



# Refugee Employment: National Trends and Free Resources

Higher is a program of Lutheran Immigration and Refugee Service (LIRS) funded by the U.S. Office of Refugee Resettlement under grant number 90RB0045.



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ORR's training and technical assistance partner, Higher, focuses on employment and self-sufficiency, providing workforce solutions across the United States while supporting career entry and advancement for resettled refugees and other new Americans."

White House Task Force on New Americans Strategic Action Plan



# JOB SEEKERS FROM A REFUGEE BACKGROUND

87K

Work-authorized Individuals Assisted (2013)

20%

Between the Ages of 18-24

340

Refugee Workforce Development Agencies in 50 U.S. States

76%

National Job Placement Rate (180 days)

## Top States for Refugee Arrivals

- Florida
- Texas
- California
- New York
- Pennsylvania
- Michigan
- Georgia
- Arizona
- Washington
- North Carolina

## 10 Top Countries of Origin

- Iraq
- Bhutan
- Cuba
- Burma
- China
- Somalia
- Iran
- Eritrea
- Ethiopia
- Democratic Republic of Congo



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# National Best Practices and Individual Connections



## Front Line Realities ↔ National Trends

- WIOA – Space to Strengthen Federal Workforce Collaboration

<http://www.higheradvantage.org/2015/02/01/workforce-innovation-and-opportunity-act-wioa/>

- Job Development Innovations  
(Colorado and Nebraska Pilots)

<http://www.higheradvantage.org/2014/06/03/new-refugee-employment-strategy-in-colorado/>



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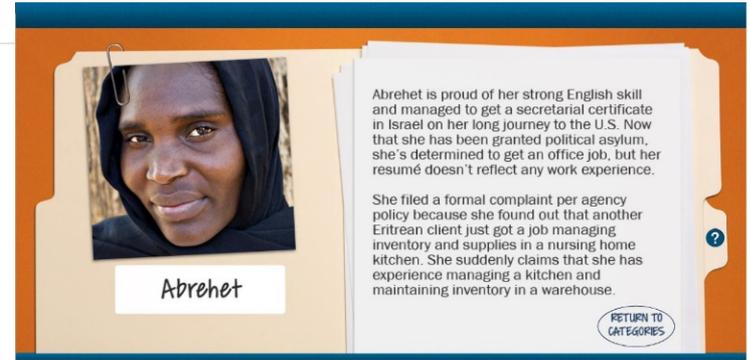
# Higher's Online Learning Institute

FREE COURSES FOR CLIENTS AND SERVICE PROVIDERS

COURSE TITLE	TARGET AUDIENCE	COMPANION RESOURCES
6 W's of Good Case Notes	S Service Providers	N/A
Communicating with Employers	S Service Providers	N/A
Employability Assessment	S Service Providers	Discussion Questions
How to Answer Behavioral Interview Questions	<b>BOTH</b> Service Providers/Clients <i>*Conversational Fluency</i>	Training Tips, Sample Interview Questions, Vocabulary List, Transcript
How to Complete a Job Application	C Clients <i>*8th Grade English or better</i>	Transcript, Blank Application
Interview Behavior Videos – <i>COMING SOON</i>	C Clients	Training Tips, Transcript
Introduction to eLearning	S Service Providers	Transcript, Recommended Learner System Settings
Introduction to Computer Technology	C Clients	N/A
Taxes 101 – <i>COMING SOON</i>	C Clients	Transcript, Resource Guide, Graphics
Understanding Your Paycheck– <i>COMING SOON</i>	C Clients	Training Tips, Transcript, Graphics
U.S. Job Cycle	S Service Providers	Cart Sort Game, Word Search Game, Training Tips, Graphics
U.S. Workplace Culture Parts 1 & 2	C Clients <i>*2nd Grade English or better</i>	Transcript, Vocabulary List

# Hear how others are already using Higher eLearning at:

<http://www.higheradvantage.org/intromod>



## Get a **Better Job** Sooner



Learn **Today**.  
It's **Free**.  
3 Easy Steps!

- 1 Go to this internet address:  
[learning.higheradvantage.org/#/signup](http://learning.higheradvantage.org/#/signup)
- 2 Key ID:  
Password:
- 3 Create your username and password



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HIGHERADVANTAGE.ORG

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### Why behavioral questions are hard to answer.



