

REFUGEEWORKS

THE NATIONAL CENTER FOR REFUGEE EMPLOYMENT AND SELF-SUFFICIENCY

ISSUE 28 Jan/Feb/Mar 2009

HELPING REFUGEES FIND GREEN JOBS

By Daniel Sturm, *RefugeeWorks*

When I began preparing this *RefugeeWorks* issue on Green Jobs, I thought about how the green economy had changed Germany (my home country) in the past decade. Investments in renewable energy have literally transformed the country's landscape – from the giant windmills in the north to the barns rigged with solar panels in the south.



This winter, when news broke that German pharmaceutical industry billionaire Adolf Merckle had committed suicide, a friend who lives in Merckle's home town reflected on the impact of the billionaire's death. "The town is grieving," he said. "Yet it's not going to hurt us economically, since most of our jobs and tax revenues stem from the healthy solar industry." There were 249,300 renewable energy jobs in Germany in 2007, up from 160,500 in 2004.

The United States could see a similar economic surge. The American Solar Energy Society estimates that in 2006 alone renewable energy was responsible for \$970 billion in revenues and 8.5 million jobs. This figure is slated to grow exponentially

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Hello, everyone. The United States has a long history of creating innovative industries that become the backbone for employment for the country's growing and diverse population. In the early 20th century,

Henry Ford brought the automobile industry production to the forefront of the American economy. All the while, he created jobs overseas, hiring people from the Middle East and beyond to work on the assembly lines in Detroit, Michigan. In the late 20th century the technology industry boomed with the introduction of the personal computer. Silicon Valley became the hub of new and exciting

employment opportunities and brought new workers from around the United States, as well as far-off places such as India.

Now, in the early 21st century, America is looking toward another industrial revolution to provide jobs to an ailing economy – a green revolution. With President Obama's blessing, we will see these jobs come to fruition in the months and years to come. Like the industry giants that came before them, green jobs will need a diverse range of skill sets that refugees and asylees can provide. Look through the pages of our latest newsletter to see how you can *go green!*

Jonathan Lucus
RefugeeWorks



HELPING REFUGEES FIND GREEN JOBS <<1

following the Obama administration's commitment to reducing carbon emissions and making economy-wide improvements in energy efficiency. The new administration has announced plans to create five million green-collar jobs in the coming decade, making this a timely topic for refugee employment specialists. (The recently passed American Recovery Act includes \$500 million for green jobs training.)

Can refugees benefit from this new market given the employment obstacles they often face? "The green economy offers a place for everyone regardless of skill level," says Green for All Policy Associate Stacy Ho in the *Talking Point* interview on page 4 of this issue. "There's no reason to believe that refugees aren't fit for these jobs."

A case in point is the story of Thawng Hmung, a recent arrival from Burma who works for BP Solar in Frederick, Md., one of the largest solar manufacturers in the world. Many Burmese refugees from the area have found employment in entry-level positions as assistant technicians and machinists, according to Haile Kelbiso, an employment advocate at Lutheran Social Services in Silver Spring, Md. Under Haile's watch, two new residents from Burma secured jobs at BP Solar within four months of arriving in the United States. "Entry-level jobs at BP pay \$10.50 an hour," Haile said. "These are good jobs and they're not physically demanding." The Frederick plant currently employs 500 staff members who speak 39 languages.

The diversity of the green job sector mirrors the varied skill backgrounds of refugees and asylees. In her recent study, San Francisco State University urban studies professor, Raquel Pinderhughes, identified 22 sectors for green-collar work, ranging from bicycle repair and public transit to renewable energy generation and sustainable agriculture. Pinderhughes found that 85 percent of green business owners and managers thought it would be possible for workers with minimal job experience to get green jobs with their businesses, and that they'd be willing to hire low-income, job-ready workers.

Green jobs exist in a wide range of fields, including renewable energy, food production, parks and open space maintenance and green printing. Recycling, another type of green industry, can be very successful: in Germany, an estimated 1,000 recycling firms employ an average of 150 people each. This issue will highlight a number of these jobs, beginning with an article on the Massachusetts Green Industry Career Development program, which helps refugees find employment in farming, landscaping and horticulture (page 6). The U.S. Office of Refugee Resettlement's Refugee



Agricultural Partnership Program also supports refugee livelihoods in farming and the food sector.

