

Global Talent Bridge

Bridging the Gap For Foreign-Educated Immigrants: A Guide for Community Colleges

December 9th, 2015

WES Global Talent Bridge
The Community College Consortium for Immigrant Education
(CCCIE)
The New York City Welcome Back Center

WES Global Talent Bridge

- An initiative of World Education Services (WES)
- Helping skilled immigrants fully utilize their talents and education in the United States
- For Immigrants and Refugees
 - Reliable resources – www.GlobalTalentBridge.org
 - Pathways to Success® seminars
- For Service Providers, Institutions, & Agencies
 - Online resources: resource portal, newsletter
 - Professional Development: training, webinars, & technical assistance
 - Programmatic partnerships: seminars, events, publications, & advocacy



What is CCCIE?

A national network of community colleges and other organizations committed to increasing educational and career opportunities for immigrants.

Current Initiatives:

- **Action-based research** and exchange of promising practices (www.cccie.org)
- **Thought leadership** through conference planning and presentations
- **Technical assistance** to community colleges and other stakeholders
- **Advocacy and outreach**, including support for foreign-educated immigrants

NYC Welcome Back Center

- The NYC Welcome Back Center, located within the Center for Immigrant Education and Training at LaGuardia Community College, provides comprehensive services to help internationally trained healthcare professionals rebuild their healthcare careers in New York State.



