



Our Expertise. Your Success.

September 18, 2020

International Credential Recognition

Flourish Tulsa: Skilled Immigrant Integration Program

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Global Talent Bridge

World Education Services

Today's Conversation

Introduction to Flourish Tulsa

Introduction to WES Global Talent Bridge

Skilled Immigrants and Refugees in the U.S.

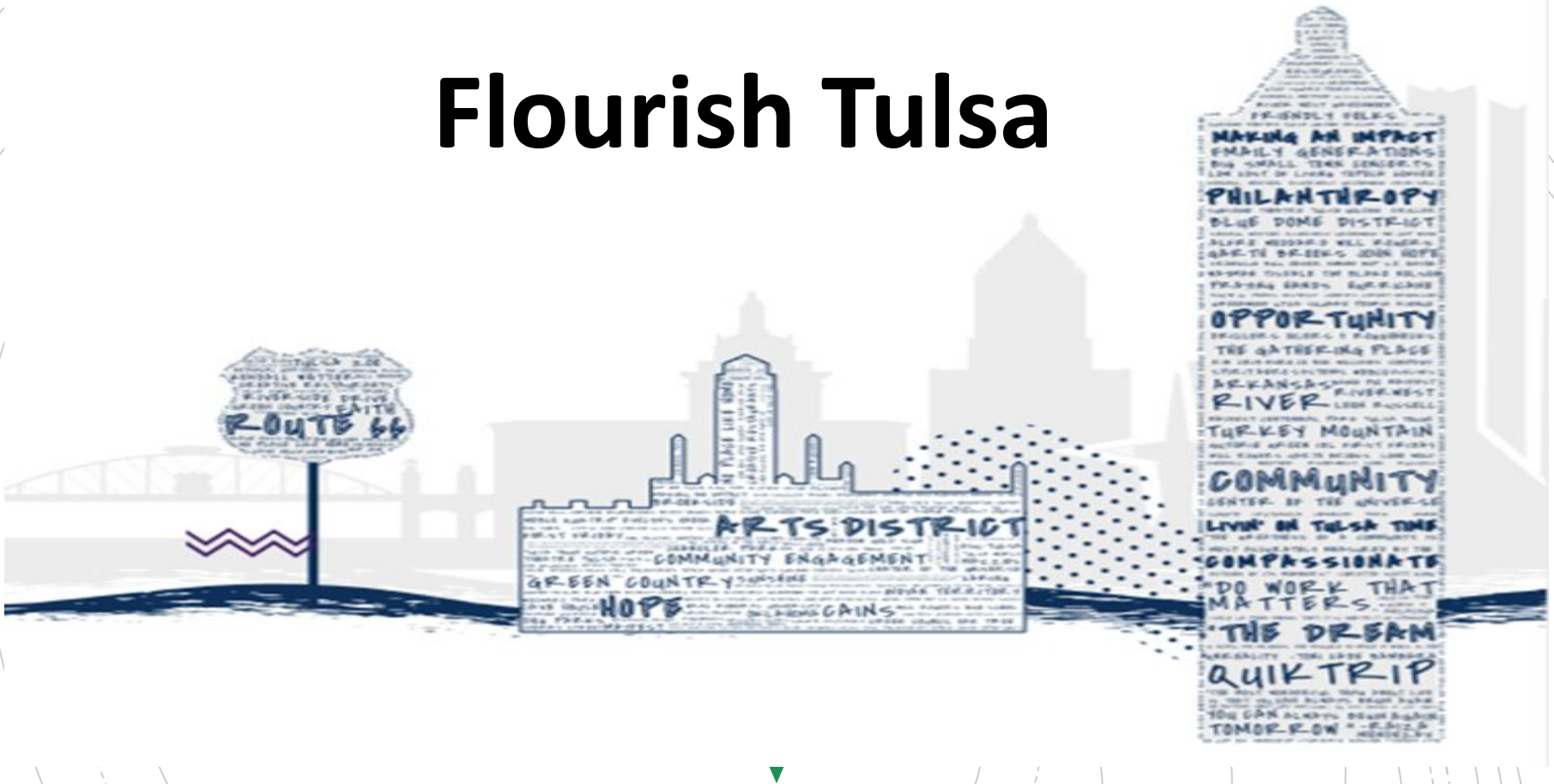
Credential Evaluation and Recognition

Resources

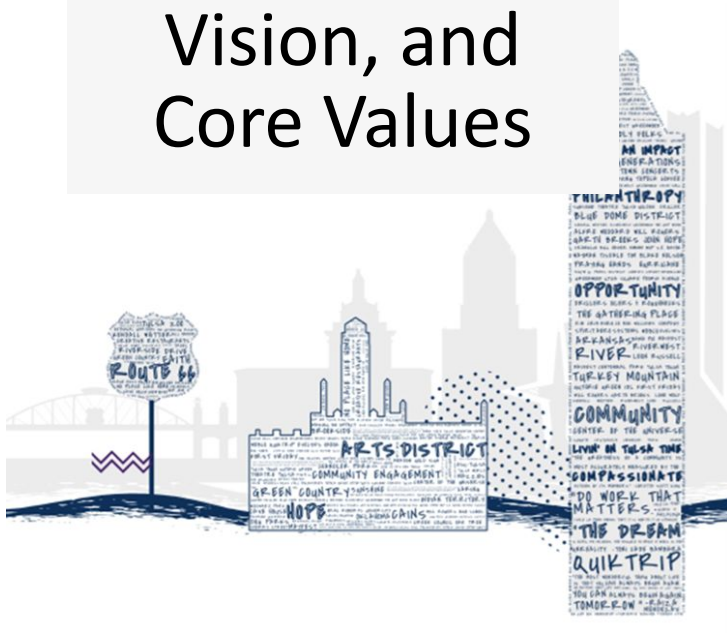
Q&A