Finally, we shouldn't forget the green jobs in the small-business sector. Of the nation's seven million businesses employing 100 or fewer workers, about 20 percent are small family businesses. These companies include family farms, furniture stores, ethnic grocery stores and restaurants, as well as small manufacturing businesses such as Rivanna Natural Designs (featured on page 3). And, as a recent New York Times feature story pointed out, small-business jobs are "resilient in hard times."

The trickle-down effect of the green economy is going to be immense. Cleveland-based Catholic Charities employment specialist Dennis Morgan believes that even though many of his clients are not "a clear fit for making wind turbine parts," they have a good chance at finding jobs in organic farming and food preparation. "Those are green jobs, too."

FOSTERING A GREEN EMPLOYER CONNECTION

By Daniel Sturm, *RefugeeWorks*

Getting to know Crystal Mario is a refugee employment specialist's dream. The founder of a small manufacturing business in Charlottesville, Va., Mario is passionate about green jobs. She is committed to hiring refugees and providing them with living wages and resources for becoming self-sufficient. "I started the company with the express purpose of promising jobs for refugees."

Her company, Rivanna Natural Designs, manufactures wooden plaques, desk sets and clocks made from sustainably harvested wood. Their glass award plaques are made from 100 percent post-consumer recycled glass. Currently, five out of 10 employees at Rivanna are former refugees. When I spoke with Mario, she had just hired another newcomer, who recently arrived from Afghanistan. Mario is proud to point out that she picks up the costs for her new hires' ESL classes while they are receiving regular wages. "This is the advantage of managing your own business," Mario points out. "You get to do what you want."

As a student in Canada, Mario volunteered for a refugee service program in college. After spending 15 successful years working in the software industry, she felt it was time to do something different with her life. She remembered fondly how her late father, Tony Mario, had hired a refugee from Vietnam to work at his industrial hardware company.

Before having even a business plan, Mario met with the International Rescue Committee's regional resettlement director, Susan Donovan, to discuss the workplace needs of IRC's refugee clients. Based on input from the IRC and months of research, she determined that the most viable business to support a largely non-English-speaking workforce would be a small manufacturing company. She chose wood products because certification standards for sustainable forestry were already well established.

In 2002, Rivanna hired Admir Hasanovic, a Bosnian refugee who had just arrived



in Charlottesville with his wife and daughter. "Admir is still with us today and continues to be our superhero in the woodshop," said Mario. In 2004, he and his family purchased their first home in the United States. The Hasanovics are U.S. citizens now. Mario emphasizes the inclusive atmosphere at the workplace, where friendship between co-workers exists and hierarchies are a no-no. All full-time employees earn more money than the city of Charlottesville's adopted living wage standard of \$11.44 per hour.

When asked about refugees' opportunities in the emerging green job sector, Mario said she was very optimistic. "I have given the concept of 'green jobs for refugees' some deep thought," she said. In addition to the often noted characteristics of refugees being hard-working self starters, Mario thinks they bring another qualification to the table for green-collar jobs. "The idea that products can be made of recycled materials is new to our culture. Refugees understand the value of waste."

During speaking engagements at conferences or business meetings, Crystal Mario said the feedback has been positive. "I found that people who are interested in the environment are also pretty thoughtful about people."



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TALKING POINT

GREEN ADVOCATES PUSH FOR AN INCLUSIVE ECONOMY

By Daniel Sturm, *RefugeeWorks*

Can the emerging green industry generate jobs for refugees? The Oakland, Calif.-based nonprofit, Green for All, believes it can. Green for All advocates for government commitment to job creation, training and entrepreneurial opportunities in the emerging green sector, especially for economically disadvantaged communities. *RefugeeWorks* recently spoke with Green for All's policy associate, Stacy Ho. A graduate of Yale University, Ho has worked as an environmental policy adviser to two New Jersey governors and as a pro bono attorney in San Francisco.

