



## **Immigrant, Refugee, and Limited English Proficient (LEP) TANF Participants Annotated Bibliography of Resources**

- (2009). *Foreign-Born Workers: Labor Force Characteristics in 2008*. U.S. Department of Labor, Bureau of Labor Statistics. Retrieved August 12, 2009 from <http://www.bls.gov/news.release/pdf/forbrn.pdf>

This News Release, from the Bureau of Labor Statistics, compares the native-born labor force to the foreign-born labor force based on data from the Current Population Survey (CPS). In 2008, 15.6 percent of the U. S. labor force, ages 16 and over, were foreign-born. The unemployment rate for foreign-born was 5.8 percent in 2008, up from 4.3 percent in 2007. The rate for native-born also increased to 5.8 percent in 2008, up from 4.7 percent in the previous year.

- (2006). *Serving TANF Families with Limited English Proficiency: An Analysis of Services and Funding for Adult LEP TANF Clients*. Washington State Department of Social & Health Services, Research and Data Analysis Division. Retrieved August 10, 2009 from <http://www.dshs.wa.gov/pdf/ms/rda/research/6/53.pdf>

This report, from the Washington Department of Social & Health Services (DSHS), is a revision to an April 2005 report and includes an analysis from FY 2003 data on whether TANF participants with Limited English Proficiency (LEP) receive similar services at DSHS to those with English proficiency. Some main findings included that services for both populations were comparable, and that employment outcomes indicated that while LEP clients have more annual average earnings and greater hours of work, they make on average, \$1 less per hour than non-LEP clients. The data used in the study was from DSHS's Client Services Database.

- (2002). *Should Legal Immigrants Receive Public Benefits?* Brookings Welfare Reform and Beyond Forum. Retrieved August 3, 2009 from <http://www.brookings.edu/events/2002/0228immigration.aspx>

In order to examine the effects of the 1996 welfare reform law changes for legal immigrants as well as to look at policy options for the future, the Brookings Institution's Welfare Reform and Beyond held a forum entitled *Should Legal Immigrants Receive Public Benefits?* on February 28, 2002. Panelists included Cecelia Munoz, Vice President, Office of Research, Advocacy, and Legislation, National Council of La Raza; Dan Stein, Executive Director, Federation for American Immigration Reform; Eric M. Bost, Undersecretary of Agriculture for Food, Nutrition, and Consumer Services, U.S. Department of Agriculture; Michael Fix, Principle Research Associate, The Urban Institute; Shawn Fremstad, Senior Policy Analyst, Center on Budget and Policy Priorities; and Sheri Steisel, Federal



Affairs Counsel and Senior Director, Human Services Committee, National Conference of State Legislatures.

(2002). *Immigrants: Human Service Benefits*. Michigan In Brief. Retrieved July 29, 2009 from <http://www.michiganinbrief.org/edition07/Chapter5/Immigration.htm>

This article discusses the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996 in regards to the provisions on immigrants. The article mentions that PRWORA had two major effects on immigrants including altering their eligibility for public benefits such as TANF, SSI, Medicaid, etc., and encouraging states to create state-funded programs for immigrants. The article goes on to discuss the roles of states as part of this law and then deeper into what Michigan did for its immigrant population.

Camarota, Steven A. (2003). *Back Where We Started: An Examination of Trends in Immigrant Welfare Use since Welfare Reform*. Center for Immigration Studies. Retrieved August 11, 2009, from <http://www.cis.org/articles/2003/back503.html>

This article, from the Center for Immigration Studies, examines immigrants' use of public benefits including TANF, food stamps, SSI, and Medicaid following the 1996 Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA). In general, the report indicates that TANF and food stamp use declined for both the immigrant population and the native population following the Act and the gap between the two narrowed. However, when taking the four public programs together, the gap between immigrant and native populations' use widened slightly. The reason for the widened gap seems to reside in immigrants' use of Medicaid. In total, about 22 percent of immigrants were on at least one type of welfare system as compared to 15 percent of natives in 1996. For TANF alone, immigrants' use went from around six percent in 1996 down to two percent in 2001.