Flourish Tulsa



City of Tulsa Mission, Vision, and Core Values



OUR MISSION:

Build the foundation for economic prosperity, improved health and enhanced quality of life for our community.

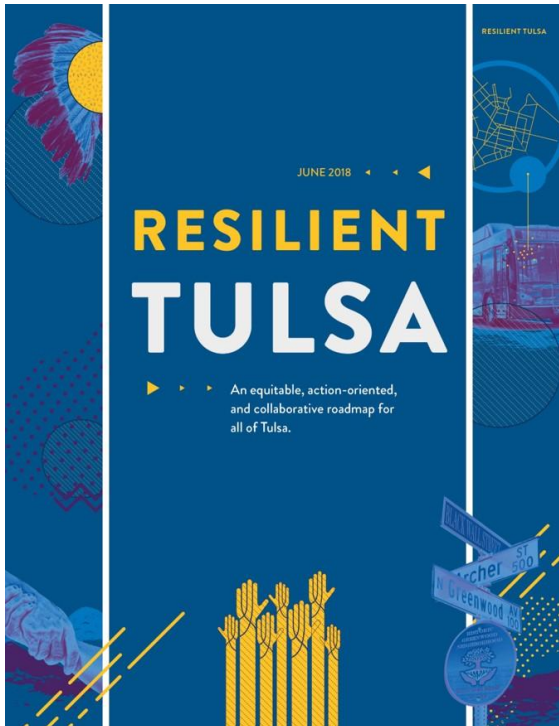
OUR VISION:

Tulsa will be a globally competitive, world-class city.

OUR VALUES:

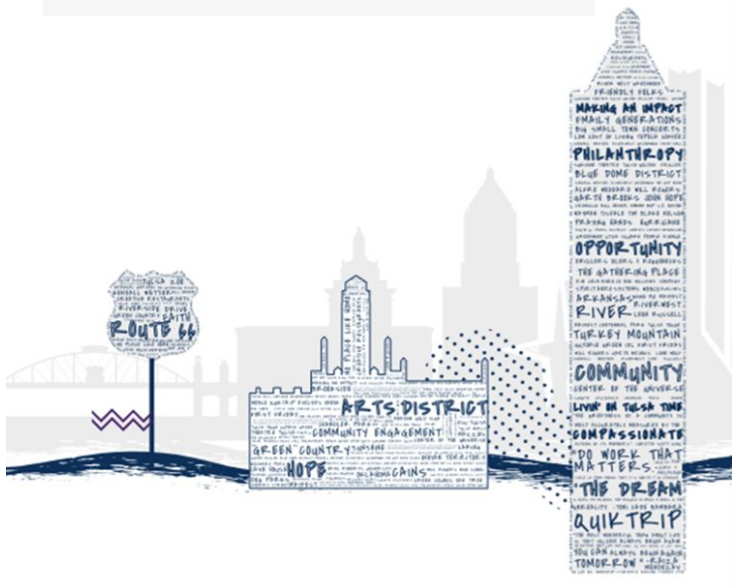
Committed Teamwork – We work **together** toward common goals.

High Expectations – We expect **excellence** in our work, our organization and the city we are building.



