

# GLOBAL TALENT IDAHO

Webinar:  
Equipping  
Refugees with  
Skills for the  
Workforce  
9/30/2015

A program of Idaho Office for Refugees  
and Jannus Inc.

# AGENDA

- Why Global Talent Idaho & Value Proposition
- Global Talent Idaho Outcomes
- Regulated Professions & Potential TANF Interactions
- Global Talent Idaho in Action

# WHY GLOBAL TALENT IDAHO STARTED

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**3M**

open jobs in the U.S. due to lack of qualified workers

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**1,000**

refugees resettled in Idaho each year

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**~20%**

of refugees resettled in Idaho each year are college educated with professional experience

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**\$18K**

average annual income in 2014 for newly resettled refugees (40 hrs./week @ \$8.55/hr.)

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**Without help navigating the challenges of the U.S. professional employment landscape, high skilled workers experience and brain power are wasted despite demand!**

\*Idaho is a low wage state, 50th in the nation, in 2014 the average wage in Idaho was \$19.12 per hour. The median wage was \$14.93 per hour.

<http://www.spokesman.com/stories/2014/jan/02/idaho-ranks-last-four-wage-measures/>

# THE VALUE PROPOSITION

## *Employers*

**Need skilled, diverse professionals to compete in the global marketplace**

**Are experiencing skills shortages in high-demand fields**

**Are unaware of how to access this talent pool**

## *Immigrants*

**Are pre-screened, work-authorized, highly skilled professionals who are under-employed**

**Demonstrate an interest and motivation to gain U.S. work experience and build their professional networks**

## *Global Talent Idaho*

**Equips job seekers with soft skills training to help them overcome barriers**

**Provides employers with high-quality talent that matches the skillset and qualifications desired**



# GLOBAL TALENT IDAHO OUTCOMES

**60**

**job seekers in Global Talent Idaho job seeker program - Medical Doctors, Lab Techs, Nurses, Pharmacists, IT, Business, Engineering, Nonprofit, Manufacturing, Teachers, HR, Admin, Social Work, Journalism, and Accounting**

**16**

**countries represented – Bosnia, Brazil, Burma, DRC, Eritrea, Ethiopia, France, Iraq, Mexico, Nicaragua, Nepal, Syria, Sudan, Somalia, Tajikistan and Venezuela**

**18**

**placements (Burma, Eritrea, Iraq, Nicaragua & Tajikistan)**

**\$30K**

**average annual income of placed GTI job seekers**

**\$22K**

**average annual income gain of placed GTI job seekers**

**Quality of life improves, additional tax revenue is generated, consumer spend goes up, and white collar diversity increases when skilled immigrants and refugees get professional-level jobs!**

# WHAT ABOUT REGULATED PROFESSIONS?

## Resettlement Agency Resettlement Process (typically 8 months)

- Housing
- First job (for highly skilled, usually a survival job)
- Healthcare
- Self-sufficiency

## Global Talent Idaho Professional-level Job Search Readiness

- Training – Professional resume, Marketing Yourself, Interviewing, Networking, Cover Letter writing, English
- Coaching – 1:1 guidance & soft skill development
- Mentor Program – match job seekers with local professional
- Relicensing and Alternative Career Pathway Guidance

## Idaho Dept. of Labor Skills Training & Practical Work Experience

- Work-based Training , may include English
- Internships
- On-the-Job training
- English Relicensing

## Required Licensing Relicensing in the U.S.

- Medical Doctors, Veterinarians, Lab Technicians, Civil Engineers, Nurses, Accountants, IT Professionals
- Credential Evaluation & Validation
- Step-by-Step Relicensing Process – time, cost, considerations, alternative s

Possible TANF Interactions

[News Story About Global Talent Idaho](#)