Capps, Randy, Fortuny, Karina, & Fix, Michael. (2007). *Trends in the Low-Wage Immigrant Labor Force 2000-2005*. The Urban Institute. Retrieved August 3, 2009 from [http://urban.org/UploadedPDF/411426\\_Low-Wage\\_Immigrant\\_Labor.pdf](http://urban.org/UploadedPDF/411426_Low-Wage_Immigrant_Labor.pdf)

This brief, from the Urban Institute, examines trends in immigrants' role in the low-wage and lower-skilled labor force. From 2000 to 2005, the U.S. immigrant population increased to 35.7 million, and the immigrant labor force increased slightly. However, at the same time, the number of unauthorized immigrants increased to more than 11 million. This increase resulted in the number of immigrants in low-wage, lower-skilled jobs in agriculture, construction, manufacturing, and services.



Capps, Randy & Fortuny, Karina. (2006). *Immigration and Child and Family Policy*. The Urban Institute. Retrieved August 3, 2009 from [http://www.urban.org/UploadedPDF/311362\\_lowincome\\_children3.pdf](http://www.urban.org/UploadedPDF/311362_lowincome_children3.pdf)

The number of children with immigrant parents has tripled in the last 35 years. Additionally, a large number of low-income children reside in immigrant families. While low-income immigrant families with children are mostly working families, low-skilled jobs result in high poverty and hardship rates for these children. This article provides additional insight into these increasing statistics.

Capps, Randolph, Fix, Michael, Passel, Jeffrey, Ost, Jason, & Perez-Lopez, Dan. (2003). *A Profile of the Low-Wage Immigrant Workforce*. The Urban Institute. Retrieved August 12, 2009 from [http://www.urban.org/UploadedPDF/310880\\_lowwage\\_immig\\_wkfc.pdf](http://www.urban.org/UploadedPDF/310880_lowwage_immig_wkfc.pdf)

From the Urban Institute, this paper examines data from the March 2002 Supplement to the Current Population Survey (CPS) to paint a picture of the demographics of the immigrant workforce in the United States. A major finding was that immigrants comprise 11 percent of the population in the United States but 14 percent of all workers and 20 percent of all low-wage workers. Low-wage workers were defined as those making 200 percent less than their state's minimum wage. The researchers also found that immigrants are more likely to drop out of high school than their native born counterparts, and about two-thirds are not English proficient.

Chapman, Jeff & Bernstein, Jared. (2002). *Immigration and Poverty: Disappointing Income Growth in the 1990s Not Solely the Result of Growing Immigrant Population*. Economic Policy Institute. Retrieved August 11, 2009 from [http://www.epi.org/publications/entry/briefingpapers\\_bp130/](http://www.epi.org/publications/entry/briefingpapers_bp130/)

The authors of this article discuss Census data from 2000 that shows that poverty decreased very slightly in the 1990s instead of decreasing more profoundly as expected due to the strong economy. The media reported that the slight decrease and lack of progress was due to the growing immigrant population. The authors discuss that a growing immigrant population is true, but there is not enough evidence to conclude that, since immigration expanded and immigrants have lower incomes, the lack of progress during this decade is due to immigration. They go on to further substantiate their argument by discussing limitations in the Census data.



Dunkelberg, Anne, Castro, Eva DeLuna, Hagert, Celia, Finet, Dayna, & Bresette, Patrick. (2002). *TANF & Immigrants in Texas: Lessons Learned from Reauthorization*. Center for Public Policy Priorities. Retrieved August 4, 2009 from <http://www.cppp.org/research.php?aid=58>

This article highlights changes for immigrants on TANF based on the 1996 welfare law and then goes on to specifically discuss TANF immigrants in Texas. It presents data on immigrants in Texas and their current and historical utilization of selected benefit programs. The article reviews related research on the effects of benefit restrictions on immigrant families, provides qualitative information from state agency and community service providers working with low-income immigrant families, and summarizes state legislative and policy responses to the federal law changes. Lastly, the paper offers recommendations to policymakers for consideration during Congressional reauthorization of the TANF program and beyond.