RefugeeWorks: Can you explain the concept of your organization, Green for All?

Ho: We are trying to accomplish eco-equity rather than eco-inequality, where only privileged people can live in green neighborhoods, work for green employers and buy green products. We are advocating for a type of green economy that benefits those who are left behind, with low incomes and barriers to employment. Refugees fit into this category.

RefugeeWorks: Really? Many people instantly equate the notion of "green" with "elite." How can refugees and asylees benefit from this new emerging industry?

Ho: The industry will certainly embrace people with professional skills. However, many green positions fall into the category of middle-skill jobs, requiring more education than high school but less than a four-year degree. Still others are perfect entry-level or transitional jobs, for urban residents looking for a pathway out of poverty. The green economy offers a place for everyone. There's no reason to believe refugees are not fit for this sector.



RefugeeWorks: Can the green-collar economy substitute for the blue-collar economy, which employed millions of people?

Ho: It's not going to happen overnight. When we're talking about green jobs, we're also talking about high-quality jobs, meaningful jobs. The main focus right now is to prepare people for the green economy, which means launching training programs and providing funding.

RefugeeWorks: The director of your organization, Van Jones, recently testified before Congress to propose a Clean Energy Corps to retrofit millions of buildings. How could refugees benefit from this initiative?

Ho: Weatherizing buildings is something we can do right now. It's a great way to launch the green economy, because we can tap into existing industries such as energy auditing and construction. It also doesn't cost much and the home owners can see their utility bills go down. The idea behind green job development isn't that entirely new skills are needed to retrofit buildings, prevent pollution or do energy audits. It's more about increasing demand for these jobs. This requires a public sector commitment to purchase green products from local providers, retrofit and install solar systems on public buildings and build storm-water systems with green roofs. (*Editor's note: The recently adopted stimulus bill includes funding for retrofitting government buildings.*)

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SPOTLIGHT: SELECTED GREEN JOB INITIATIVES

Green Jobs Corps Fights Poverty and Pollution

The Oakland Green Jobs Corps offers job training pathways to green careers for Oakland residents who face barriers to employment. The first three months of the program provide basic literacy, life skills and job readiness training, financial management, environmental awareness, and other specialized support services. Trainees then go through several rotations, learning vocational skills related to green-collar work in key sectors. Participants finish the program with six-month paid internships in renewable energy, energy efficiency and green construction projects.

Web: <http://www.ellabakercenter.org>

E-mail: ian@ellabakercenter.org

Green Housecleaning Cooperative



Women's Action to Gain Economic Security (WAGES) in San Francisco, Calif., has built three successful green housecleaning cooperatives that give hundreds of low-income

immigrant women the opportunity to become financially secure, gain business skills and lead healthier, fuller lives. By using a cooperative business model, WAGES helps women pool their skills and work together to succeed. As co-owners, the women increase their incomes substantially and help their families move out of poverty. WAGES is currently launching an ambitious effort to expand its co-op network throughout the San Francisco Bay Area, to involve 200 or more worker-owners by 2010.

Web: <http://www.wagescooperatives.org>

E-mail: wages@wagescooperatives.org

Refugee Farming Initiative

The New American Agriculture Project (NAAP) assists refugees and immigrants starting small-scale farm enterprises in the greater Portland, Ore., area. NAAP receives city and federal funding as part of Mercy Corps Northwest's larger efforts to serve small businesses. The project grew out of the Farm Direct Marketing Workshop series, a collaborative effort of local government and nonprofit agencies. Since 2004, NAAP has provided support to 13 farmers producing a variety

of products, including organic vegetables, flowers and honey. The program has assisted participants from Mexico, Somalia, Russia, Ukraine and Uzbekistan.

Web: https://www.mercycorpsnw.org/mercy/corps/info/new_agriculture_project/

E-mail: dbeller@mercycorpsnw.org

New American Sustainable Agriculture Project

The New American Sustainable Agriculture Project (NASAP) was created in 2002 in response to a large population of Somali refugees moving to Lewiston, Maine. More than 4,500 Somalis have



resettled in Lewiston in the past few years and many more are expected. NASAP provides access to land through its training farm site program. The group partners with local farmers and land trusts to help refugee and immigrant farmers access land that is under conservation easement. The program also provides marketing assistance and facilitates collective sales to whole sale markets, including restaurants, a CSA, Bates College and Whole Foods Market.

