

IMPRINT

Filling an Unmet Need: Career Pathways Program for Immigrant Professionals

**April 23rd, 2015
1-2 pm Eastern Standard Time**

**Dial-In: +1-415-655-0001
Access Code: 668 980 366**

What is IMPRINT?

IMPRINT is a national coalition of nonprofits helping underemployed skilled immigrants to start their American careers.

IMPRINT:

- Creates and disseminates resources
- Advocates for policies that facilitate immigrant integration
- Broadcasts best practices



www.imprintproject.org

What is WCNP?

The Welcoming Center for New Pennsylvanians connects newly arrived individuals from around the world with the economic opportunities that they need to succeed in their region. Since opening its doors in 2003, the center has assisted more than 10,000 people from over 140 countries.

www.welcomingcenter.org



*Connecting immigrants, employers,
and communities*

Today's Host and Presenters



Moderator
Stacey K. Simon
Director of
IMPRINT



Presenter
Peter Gonzales
President & CEO
of WCNP



Presenter
Manuel Portillo
Director of the
Immigrant
Professionals
Program of WCNP

Welcoming Center for New Pennsylvanians

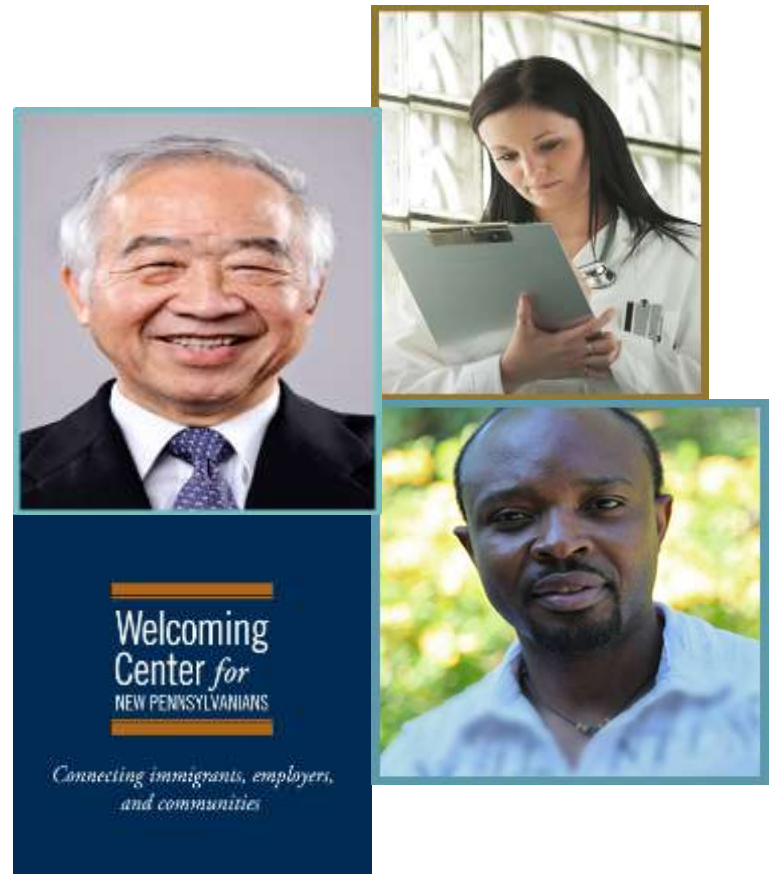
Immigrant Professionals Program

Overview

- Welcoming Center for New Pennsylvanians
- Program Background: Unmet Demand and Talent Waste
- Program Overview
 - Structure of the Program
 - Unique Components
 - Operations and Integration
- Economic and Social Impact

Welcoming Center for New Pennsylvanians

- Founded on March 3, 2003, focusing on immigrants economic development and integration.
- Have served over 13,000 immigrants across 140 countries



Welcoming Center – Our Core Programs

- **Employment Service** – Placed **2,000** legally work-authorized immigrant jobseekers to workforce.
- **Education and Training** – Helped **400** adults to learn English, civics, GED, and Academic English.
- **Small Business & Entrepreneurship** – Assisted **300** immigrant entrepreneurs in launching or improving their businesses.
- **Research and Policy** – Published **14** major publications, (including **Career Guides** and **How to Start a Business** guides), **2** research studies and **11** detailed data snapshots.