- Tulsa’s resilience strategy serves as a roadmap to address Tulsa’s most pressing challenges and seeks to build capacity among residents, city systems, and community partners to build a more resilient city.
- Robust community engagement and input
- Released in the summer of 2018
- Contains 41 policies, programs, practice changes, and events
- www.cityoftulsa.org/resilienttulsa

A vision for Tulsa



- An inclusive future that honors all Tulsans
- Tulsans equipped to overcome barriers and thrive
- Economic opportunity for all Tulsans
- City and regional systems transformed to improve outcomes for all Tulsans

New Tulsans Initiative





The New Tulsans Welcoming Plan is comprehensive roadmap for building a more cohesive and equitable Tulsa and fostering connections between all immigrant and long-term residents.

Ultimately, the Welcoming Plan is a commitment to the social inclusion of all immigrants and promoting the shared prosperity for all Tulsans.

New Tulsans Welcoming Plan



Civic Engagement

Increasing access to municipal services, leadership opportunities, naturalization and voter registration



Economic Development

Recognizing and celebrating immigrant entrepreneurs, increasing access to financial literacy and workforce supports



Education

Ensuring equitable access to educational supports for immigrants and their children across the life span



Health

Collaborating with community partners to ensure that immigrants receive high quality and culturally appropriate physical and mental health care and services



Public Safety

Implementing policies that promote justice, security and trust between immigrants, law enforcement agencies and public safety agencies

Demographic

Working-Age Individuals

64,348 immigrant residents in Tulsa Metro Area

Age Group	Foreign-Born Population Share
0-15	6.6%
16-64	85.9%
65+	7.5%

Source: New American Economy, Tulsa Metro Area, 2017

POLL

In the Tulsa Metro Area, what percentage of foreign-born individuals over the age of 25 have at least a bachelor's degree?

- A. 10%
- B. 20%
- C. 30%



Demographics

Educational Attainment

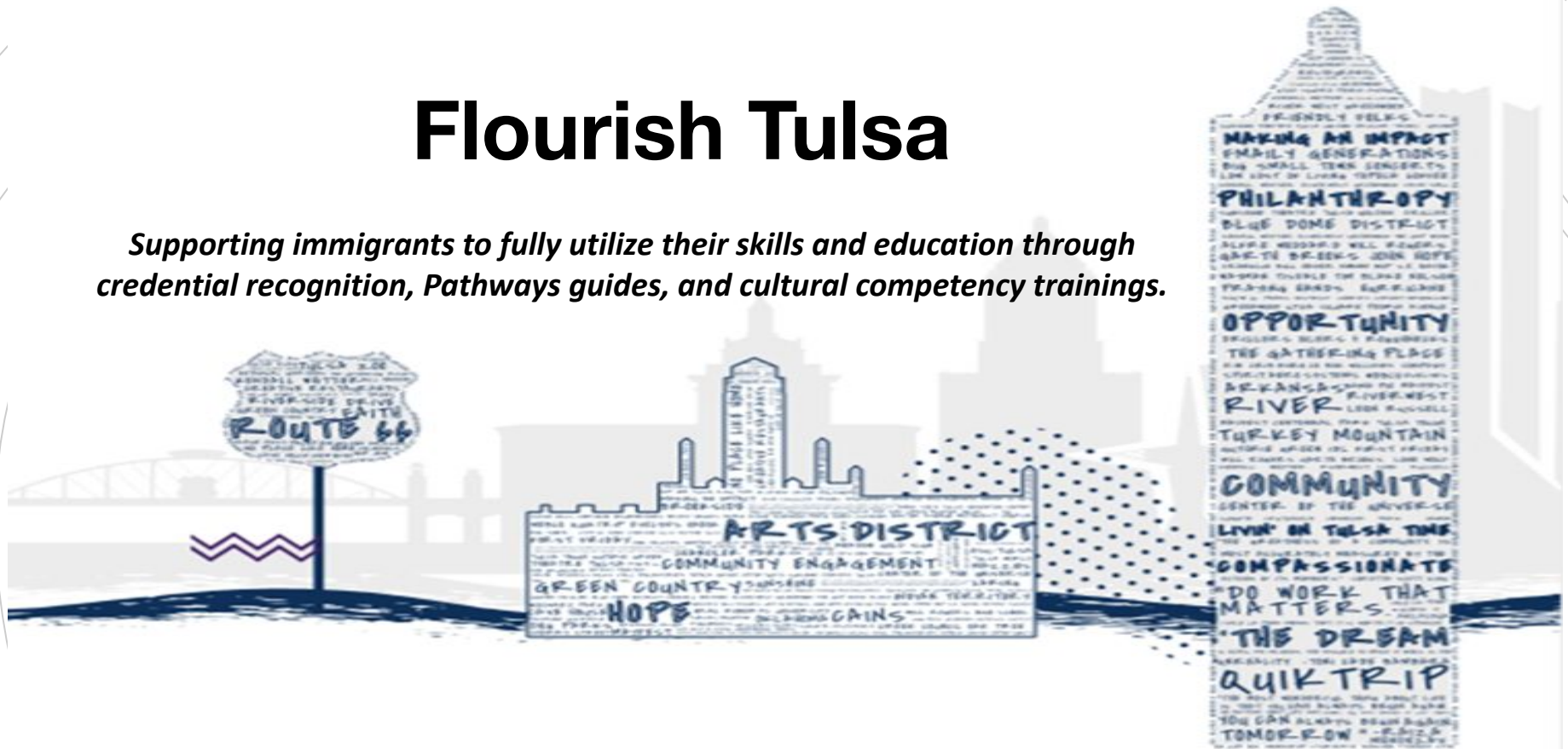
1 in 5 foreign-born individuals over the age of 25 have at least a bachelor's degree

