fields: [Caregiver](#), [Phlebotomy](#), and [Pharmacy Tech](#).

Source: *RefugeeWorks* "Recession" Newsletter #29, 2009 (in press)
Contact: E-mail: Rachel.Gast@theIRC.org

Tip No. 4: Form Partnerships With Other Organizations

1. Working with Temp Agencies

- The IRC-Atlanta used to work only with employers who hire independently, but the **poor economy forced it to change tactics.**
- Recently, IRC landed a large, two-year contract with a **staffing group.** It hired 60 clients to fill its entire work lines. Adding to this success was learning that this group offers benefits immediately.



Source: *RefugeeWorks* "Recession" Newsletter #29, 2009 (in press)
Contact: E-mail: Rachel.Gast@theIRC.org

Tip No. 4: Form Partnerships with other Organizations

2. Enlisting Volunteer Job Developers

- Connect you clients with other nonprofits; **Tapping into multiple community resources** will help them find work.
- **The List Project**, serving Iraqi refugees, has 45 local chapters.
- TLP volunteers are engineers, doctors, teachers and other professionals (ideally suited to serve as **peer mentors**).

Featured Groups



[The Chicagoland List Project](#)
28 members



[TLP - Dallas/Fort Worth](#)
13 members



[The List Project - New York](#)
79 members



[TLP San Francisco Bay Area](#)
12 members



[The List Project D.C.](#)
87 members

Source: <http://netroots.thelistproject.org/groups/group/list>

Tip No. 5: Increase Networking Options



- Help your clients set up online profiles (LinkedIn, WordPress)
- Wordpress.com offers free web space.
- Improve professional networking and assist clients in finding peer mentors.
- Cosponsor an international networking event similar to the model piloted at the **Baltimore Resettlement Center**.
- *RefugeeWorks* “Social Networking/Peer Mentoring” Newsletter #26, 2008

Networking Results

More than 30 U.S. professionals and 34 refugees attended the networking event, where 26 organizations were represented.

- Berlitz Language Center hired one refugee professional immediately.
- Johns Hopkins University also hired one refugee professional on the spot.
- Johns Hopkins University interviewed three refugee professionals for positions.
- Advanced Language Systems International hired a refugee professional and plans to hire four more.
- Bayview Medical Center is hosting a breakfast at the hospital for refugee medical professionals.
- Three regional professionals agreed to mentor refugee peers they met at the networking event.

Tip No. 6: Identify Careers That Don't Require English



- Identify employers in **the natural food industry**, such as Whole Foods, who hire refugee clients with lower levels of English.
- Nursing takes many years of study, but the elderly still need basic care. **Elder care attendants** undertake short courses and work in hospitals, nursing homes, and private residences.

RefugeeWorks "Social Networking/Peer Mentoring"
Newsletter #26, 2008

Tip No. 7: Help Refugees Improve Résumés

- Help clients **improve résumés** and adjust to U.S. standards, to make them more marketable.
- Help your professional clients set up **online profiles**, as employers increasingly conduct online searches of candidate profiles.

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

<http://www.quintcareers.com/resres.html>

Summary of Skills:

- *22 years of banking experience particularly in sales and marketing and branch operations*
- *Extensive experience in building and maintaining client relationships*
- *Proven success in training and managing retail bank staff*
- *Fluent in English and Arabic; Proficiency in Microsoft Word and Excel*

Tip No. 8: Capitalize on the Benefits of Hiring Refugees

Stress the qualifications of refugee job seekers and how they can meet current business needs.



RefugeeWorks Fact Sheets on Marketing and Communication
http://www.refugeeworks.org/service_providers/marketing_communication.html



Benefits of Hiring Refugees

1. Refugees have **permanent work authorization**.
2. Refugees have **higher retention rates**, which can save thousands of dollars in hiring costs (it's helpful if you can quote the one-year retention rate for your office).
3. Refugees are **hard-working, resilient individuals** who want an opportunity to prove themselves.
4. Many refugees **qualify for the Federal Work Opportunity Tax Credit**.
5. Refugees have their **agency behind them** to help with training, paperwork etc.

<http://whyhirearefugee.org>

Benefits of Hiring Refugees



Tip No. 9: Encourage Clients to Pursue an Education



Historically, higher education enrollment has always gone up in hard times.

- **Work harder to form partnerships with community colleges and to seek funding for refugee scholarships.**

The Vital Role of Community Colleges in the Education and Integration of Immigrants (Grantmakers Concerned with Immigrants and Refugees, 2008); U.S. Pell Grant

http://www.gcir.org/system/files/GCIR_ComCollege_web.pdf

Tip No. 10: Show Clients How to Utilize Free Resources



HANDY tools

Access FREE Resources

Helping your clients access free services will enable them to make connections in their neighborhoods and acquire resources they otherwise couldn't afford.

