



June 22, 2017

Exploring Reskilling Opportunities for Immigrant Professionals

World Education Services

About WES Global Talent Bridge

WES Global Talent Bridge is dedicated to helping skilled immigrants fully utilize their talents and education in the United States. We join with institutional partners and community organizations to help skilled immigrants leverage their training, achieve their professional goals, and contribute their talents to their full potential.

About IMPRINT

- IMPRINT is a national coalition of nonprofits helping underemployed skilled immigrants to start their American careers by:
 - Creating and disseminating resources
 - Advocating for policies that facilitate immigrant integration
 - Broadcasting best practices
- Sign-on to the campaign in support of immigrant professional integration principles



imprintproject.org

Presenters



Mary Voelbel Lee

Upwardly Global

Mary is Upwardly Global's Western Region Program Director and leads the National Reskilling Initiative. Mary has played a key role in supporting the development of Upwardly Global's program model and organizational growth. Since 2009, the program has grown from 3 local offices to a national online job seeker program serving 1800+ new job seekers annually. Prior to Upwardly Global, she worked internationally in education, sales, and marketing in Chile and Argentina.



Cecilia Connor

Upwardly Global

Cecilia is an Employment Services Associate who works with Engineer job seekers in the Central Region to develop job search plans and find employment opportunities that match their skills. She joined UpGlo's National Reskilling Program in early 2017. Cecilia holds a Business Management degree from the University of Lima, has 5+ years of international and US based experience in project management, industry research, and one-on-one coaching.



Emily Neigel

Upwardly Global

Emily is a Senior Associate on the Employment Services team who coaches IT job seekers across the Western US. Emily is also Upwardly Global's IT Sector Lead and works on employer partnerships in the tech space, develops internal resources for IT job seekers. She sits on the National Reskilling team to bring her expertise from the IT industry. Prior to joining Upwardly Global, Emily worked on the TechSF program - a City of San Francisco-funded technical training program to assist unemployed Bay Area residents skill into in-demand tech roles.

Presenters



Janie McDermott

Baltimore Alliance for Careers in Health

Janie McDermott is the Program Manager for Apprenticeship for BACH. Previously, she served in the White House Office of Management and Budget as the Confidential Assistant to the General Counsel. Prior to that role, she worked with Heads Up America, the outreach and advocacy wing of the College Promise Campaign. Janie attended the George Washington University's Elliott School of International Affairs, where she earned her Bachelor of Arts in International Affairs and Political Science.



Senay Gebremedhin

WES Global Talent Bridge

Senay Gebremedhin serves as the Program Coordinator for WES Global Talent Bridge. Senay is responsible for assisting in the planning, development and implementation of programs and resources for internationally-educated immigrants and the cultivation of and services for the agencies that serve them.

Part I: How Can Reskilling Reduce Brain Waste?

“Skilled” Immigrants/Immigrant Professionals: Who Are We Talking About?



Immigrants/refugees/asylees with university education and/or professional experience earned abroad, seeking to work in their profession or pursue further education to qualify for a career in the United States

The Scope of “Brain Waste”

Nearly

2 million

immigrants with college degrees in the U.S.

— one out of every four — are working in low-skilled jobs or are unemployed. This skill underutilization results in a combined loss of more than \$10 billion in federal, state, and local tax revenue.

* via Migration Policy Institute

imprintproject.org/principles

IMPRINT

Success Factors for Reducing Brain Waste



First-of-its kind study documents multiple factors that correlate with the successful integration of immigrant professionals.

Key findings include:

- Social capital is powerful
- English really matters
- **Reskilling Boosts Employability**

*"Immigrants who invested in **additional** U.S. education were more likely to be employed and successful than those who had only received education from abroad."*

POLL

Where do you refer immigrants for reskilling opportunities?

- a) Community College
- b) Four-year University Continuing Education Department
- c) Workforce Development Agency
- d) Online Programs/Courses
- e) Other



Part II: Lessons Learned from Upwardly Global's Reskilling Initiative

Upwardly Global's Reskilling Program



A Resource for Skilled Immigrants
An Opportunity for America

Who we are

Why a Reskilling Program?

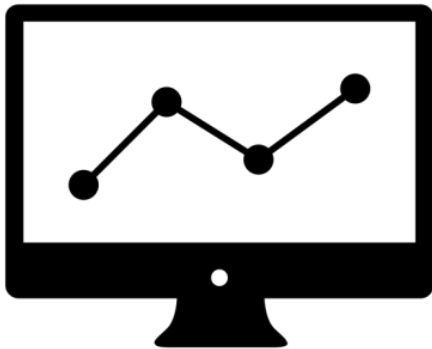
What will we learn?

Data Tracking with Salesforce:

Mapping Training Outcomes to Employment

Are you collecting the right data?

- Training Provider, Topic, Name
- Course Modality, hours per week
- Cost and Funder
- Start and Projected End Date
- Completion Date
- Certification Earned



Success

39 Job seekers awarded scholarships



100 Job seekers completed training

36 Reskilling Job seekers placed in 2017

6 New partnerships

Lessons Learned

Outcomes for on-site vs. online

Certifications have an impact

Training Topics are trending

Coaching is critical



Part III: Baltimore Alliance for Careers in Health

Baltimore Alliance for Careers in Health

- BACH is a workforce intermediary dedicated to eliminating the shortage of qualified healthcare workers in Baltimore
- In 2016, Maryland's Department of Labor, Licensing, and Regulation approached BACH about developing apprenticeships for skilled immigrants in healthcare
- BACH's apprenticeship program is funded through DOL's ApprenticeshipUSA grant

Program Description

- 9-18 month competency-based apprenticeship combined with Essential Skills course, contextualized ESL courses, and individualized career coaching
- Partnership with Community College of Baltimore County, International Rescue Committee, Upwardly Global and the Mayor's Office of Immigrant and Multicultural Affairs
- The program will serve both skilled immigrants and incumbent workers

Program Outcomes

- Goals by June 2018:
 - **50** skilled immigrants enter Essential Skills and ESL classes
 - **25** skilled immigrants re-skill through apprenticeship
 - **10** employers engaged in apprenticeship
- We are continuing to work with our area hospitals to identify middle-skill occupations with high turnover and vacancies

Case Study

- So far, **30** foreign-trained immigrants have begun the application process for first cohort
- Many have healthcare backgrounds in their home countries as physicians, nursing assistants, or EMTs
 - Several had been previously told they were “overqualified” when applying to jobs in the hospitals

Contact Information

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