Educational Attainment, Age 25+	
<i>Workforce Education</i>	<i>Foreign-Born Population</i>
High School & Some College	43.3%
Bachelor's Degree	12.6%
Graduate Degree	7.4%

Source: New American Economy, Tulsa Metro Area, 2017

Flourish Tulsa

Supporting immigrants to fully utilize their skills and education through credential recognition, Pathways guides, and cultural competency trainings.



Partners



eliminating racism
empowering women
ywca
Tulsa

||| **WORKFORCE TULSA**

**TULSA
REGIONAL
CHAMBER**



WORLD EDUCATION SERVICES

Outcomes



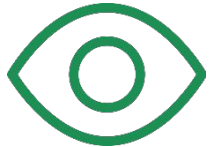
- **Outcome 1:** Support employers/workforce providers with credential assessment and help the immigrant community access resources for credential recognition
- **Outcome 2:** Develop 1-2 career pathways guides for internationally educated immigrants that meet sector need
- **Outcome 3:** Offer trainings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

About WES

World Education Services (WES) is a non-profit organization dedicated to helping individuals with international education achieve their educational and professional goals in the United States and Canada

Global Talent Bridge is a program of WES dedicated to helping skilled immigrants and refugees fully utilize their talents and education in the United States and Canada

Skilled Immigrant Integration Program



Build awareness of skilled immigrants' potential in the workforce



Support local and state-level efforts to provide ongoing support for skilled immigrants to integrate into the workforce