Web: <http://immigrantfarming.org/>

E-mail: nasap@ceimaine.org

Green Building Apprenticeship Program



Established in 2007, Richmond, Calif., BUILD's pre-apprenticeship, construction skills and solar installation training program

was developed to create employment and career opportunities for local residents. The 10-week intensive program includes training in safety and CPR, power tools, framing, sheet rock, basic electrical, roofing, scaffolding, basic plumbing, basic welding and solar installation. Program graduates have a 90 percent placement rate in high-wage construction and renewable energy fields, averaging \$18.33 an hour.

Web: <http://www.ci.richmond.ca.us/index.asp?nid=1243>

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GROWING GREEN

HOW REFUGEES IN MASSACHUSETTS WORK IN A FAMILIAR SETTING

By Mitch Klasky, MORI Agriculture Program Coordinator

There is much talk today about “green jobs.” People usually think first about wind turbines, solar panels, cars that run on vegetable oil. Yet local farms are also very much part of our cultural history and our green future.

The Massachusetts Green Industry Career Development program (GICD), developed by the Massachusetts Office for Refugees and Immigrants (MORI), was originally a mentoring initiative to help refugee farmers learn how to farm in the United States. Recently it expanded to include career development.

Farming careers in the green industry are many and can be lucrative. Grower associations, such as the Massachusetts Nursery and Landscape Association and the Massachusetts Flower Growers Association, have horticulturalist certification programs that offer career development. The salaries for jobs in these fields range from \$35,000 to \$70,000. For some refugees this type of work also leads to owning landscaping, farming, turf management or tree-pruning businesses.

The GICD program began two years ago as a partnership between MORI, Lutheran Social Services (LSS) of New England and Bigelow Nurseries, one of the largest nurseries in Massachusetts. Discussions were held in summer 2007. Refugee clients from agrarian backgrounds took a field trip to the farm to get a sense of what they would be doing. Transportation from urban areas to the farm was an issue, so LSS secured use of a van, and clients were able to start working last March. In addition to coordinating transportation, LSS created a Vocational English Language Training program that focused on nursery and greenhouse industry terminology and provided interpreter services.

Refugees are not only getting great work experience, they are also learning valuable skills that will help them develop their careers. Types of work include transplanting, pruning, greenhouse work, and forklift operation. Some refugees have shown leadership and been given more responsibilities. All have integrated well into a diverse workforce, sometimes learning both Spanish and English. “I learned a little English here (in class) but not much. I learned much more at the farm because I had to talk to the boss and to coworkers in English every day,” explained Marko Ngendabanyikwa, a Burundian refugee who arrived in Massachusetts in September 2007. Marko said, “I love getting money from my own sweat.” In Africa he had to work on the refugee camp farm but didn’t get paid. “It was similar work,” Marko said, “except the technology at Bigelow’s is much better.” His boss and coworkers would ask, “Marko, why are you so fast?” His reply, “At home everything was done with strength and a hoe. It is much easier here.”

It has taken careful planning to make the program successful. As with any new job placement, MORI and LSS looked for an employer who was conscientious and understanding of refugees’ needs and challenges. Bigelow Nurseries fit that bill and was eager to make the program work, both to help their business and to help refugees. “The success of this project has been twofold for us,” explains Pat Bigelow, owner of Bigelow Nurseries. “Our refugee employees were extremely enthusiastic about working here. It is inspiring for us to see, and motivating for the rest of the staff. And in terms of



integrating into the business community, we just blinked and they were integrated, each discovering aspects of the business that they enjoyed most.”

In addition to finding a model employer, Massachusetts has identified other factors that make this program work. Massachusetts employees are aided by a state minimum wage of \$8.00 per hour, and the state provides full health insurance to residents earning up to 100 percent of the Federal Poverty Level (FPL), as well as partially subsidized health care for those earning up to 300 percent of the FPL. In the coming year, Bigelow employees will receive raises and access to better healthcare options.