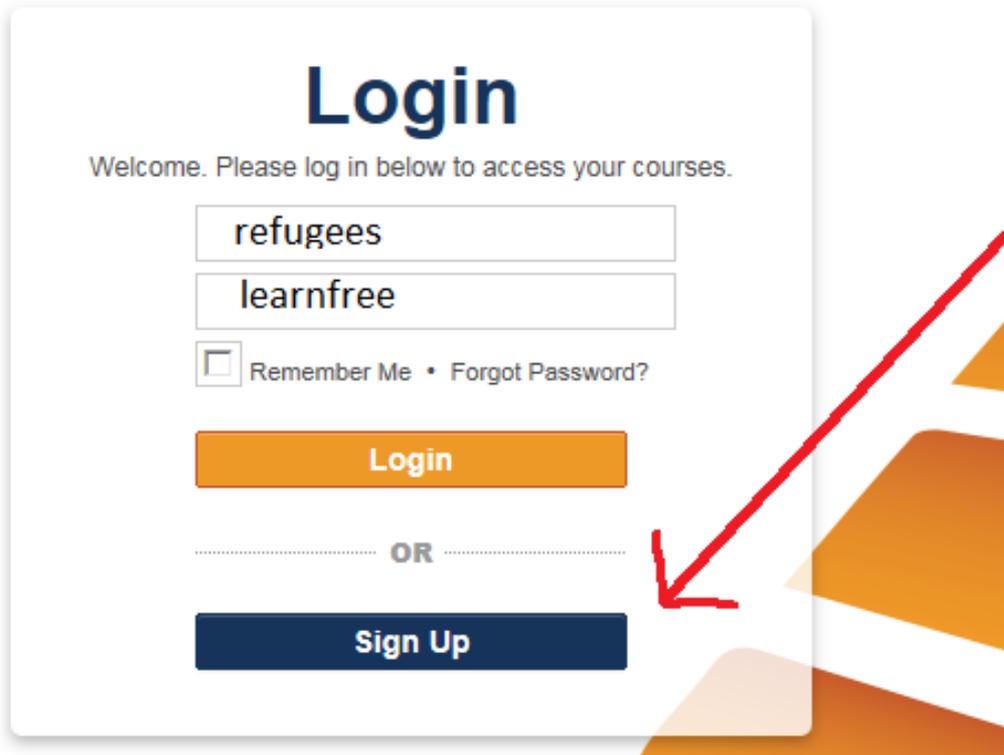
Corporate Culture	Nonprofit Culture
	
⇒ Sales pitch	⇒ Educate and "evangelize"
⇒ Culture of optimization	⇒ Culture of equality
⇒ "Win-win" solutions	⇒ "Mutually beneficial" solutions
⇒ Focus on money	⇒ Focus on people

Do you know the U.S. job cycle? Drag the orange job cycle card to it's correct step and prove your knowledge!

Job Offer	Start Date	Background Check & Drug Screen	STEP 1	STEP 2	STEP 3
90-Day Probation Complete	Apply	First Paycheck	STEP 4	STEP 5	STEP 6
Interview(s)	Find Job Openings	New Hire Paperwork	STEP 7	STEP 8	STEP 9



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# Three Ways to Access Information When and Where You Want It

- Searchable, Curated Web-based Resources

<http://www.higheradvantage.org>

- Week day Blog Feed

<http://http://www.higheradvantage.org/blog/>

- Bi-Monthly eNewsletter

[http://higher.lirs.org/site/Survey?ACTION\\_REQUIRED=URI\\_ACTION\\_USER\\_REQUESTS&SURVEY\\_ID=1403](http://higher.lirs.org/site/Survey?ACTION_REQUIRED=URI_ACTION_USER_REQUESTS&SURVEY_ID=1403)

Looking for Arabic Language Job Readiness Resources?

SEPTEMBER 28, 2015 BY DANIEL WILKINSON • [LEAVE A COMMENT](#) (EDIT)



CAUTION  
Eye protection  
required.  
تحذير  
اداه لوقاية العين  
لا بد من ارتداه

Source: [www.aaufarm.com](http://www.aaufarm.com)

In case you didn't know, YOU are our greatest resource! After receiving several requests for Arabic language resources, we put out a call for resources earlier this month, and sure enough, our network responded.

Our friends Ali Abid and Britanni McLeod from Catholic Community Services of Utah submitted a helpful English/Arabic version of the Walmart job interview, and Carol Tucker from Lutheran Family Services of Nebraska provided us with several other Arabic/English Job Readiness materials.

Visit our [Downloadable Resources](#) section to check out these great resources! You may also want to check out a post we published in 2014 that links to [picture vocabulary guides](#) in several languages, including Arabic.

As we continue to serve Iraqi refugees and SIV recipients and anticipate increasing numbers of Syrian arrivals, these resources will continue to be a "must have" for your Cultural Orientation and Job Readiness tool box. If you have other Arabic language resources that you would like to share please email us at [information@higheradvantage.org](mailto:information@higheradvantage.org).

Filed Under: [Assessment and Intake](#), [Career Advancement](#), [Employment Orientation](#), [Job Applications](#), [Job Interviews](#), [Job Readiness](#), [Resources](#), [Tools](#) • Tagged With: [arabic language resources](#), [job readiness](#), [tools](#)



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## Highly Skilled/Professionals

<http://www.higheradvantage.org/2014/03/02/0314-webinar-explores-alternative-careers-for-immigrant-professionals/>



## Older Workers

<http://www.higheradvantage.org/2015/02/03/impact-of-an-aging-u-s-workforce/>



## Syrians

<http://www.higheradvantage.org/how-the-refugee-employment-network-can-help-syrians-starting-now//>

## Older Youth

<http://www.higheradvantage.org/2015/01/27/publications/>



## SIVs

<http://www.higheradvantage.org/2015/01/19/sivs-and-fnus/>



## Pre-literate/LEP

<http://www.higheradvantage.org/2014/05/27/great-esl-resources-from-tacoma-community-house/>



# Upcoming Opportunity



2ND ANNUAL  
**Higher Refugee  
Employment Workshop**  
NOV 4th - NOV 6th • OMAHA, NEBRASKA

LEARN MORE AGENDA REGISTER

<http://www.higheradvantage.org/secondannual>

