



How to Tap into Skilled Immigrant Talent: An Economic Development Strategy

IMPRINT



Global DETROIT

Office of New Americans – City of Chicago


Initiatives:

- Expand opportunities for immigrant business owners and entrepreneurs.
- Promote U.S. citizenship by working with organizations that provide immigration and citizenship services.
- Enhance coordination between government and community organizations to increase access to existing government programs.



Global Pittsburgh

Initiatives:

- **International Leaders** – Professional itineraries for emerging leaders to promote linkage between international participants and Pittsburgh.
- **GlobalPittsburgh CONNECT** –  **GlobalPittsburgh**[®]
Creating Bridges with the World
Home stays, hospitality and a year-round series of events to welcome international students and professionals to Pittsburgh.
- **Study Pittsburgh** - Consortium to promote region to attract more internationals to Pittsburgh Colleges.

Global Cleveland

Leadership:

- Global Cleveland is lead by a board of directors composed of a wide range of civic and business leaders including Cleveland Mayor Frank Jackson and Baiju Shah, president of Bioenterprise



Goals:

- Attracting top talent to the region and filling open jobs;
- Retaining top talent and providing them opportunities to connect the region;
- Expanding and diversifying community networks to encourage connections and spur innovation;

Welcome Dayton

Initiatives:

- Community Partner Services and Programs
- Immigrant Community Support Agencies
- Visa Information/Legal Assistance

Focus:

- Business and Economic Development
- Government and Justice System
- Social and Health Services



North Dakota / NW Minnesota EB-5 Regional Center

Purpose/Mission:

- Attract foreign direct investment
- Create partnerships
- Provide a vehicle for investing in expanding companies.



The Iowa Immigration Education Coalition

Initiatives:

- Community forums, presentations, and policy briefings for the public policymakers, community leaders, and the media.
- Research-based, user-friendly materials, publications, and resources in print and online
- A statewide email network of individuals and organizations interested in information about immigration in Iowa.
- Website that provides information, research, conferences and event opportunities, resources, and links to related information and organizations



Illinois Coalition for Immigrant and Refugee Rights

Initiatives:

- **Uniting America**
 - New Americans Initiative: Help immigrants through the process of becoming a citizen
 - Youth Civic Leadership Academy - Targeting children of immigrants for leadership classes
- **Immigrant Family Resource Program** – Support immigrant access to public benefits.
- **Organizing** – Community organizing to advance issues and policy platforms advocated by ICIRR.
- **Welcoming America**



Welcoming Center for New Pennsylvanians

Initiatives:

- **Starting A Business** – Resources, information and a network of entrepreneurs
- **Job Training** – Teach recent immigrants about American business culture and how to prepare themselves for work
- **Legal Advice and Other Immigration Services** – Appointments and monthly legal clinics to help deliver legal services to immigrants, as well as an online
- **Resources** - The Welcoming Center acts as a resource center for immigrants, service providers, small business owners and the general public.



Global Detroit

Initiatives:

- **International Student Retention**
- **Welcoming Michigan** –
- **Neighborhood Revitalization**
- **Immigrant Civic**
- **Welcome**
- **Cultural Ambassadors**
- **Detroit-Windsor Near-Shoring**
- **Investor Visas**
- **Mayor's Office of Global Affairs**
- **Second Landing Destination**
- **Institutionalize Global Detroit**
- **Homeshoring**



Global DETROIT



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AGENDA

About IMPRINT

Immigrants as Assets to Your Region

Steps You Can Take

Questions and Discussion



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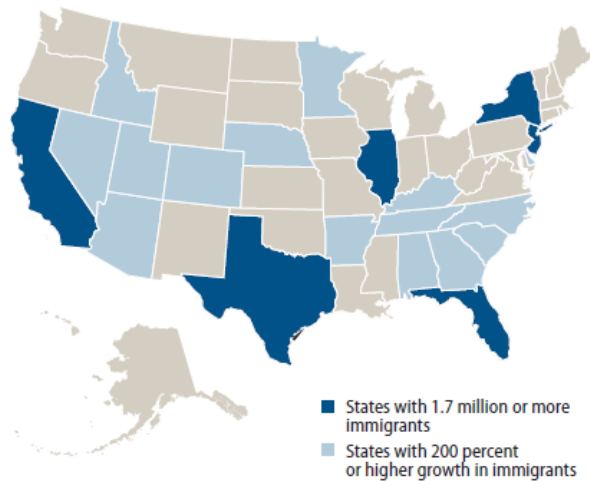
is a **national umbrella group** of nonprofits supporting professional re-entry of **underemployed skilled immigrants**