Today's Presenters

Today's host: Katherine Gebremedhin



Teresita Wisell

Executive Director, CCCIE

Vice President and Dean, Continuing Education
and Workforce Development

Westchester Community College

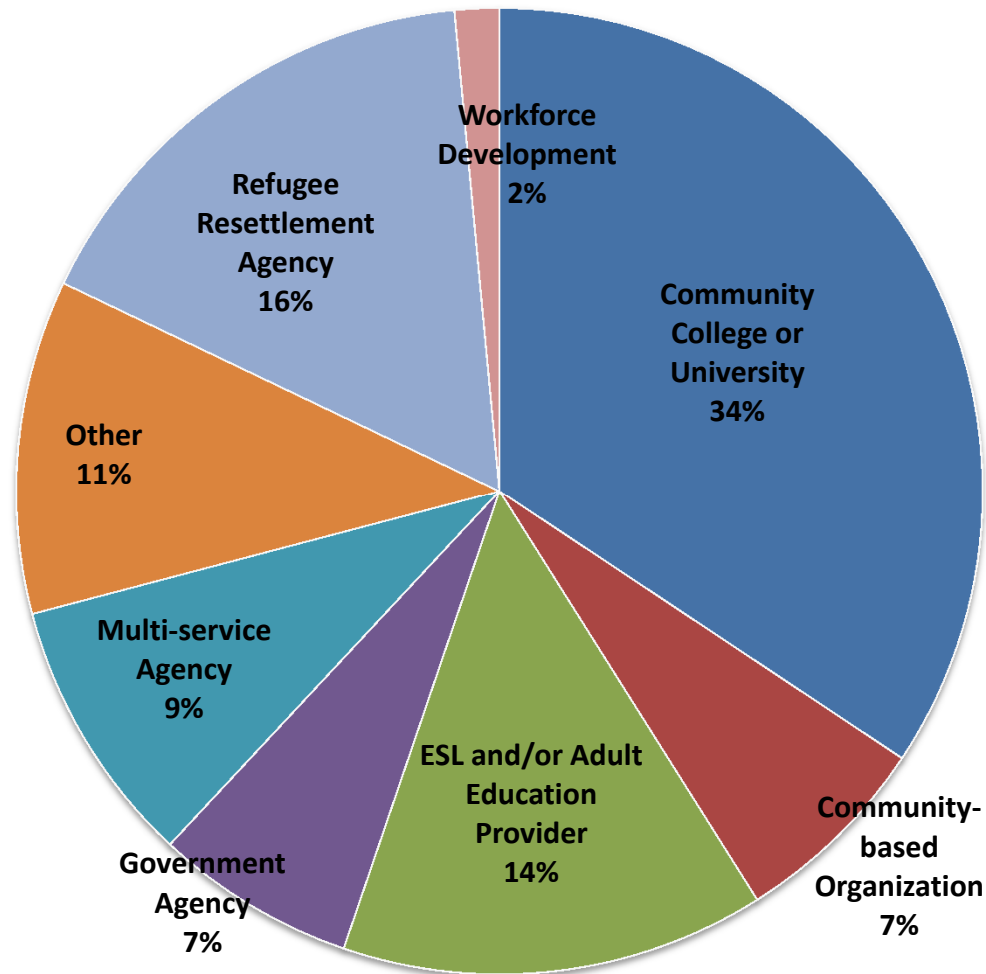


John Hunt

Executive Director for Adult Community
Learning in the Division of Adult and Continuing
Education

LaGuardia Community College (CUNY)

Who is in our audience today?



Today's Agenda

- Foreign-educated immigrants: an overview
- Community colleges as a resource
- Community college guide: an online resource
- Best practice highlight: The Welcome Back Center at LaGuardia Community College
- Taking action to support foreign-educated immigrants
- Q and A

Foreign-educated Immigrants: Who Are We Talking About?

- People with education and/or professional experience earned abroad who wish to:
 - work in their profession
 - pursue further education to qualify for a new career

*Overall, the Migration Policy Institute estimates that there are **7 million** college-educated immigrants in the U.S. today.*

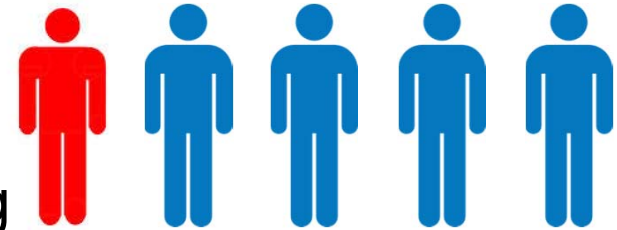
Meet Fidel (Then)



- Trained as an industrial engineer in Cuba
- Arrived in the U.S. with limited English
- Started working in the meatpacking department of a local supermarket
- Desperately wanted to resume his engineering career in the U.S.

Fidel's Story is Not Unique

- More than **1 in 5** of the nation's 7 million college-educated immigrants are unemployed or under-employed in low-wage jobs that fail to draw on their education and training – a total of **1.5 million people**.
- They are:
 - Doctors driving taxis
 - Nurses working in housekeeping
 - Industrial engineers working in meatpacking



Source: Migration Policy Institute, Uneven Progress, 2008

What Does Fidel Need to Succeed?

- Advanced and contextualized ESL
- Recognition of his academic and professional qualifications
- Career and academic advising to help choose the right pathway back into his profession or to help explore alternative pathways to a new career

- Where can Fidel find support?

Meet Fidel (Now)



- Enrolled in English classes at Westchester Community College
- Improved his English language skills
- Encouraged by an instructor to pursue Engineering certification offered through the college
- Earned a CAD certificate and landed a job with a small construction firm

Why a Community College?

Community colleges are ideally positioned to support the transition of immigrants into professional careers and advanced degrees

