The background of the slide is a light gray gradient with several realistic water droplets of various sizes scattered across it. The droplets have highlights and shadows, giving them a three-dimensional appearance.

HIRING NEW AMERICANS

CREATING A POSITIVE WORK ENVIRONMENT

FOR ALL EMPLOYEES

VALERIE FISCHER, DIRECTOR OF ADULT EDUCATION

ND DEPARTMENT OF PUBLIC INSTRUCTION

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WHO EXACTLY IS A 'NEW AMERICAN'

- **NEW AMERICAN:** TERM USED TO IDENTIFY/DEFINE THOSE WHO WERE NOT BORN IN THE US AND HAVE TYPICALLY LIVED IN THE COUNTRY LESS THAN FIVE YEARS. THE TERM EMPHASIZES THEIR INTEGRATION INTO THE COMMUNITY.
 - **IMMIGRANT:** IMMIGRANTS GENERALLY COME TO THE U.S. TO JOIN FAMILY MEMBERS WHO ALREADY LIVE IN THIS COUNTRY OR ARE SEEKING WORK AND A BETTER LIFE FOR THEMSELVES AND THEIR FAMILIES
 - **REFUGEE:** LEGAL PERMANENT RESIDENTS AND ARE AUTHORIZED BY THE UNITED STATES CITIZENSHIP AND IMMIGRATION SERVICE TO WORK IMMEDIATELY UPON THEIR ARRIVAL. OFTEN, IS A DISPLACED PERSON WHO HAS BEEN FORCED TO CROSS NATIONAL BOUNDARIES AND WHO CANNOT RETURN HOME SAFELY
 - **UNDOCUMENTED:** ILLEGALLY RESIDING IN THE COUNTRY

EVERYONE IS AN IMMIGRANT FROM SOMEWHERE

1940s	1950s-60s	1970s	1980s	1990s	2001-Present
Germany	Cuba	Vietnam	Ukraine	Bosnia	Bhutan
Latvia	Uganda	Cambodia	Russia	South Sudan	No./So. Sudan
Lithuania	Dominican Rep	Laos	Armenia	Somalia	Iraq
Estonia		Kurdistan	Vietnam	Cuba	Dem Rep of Congo
			Kurdistan		Somalia
					Cuba
					Liberia
					Rwanda
					Burundi
					Sierra Leone
					Ethiopia



TRUE OR FALSE?

**MOST IMMIGRANTS COME
INTO THE UNITED STATES
ILLEGALLY.**





FALSE

**ACCORDING TO 2014 DATA FROM PEW
RESEARCH, 11 MILLION OF A TOTAL 40
MILLION IMMIGRANTS IN THE UNITED
STATES WERE UNAUTHORIZED.**



?? ??

WHAT PERCENTAGE OF THE WORLD'S IMMIGRANTS COME TO THE UNITED STATES?

MORE THAN 35%

22%

15%

LESS THAN ONE %



LESS THAN ONE %

**OF THE 175 MILLION MIGRANTS IN THE
WORLD, THE U.S. ADMITTED 1,063,732
DOCUMENTED IMMIGRANTS IN 2010.**



REFUGEES

- REFUGEE RESETTLEMENT IS A HUMANITARIAN PROGRAM OF THE FEDERAL GOVERNMENT.
- EACH OCTOBER THE PRESIDENT AND CONGRESS DETERMINE THE # OF REFUGEES TO BE ADMITTED AND FROM WHICH COUNTRIES AND STATE PLACEMENT BASED ON HOUSING AND EMPLOYMENT FACTORS.
- REFUGEE RESETTLEMENT IS PRIMARILY FUNDED BY THE FEDERAL GOVERNMENT; LSS OF ND RECEIVES FUNDS PER REFUGEE TO OFFSET SUPPORT SERVICES. ADDITIONAL FINANCIAL AND VOLUNTEER HELP COMES FROM CHURCH GROUPS AND PRIVATE DONORS.
- EACH REFUGEE RECEIVES A ONE-TIME FEDERAL GRANT OF \$925; THEN FOR NO LONGER THAN EIGHT (8) MONTHS, THEY RECEIVE CASH ASSISTANCE BASED ON FAMILY SIZE/AGE. REFUGEES RECEIVE A LOAN FOR THEIR TRAVEL EXPENSES TO THE US WHICH THEY ARE REQUIRED TO REPAY WITHIN THREE YEARS OF ARRIVAL.