Fix, Michael & Passel, Jeffrey. (January 2002). *The Scope and Impact of Welfare Reform's Immigrant Provisions*. The Urban Institute. Retrieved July 29, 2009 from [http://www.urban.org/UploadedPDF/410412\\_discussion02-03.pdf](http://www.urban.org/UploadedPDF/410412_discussion02-03.pdf)

This discussion paper, by Michael Fix and Jeffrey Passel, is part of a multi-year Urban Institute project called Addressing the New Federalism, which analyzes the decentralization of responsibility for social programs from the federal government to the states, particularly regarding health care, social services, employment and training programs, and income security. Key components of this paper include a summary of the PRWORA and its effects on immigrants' eligibility for TANF and other public benefits, what changes have occurred since the law passed, how the law impacts immigrants' use of public benefits, and what some considerations should be for reform.

Because of the law's restriction on immigrant's use of public benefits to "qualified" immigrants, a drastic decline in their use of benefits was seen after the law was passed. The decrease following the law was more severe for non-citizens than it was for citizens. A decrease in refugees' use of public benefits was also noted. The authors also go on to speculate why sharp decreases in these populations are noticed and discovered that naturalization was not a significant contributing factor.



Fox, Susannah & Livingston, Gretchen. (2007). *Latinos Online: Hispanics with Lower Levels of Education and English Proficiency Remain Largely Disconnected from the Internet*. Pew Research Center. Retrieved August 3, 2009 from [http://www.pewinternet.org/~media/Files/Reports/2007/Latinos\\_Online\\_March\\_14\\_2007.pdf.pdf](http://www.pewinternet.org/~media/Files/Reports/2007/Latinos_Online_March_14_2007.pdf.pdf)

This report provides an overview of data related to Internet use among the Latino population. It was found that fifty-six percent of Latinos in the U.S. use the Internet. Authors show that one in three Latinos who speak only Spanish use the Internet. English proficiency and education level are factors among this population when considering Internet usage.

Fremstad, Shawn. (February 2002). *Immigrants and Welfare Reauthorization*. Center on Budget and Policy Priorities. Retrieved July 29, 2009 from <http://www.centeronbudget.org/cms/index.cfm?fa=view&id=1477>

In this report from the Center on Budget and Policy Priorities, Mr. Fremstad discusses the various eligibility guidelines for public benefits for immigrants, responses from states on immigrant restrictions on benefits, trends in welfare participation by immigrant households, increases in hardship and uninsurance, and how immigrants who remain eligible for TANF are faring. Mr. Fremstad discusses the 1996 Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) that restricts immigrants' eligibility for TANF and describes it as controversial. He discusses that welfare reauthorization is an opportunity to lift these restrictions, especially given the growing number of immigrants in the United States. Some state responses to immigrant restrictions under the 1996 welfare law include that most states decided to continue federally funded benefits where they had the option to do so; with respect to legal immigrants who entered the United States before the law's enactment, all states chose to continue TANF benefits. In addition, several states created state-funded benefit programs for legal immigrants; 23 states provide state-funded cash assistance to some or all legal immigrant families with children who are ineligible for federal benefits; and 21 states extended TANF eligibility to almost all immigrants who lost federal TANF eligibility. Eight states provided a complete or nearly complete restoration of both cash assistance and food stamps to legal immigrants. Approximately one-third of non-citizens in the United States live in one of these states.