- Creates and disseminates resources
- Advocates for effective policies
- Broadcasts best practices

Immigration Patterns Help the Great Lakes

FIGURE 1
Immigration spreads to new states, 1990-2009

States with the largest and most rapidly growing immigrant population 1990-2009



Source: MPI, available at <http://www.migrationinformation.org/DataHub/maps.cfm>.

In Great Lakes states:

- Foreign-born population helps stem population loss
- Immigrants are more likely than native-born to have college degrees (exception: IL)

	IA	IL	IN	MI	MN	PA	OH	WI
2009-10 Net Immigration	+7,849	+36,667	+12,632	+18,332	+14,256	+30,253	+23,768	+8,649
% BA Compared to Native	26% / 25%	29% / 31%	29% / 22%	36% / 24%	32% / 32%	37% / 26%	40% / 24%	31% / 26%
	+1	-2	+7	+12	+0	+11	+16	+5

Sources: US Census Bureau, 2010 American Community Survey (ACS)

Benefits of Skilled Immigrant Integration

- Meets employer talent needs (aiding business retention)
- Sparks job creation through ancillary effects & entrepreneurship
- Improves tax revenue for municipalities and states
- Fosters economic independence for families
- Relieves low-skills job crowding

**Donut Maker...
or IT Pro?**



The Asset: 2+ million underutilized

Success Story:

Mushtaq went from \$8/hr. back to Civil Engineer via IMPRINT member Upwardly Global and Greeley & Hansen's internship program, Global Engineers in Residence.



Employment Barriers Differ for White-Collar Immigrants

- Loss of place-based social capital
- Lack of information about:
 - Career pathways
 - Transferring credentials
 - U.S. standards for resumes, interviews
 - American workplace culture
- Licensing barriers
- Public workforce system unprepared to serve the population
- Lack of industry-specific and higher-level English classes
- Employer misperceptions about foreign education and experience

