

UPWARDLY GLOBAL & FLOURISH TULSA

Workforce Opportunity for Immigrant Professionals

Welcoming, Recruiting, and Serving Immigrant Professionals

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Powered by World Education Services

City of Tulsa Presenters



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About Flourish Tulsa

- As part of the [New Tulsans Initiative](#), the City of Tulsa has launched [Flourish Tulsa](#) to support internationally trained immigrants in our community.
- Through community partnerships, we are developing strategies to connect immigrants with employment in fields they have experience in and are passionate about

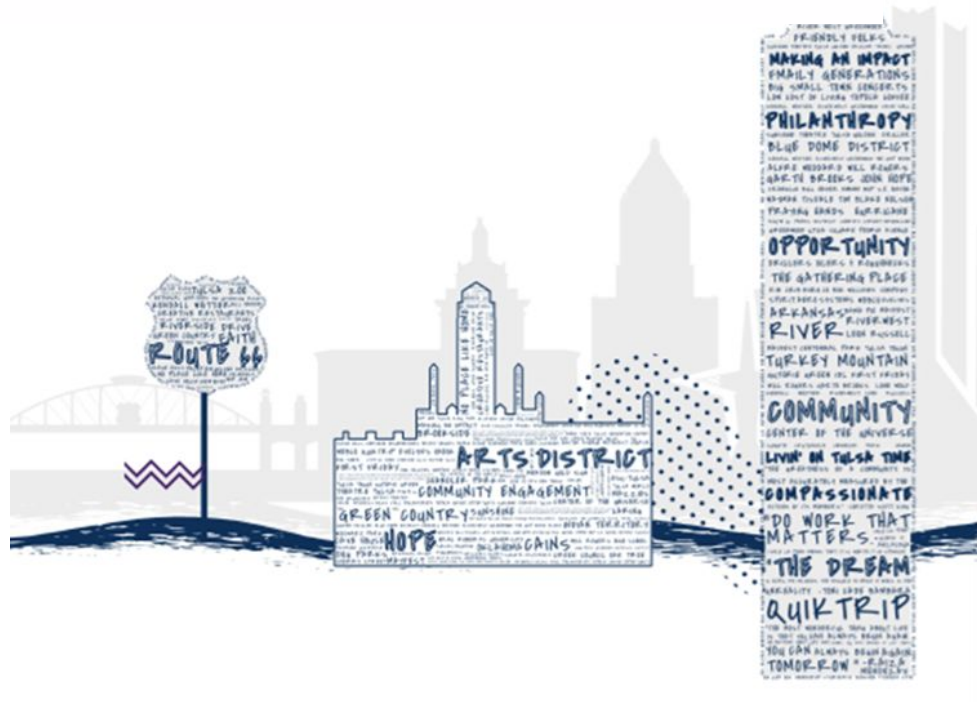


Internationally Trained Immigrants:
Flourish in Tulsa!

	Create a Career Plan		Pursue Employment and Paid Training or Internships		Enroll in ESL Courses
	Build a Professional Network		Engage your Employer and Share these Resources		