Fremstad, Shawn. (2003). *Immigrants, Persons with Limited English Proficiency and the TANF Program: What Do We Know?* Center on Budget and Policy Priorities. Retrieved August 4, 2009 from <http://www.cbpp.org/cms/index.cfm?fa=view&id=1721>

This article, from the Center on Budget and Policy Priorities, discusses research on immigrants, those with limited English proficiency and the TANF program. First, the paper discusses the eligibility of immigrants for TANF. Legal immigrants became ineligible for TANF after the 1996 welfare law until after five years with the exception of immigrants admitted as refugees, asylees, Cuban\Haitian entrants, or Amerasians, persons granted withholding of deportation, and certain victims of trafficking. Also, immigrants who are active duty members or veterans of the U.S. Armed Forces and the spouses and dependent children of service members and veterans are eligible for benefits. The paper also discusses immigrants' use of TANF, immigrants and limited English proficient TANF participant's access to work support programs, English proficiency and job advancement, and policy implications.

Friedman, Samantha, Schill, Michael, & Rosenbaum, Emily. (1999). *The Use of Rental Housing Assistance by Immigrants in the United States and New York City*. *Housing Policy Debate* 10(2): 443-475.

The researchers in this article used a bivariate analysis to compare the uses of housing assistance between foreign- and native-born households. They determined that immigrants, as a group, are no more likely than native-borns to use rental housing assistance, in fact, they are actually less likely. To figure out more specific differences, the researchers then conducted a multivariate analysis. They found that those eligible, less educated, those with a female head of household, those with lower income, or those with children under 18 are more likely to receive rental housing assistance. Those in a couple-headed household or with greater income are less likely to receive assistance.

Gold, Rachel Benson. (2003). *Immigrants and Medicaid after Welfare Reform*. Guttmacher Report. Retrieved August 5, 2009 from <http://www.guttmacher.org/pubs/tgr/06/2/gr060206.html>

This special analysis from the Guttmacher Report looks at how welfare reform policy changes in 1996 have impacted the nine million foreign-born women of reproductive age residing in the United States and the service providers who are trying to meet their health care needs.



Greder, Kimberely, Cook, Christine, Garasky, Steven, & Ortiz, Lizmelia. (2007). *Latino Immigrants: Food and Housing Insecurity*. Iowa State University Extension.

This is a policy brief from the Iowa State University Extension that discusses the status of food and housing insecurity among Iowa families, and also discusses action steps to help Iowa families and communities become more secure. The authors discuss promoting interdependence as a goal for Latino immigrant families in Iowa to achieve self-sufficiency. Interdependence is described as mutual support, cooperation, and interaction among families and the communities that people live in.

Hamilton, Cheryl, Armstrong, Rebecca, Deffenbaugh, Ralston, Jr., & Hoebing, Joyce. (2006). *RefugeeWorks: Improving Pre-Employment Programs*. RefugeeWorks. Retrieved July 15, 2009 from [http://www.refugeeworks.org/downloads/rwnews\\_20.pdf](http://www.refugeeworks.org/downloads/rwnews_20.pdf)

RefugeeWorks is a national center focused on providing training, consulting, and publishing services to the national refugee employment network. Working in partnership with service providers and employers nationwide, they help refugees achieve economic self-sufficiency. This issue of their monthly newsletter discusses various pre-employment programs throughout the country that serve refugees. Programs that are highlighted include World Relief's Job Readiness Class, the International Rescue Committee's Pathways to Economic Success (PES) Program, the Skills Development Project in Fargo, North Dakota, and the American Work Culture in New Hampshire.