- The **Freecycle Network** is made up of 4,688 groups (with 6,5 million people) across the globe, who give and receive usable surplus goods in their communities.
- **FreeBooks4Doctors!** is dedicated to the promotion of free access to medical books over the Internet.
<http://freebooks4doctors.com>
<http://www.freecycle.org>
<http://www.barteryourservices.com>

Resources:

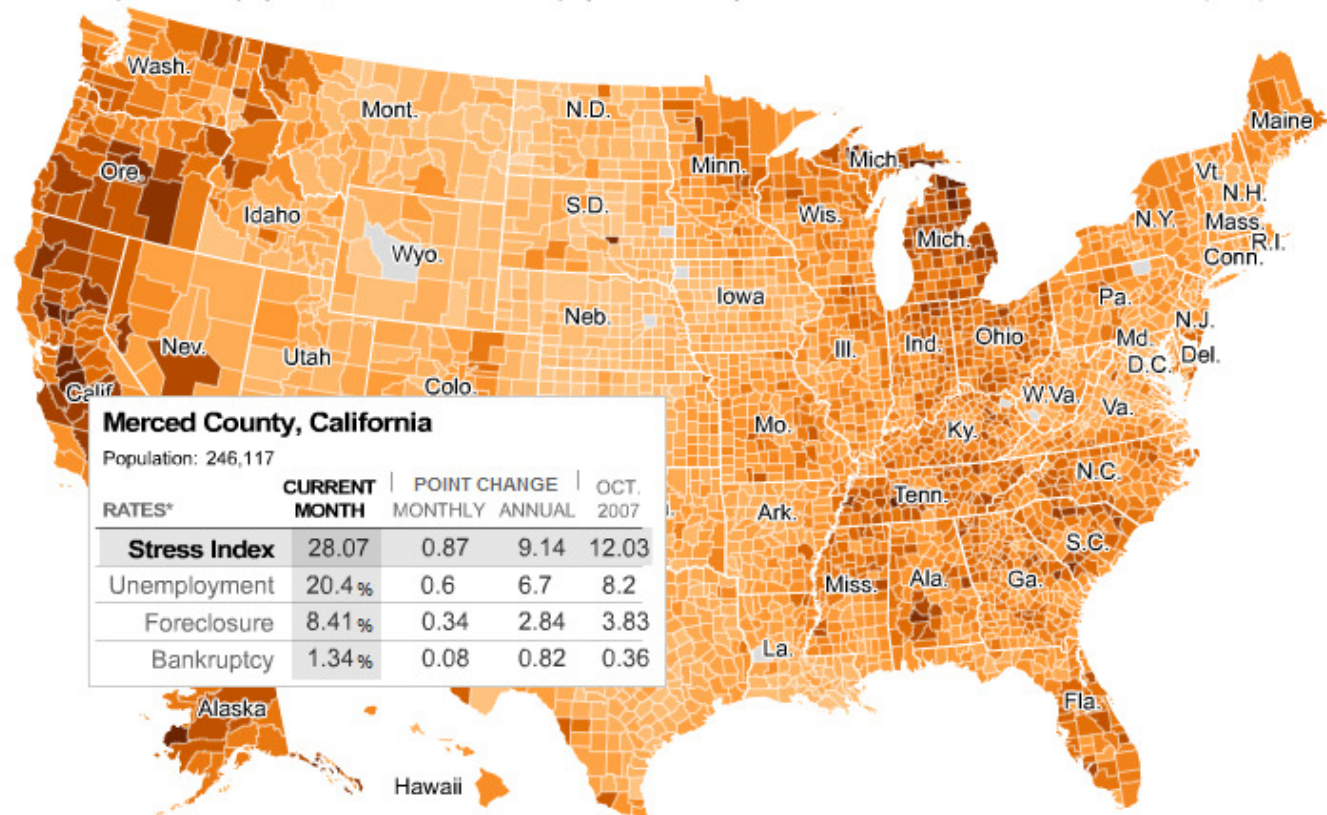
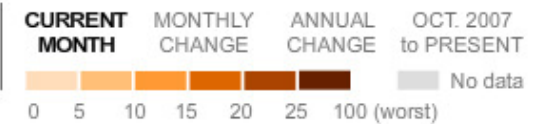
Economic Stress Index

AP Economic Stress Index: Measuring financial strain by county

Stress Index | Unemployment | Foreclosure | Bankruptcy | People

Economic Stress Index: March 2009

Combined impact of unemployment, foreclosures and bankruptcy on each county



Merced County, California				
Population: 246,117				
RATES*	CURRENT MONTH	POINT CHANGE		OCT. 2007
		MONTHLY	ANNUAL	2007
Stress Index	28.07	0.87	9.14	12.03
Unemployment	20.4%	0.6	6.7	8.2
Foreclosure	8.41%	0.34	2.84	3.83
Bankruptcy	1.34%	0.08	0.82	0.36

Source: AP
www.tinyurl.com/pqatht

Resources:

RefugeeWorks Newsletter



Source:
www.refugeeworks.org/about/publications.html



REFUGEEWORKS

THE NATIONAL CENTER FOR REFUGEE
EMPLOYMENT AND SELF-SUFFICIENCY

Daniel Sturm

RefugeeWorks

Staff Consultant & Managing Editor

700 Light Street

Baltimore, Maryland 21230

Phone 410/230-2758

Fax: 410/230-2859

E-mail: dsturm@refugeeworks.org

Web: www.refugeeworks.org

To sign up for the *RefugeeWorks* E-Newsletter, visit
your subscription page at:

<http://lists.lirs.org/mailman/listinfo/refugeeworks>