REFUGEES

- ONCE LEGALLY ADMITTED TO THE UNITED STATES, REFUGEES HAVE THE RIGHT TO LIVE WHEREVER THEY WANT. REFUGEES RESETTLE IN ND TO BE NEAR THEIR FAMILIES AND TO FIND JOBS, GOOD SCHOOLS AND SAFE NEIGHBORHOODS – SIMILAR TO THE REASONS THAT MOST OF US LIVE WHERE WE DO.
- THE US DEPARTMENT OF HOMELAND SECURITY, FBI AND CIA CONDUCTS BACKGROUND CHECKS ON EVERY REFUGEE PRIOR TO THEIR BEING ADMITTED TO THE U.S.
- REFUGEES ARE ELIGIBLE FOR AND SUBJECT TO THE SAME CRITERIA FOR PUBLIC ASSISTANCE PROGRAMS AS ARE ALL OTHER LEGAL RESIDENTS.

WHICH STATE?

AS OF 2014, THE FIVE (5) STATES WITH
THE MOST FOREIGN-BORN RESIDENTS
ARE CALIFORNIA, NEW YORK, TEXAS,
FLORIDA AND _____?



NEW JERSEY

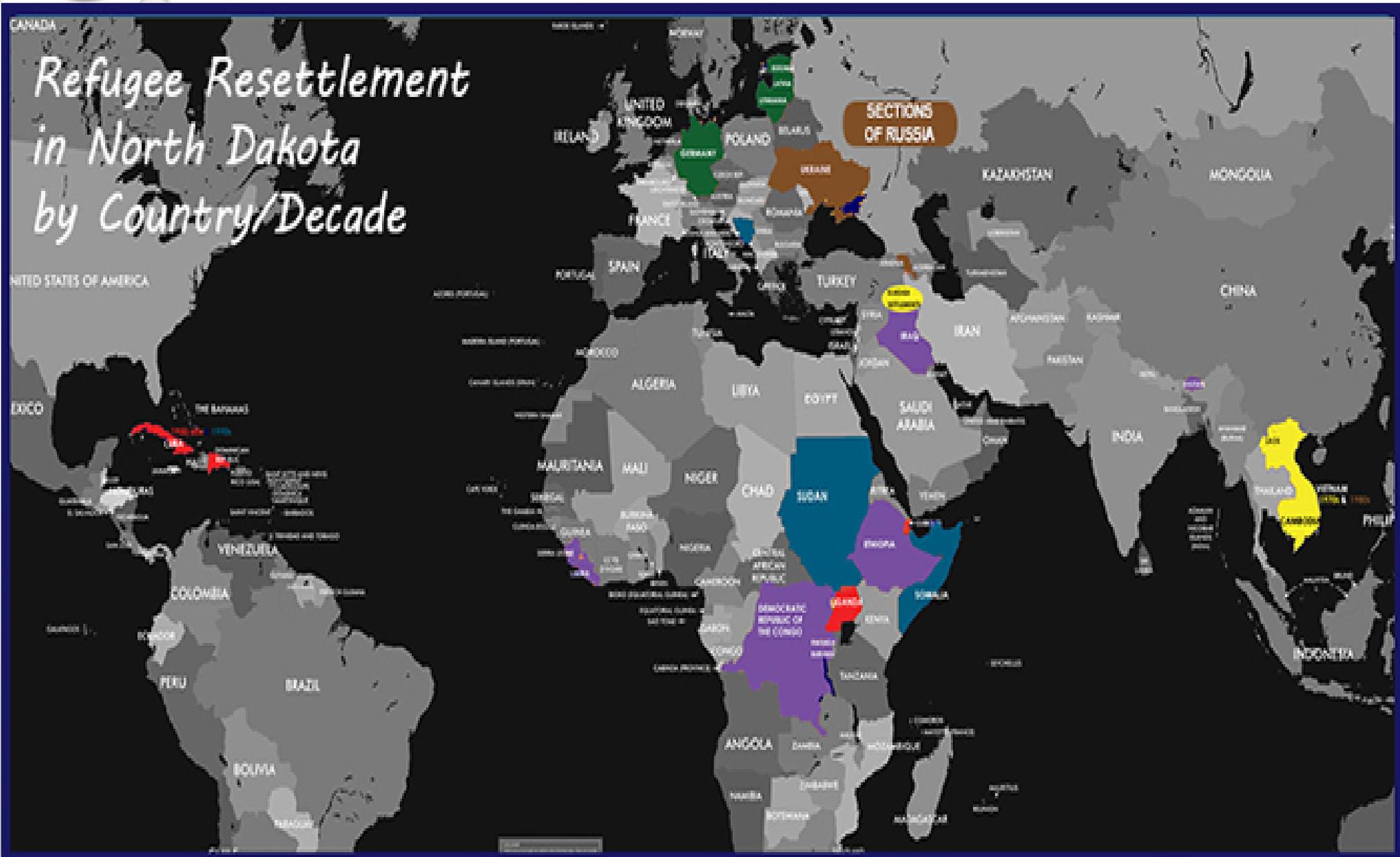
FIVE (5) PERCENT OF THE 'GARDEN
STATE'S' POPULATION
IS FOREIGN-BORN



REFUGEES IN ND

- LUTHERAN SOCIAL SERVICES OF NORTH DAKOTA IS THE ONLY FEDERALLY-RECOGNIZED AND APPROVED REFUGEE RESETTLEMENT ORGANIZATION IN THE STATE (SINCE 1946) AND PLACED SINCE OCTOBER 2014 ...
 - 696 IN FARGO / WEST FARGO
 - 197 IN GRAND FORKS
 - 77 IN BISMARCK