Hernandez, Donald J., Denton, Nancy A., & Macartney, Suzanne. (2009). *Children in Immigrant Families— The U.S. and 50 States— Economic Need Beyond the Official Poverty Measure*. Child Trends and the Center for Social and Demographic Analysis at the University of Albany, SUNY. Retrieved August 11, 2009 from [http://www.childtrends.org/Files//Child\\_Trends-2009\\_04\\_09\\_RB\\_ChildImmigPoverty.pdf](http://www.childtrends.org/Files//Child_Trends-2009_04_09_RB_ChildImmigPoverty.pdf)

This article, from Child Trends and the Center for Social and Demographic Analysis at the University of Albany, SUNY, discusses the differences in poverty among immigrant children and native born children in the U.S. The authors use the official poverty measure but also realize some shortcomings in the measure. According to the authors, some shortcomings of the measure include that it does not take into account what families need to spend for certain necessities, transportation to get to and from work, childcare, cost of living in different areas, and federal income taxes. Therefore, the authors of the study developed their own measure which they coined the Baseline Basic Budget Poverty Measure that takes into account the previous indicators. This new measure shows that poverty is much higher than deemed in the official measure and gaps between immigrant and native born families are also wider.



Horn, Wade. (July 2006). *Testimony before the Committee on Ways and Means in the U.S. House of Representatives on Benefits to Immigrants under TANF*. U.S. Department of Health and Human Services. Retrieved July 29, 2009 from <http://www.hhs.gov/asl/testify/t060726.html>

In this Testimony, Mr. Wade Horn, Assistant Secretary for Children and Families, U.S. Department of Health and Human Services, discusses the provisions for immigrants under the TANF program. He states that eligibility for federal TANF benefits is limited to a certain group of legal immigrants and goes over these qualifications. He also mentions that FY 2004 data shows that qualified immigrants make up about 2.1 percent (100,800) of the total TANF population of about 4.8 million individuals.

Kretsedemas, Philip. (2004). *Haitian Immigrants and Welfare Services in Miami-Dade County*. W.K. Kellogg Foundation. Retrieved August 5, 2009 from [http://www.wkkf.org/Pubs/Devolution/FloridaSPReportHaitianImmigrants\\_00331\\_03706.pdf](http://www.wkkf.org/Pubs/Devolution/FloridaSPReportHaitianImmigrants_00331_03706.pdf)

This report documents many of the hardships that have been experienced by the Miami-Dade Haitian community since the onset of welfare and immigration reform. The research for this report was conducted in the spring and summer of 2001 (nearly five years after the enactment of the 1996 Welfare Reform Act) through the joint efforts of four organizations. This collaborative research team consisted of two academic institutions and two community-based organizations that serve the Miami-Dade Haitian community. The community partners included the Center for Haitian Studies (CHS) and the Miami-Dade chapter of the Association of Community Organizations for Reform Now (ACORN) which, as of spring 2001, had initiated targeted outreach in Haitian neighborhoods.

Matloff, Norman. (1996-97). *Welfare Reform and Immigration: A Prognosis*. Center for Immigration Studies. Retrieved August 5, 2009 from [http://www.cis.org/articles/1996/IR27/welfare\\_reform.html](http://www.cis.org/articles/1996/IR27/welfare_reform.html)

This paper explores what impact the new provisions in welfare reform would have on legal immigrants in the United States, and specifically in the state of California. The author argues that some programs, such as SSI and TANF will be little affected by these changes. The author also looks at the implications the legislation will have on other public services, including applications for citizenship, the impact on the job market, as well as the repercussions for the health care system.





Moore, Thomas & Selkove, Vicky. (1999). *The Impact of Welfare Reform on Wisconsin's Hmong Aid Recipients*. The Institute for Wisconsin's Future. Retrieved August 5, 2009 from [http://wisconsinsfuture.org/publications\\_pdfs/past\\_projects\\_pdfs/hmong.pdf](http://wisconsinsfuture.org/publications_pdfs/past_projects_pdfs/hmong.pdf)

As one of the first states to initiate a work-based assistance program, Wisconsin has over 31,000 families impacted by the new program, 1,200 of whom are Hmong. This study, by the Institute for Wisconsin's Future, seeks to examine: 1) Individual and family characteristics of Hmong cash assistance recipients that impact employment prospects; 2) How effective the Wisconsin Works (W-2) program has been in helping Hmong participants overcome skill and education deficits and be prepared to succeed in the job market; and 3) The impact of W-2 on the well-being of Hmong participants and their families.