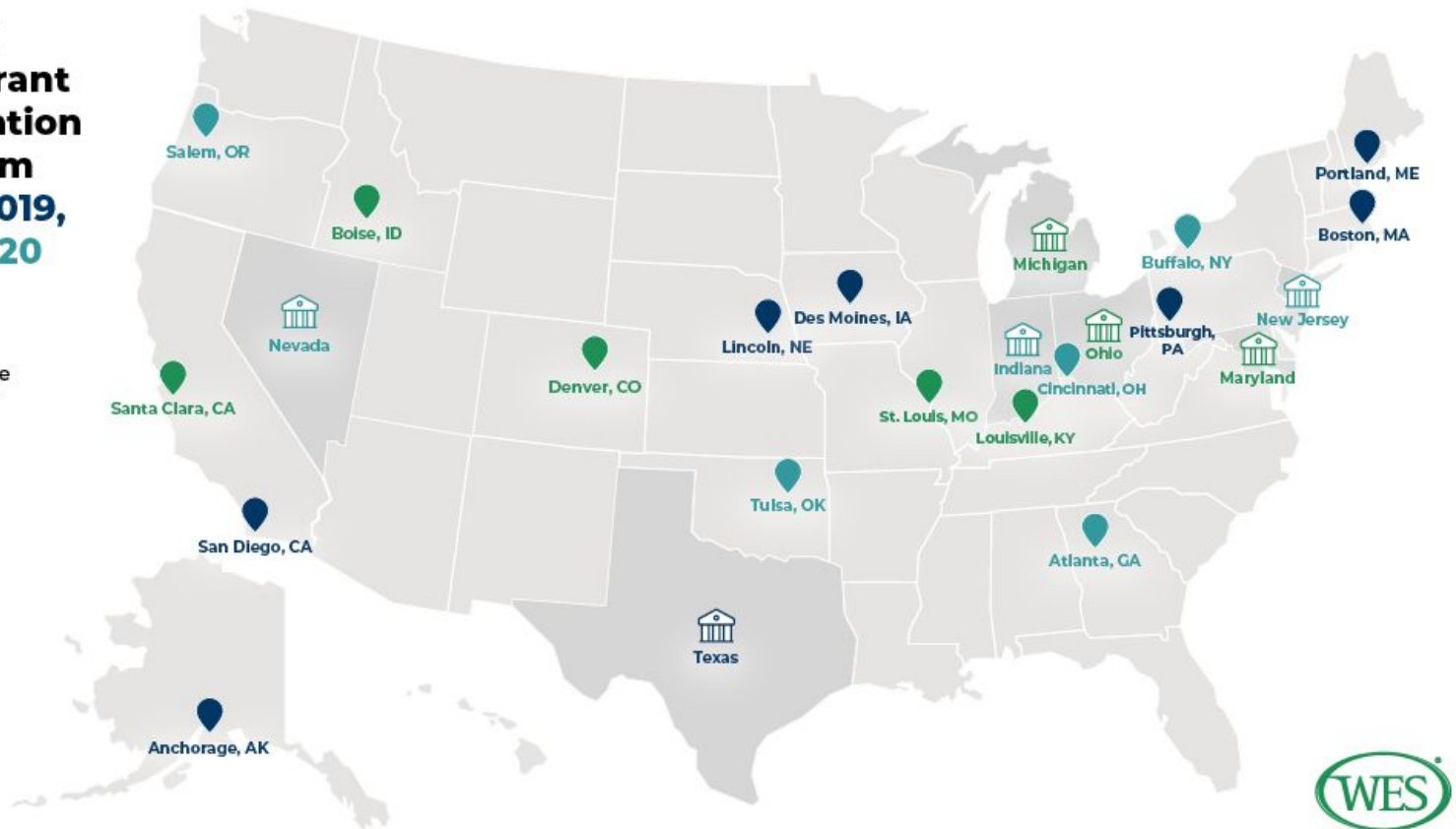


Strengthen the nationwide network of expertise with experience in effective programming

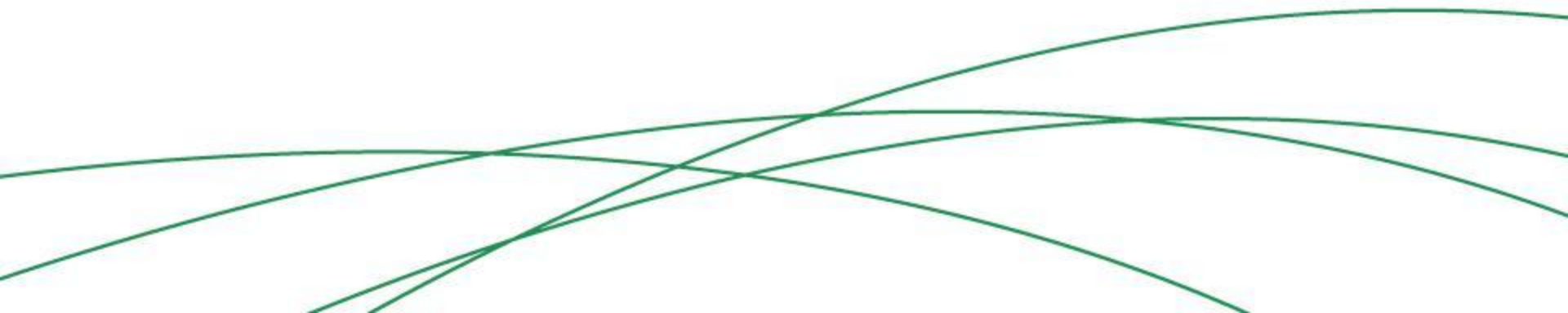
Skilled Immigrant Integration Network

Skilled Immigrant Integration Program 2018, 2019, and 2020

-  Cities
-  Statewide Initiative



Skilled Immigrants & Refugees in the U.S.



Skilled Immigrants and Refugees



Individuals with post-secondary degree or certification and/or professional experiences earned abroad



Individuals seeking to work in their profession or pursue further education to qualify for a career in the United States