MORI is working with the Massachusetts Department of Agriculture to expand this program to other refugee employment-service agencies and nursery businesses. Voluntary agencies such as LSS have received funding to find businesses interested in hiring refugees. LSS has also found farms interested in hiring refugees at \$9-10 per hour. Mitch Klasky, coordinator of MORI’s Massachusetts Refugee Agriculture Program (supported by the Office of Refugee Resettlement’s Refugee Agriculture Partnership Program) explains: “This project has the potential to help refugees with a background in agriculture in their search for a new life here in the United States. In addition, refugees are creating a greener Massachusetts by providing a labor force that allows Massachusetts farms to survive.”

But the best measurement of whether this project is successful comes from refugees like Marko. When asked by LSS employment specialist Casie-Lee Miller whether the job gave him confidence, Marko responded with an emphatic “Yes!”



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GREEN JOBS RESOURCES

Americangreenjobs.net brings together government, business, academic and nonprofit leaders who are involved in the development of green jobs and the preparation of a workforce to support them. (U.S. Environmental Protection Agency and U.S. Department of Labor, 2009)
<http://www.americangreenjobs.net>

Building Pathways Out of Poverty and Careers in the Clean Energy Economy (Apollo Alliance; Green for All; Center for American Progress; Center on Wisconsin Strategy, 2008)
http://www.americanprogress.org/issues/2008/03/green_collar_jobs.html

Farm Management and Record Keeping. A “How To” Mini-Manual for Immigrant and Refugee Farmers (Institute for Social and Economic Development, 2008)
<http://tinyurl.com/5juhcl>

Green Collar Jobs. An Analysis of the Capacity of Green Businesses to Provide High Quality Jobs for Men and Women with Barriers to Employment (Raquel Pinderhughes, San Francisco State University, 2007)
<http://bss.sfsu.edu/raquelrp/documents/v13FullReport.pdf>

Green-Collar Jobs in America's Cities. Building Pathways Out of Poverty and Careers in the Clean Energy Economy (Apollo Alliance, Green for All, The Center for American Progress, The Center on Wisconsin Strategy, 2008)
http://www.americanprogress.org/issues/2008/03/pdf/green_collar_jobs.pdf

Guide to Using 2009 Recovery Act Funds (Green for All, 2009)
<http://www.greenforall.org/resources/recoveryusersguide>

Green Jobs Guidebook (Environmental Defense Fund, 2008)
This guidebook provides details on 45 job types for high school grads, many paying more than \$25 per hour, information on job training and placement programs and listings of valuable apprenticeship programs
<http://www.edf.org/article.cfm?contentID=8466>

Job Opportunities for the Green Economy. A State-by-State Picture of Occupations that Gain from Green Investments (Political Economy Research Institute, University of Massachusetts, Amherst, 2008)
http://www.americanprogress.org/issues/2008/06/green_jobs.html

New Online Resource Centre to Help Immigrants Enter Environmental Sector (ECO Canada, 2007)
<http://www.ccee.ca/>

Refugee Agricultural Partnership Program.
With funding from the Office of Refugee Resettlement, 10 community-based organizations are now assisting various refugee groups to overcome some of the barriers they encounter in the U.S. food system.
<http://www.acf.hhs.gov/programs/orr/>



TACKLING JOB DEVELOPMENT DURING A RECESSION: 10 POINTS OF ADVICE

By Daniel Sturm, *RefugeeWorks*

1. Look for Hidden Jobs

Eighty percent of jobs go unadvertised. Other hidden jobs include those that match client skills you might not have known about, which are uncovered through a complete assessment of work history and life accomplishments. You can also refine your hunt for hidden jobs using geographic searches and registering for job alerts with search engines such as craigslist, acinet.org and oodle.com.

Resource: *RefugeeWorks* “Hidden Jobs” Newsletter #27, 2008
http://www.refugeeworks.org/downloads/rwnews_27.pdf

2. Research Growth Trends

Which skilled or professional backgrounds are in demand? The prospects for refugees seeking employment in health care aren't bad at all. Nearly one million nurses will be needed across the country by the year 2010.