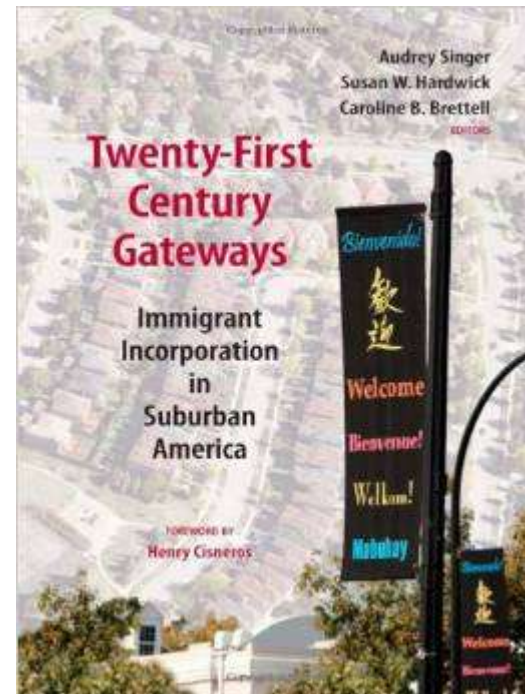
Program Background: Unmet Demand

Aging Workforce, Growing Health Sector, Filling High-Priority Occupations

- Pennsylvania has the **6th oldest** population in the US, with an average age of **40.5 years**.
- 1 in 5 workers (**20%**) employed in the **health sector** in the Philadelphia area, and this sector is growing. **New hires increased significantly** in 2013 -- by **22%** in Delaware County and by **13%** in Philadelphia.
- Immigrant **STEM** professionals can be an excellent match for Pennsylvania's officially designated **High-Priority Occupations**, which this year include **Civil Engineers**, Industrial Engineering Technicians, and numerous other STEM occupations.

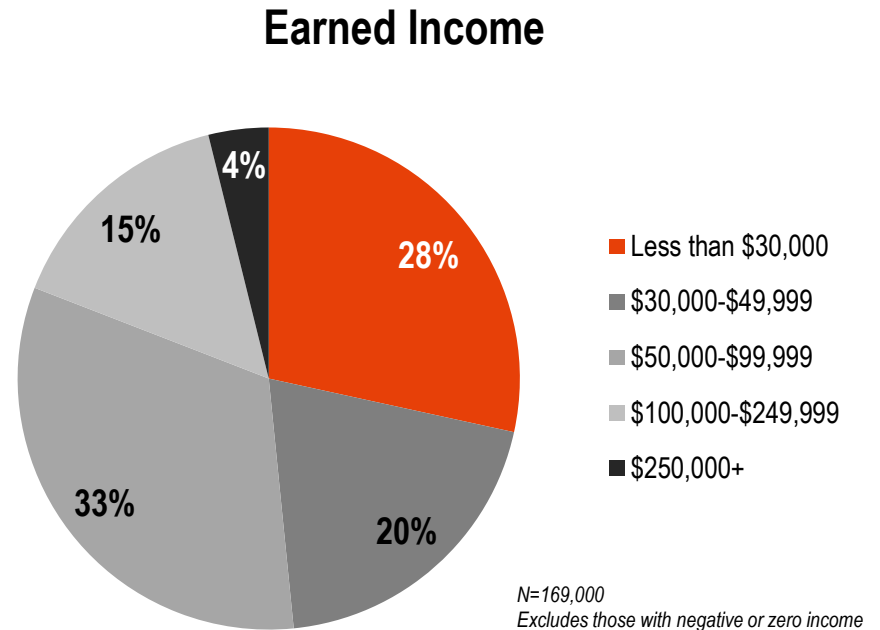
Program Background: Re-emerging

- Philadelphia is a “Re-Emerging Gateway” for immigrants
- More than **500,000** immigrants in the region; more than **175,000** in the city
- Local immigration is notable for its racial/ethnic diversity, and for the high levels of college education (**38%** of immigrants vs. **32%** of US-born adults)



Program Background: Talent Waste

- Overall, the Migration Policy Institute estimates that **32,000** college-educated immigrants in Pennsylvania are **un- or under-employed**.
- Among college-educated immigrants with earned income, more than **1 in 4** earn **less than \$30,000** per year.