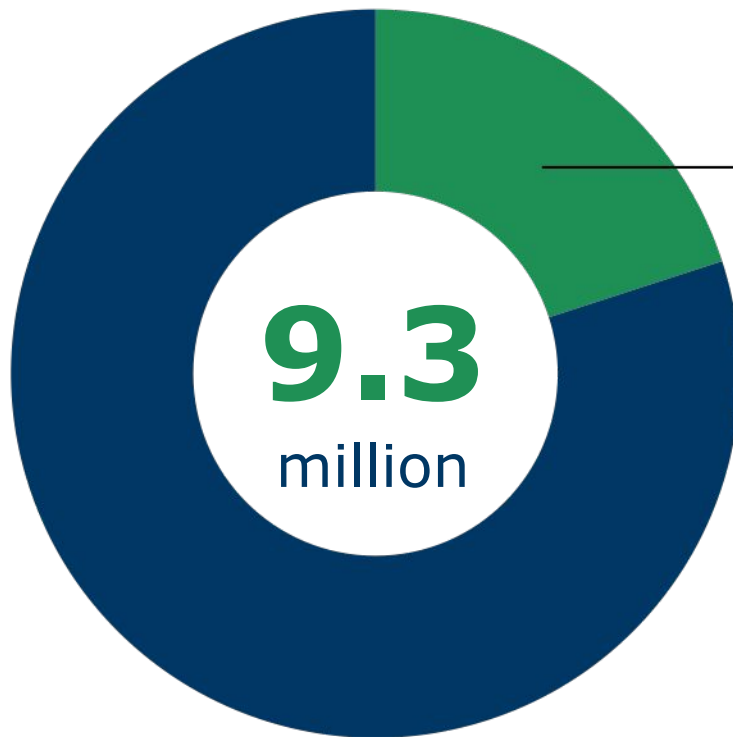
What is Brain Waste?

“ The **underutilization** of **skills and education** in the workplace despite high professional qualifications, resulting in **unemployment and underemployment**. ”



Brain Waste: How Does It Affect Skilled Immigrants and Refugees?

Size of College-Educated Immigrant Population & Share Experiencing Brain Waste



2+ million

23.4% of the 9.3 million college educated immigrants are either working in low-skilled jobs or are unemployed in the U.S. labor market

Source: Migration Policy Institute (MPI) tabulations of the U.S. Census Bureau American Community Survey (ACS) and Decennial Census, 2018.

Factors Driving Brain Waste

Why does a person with skills, education, and high professional qualifications in the workplace find themselves in unemployment or underemployment?



Inadequate recognition of international education and credentials



Lack of education and/or work experience in the U.S.

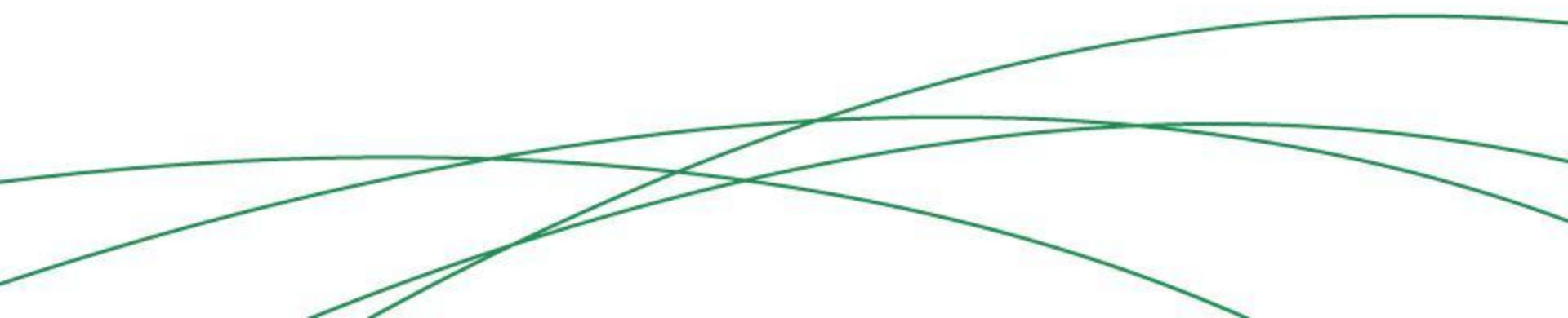


Low social capital



Limited English proficiency

Credential Evaluation & Recognition



Credential Evaluation vs. Recognition



Evaluation

Report that provides U.S. academic equivalence to credentials from abroad and verifies foreign education



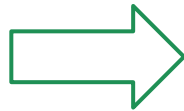
Recognition

Decision on the part of an institution to accept the validity of academic credentials or credential evaluation