- OTHERS RELOCATE TO ND FROM OTHER STATES OR WITH SUPPORT FROM CHURCH GROUPS
- LARGEST RESETTLEMENT GROUPS TO ND ARE CURRENTLY BHUTANESE AND IRAQIS; SECONDARY GROUPS FROM SOMALIA, SUDAN, CONGO AND LIBERIA.

Refugee Resettlement in North Dakota by Country/Decade



REFUGEES

- EXTENSIVE MEDICAL EXAMS ARE REQUIRED AND HEALTH CONDITIONS ARE TREATED PRIOR TO TRANSITION.
- INDIVIDUALS WITH A CRIMINAL RECORD OR BACKGROUND ARE NOT ALLOWED TO PARTICIPATE IN REFUGEE PROGRAMS; ONCE RELOCATED, INCARCERATION RATES ARE FIVE TIMES LOWER FOR REFUGEES THAN FOR ALL NATIVE BORN CITIZENS.
- REFUGEES ARE REQUIRED TO APPLY FOR LEGAL PERMANENT RESIDENT STATUS (GREEN CARD) AFTER ONE YEAR AND MAY APPLY FOR CITIZENSHIP AFTER FIVE YEARS.
- IMMIGRANTS ALMOST ALWAYS SEE SUBSTANTIAL IMPROVEMENT IN THEIR STANDARD OF LIVING NO MATTER WHERE THEY SETTLE. REFUGEES PAY FEDERAL AND STATE INCOME TAXES.

NORTH DAKOTA NUMBERS

UNEMPLOYMENT RATE OF NEW AMERICANS IN ND IS LESS THAN 1% (JSND, 2016) BUT MOST ARE UNDER-EMPLOYED (I.E., CREDENTIALS DON'T TRANSFER); MANY ARE SELF-EMPLOYED.