For more information about Flourish Tulsa, contact resilient@cityoftulsa.org

Flourish Tulsa Partners

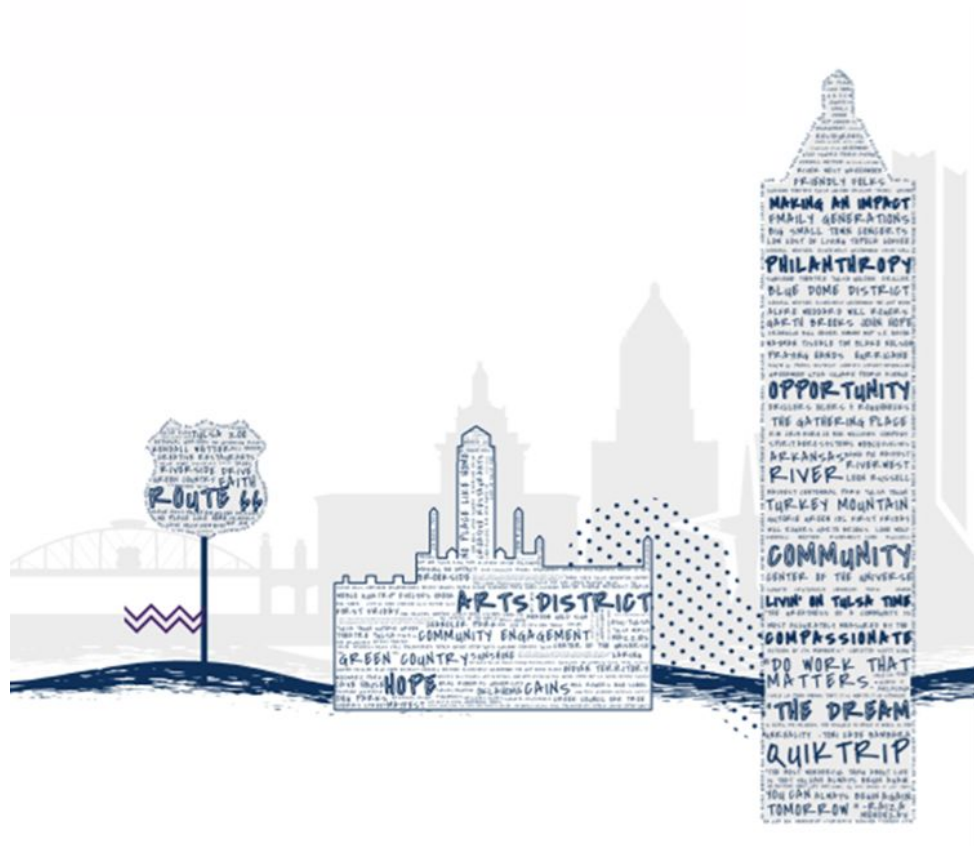


Empowering
Communities



WORLD EDUCATION SERVICES

Outcomes



- **Outcome 1:** Support employers/workforce providers with credential assessment and help the immigrant community access resources for credential recognition
- **Outcome 2:** Develop career pathways guides for internationally educated immigrants that meet sector need
- **Outcome 3:** Offer trainings for employers and workforce providers on cultural competency in working with skilled immigrant professionals

Today's Presenters



BIJAN YAMINAFSHAR
Employer Partnerships Manager
Upwardly Global



MAHLET MEMO
Manager, Jobversity
Upwardly Global



EMILY HACKERSON
Director, Jobversity
Upwardly Global

Session Goal & Objectives

Goal: Immigrant job seekers in Tulsa are placed in thriving wage jobs with access to career advancement opportunities

Objectives:

- Participants will understand the value of investing in career pathway and economic mobility opportunities for immigrants in OK
- Participants will understand the immigrant job seeker journey and visa basics
- Participants will understand the value of and receive practical tools for recruiting and hiring immigrant and refugee professionals

Who we are

Upwardly Global's mission is to lift immigrant and refugee professionals out of un/underemployment into thriving wage jobs that align with their skills and education.

We advance equity, power the economy, and champion human potential through innovative skill-building, coaching, and networking programs.

Our Impact

20+

Years of experience

1,000

Yearly job placements!