Source: Individual Public Use Microdata Series (IPUMS): US Census Bureau, ACS 2007- 2011.

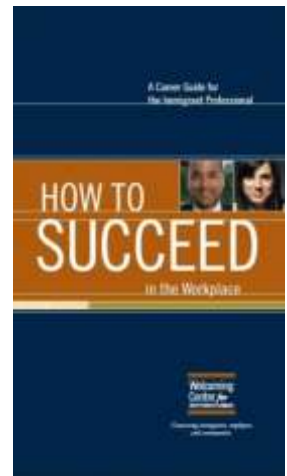
Immigrant Professionals Program

Mission:

- Facilitate eligible immigrants' ability to obtain professional-level employment in the Philadelphia region

Eligibility:

- A minimum of a foreign bachelor degree in a relevant field -**Health/Healthcare or STEM**;
- Live in the **Philadelphia** area;
- Have work **authorization**;
- Ability to communicate in **English**.
- **Commitment to pursue professional goals**;



Welcoming Center for New Pennsylvanians

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A special Thank You to our funders:

The Knight Foundation,
The Barra Foundation
and Citizens Bank.

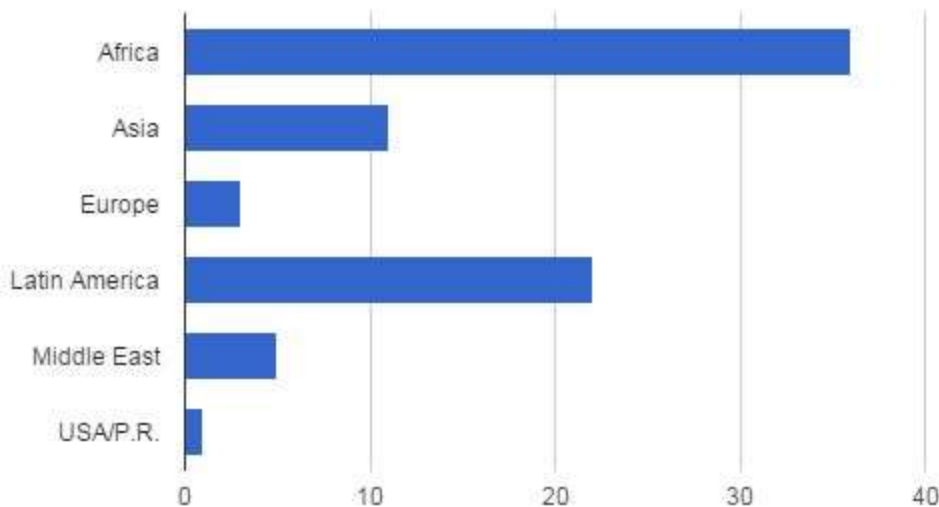
PROGRAM UPDATE: Screenings Sample: 95

Health & Healthcare: 43

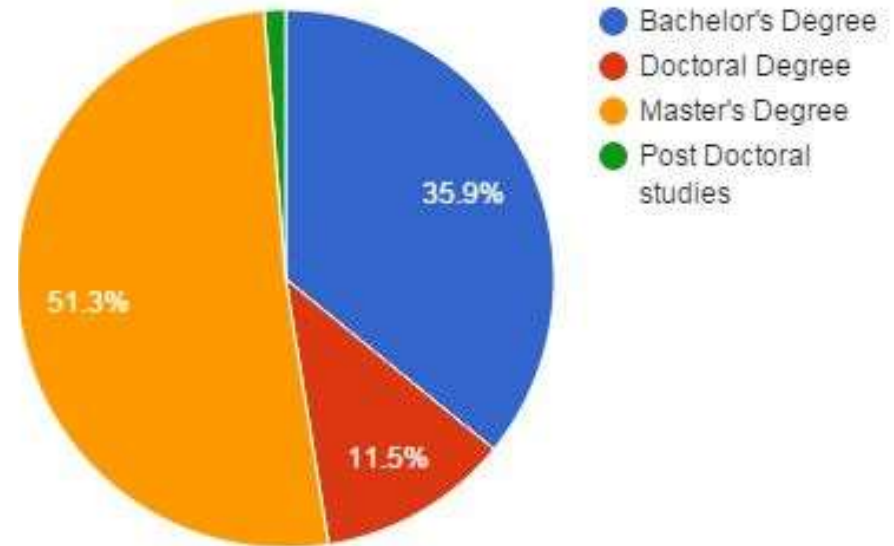
STEM: 33

Other: 19

Region of Origin



Education Level



PROGRAM UPDATE

- **Over 100 screenings**
- **Two active cohorts**
- **Initial stage of the program**
- **Initial assumptions being tested**
- **8 in mentoring program**
- **Of first Cohort: 10 people placed in gateway jobs.**
- **English for Healthcare professionals**
- **Conversations about the American healthcare system**
- **Scientific and Technical Writing**
- **Professional development workshops**

Shared Commitment

Participant :

- Follow their Individualized Career Action Plan
- Participate in the Mentoring Program
- Honoring their professions
- Support the community of fellow foreign trained professionals.

Welcoming Center :

- Information and guidance to pursue participant-centered goals.
- Professional dev. training
- Intermediate employment services
- Job readiness for professional employment market.

Program Components (Sample content).

Career Pathways

Acculturation

Professional Development

Skill Building

Internal Processing



Welcoming Center for New Pennsylvanians

Conversations About the U.S. Healthcare System

Directed Discussions for Internationally
Trained Healthcare Professionals

Helping International Medical Graduates learn how to work, practice and live in the culture of the U.S. Health Care System and American Culture at large.