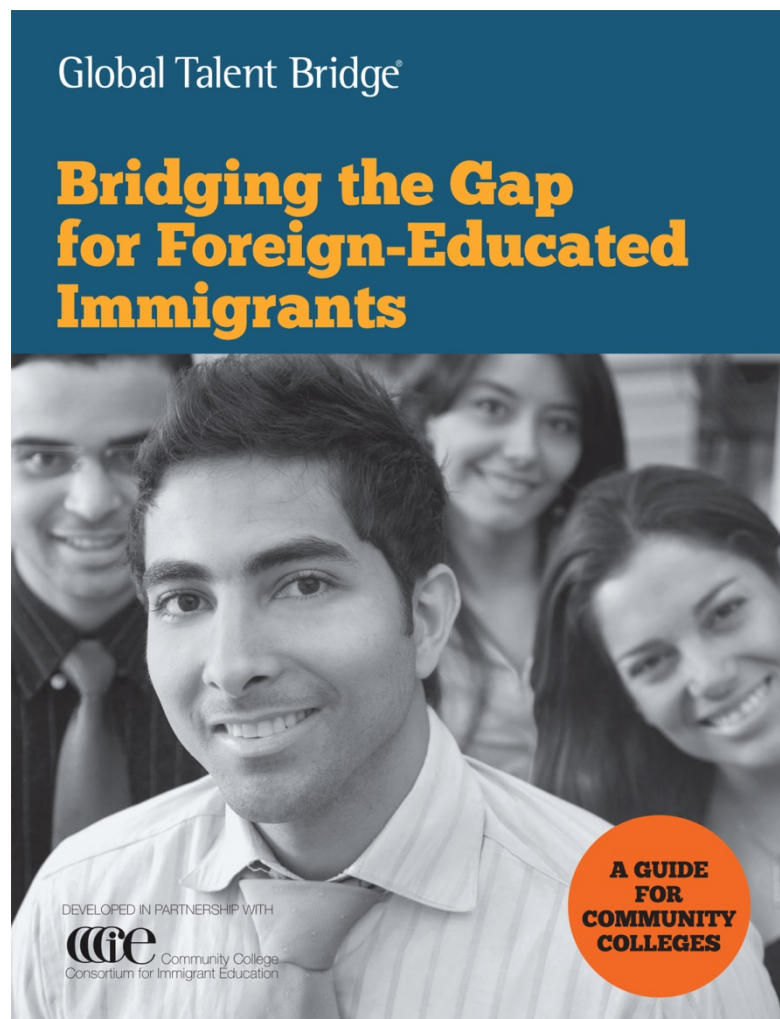
- **Career pathways**, including flexible, short-term certificates and degrees
- **Workforce** /economic development focus
- Experience working with **immigrants**
- **Professional English** language skills
- **Access to new networks** on & off campus
- **Support Services** such as academic and career counseling

How to Help More Fidels

- Bridge the gap between community colleges and community agencies
- Community agencies serving immigrants and refugees possess a deep understanding of the needs of their clients
 - Building close partnerships with community colleges can bridge the gap for foreign-educated immigrants
 - Community agencies play an important role in the navigation process

Why We Developed the Guide

- Raise awareness and build connections across campus
- Better utilize existing resources
- Bridge the gap between community colleges and:
 - Skilled immigrants
 - CBOs
- Encourage community partnerships
- Promote best practices



A Uniquely American Phenomenon

“Few foreign-educated immigrants understand how the array of flexible, short-term programs that community colleges offer could help them translate their foreign college education into a viable educational and career path in the U.S.”

- *From Bridging the Gap for Foreign Educated Immigrants:
A Guide for Community Colleges*