Resource: *RefugeeWorks* “Healthcare Hotspots” Newsletter #25, 2008
http://www.refugeeworks.org/downloads/rwnews_25.pdf

3. Increase Networking Opportunities

Improve professional networking and assist clients in finding peer mentors. Help your professional clients set up online profiles, as employers increasingly conduct online searches of candidate profiles to learn more about their backgrounds. LinkedIn has 32 million members. Wordpress.com offers free web space. Cosponsor an international networking event similar to the model piloted at the Baltimore Resettlement Center.

Resource: *RefugeeWorks* “Social Networking/Peer Mentoring” Newsletter #26, 2008
http://www.refugeeworks.org/downloads/rwnews_26.pdf

4. Encourage Clients to Pursue Education and Develop Vocational Skills

Historically, higher education enrollment has gone up in hard times. Work harder to form partnerships with community colleges and seek funding for refugee scholarships.

Resource: The Vital Role of Community Colleges in the Education and Integration of Immigrants (Grantmakers Concerned with Immigrants and Refugees, 2008)
http://www.gcir.org/system/files/GCIR_ComCollege_web.pdf

5. 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.

Resource: *RefugeeWorks* “Green Jobs” Newsletter #28, 2009
http://www.refugeeworks.org/downloads/rwnews_28.pdf

6. Recommend Volunteering and Internships to Get a Foot in the Door

Having an updated résumé with recent U.S. work experience is critical. Some internships lead to full-time positions, and all of them look good on a résumé.

Resource: Idealist.org's Volunteer Management Resource Center
<http://www.idealist.org/en/vmrc/index.html>

7. Form Partnerships with Other Refugee Service Organizations and Funders

Project SOAR (Strengthening Organizations Assisting Refugees) provides organizations that serve refugees with the tools they need to deliver high-quality services to their clients.

<http://www.ethniccommunities.org>

8. Capitalize on the Benefits of Hiring Refugees

Stress the qualifications of refugee jobseekers and how these skills can meet current business needs.

Resource: *RefugeeWorks* Fact Sheets on Marketing and Communication

http://www.refugeeworks.org/service_providers/marketing_communication.html

9. Increase Services

Increase your agency's job development capacity by connecting with outside funding sources. Private foundation grants will help you set up training programs and tackle employment obstacles such as child care and transportation. Enhance your financial literacy training.

Resource: The Foundation Center
<http://fconline.foundationcenter.org>

10. Maximize Your Organization's Volunteer and Peer Mentor Services

Today, service providers match new arrivals with volunteer mentors who help them with everything from vocational English tutoring to job interviewing.

Resource: *RefugeeWorks* “Social Networking/Peer Mentoring” Newsletter #26, 2008; Idealist.org's volunteer management resource center

http://www.refugeeworks.org/downloads/rwnews_26.pdf
<http://www.idealist.org/en/vmrc/index.html>



A NIGHT OF INTERNATIONAL NETWORKING

By Faith Ray, Baltimore City Community College



In the last year, refugees from Iraq, Bhutan and Burma have been arriving in the United States in record numbers, bringing with them an array of talent and experience. To assist skilled and well-educated refugees in their integration into American society, staff members of the Baltimore Resettlement Center have created a series of workshops – called Professional Pathways – that can be replicated nationwide to educate participants about professional networking, the nuances of job searching and American work culture.

The workshops culminated with a final event organized by staff from the International Rescue Committee, Baltimore

Web: <http://www.refugeeworks.org>

City Community College’s Refugee Employment Training Program, Lutheran Social Services of the National Capital Area and RefugeeWorks. The organizations jointly hosted a “Night of International Networking.” The goal of the evening was to introduce refugee professionals to their professional peers in America.

After serving nearly four years as an interpreter for the U.S. armed forces in Afghanistan, Hakim Wafa was granted a Special Immigrant Visa. Keen to further his education and enter the U.S. workforce, Hakim attended the networking night in order to learn more from other professions. “I enjoyed speaking with professionals from different fields. It really helped me toward my own professional pathway,” he said.