Goal:

Learn more about the U.S. Healthcare system and what it is like to work in it.

- What are the expectations regarding how healthcare providers deal with patients, families and fellow healthcare providers?
- How do ideas like patient centered care and the healthcare team approach affect how people work in hospitals, clinics and other places where healthcare is delivered?
- What is it like on a day to day basis?

Sample topics:

- Patient Centered Care
- Patient and Family
- Caring for Kids
- End of Life Issues
- Communication
- Health Care Team
- Healthcare Delivery Venues
- Customs and Norms
- Professionalism, Conflict of Interest
- Confidentiality and Informed Consent
- Medical Insurance
- Medical Documentation
- Medications, Equipment and Supplies
- Safety, Errors and Lawsuits

Teaching and Learning Strategies

- Discussion
- Dialogue
- Appreciative Inquiry
- Peer Learning
- The Usual Suspects



Program Benefits: to the Participants

- More comfort and confidence in dealing with patients and peers
- Better understanding of expectations
- Familiarity with terminology, policies, procedures
- Fewer embarrassing moments
- Increased acceptance by colleagues
- Getting “up to speed” faster
- Faster advancement

Economic and Social Impact

Using **standard economic assumptions**, Upwardly Global analyzed a cohort of 561 immigrant jobseekers during a 2-year period

- Employment rose from 20% to 85%
- Aggregate salary increased from \$1.98 million to \$19.8 million

In addition to direct impact, the indirect impact include:

- \$1.8 million in annual federal income taxes
- \$16.2 million in annual consumer spending
- 368 newly created indirect jobs.
- 311 newly created induced jobs.



Q & A

CONTACT US



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UPCOMING WEBINARS

- **New webinar** - WIOA: An Opportunity to Better Serve Immigrant Professionals, May 13, 2pm EST, register at www.imprintproject.org
- **IMPRINT Survey of College-Educated Immigrants**, funded by the John S. and James L. Knight Foundation, is now closed. Results will be publicly announced next month, and posted on our website with webinars to follow. Visit www.imprintproject.org/wessurvey for more information.