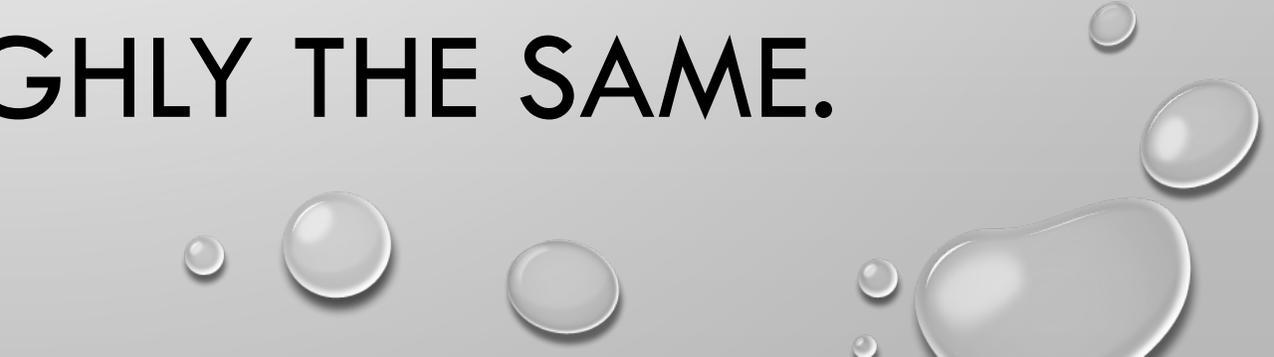
ACCORDING TO THE 2014 CENTERS FOR IMMIGRATION STUDIES ...

- SINCE 2000 ALL OF THE NET GAIN IN THE NUMBER OF WORKING-AGE (16 TO 65) PEOPLE HOLDING A JOB HAS GONE TO IMMIGRANTS (LEGAL AND ILLEGAL) AND ALL THE NET INCREASE IN EMPLOYMENT WENT TO IMMIGRANTS; ABOUT HALF OF THAT GROWTH IN IMMIGRANT EMPLOYMENT WAS FOR THOSE WITH A BS DEGREE OR MORE.
- IMMIGRANTS HAVE MADE GAINS ACROSS THE LABOR MARKET, INCLUDING LOWER-SKILLED JOBS SUCH AS MAINTENANCE, CONSTRUCTION, AND FOOD SERVICE; MIDDLE-SKILLED JOBS LIKE OFFICE SUPPORT AND HEALTH CARE SUPPORT; AND HIGHER-SKILLED JOBS, INCLUDING MANAGEMENT, COMPUTERS, AND HEALTH CARE PRACTITIONERS.
- THE PRIMARY ARGUMENT FOR THIS DRAMATIC INCREASE IS ARGUED THAT WITHOUT IMMIGRANTS, THE US FACES "LABOR SHORTAGES". MANY NATIONAL ASSOCIATIONS ARGUE THAT IMMIGRATION SHOULD BE INCREASED BECAUSE THERE ARE NOT ENOUGH SKILLED AND UNSKILLED WORKERS IN THE COUNTRY.
- THE TOP OCCUPATIONS FOR IMMIGRANT EMPLOYMENT GROWTH (2000-2014) WERE **ENTRY LEVEL**: MAINTENANCE AND CONSTRUCTION; **MIDDLE SKILLED**: HEALTH CARE SUPPORT, OFFICE AND ADMINISTRATIVE SUPPORT; AND **HIGHER-SKILLED**: MANAGEMENT, COMPUTERS, AND HEALTHCARE PRACTITIONER. MOST OF THE EMPLOYMENT GROWTH AMONG IMMIGRANTS WAS AMONG THOSE WITH AT LEAST A HIGH SCHOOL EDUCATION.
- WHILE EMPLOYMENT DECLINED ACROSS EVERY AGE GROUP FOR NON-NEW AMERICANS, LESS YOUNG PEOPLE (16-24) ARE WORKING (DOWN 13% FROM 2000); AND THESE TYPICALLY 'ENTRY LEVEL' POSITIONS ARE NOW HELD BY NEW AMERICANS OVER THE AGE OF 24.



