



INTERNATIONAL  
**RESCUE**  
COMMITTEE

# Effectively Serving English Language Learners, Immigrants, and Refugees in the Workforce System

# Agenda

- New Americans and the Workforce
- Historical Challenges
- Why Now
- Best Practices: ELL & Immigrant Adults
- Best Practices: Immigrant Opportunity Youth
- Building Partnerships to Maximize Success
- Spotlight on Successful Programs

# New Americans

- 15% of the U.S. population
- 70% of working age adults in the workforce
- 20% higher poverty rates
- Median incomes that are 12% less than native-born



# Immigrants in California

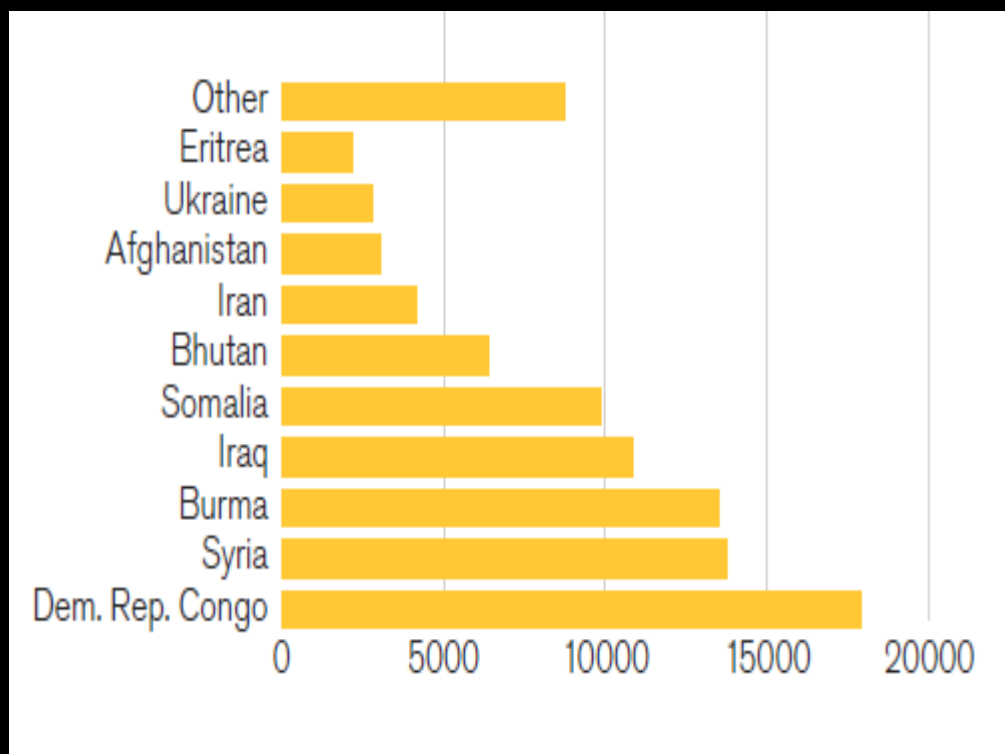
- 27% of our population – 10 million people – are foreign-born
- 44% of households have a language other than English spoken at home



# Refugees

- 85,000 resettled in 2016
- California welcomed more than any other state
- More than 90% speak English less than well
- Authorized to work from day one

## Refugee Arrivals 2016



# Where are Immigrant and ELLs accessing employment services now?

- Adult education programs
- Community college
- Community-based organizations
- Faith-based organizations
- Refugee-serving organizations
- AJCs

# Why Now?

- Demographics
- WIOA
- California's investment of \$2.5 million into ELL Career Navigator Pilot
- Evidence-based models – it can be done



# Historical Challenges

- Separation of language learning from job skills learning
- WIOA outcomes and perception that ELL adults won't meet them
- Employer relations often not attuned to companies that have opportunities for ELL adults
- Many steps to access services
- These customers aren't walking in the door to traditional workforce providers
- Focus on COMPLIANCE in serving ELL adults not CREATIVITY in serving ELL adults



# Best Practices: ELL Adults

- Community-based
- AJC-based Navigators
- Short-term (\$) and long-term programming (\$\$)
- Bilingual programs
- Career pathways with bridge components
- I-BEST approach to curriculum
- Recertification Dos and Don'ts
- Bundled services



# Best Practices: Opportunity Youth

- Community-based
- Meet youth where they are at in terms of education levels
- GED/HiSET programming with hands-on instruction
- Opportunities to explore careers
- Stipends and incentives
- Youth as outreach and liaison workers
- Integrated behavioral health



# Building Partnerships to Maximize Success

- Due diligence in figuring out which community partners have reach and capacity
- Ask for outcomes – but understand what they mean and who was served
- Use partnerships to foster integration of populations
- Invite, invite, invite – CBOs are workforce implementers too!
- Other systems
- Understand what partners are funded to do, and what they aren't

# Spotlight On: Health Professions Opportunity Grant

- Federal grant to support careers in Allied Health
- San Diego WIB included immigrant-serving organizations as funded partners
- Flexibility to incorporate contextualized ESL and other responsive project components
- Partnered with training providers
- Project served ELL immigrants from more than 22 countries and achieved outcome goals



# Spotlight On: Hospitality Link

- CBO-based program
- Short-term, modular, contextualized learning
- Direct job placement assistance
- Credential incorporated for some participants
- Opportunity to use OJT funds
- Public/private partnership
- In Year 1, 45% of clients were women, clients came from 20+ countries, 36% had primary education or less, and 89% had been in the U.S. less than two years



# Resources

- [Policy Brief: Serving English Language Learners \(CA EDD\)](#)
- [Change 1 – Best Practices, Partnership Models, and Resources Available for Serving English Language Learners, Immigrants, Refugees, and New Americans](#)
- [I-BEST](#)
- [LINCS resources on ELLs and Career Pathways](#)
- [Refugees and Workforce \(ORR\)](#)

# Questions?