Morse, Anne, & Culp, Amanda. (2001). *Opportunities Under TANF for Serving Refugee and Immigrant Families: A Checklist for State and Local Policymakers*. National Congress of State Legislators. Retrieved July 29, 2009 from <http://www.ncsl.org/programs/immig/TANFcheck.htm>

This article gives the background of the TANF block grant and the provisions for serving immigrants. It gives brief guidelines for the block grant funds and for the state Maintenance of Effort (MOE) funds. Next, state responses are summarized regarding their policies for serving immigrants. Summaries are included on the states of California, Colorado, Georgia, Illinois, Kansas, Maryland, Nebraska, New York, Oregon, Texas, and Washington. Lastly, policy options for states are mentioned for serving immigrant and refugee populations using TANF funds and state MOE funds. Policy options are centered on employment supports, work experience, public awareness, eligibility for EITC, food stamps, SCHIP, ESL or literacy, and more.

Newhouse, Corey. (2007). *Children in Immigrant Families: A California Data Brief*. Children Now Organization. Retrieved August 3, 2009 from <http://publications.childrennow.org/assets/pdf/policy/immigrantkids-2007.pdf>

The Children Now Organization authored this report on children in immigrant families residing in California. Half of the children in California live in a family with at least one immigrant parent, which is 2.5 times the national average. This brief provides an overview of how children are faring in immigrant families, and how opportunities can be leveraged to support these children.



Paulson, Anna, Singer, Audrey, Newberger, Robin, & Smith, Jeremy. (2006). *Financial Access for Immigrants: Lessons from Diverse Perspectives*. The Brookings Institution. Retrieved August 11, 2009 from [http://www.chicagofed.org/community\\_development/files/fai-lessons\\_from\\_diverse\\_perspectives.pdf](http://www.chicagofed.org/community_development/files/fai-lessons_from_diverse_perspectives.pdf)

This paper, from the Brookings Institution and the Federal Reserve Bank of Chicago, discusses why access to broad financial support is important for immigrants and then discusses what can be done to increase access. The authors argue that knowing about financial services and having the ability to choose among various services is directly linked to economic prosperity. To increase access to broad, mainstream financial services, the authors discuss that banks should provide more services that immigrants want such as check-cashing and bill payment. Banks might also want to work with employers and with schools to strengthen their outreach to immigrants and their children.

Puri, Bandhana. (2005). *Welcoming New Americans: Community Action Agencies Open Their Doors to Immigrants, an Issue Brief by NASCSP*. National Association for State Community Services Programs. Retrieved August 3, 2009 from <http://www.peerta.acf.hhs.gov/pdf/WelcomingNewAmericans.pdf>

This issue brief, written by the National Association for State Community Services Programs (NASCSP), describes how members of the Community Services Network, particularly Community Action Agencies, are actively addressing the social service and additional needs of new immigrant populations within their communities. Agencies are working proactively across the country to assist those new to the United States in learning English, preparing for the citizenship test, and receiving services for which they are eligible.

Rawlings, Lynette A., Capps, Randy, Gentsch, Kerstin, & Fortuny, Karina. (2007). *Immigrant Integration in Low-Income Urban Neighborhoods: Improving Economic Prospects and Strengthening Connections for Vulnerable Families*. The Urban Institute and the Annie E. Casey Foundation. Retrieved August 3, 2009 from <http://www.aecf.org/upload/PublicationFiles/immigrantreport.pdf>

This paper is authored by the Urban Institute through the Annie E. Casey Foundation, and provides information on the immigrant population in low-income urban neighborhoods. The research identifies needs to improve service delivery in such communities. Authors review risk factors faced by immigrant populations, such as lack of citizenship status and limited English proficiency, and also risk factors typically faced by all low-income minority groups as a whole.