The event has produced good results: Several refugee participants were interviewed by Johns Hopkins University and Advanced Language Systems International, a few are now teaching at a Berlitz language school, and several more have been accepted as interns at the Megaphone Project – a social justice media production company. As one Iraqi refugee woman noted, finding work has made her “feel like a person again.”

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.

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THE NATIONAL CENTER FOR REFUGEE EMPLOYMENT AND SELF-SUFFICIENCY

EMPLOYMENT TRAINING INSTITUTES 2009 SCHEDULE



RefugeeWorks is conducting a specialized three-day Employment Training Institute with a focus on Matching Grant, and a National Conference devoted to recertification and reclaiming careers. Each of our workshops will highlight one special topic and cover a range of themes, such as new population, hidden jobs, engaging employers, financial literacy and career upgrading.

San Jose, California
Focus: Matching Grant
March 17-19, 2009

\$75

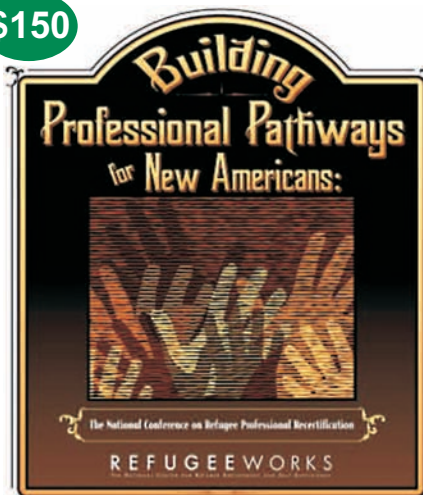
Host: International Rescue Committee
Join refugee employment professionals from around the country to share job retention strategies, identify new vocational training opportunities, and share best practices for making the match. Attend this training and take back home with you solutions and practical ideas that will help take your clients to their workplaces.

URL: refugeeworks.org/about/training.html

East Lansing, Michigan
Focus: The National Conference on Refugee Professional Recertification
June 22-24, 2009
Host: RefugeeWorks

\$150

The conference will raise awareness about the professional skills refugees bring with them to the U.S., highlight new research and promising practices that support career re-entry for refugees and other immigrants and provide a venue for building partnerships to bolster employment outcomes.



To register for the National Recertification conference, go to refugeeworks.org/conference

Raleigh, N.C.
Focus: Employment Strategies from A-Z
August 11-13, 2009

\$75

Host: The North Carolina State Refugee Office
This workshop is designed to bring experienced refugee employment professionals together with newcomers in the field, enabling both sides to learn from each other. Attend this training and learn the essential skills of an effective workforce

development specialist. Topics will include marketing, career upgrading, employment obstacles and more. Seasoned professionals will be encouraged to share their secrets of success with new colleagues.

URL: refugeeworks.org/about/training.html

REGISTRATION FORM *Please Fill Out One for Each Registrant*

Institute (Check One): SAN JOSE RALEIGH

Mr Mrs Other _____

Name _____

Title _____

Organization _____

Address _____

City _____

Phone _____

E-mail _____

Would you prefer vegetarian meals? Yes No

Have you attended a RefugeeWorks Institute before? Yes No

How long have you worked in refugee employment? _____ (Years)

PAYMENT INFORMATION

Registration Fee:
\$75/per person include breakfast, lunch and training materials (does not cover travel and hotel)

Enclosed is my check for:
\$, _____
made payable to: RefugeeWorks/LIRS

Please charge:
\$, _____ to my
 Visa MasterCard Discover
Account Number: _____

Expiration Date: _____

Print Name: _____

Authorized Signature: _____

RefugeeWorks will send logistical and accommodation information when we receive your registration and payment.



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NEWSLETTER 28 GREEN JOBS

“Refugees uniquely qualify for careers in the green-collar economy. The idea that products can be made of recycled materials is new to our culture. Refugees understand the value of waste.”

*Crystal Mario, Rivanna Natural Designs.
See “Fostering a Green Employer Connection,” p. 3*



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