50+

Employer Partners

7,900+

Immigrant Professionals placed back in their career fields

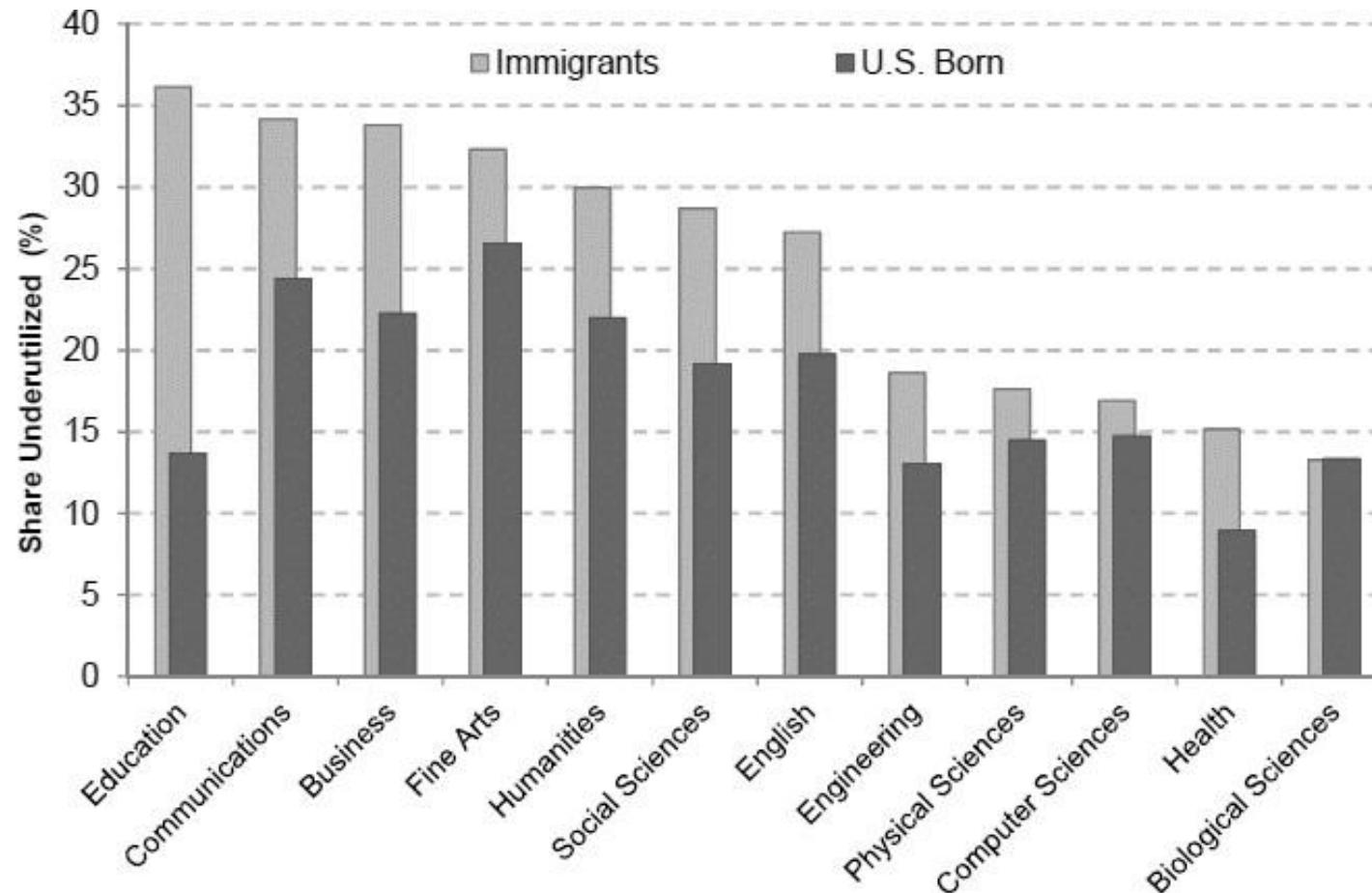
\$55k

Avg. client income gain

Investing in Immigrant Talent & Development

“Brain Waste” Among Immigrants with Advanced Training

Underemployment and Unemployment of College-Educated Adults in Labor Force, by Nativity and Undergraduate Degree Field (%), 2009-13