Utilizing a Credential Evaluation



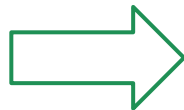
Higher Education



Apply to college/university



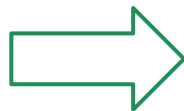
Licensing



Start licensing process in a specific industry and state



Employment



Meet job requirements that match prior educational and professional experiences

Obtaining a Credential Evaluation

No universally accepted evaluation service



www.naces.org

Review

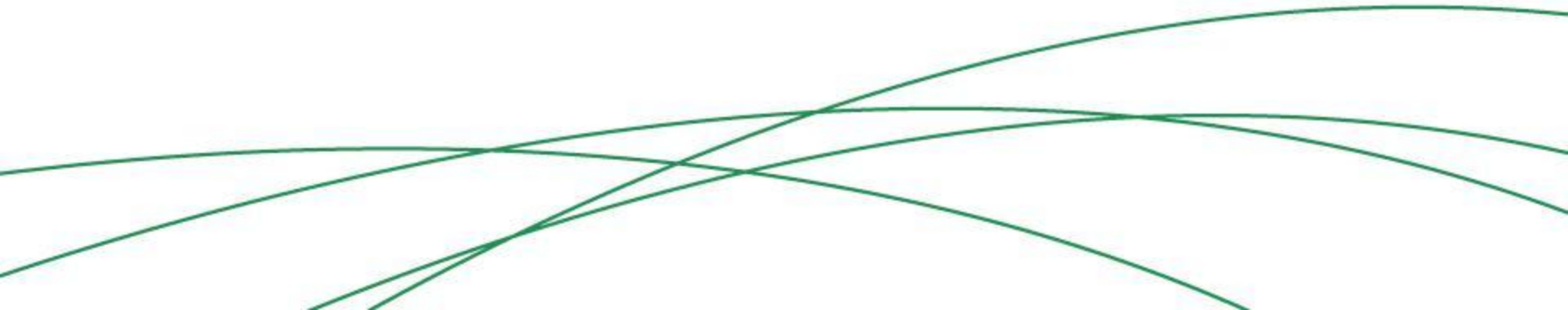
What is Credential Recognition?

- A. Details the U.S. equivalency of education completed abroad
- B. Verifies the authenticity of educational credentials
- C. Decision on the part of an institution to accept the validity of academic credentials or credential evaluation



World Education Services (WES)

Credential Evaluation Process



Steps of Credential Evaluation

- Applicant submits official academic documents and English translation
- Evaluators then:
 - Verify the status of the credentialing institutions and authenticity of the credentials
 - Evaluate credentials according to admissions requirements, education levels, institution types and objectives of the educational programs
 - Measure the credentials against U.S. standards and converts credit hours and grades on a 4.0 scale
- Evaluation reports are reviewed and sent to applicants

*Based on WES evaluation process

Validating and Assessing Education

- AICES is a searchable file management tool that contains all completed evaluations and applicant documents received
- AICES data include:
 - More than 220+ countries and jurisdictions
 - Nearly 48,814 academic institutions
 - Over 22,982 academic credentials
 - Over 4,359 grading scales

WES Credential Evaluation Reports



Document-by-Document (DxD)

- Provides the U.S. equivalency of the credential obtained abroad
- **Use:** first-year admissions, employment



Course-by-Course (CxC)

- Provides the U.S. equivalency of the applicant's courses, grades, and U.S. GPA
- **Use:** transfer credits, graduate school, licensure

WES Credential Evaluation Report



A Course-by-Course report is usually required for applications to post-graduate programs, students interested in transferring schools before completing their degree, and licensing board applications.

CREDENTIAL EVALUATION AND AUTHENTICATION REPORT

Name: SAMPLE, Sample Date: May 31, 2017
 Date of Birth: Month 01, 1993 Ref #: Page: 1 of 2

U.S. EQUIVALENCY SUMMARY

Bachelor's degree from a regionally accredited institution

CREDENTIAL ANALYSIS

- Credential Authentication:** Official transcripts were sent directly by the institution
Country: India
Credential: Bachelor of Engineering
Year: 2016
Awarded by: University of Mumbai
Status: Accredited Institution
Admission requirements: High school graduation
Length of program: Four years
Major/Specialization: Mechanical Engineering
U.S. Equivalency: Bachelor's degree

This report identifies and describes each credential, including: name of credential, requirements for entry and program length, and the equivalent degree in terms of U.S. education.

INSTRUCTIONS FOR USING THIS REPORT: An explanation of the terms used in this report can be found on the reverse side. This report is valid only when printed on watermarked paper and sealed with an official WES stamp on each page.



COURSE-BY-COURSE ANALYSIS

Name: SAMPLE, Sample Date: May 31, 2017
 Date of Birth: Month 01, 1993 Ref #: Page: 2 of 2

INSTITUTIONS - DATES - SUBJECTS

	U.S. Semester Credits	U.S. Grades
2015-2016		
(U) Machine Design II	3.0	B
(U) Machine Design Lab	1.0	A
(U) CAD/ CAM/CAE	3.0	C
(U) CAD/ CAM/CAE Lab	1.0	A
(U) Mechanical Utility Systems	3.0	B
(U) Mechanical Utility Systems Lab	1.0	A
(U) Production, Planning and Control	3.0	B
(U) Production Planning and Control Lab	1.0	A
(U) Power Plant Engineering	3.0	B
(U) Power Plant Engineering Lab	1.0	A
(U) Project I	3.0	A
(U) Design of Mechanical Systems	3.0	C
(U) Design of Mechanical Systems Lab	1.0	A
(U) Industrial Engineering and Management	3.0	B
(U) Industrial Engineering and Management Lab	1.0	A
(U) Refrigeration and Air Conditioning	3.0	B
(U) Refrigeration and Air Conditioning Lab	1.0	A
(U) Renewable Energy Sources	3.0	B
(U) Renewable Energy Sources Lab	1.0	A
(U) Project II	4.0	A