Tumlin, Karen, C., & Zimmerman, Wendy. (2003). *Immigrants and TANF: A Look at Immigrant Welfare Recipients in Three Cities*. The Urban Institute. Retrieved August 3, 2009 from <http://www.urban.org/publications/310874.html>

This paper, from the Addressing the New Federalism Project, discusses the 1996 welfare law, the decline in welfare and increase in immigrants, and focuses on the experiences of immigrants and those who are limited English proficient (LEP) on TANF in three cities including Houston, Los Angeles, and New York City. The authors found that immigrants compose about one-third of the TANF caseload in California and New York and one-fifth in Texas. Also, immigrants on TANF tend to have significant barriers to work and tend to be working in jobs that are not likely to help them achieve self-sufficiency. Also, many job training programs require some type of English proficiency, making it even more difficult for immigrants and limited English proficient TANF participants. The authors suggest that combined part-time work with language training could be especially effective for this population but work requirements and types of countable activities under TANF might make this difficult.

Wrigley, Heide Spruck, Richer, Elise, Martinson, Karin, Kubo, Hitomi & Strawn, Julie. (2003). *The Language of Opportunity: Expanding Employment Prospects for Adults with Limited English Skills*. Center for Law and Social Policy. Retrieved August 12, 2009 from <http://www.clasp.org/admin/site/publications/files/0148.pdf>

This brief, from the Center for Law and Social Policy's Workforce Development Series, discusses how the United States can provide better training and education for those with limited English proficiency, who tend to be immigrants and refugees. The number of immigrants and those with limited English skills in the labor market has increased over the years, but their prospects for higher wage jobs are often more difficult. Often times, immigrants also have a lack of formal education credentials along with low English skills. According to the authors, skills training and employment programs should focus on providing the nexus of language, cultural and specific job skills that are key to helping these low-income, limited English speaking individuals. Short-term bridge programs that shift participants into job training and education quickly is suggested, along with programs that combine job training with literary and language skills, and create career pathways that focus more on higher wage earning jobs. Lastly, the authors give some state and national policy recommendations for serving this population.



Yasui, Luna, Moran, Tyler, Wang, Chi, Sang & Wong, Christina. (2005). *Bridging the Language Gap: An Overview of Workforce Development Issues Facing Limited English-Proficient Workers and Strategies to Advocate for More Effective Training Programs*. National Immigration Law Center, Center for Asian American Advocacy. Retrieved August 12, 2009 from [http://www.nilc.org/immsemplymnt/wrkfrc\\_dev/bridging\\_language\\_gap\\_2005-08.pdf](http://www.nilc.org/immsemplymnt/wrkfrc_dev/bridging_language_gap_2005-08.pdf)

This paper, from the National Immigration Law Center, Center for Asian American Advocacy, discusses how to implement effective training programs for immigrants with limited English proficiency. Integrating English instruction with vocational training is a method proposed by authors and they discuss some current programs that have done this successfully and these programs' funding sources. The specific program they highlight that uses TANF funds is the San Francisco Vocational English as a Second Language (VESL) program that started in 2000 as a collaboration between the local community college and the San Francisco Department of Human Services.

Zimmermann, Wendy & Tumlin, Karen. (1999). *Patchwork Policies: State Assistance for Immigrants Under Welfare Reform*. The Urban Institute. Retrieved July 29, 2009 from <http://www.urban.org/UploadedPDF/occ24.pdf>

Through the Addressing the New Federalism project, authors from the Urban Institute discuss provisions for immigrants under the Personal Responsibility and Work Opportunity Reconciliation Act (PRWORA) of 1996 and programs created by states to address the provisions. California, as discussed in the paper, is the state that took an aggressive approach to implement new restrictions to "unqualified" immigrants after PRWORA. States that have substitute programs for immigrant populations are also described in the paper.