Immigrant Workforce in Oklahoma

Oklahoma



Immigrant Residents

238,488

Immigrant Share of Population

6.0%

Immigrant Taxes Paid

\$1.9B

Immigrant Spending Power

\$5.3B

Immigrant Entrepreneurs

20,037

Data Year

2019

STEM workers who are immigrants 11.5%

Nurses who are foreign-born 6.4%

Health aides who are foreign-born 6.2%

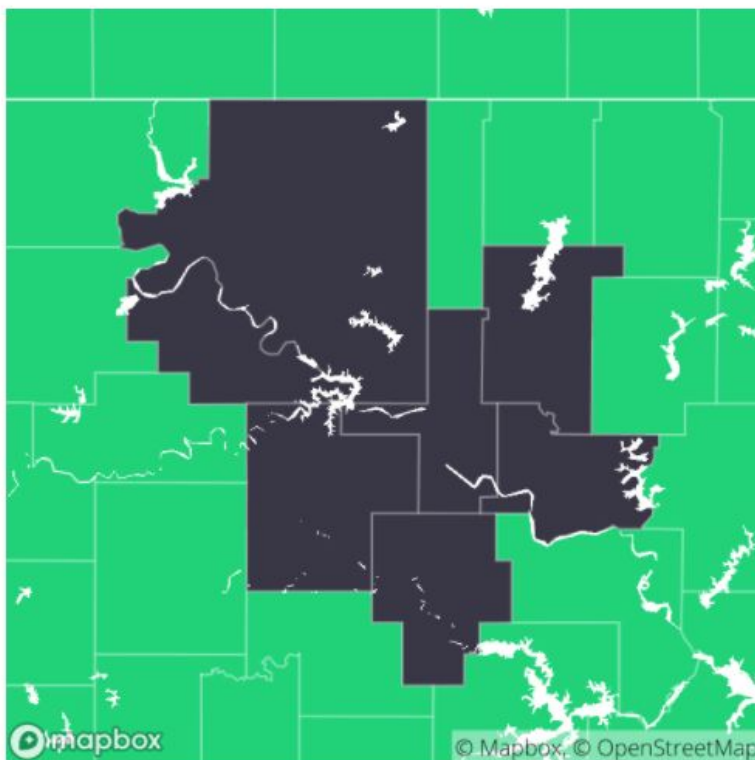
Educational Attainment

High School & Some College **39.9%**

Bachelor's Degree **11.4%**

Graduate Degree **13.9%**

Immigrant Workforce in Tulsa



Immigrants and the economy in:

Tulsa Metro Area

Immigrant Residents

70,762

Immigrant Share of Population

7.1%

Immigrant Taxes Paid

\$537.4M

Immigrant Spending Power

\$1.5B

Immigrant Entrepreneurs

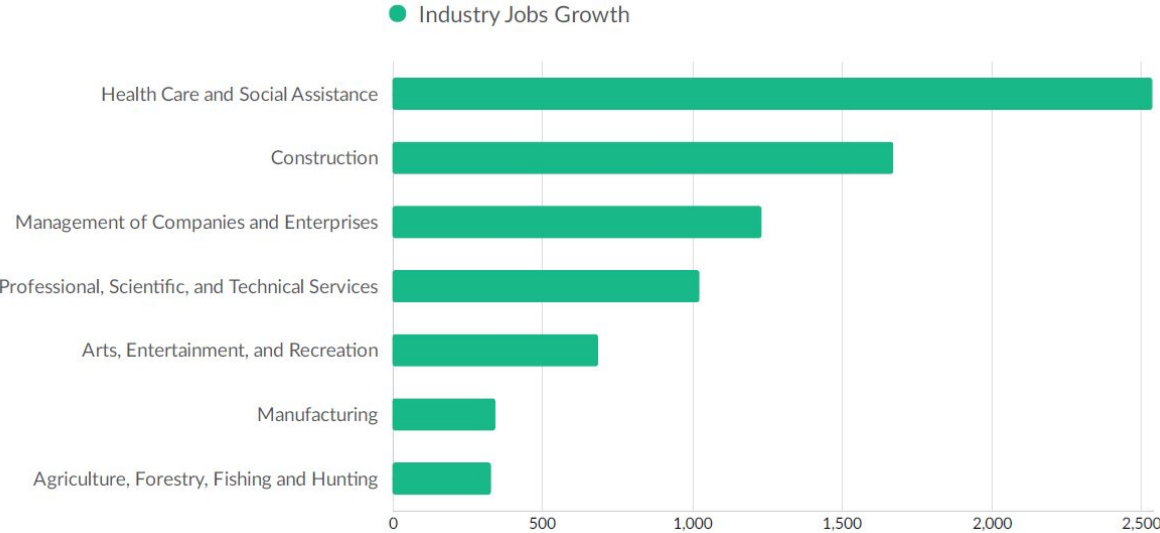
6,293

Data Year

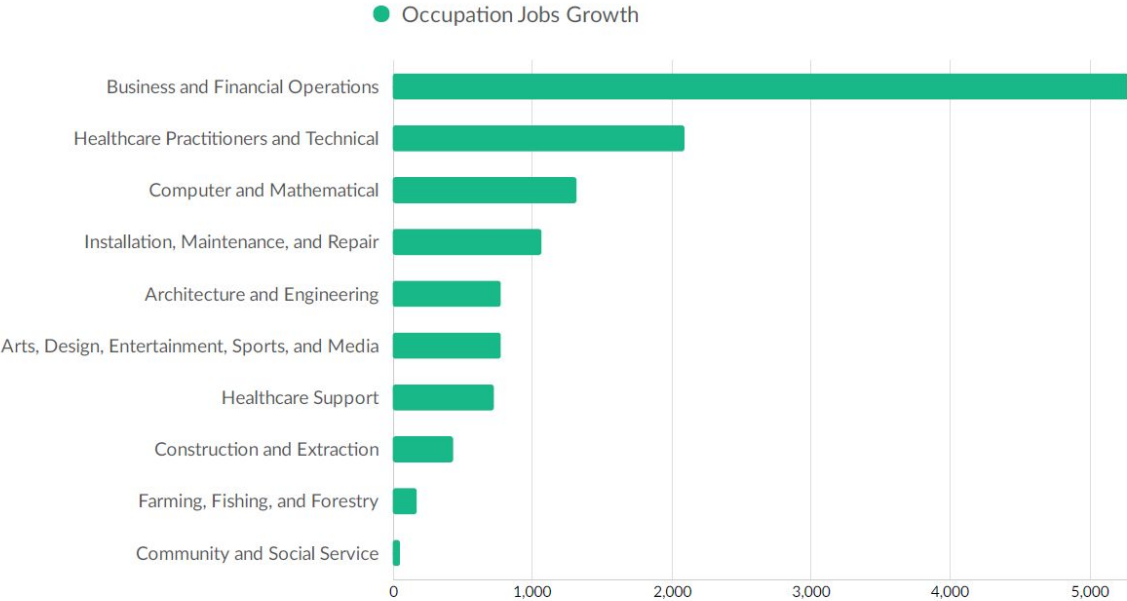
2019

Opportunities for Tulsa

Top Growing Industries



Top Growing Occupations

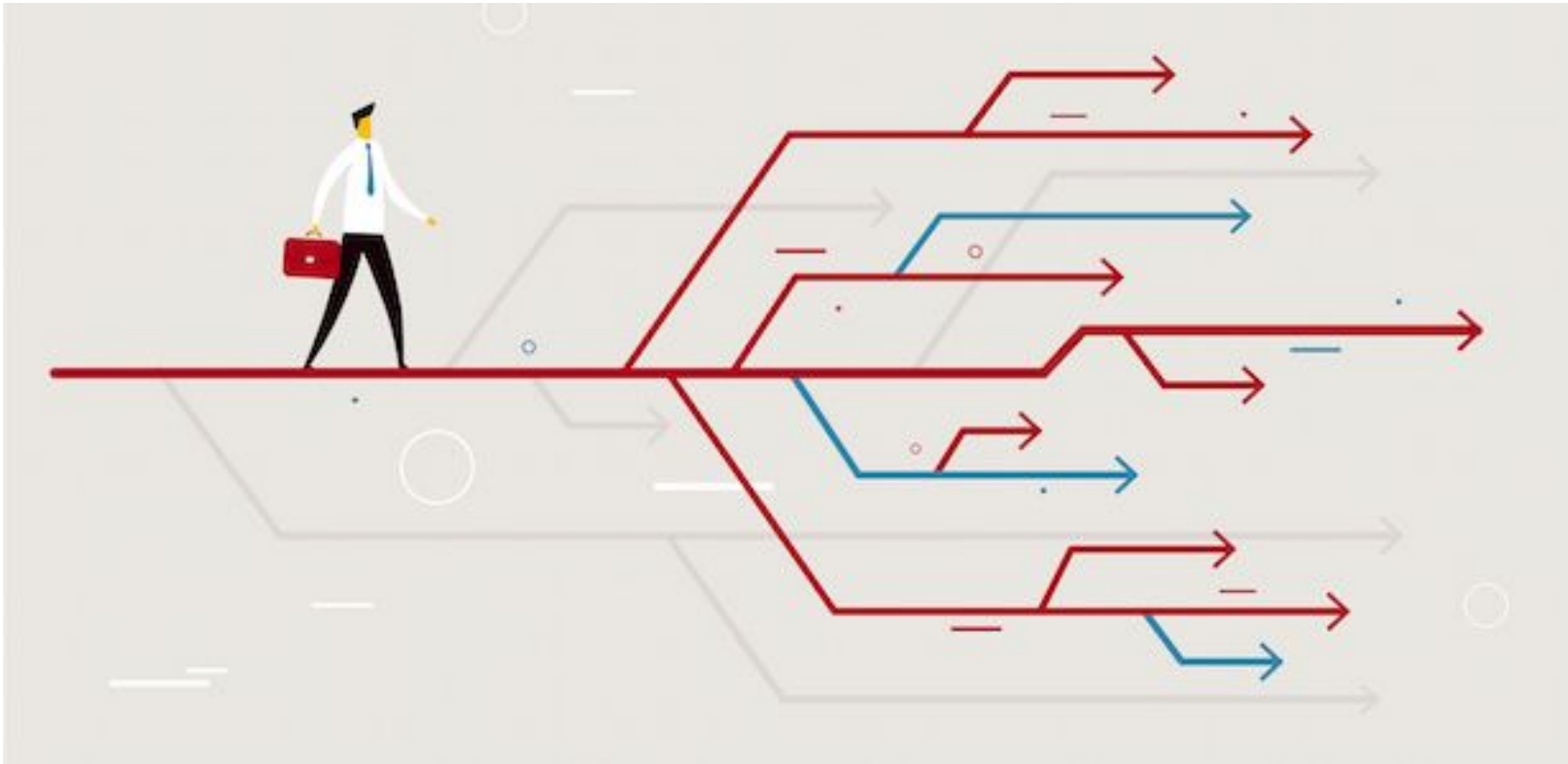


Career Pathways & Economic Mobility

Career Pathways



Career Pathways: the business case



- Retain & grow key talent
- Get ahead of labor market competitors
- Decrease turnover

→ For workforce developers

- [Career maps](#) (CUNY's Graduate Center)
- [MyNextMove.org](#)

→ For employers

- [WholeStory: Natl. Training Database](#)
- [GUILD Education](#)

The Immigrant Job Seeker Journey

Immigrant & Refugee Professionals



GLOBAL

International work experience & global professional networks



DIVERSE

Bilingual, speaking English and their native language(s)



LOYAL & DRIVEN

Highly motivated, loyal to employers – 90% retention rate at 1-year mark



WORK AUTHORIZED

Fully authorized for work in the U.S. – No need for employment or visa sponsorship.



SPECIALIZED

Average of 9 years' experience; more than 50% have management experience



EDUCATED

Most have completed a BA/BS (or equivalent); 50% have a Master's degree

What Success Looks Like



TEDROS



9+ years
as a **Data Analyst &
Statistician** in Eritrea

Gained Asylum in the US
Security Guard




UpwardlyGlobal



Business
Analyst



HIRLIM



8+ years
