

Skilled Immigrant Integration Program (SIIP) Sample Outcomes

Communities are invited to propose outcomes that align with four broad themes central to the field of skilled immigrant integration, including:

- Enhancing and improving the **workforce development** system to better serve internationally-trained immigrants
- **Engaging employers** in recognizing and leveraging skilled immigrant talent
- Finding the levers in **higher education** to more fully support skilled immigrants in professional and academic pathways
- Addressing barriers to integration related to **professional licensing** and regulated professions/occupations

Examples of successful past outcomes in these broad areas are included below

Workforce Development

- Developing customized career services for skilled immigrants
- Leveraging state and federal public investments (funding streams) in workforce development, job training, and adult education (including WIOA funding) to support immigrant professionals
- Developing immigrant career pathway planning tools
- Replicating programmatic best practice from other states or localities in adult education or workforce that is inclusive of immigrants and/or English learners

Outcome Highlight:

Michigan Office for New Americans with the Michigan Talent Investment Agency (part of the state's Labor Department) sought to educate local and state staff who come into direct contact with skilled immigrants and created a WIOA eligibility checklist resource for frontline service providers equipped with training modules for staff.

Engaging Employers

- Creating an employer engagement strategy that meets local labor market demands
- Developing tools and public awareness campaigns for companies to engage and invest in skilled immigrants
- Implementing programs that support skilled immigrants in gaining US based work experience
- Developing training on inclusive hiring practices for recruiting immigrant talent

Outcome Highlight:

The Maryland Skilled Immigrant Task Force adapted WES Career Pathways Guides to create an engineering pathways tool accompanied by an informational one-pager to encourage employers to see the benefits in hiring skilled immigrants.

Higher Education

- Engaging community colleges to help facilitate the integration of immigrants through academic and non-credit programming
- Developing wrap around programming at community colleges targeting immigrant professionals
- Developing contextualized ESL programs for healthcare and other professions
- Improving communications to help immigrant students navigate academic and support services on-campus

Outcome Highlight:

The Texas Workforce Commission convened a professional development technology portal to share resources across the state related to the successful integration of internationally-trained professionals into innovative training and programs that including both community colleges and other state AEL providers.

Professional Licensing

- Advocating with state or local policymakers to encourage the advancement of policies to help skilled immigrant workers and adult learners gain access to professional/regulated pathways
- Developing resources to help skilled immigrants navigate regulated professions (such as healthcare or engineering) and overcome regulatory barriers that may prevent them from career re-entry
- Develop programmatic initiatives aimed at helping immigrants advance professionally in regulated occupations

Outcome Highlight:

To help bridge the gap in funding for those seeking funds to pay for either skills training or credential verification, the Louisville Metro Government Office for Globalization is moving forward with an immigrant professional loan pool as well as career pathway guides in accounting, engineering, nursing, teaching, and IT programming.