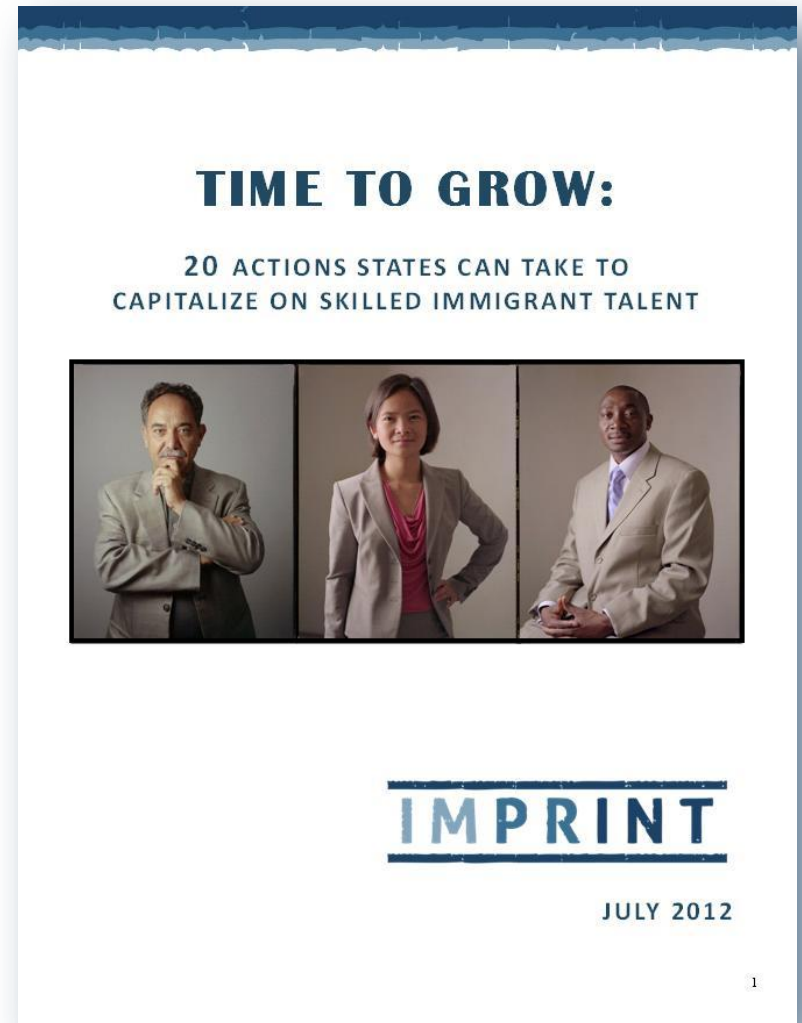


What You Can Do: Practical Ideas

IMPRINT Has Just Released Policy Options


Time to Grow: 20 Actions States Can Take to Capitalize on Skilled Immigrant Talent

1. STRENGTHEN LEADERSHIP
2. IMPROVE INFORMATION
3. BROADEN ACCESS



TIME TO GROW:

20 ACTIONS STATES CAN TAKE TO
CAPITALIZE ON SKILLED IMMIGRANT TALENT



IMPRINT

JULY 2012

Example Policy Options

– Strengthen Leadership

- Use the bully pulpit to change the discourse around skilled immigrant workforce development
- Build capacity of the state Workforce Investment Board or other convener agency as a resource for skilled immigrant issues statewide

Example Policy Options

– Improve Information

- Provide targeted professional development training and resource materials to adult educators, workforce development providers, and refugee resettlement staff.
- Ensure that data collection processes for adult education and workforce programs capture relevant data on skilled immigrants.

Example Policy Options

– Broaden Access

- Provide centralized access to online resources that will foster skilled immigrants' entry into the U.S. professional workforce.
- Provide specialized English courses for skilled immigrants who have moved beyond “survival-level” English.

Your Role as “Global City” Initiatives

- Select most appropriate way to engage
- Serve as conduit between IMPRINT & local orgs
- Raise profile of issue among business, media & policymakers
- Alert IMPRINT to promising local initiatives

Capitalizing on skilled immigrants ...

- ✓ Is non-partisan
- ✓ Is an economic development opportunity
- ✓ Leverages another country's prior investment
- ✓ Connects to the global economy



Your Feedback

- How does the information we've shared line up with your observations?
- What's going on in your region that IMPRINT should spotlight?
- What can IMPRINT do to help you advance this work?

Engage with IMPRINT

- Technical assistance
- Partnering
- Refer immigrant professionals
- Skilled immigrant advocacy
- Help set the national agenda

Sign up for updates!
www.imprintproject.org

Talent Is READY
Promising Practices for Helping Immigrant Professionals Establish Their American Careers.
Download and read the full report at www.imprintproject.org/ready

About IMPRINT
Talent Is Ready draws on the deep knowledge of IMPRINT, a national coalition launched in 2011 by the nonprofit organizations with decades of collective expertise in immigrant professional integration.

Executive Summary
It is a harsh reality that highly skilled immigrant doctors and engineers often end up working as dishwashers or janitors in the U.S. today. To date there has been no large-scale, coordinated effort to transform this story into one of professional growth and positive economic impact by helping immigrant professionals navigate the unique barriers they face in entering the U.S. professional workforce.

Community College Consortium for Immigrant Education
www.cciie.org

TIME TO GROW:
20 ACTIONS STATES CAN TAKE TO CAPITALIZE ON SKILLED IMMIGRANT TALENT

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CONTACT US

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