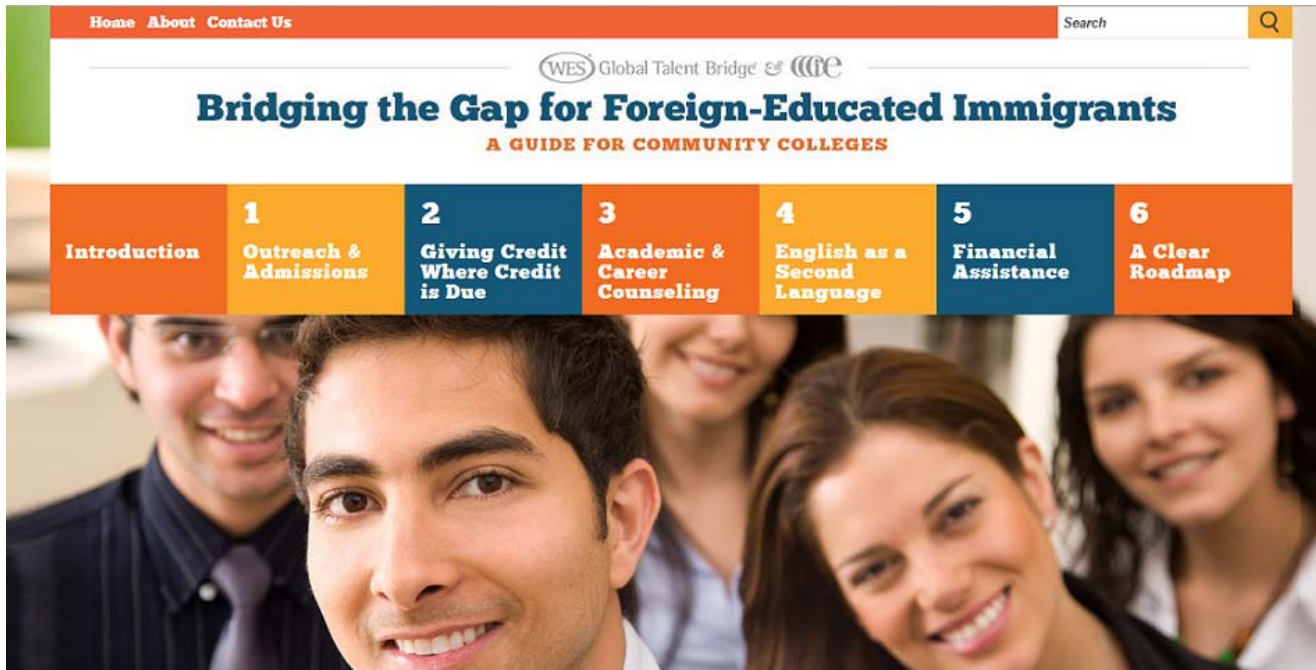
What's in the Guide?

- Best practices for outreach and admissions
- Information on giving credit for education earned to help immigrants build on existing skills
- Tips and resources for effective advising, counseling and coaching
- Examples of ESL programs that best serve the needs of foreign-educated immigrants
- Accurate information on financial aid options for immigrants
- Recommendations for action

How to Interact with the Online Guide

- We want to hear from you!
 - Tell us what you think of guide
 - Let us know what's missing or what you would like more of
- We want you to use the guide as a tool!
 - Share best practices with your own colleagues & leadership
 - Discuss challenges with colleagues from other colleges and community agencies
 - Share ideas for collaboration

Let's Take a Look



Online Guide

Best Practice Highlight

- The Welcome Back Initiative
 - Builds a bridge between the need for culturally and linguistically diverse healthcare professionals, and the untapped resource of immigrants trained in a field of health in their country of origin
 - Helps internationally-trained healthcare professionals enter the healthcare profession either in their original career or through an alternative career in healthcare

NYC Welcome Back Center



- National *Welcome Back Initiative* network out of San Francisco to bring immigrant healthcare professionals back into the workforce
- Career pathways and re-licensing advisement for immigrant physicians, nurses and mental health professionals

NYC Welcome Back Center

- Contextualized and integrated “NY-BEST” courses
- Partnership with WorkForce1 Healthcare Career Center and NYC Department of Small Business Services
- Affiliated with *IMPRINT Immigrant Professionals, Upwardly Global, and Community College Consortium for Immigrant Education (CCCIE)*



Contextualized and Integrated ESOL Models

NY-BEST Models (team taught)

- NCLEX for ELL Nurses (LPN and RN)
- USMLE Exploration for ELL Physicians
- Medical Office Clinical Tech (phlebotomy/
EKG)
- ESOL for Bookkeepers: Accenture Skills to
Bookkeeping Scholarship Program

Contextualized and Integrated ESOL Models

ESOL Bridge Models (contextualized)