in **Industrial Engineering**
in Venezuela

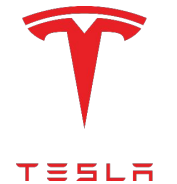
Gained Asylum in the US
Cashier




UpwardlyGlobal



Senior
Production
Planner



Understanding visa status & work authorization

Understanding work status: Refugee Groups

There are an estimated 17,000+ Oklahoma residents who fall into a "refugee group."

All statuses are granted based on a foundation of "credible fear" that must be proven and accepted through an arduous process. Refugees, Asylees, and SIVs have been forced to flee their countries for many reasons and are deeply vetted as part of the U.S. screening process.

All are legally authorized to work -- no visa sponsorship required.

REFUGEE

A refugee has a well-founded fear of persecution for reasons of race, religion, nationality, political opinion or membership in a particular social group.

ASYLEE

An asylee comes to the new country (usually on a temporary VISA like student or tourist) and applies to stay in the country once they arrive.

SIV (SPECIAL IMMIGRANT VISA)

This status is given to individuals who have worked with the U.S. Military or State department overseas, primarily in Iraq and Afghanistan.

Afghanistan Placement & Assistance Program

Tulsa expects to receive
800+ individuals, ~200 families

Most, if not all, would qualify for refugee, asylee or SIV status if they had time to apply.

Individuals are entering the U.S. via **Humanitarian Parole** with extensive security clearances.

Work Authorization:

Applications will be submitted before families are resettled.