TRUE OR FALSE

IN THE US, THE PERCENTAGE OF
IMMIGRANTS AND NATIVE BORN
ADULTS WHO HOLD A COLLEGE
DEGREE IS ROUGHLY THE SAME.



TRUE

IN 2010 ...

THERE WERE 33 MILLION IMMIGRANTS AGES 25 AND OLDER – OF THOSE, 27% HAD A BACHELOR'S DEGREE OR HIGHER.

AMONG THE 170 MILLION NATIVE BORN ADULTS AGES 25 AND OLDER, MORE THAN 28% HAD A BACHELOR'S DEGREE OR HIGHER.



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EMPLOYMENT CONSIDERATIONS - WHAT IS THE FEAR FACTOR IN HIRING NEW AMERICANS

LACK OF CULTURAL AWARENESS AND UNDERSTANDING

LANGUAGE BARRIERS

CAN'T UNDERSTAND THE HEAVY ACCENT

SPEAK TOO QUICKLY

SOCIAL BARRIERS

DRESS

LACK OF SOCIAL COMPETENCIES

FEAR FACTORS – US OF THEM; THEM OF US

WHAT NEW AMERICANS TELL US ABOUT THE WORK PLACE

- THEY WANT EMPLOYERS TO KNOW THEY WILL WORK HARD – THEIR JOURNEY DEMONSTRATES THEY CAN ADAPT TO NEW SITUATIONS, BE FLEXIBLE AND ACCOMMODATING
- THEY ARE EAGER TO PLEASE AND DESIRE FRIENDSHIPS AND SUPPORT
- THEY WANT TO BE LIKE US, BUT ALSO MAINTAIN THEIR UNIQUENESS
- THEY WANT TO BE INCLUDED IN SOCIAL ACTIVITIES
- THEY WANT TO ‘CHIT-CHAT’ BUT DON’T OFTEN UNDERSTAND ENGLISH HUMOR AND LANGUAGE
- THEY ARE NOT EVIL – MOST ARE HERE BECAUSE OF CIRCUMSTANCES BEYOND THEIR CONTROL

WHAT CAN YOU DO?

- PUT ENGLISH LANGUAGE BARRIER 'OUT THERE'
- START WITH SMALL TEAMS TO CREATE COMFORT
- SOCIAL CONSIDERATIONS
 - BOWLING / SOFTBALL LEAGUE, BOOK CLUB, AFTER HOURS DRINKS, POT LUCK MEALS
- BE CURIOUS
 - ASK ABOUT THEIR UPBRINGING, THEIR FAMILIES, CUSTOMS
- DON'T BE AFRAID TO TELL THEM TO ...
 - REPEAT, SPEAK SLOWLY, OR CONFIRM WHAT YOU'VE ASKED OF THEM

HOW CAN ADULT EDUCATION HELP?

- ASSESSMENT OF ENGLISH SKILLS
- JOB READINESS TRAINING & INDUSTRY LANGUAGE,
CAREER PATHWAYS TRAINING
- CULTURAL ORIENTATION
- ESL CLASSES TO READ, WRITE, SPEAK AND
UNDERSTAND ENGLISH

IN SUMMARY ...

- NEW AMERICANS PLAY A VITAL ROLE IN ANY COMMUNITY, STATE AND NATIONAL ECONOMIC DEVELOPMENT – WE NEED THEM AS WORKERS AND COMPLEMENT THE FACE OF THE WORKFORCE TO REPRESENT THE COMMUNITY/REGIONAL DIVERSITY;
- NEW AMERICANS ARE EAGER TO WORK, TYPICALLY VERY HARD WORKERS, AND WANT TO CONTRIBUTE TO THEIR COMMUNITIES;
- NEVER UNDERESTIMATE THEIR ABILITY TO ADAPT AND LEARN;
- THEY RECOGNIZE THEY ARE OFTEN ILL-TARGETED BY SOCIAL MEDIA BUT FEEL HELPLESS TO SELF-ADVOCATE AS A RESULT OF THEIR FIRST CULTURE AND CONSEQUENCES; AND,
- HIRING NEW AMERICANS IS GOOD BUSINESS.