

Economic Empowerment Agenda

- Overview of state work & legislation
- Economic Empowerment: Refugees & The Workforce
- Updates on Afghanistan
- Q&A

State level policies

- Workforce studies
- General barrier reduction
- Industry & profession specific changes



Refugees & The Workforce



Refugees & Work: Early Days

- Refugees benefit from **work readiness classes, ESL, and employment coaching**
- **Rapid entry to the labor market** is encouraged as a first step in integration and self-sufficiency
- Refugees fill **critical jobs in key industries** such as hospitality, food production, and warehousing and transportation

Spotlight on California

IRC's Hospitality Link program helped newly arriving refugees learn the skills they needed for entry-level hospitality jobs – one of the state's largest sectors. Not only do industry partners like Marriott invest in this program, but they also hire from it!



Refugees & Work: Building Careers

- Refugees engage in **industry-aligned career pathway programs**
- Partnerships between **refugee and immigrant serving organizations, community college and training providers, American Job Centers, and industry** offer opportunities
- Healthcare, transportation and logistics, building trades, IT, and other industries provide offer paths to **lasting economic well-being for people and communities**

Spotlight on Idaho

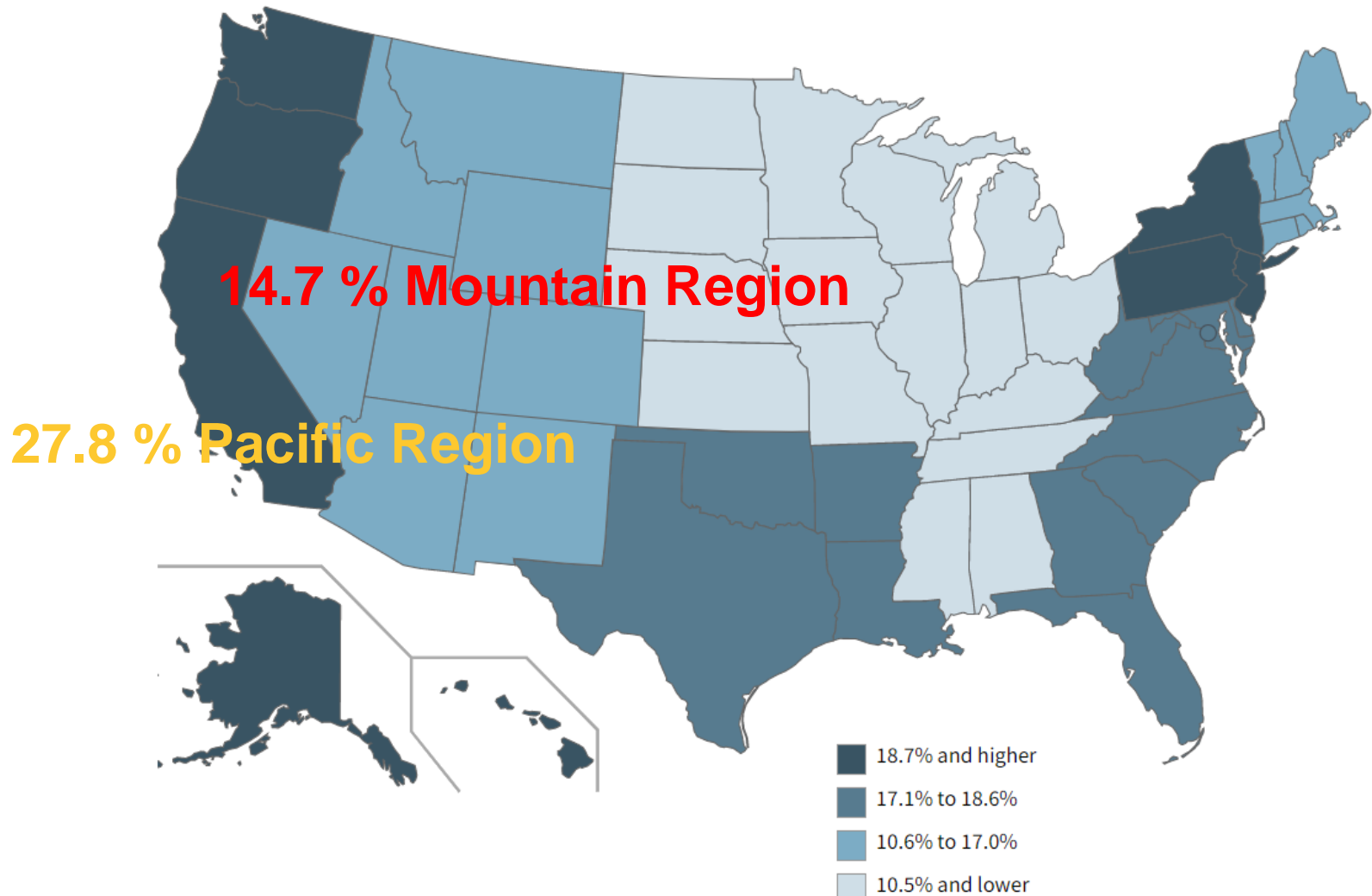
IRC partners with St. Alphonsus Hospital and the College of Western Idaho to offer pre-apprenticeship and apprenticeship programs that help fill critical healthcare jobs in the this rapidly growing state.



State and Local Workforce Strategies and Diverse Americans

- Nearly **1 in 5 American workers is an immigrant**
- America's **federal workforce programs prioritize upskilling key populations** including veterans and English language learners to meet in-demand jobs
- Immigrants are more likely than non-immigrants to work in **service, natural resources, production, transportation and materials moving, and farmwork**
- Estimated **20 million immigrants work in “essential critical infrastructure”** jobs in the U.S.

Percent of labor force that is foreign born, by census division, 2019 annual averages



Spotlight on Washington

Seattle/King County Workforce Development Council 5-year regional workforce plan includes a strong and explicit focus on supporting immigrants and refugees in preparing for and entering good jobs in the region, noting that this is as important for equity as it is for the economic health of the community



Policy Innovations

Apprenticeships	Collaborative Career Pathways
<p>Incentivizing apprenticeships in non-traditional industries</p> <p>Resourcing targeted outreach, supports, and services to increase accessibility for English language learners</p>	<p>Requiring collaboration between CBOs, local workforce boards, and industry</p> <p>Incentivizing integration of adult education for English language learners and occupational skills training</p>
Making Federal Programs Work Locally	Aligning Infrastructure with Workforce
<p>Getting creative with core WIOA, TANF, SNAP E&T funding and more</p> <p>Innovation with “Governor’s 15%” from Department of Labor</p>	<p>Building talent pipelines when investing in infrastructure development</p> <p>Community benefit agreements that include workforce for new private sector development</p>