This report lists each course you have taken, a designation of the level (upper or lower) of each undergraduate course, a U.S. semester credit, and U.S. grade equivalent.

SUMMARY

Total Undergraduate Semester Credits:

176.0 GPA: 2.76

This report includes a U.S. grade point average (GPA).

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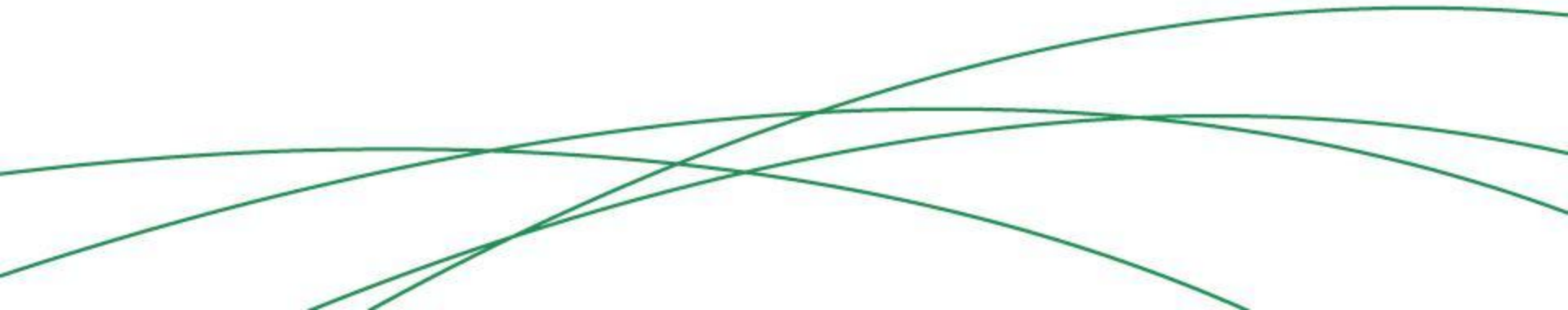


Trusted Evaluation Agencies



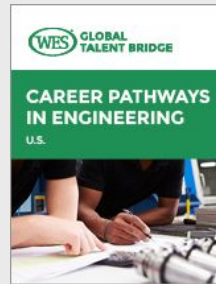
www.naces.org

Resources



WES Career Pathway Guides

Provide guidance to internationally trained immigrants seeking to use their education in the United States. Each guide explores career and academic pathways as well as alternative and related careers in a specific field.



- **10+ industries**
- **Strategies** for achieving career success
- Links to **resources** to support professional success
- Requirements for **licensing and certification**
- **Success stories** spotlight professional skilled immigrants
- **Alternative** career opportunities

What makes *Pathways* Unique?: Transferable Skills and Alternative Careers

- Identifies transferable skills popular in specific field
- Explains advantages as income generating option
- Provides examples of related and alternative careers
- Unpacks usefulness to gain U.S. work experience

Tools and Resources in *Pathways*

- Clear outlines of educational pathways
- Step-by-step guides for licensing/certification
- Planning worksheets
- Case studies in each industry
- Helpful tips
- Links to state-specific information and industry-specific websites

Mapping Immigrant Professional Integration

Interactive map showcasing programs and demographic data relevant to the professional integration of foreign-trained immigrants and refugees in the U.S.

100+ Programs
(and growing)

imprintproject.org/maps/



WES Resources: For Partners



WES Global Talent Bridge Training

wes.org/partners/events/?s=&partners_topics=582



IMPRINT Policy Map

imprintproject.org/policy-map/



Research

wes.org/partners/research/



WES Global Talent Bridge Partner Page

wes.org/partners/global-talent-bridge-partners/



QUESTIONS AND COMMENTS

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Connect with Us



Subscribe to our newsletter, *The Bridge*

wes.org/gtb/subscribe

Our newsletter provides community organizations and public agencies that assist skilled immigrants with tools, training and other resources that help them improve their services and achieve their goals. We feature relevant developments from across the field, highlighting innovative programs, policies, and services.



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Need more information about our resources? Email: sgebreme@wes.org