- Hotel T.E.A.C.H. for Hospitality with Sheraton Hotels
- Customer Service for Duane Reade, McDonald's
- Bridge to Healthcare Careers
- Bridge to Infection Control



NY-BEST NCLEX Outcomes



- 98% retention rate over the last 6 years
- LPN cumulative pass rate of 93%, double the national rate for immigrant professionals (46%)
- LPNs more than doubled wages (120%) from average of \$12.02 per hour to \$26.45 after the course
- RNs average of \$11.61 per hour wages at intake to \$29.00, a 150% increase

WBC Success Story: Tsering



- Trained as a nurse in India
- Came to the Welcome Back Center and enrolled in in the NCLEX-Licensed Practical Nurse (LPN) preparation course
- Passed NCLEX-PN exam
- Obtained her NY State nursing license and then subsequently also passed the NCLEX-RN exam.
- She is now working as a full-time Registered Nurse at a nursing home in Coney Island, Brooklyn

What's next?

- The site is a work in progress, we want to hear from you before we launch the guide in 2016
- After the webinar, you will receive a link to the online guide and a request for feedback

Coming Soon!

- An immigrant student guide to help foreign-educated immigrants navigate the community college system
- Print guide will be released spring 2016
- We need your help! Tell us about your experience

Don't Do It Alone

These organizations have specialized services and on-line resources that focus on the needs of foreign-educated immigrants:

- **WES Global Talent Bridge** www.globaltalentbridge.org
- **Community College Consortium for Immigrant Education** www.cccie.org
- **IMPRINT** www.imprintproject.org
- **Welcome Back Initiative** www.welcomebackinitiative.org
- **Welcoming Center for New Pennsylvanians** www.welcomingcenter.org
- **Upwardly Global** www.upwardlyglobal.org

Taking Action

What steps can community-based service providers take to connect with community colleges in support of their foreign-educated clients?

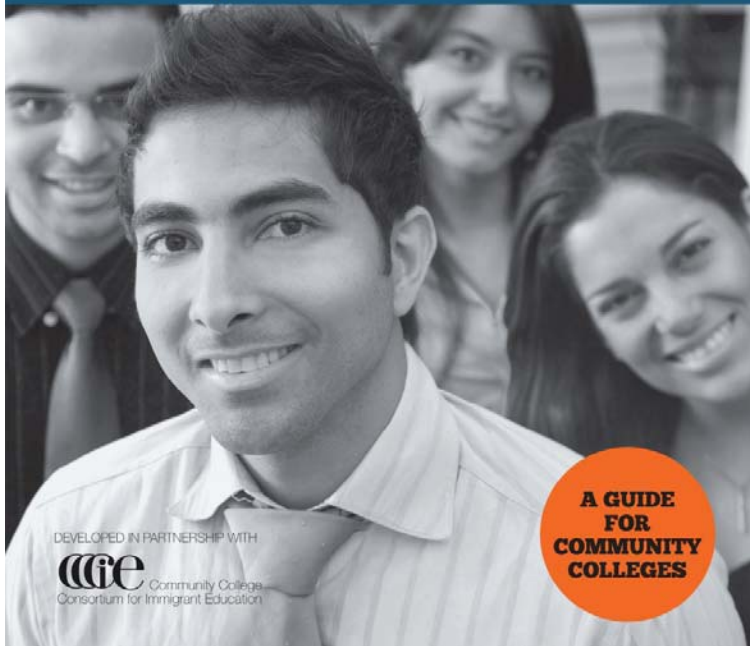
What can community colleges do to recruit, integrate and support foreign-educated students into viable academic and career pathways?



Q & A

Global Talent Bridge®

Bridging the Gap for Foreign-Educated Immigrants



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A close-up, low-angle photograph of a spiral-bound notebook. The metal spiral binding is on the left side, curving away from the viewer. The pages are white and slightly textured. The lighting is soft, creating a warm, golden glow. The text "Thank You" is centered on the right side of the page in a bold, orange font.

Thank You