It is unknown when work permits will be received.

Expecting a big range of education, employment, and English language skills.

Fully Work Authorized Visa & Status Types

SB = Green Card: Returning Resident

SI = Iraq or Afghan Translator – Special Immigrant Visa

SQ = Iraq or Afghan workers who worked for U.S Government – Special Immigrant Visa

TPS = Temporary Protected Status

T-1/T2 = Victim of Human Trafficking/Spouse who has already decided a 2-year EAD

U = Victim of Criminal Activity/Spouse who has already revived a 2-year EAD

CR-1 = Green Card: Spouse of US Citizen

DV = Green Card: Diversity Visa

F3/F4 = Green Card: Child of U.S Citizen

1-94 = Refugee, Asylee, SIV or Parolee with Temporary Work Authorization

1R-1 = Green Card: Spouse of a U.S. Citizen

R-5 = Green Card; Parent of a U.S Citizen

IW = Widow of U.S Citizen

Resources

- [Working in the U.S.](#)
[U.S. Citizenship & Immigration Services](#)
- [Untapped Talent: The Costs of Brain Waste](#)
[Migration Policy Institute](#)
- [Statistics on Immigrants and Immigration in the U.S.](#)
[Migration Policy Institute](#)

Recruiting, Hiring, & Retaining Immigrant Job Seekers

Our Approach



Organizations need diverse talent. Upwardly Global connects employers with work-authorized immigrants and refugees who have brought their education, skills, experience and talent to the U.S. From Fortune 500 companies to tech startups, hundreds of companies in every sector are benefiting from the UpGlo talent pool.

Our Approach

Foreign-born job seekers face barriers and challenges throughout the entire job search process. We work with employers to address these barriers through engagement with their HR & Talent Acquisition teams, and interested general staff through:

- *Thought Leadership*
- *Talent Pipelines*
- *Volunteer Opportunities*
- ***Hands** on expertise in recruitment, retention and success of foreign-born highly skilled talent*
- ***Long-term** partnerships to create lasting change*

What Employers Can Do

When Recruiting...

- Make online job applications international!
 - Include an option for **foreign degrees** and job locations outside the U.S. on drop-down menus
- Tap into sources of **non-traditional talent** such as local refugee resettlement agencies, and Upwardly Global.
- Recruiting depends on **networking**. Encourage employees to volunteer with organizations like UpGlo where they will meet immigrants and refugees with professional backgrounds.
- **Educate** front-line recruiting teams. Many immigrants and refugees have full work authorization and do not require visa sponsorship.

When Screening...

- Reconsider “**red flags**” on a resume
- **During the interview**, briefly familiarize the candidate with U.S. culture and your company’s hiring process.
- Embrace the value that a low-skilled job—what we call a “**survival job**”—can bring to a candidate’s skill-set and acclimation to U.S. culture.
- Redefine “**overqualified.**” A health care or legal professional will not immediately be licensed to practice in the U.S.

When Hiring...

- **Contact** references who are abroad by e-mail or through LinkedIn.
- **Educate** HR and hiring managers on immigration paperwork.
- **Remove** immigration status from the job requirements
- **Involve** immigrant employees
- Many refugees and immigrants may **speak near-perfect English**, or they may have a learning curve. They will learn on the job!

- Create **on-the-job training** including internships or apprenticeships
- **Assign a mentor** for immigrants and refugees joining your organization. It's tough to be new at any job, imagine tackling a new language and culture as well!
- Engage new employees by asking to **hear their stories**—maybe you'll be inspired to share your own family's history!
- **Establish** employee resource groups

Resources

UpGlo Resources

[Inclusive Hiring Guide](#)

[Professional Licensing Guides](#) - Guide on steps required to earn a state professional license or credential

[UpGlo Healthcare Connect](#) - Matches internationally-trained health professionals with hospitals & government agencies

[FREE Online Courses](#)

[Emergency Resources During COVID-19](#)

Other Resources

[Maryland Dept. of Labor Skilled Immigrant Task Force](#)- Consortium of stakeholders that leverage skills foreign-trained professionals bring to the United States in order to meet local job market demand

[Tent Partnership for Refugees](#) - Research, guidebooks, and other resources to help companies implement refugees initiatives

Thank you!
Questions?

Contact Information



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