



WORLD EDUCATION

.....
WELCOMING
AMERICA
.....



▲ *Building a Nation of Neighbors*

Networks for Integrating New Americans

The Network Advantage for Advancing Immigrants' Linguistic, Economic, and Civic Integration

National Webinar

19 February 2015



IMPRINT

Immigrant Professional Integration

Presenters



Silja Kallenbach

Vice President, World Education
Director, Networks for Integrating New Americans



Cheryl Hiester

Executive Director, Lancaster County Literacy Council
Coordinator, Lancaster County Refugee Coalition



Tara Wolfson

Chair, Employment Committee, Neighbors United
Employment and Training Program Manager
Idaho Office for Refugees and Global Talent Idaho



Linda Faaren

Director, Puget Sound Welcome Back Center
and ESL Special Programs
Highline College
Member, White Center Promise Network

**Division of Adult Education and Literacy (DAEL)
Office of Career Technical and Adult Education (OCTAE)
U.S. Department of Education**



Christopher Coro, Deputy Director,
DAEL

Heidi Silver-Pacuilla, Team Leader,
DAEL

Debra Suarez, ELL Specialist and COR,
DAEL

Johan Uvin, Acting Assistant Secretary, OCTAE



WORLD EDUCATION

Networks for Integrating New Americans

WELCOMING AMERICA



Building a Nation of Neighbors

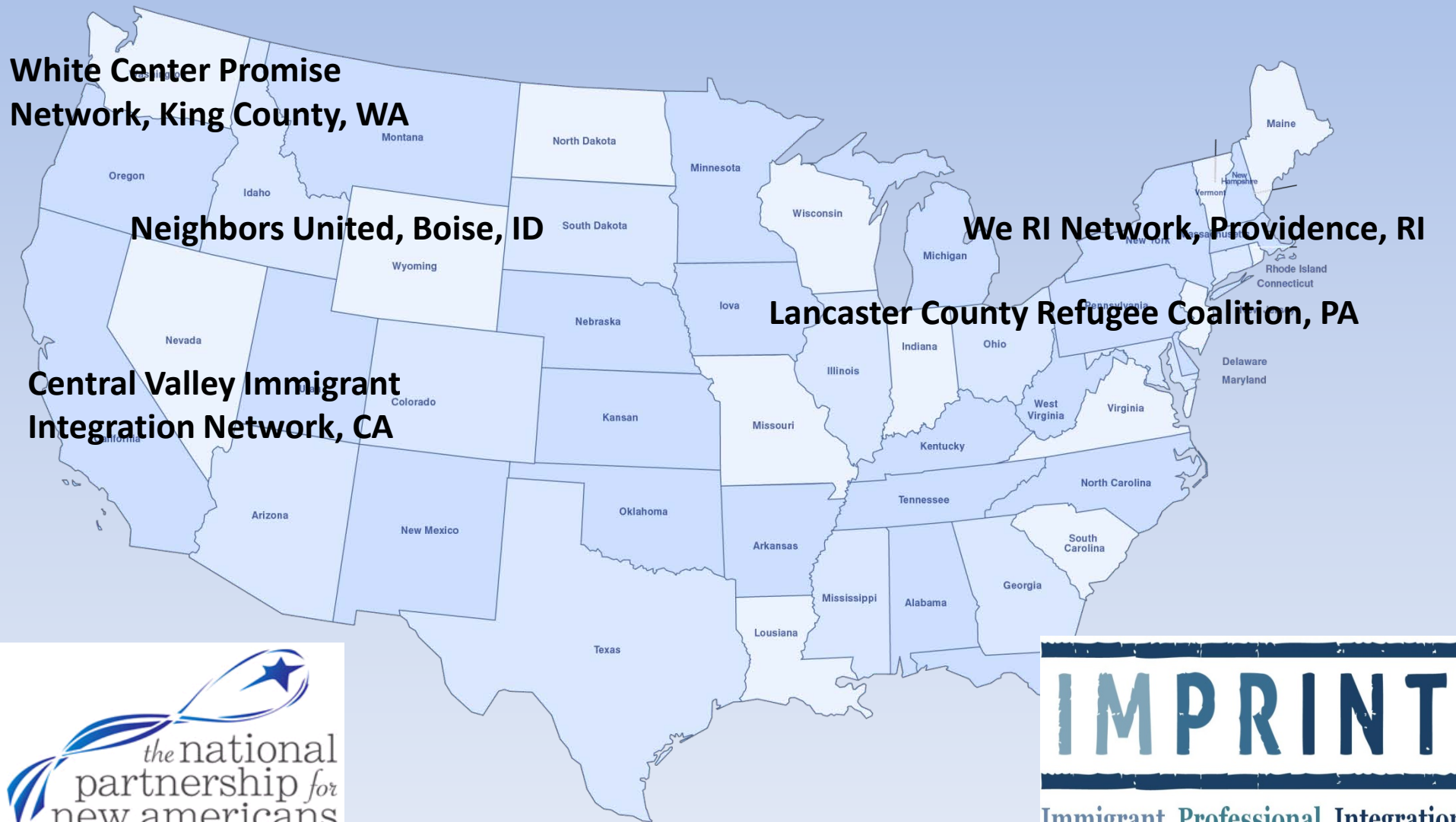
White Center Promise Network, King County, WA

Neighbors United, Boise, ID

We RI Network, Providence, RI

Lancaster County Refugee Coalition, PA

Central Valley Immigrant Integration Network, CA



IMPRINT

Immigrant Professional Integration

Networks for Integrating New Americans

Goal:

Immigrants' linguistic, economic, and civic integration

Adult education programs in a central role in existing networks of organizations

Collective impact

Place-based

Multi-sector

Mutually reinforcing activities

Networks for Integrating New Americans

Work is driven by evolving Action Plans and benchmarks of progress

Technical Assistance

Coaching

Coordination
by
“backbone”
agency

Shared
accountability

Shared credit

Lancaster County Refugee Coalition, PA

Goal: Economic integration of immigrants through clear articulation of career path ways in two high growth industries

He taught teachers in Nepal here he waits tables

Story

Comments

Image (1)

Print



Posted: Wednesday, April 23, 2014 1:43
8:31 pm, Wed Apr 23, 2014.



By JEFF HAWKES | Staff Writer

In Nepal, he was an avid learner, immersed in reading and psychology and earned a master's degree while working as a resource teacher, boosting the skills of other teachers.

Lancaster County Refugee Coalition, PA

Core Network Member Organizations:

- Church World Service
- Franklin and Marshall College
- Lancaster County Refugee Coalition
- Lancaster-Lebanon IU13
- Literacy Council of Lancaster
- Lutheran Refugee Services
- Southeast Lancaster Health Services

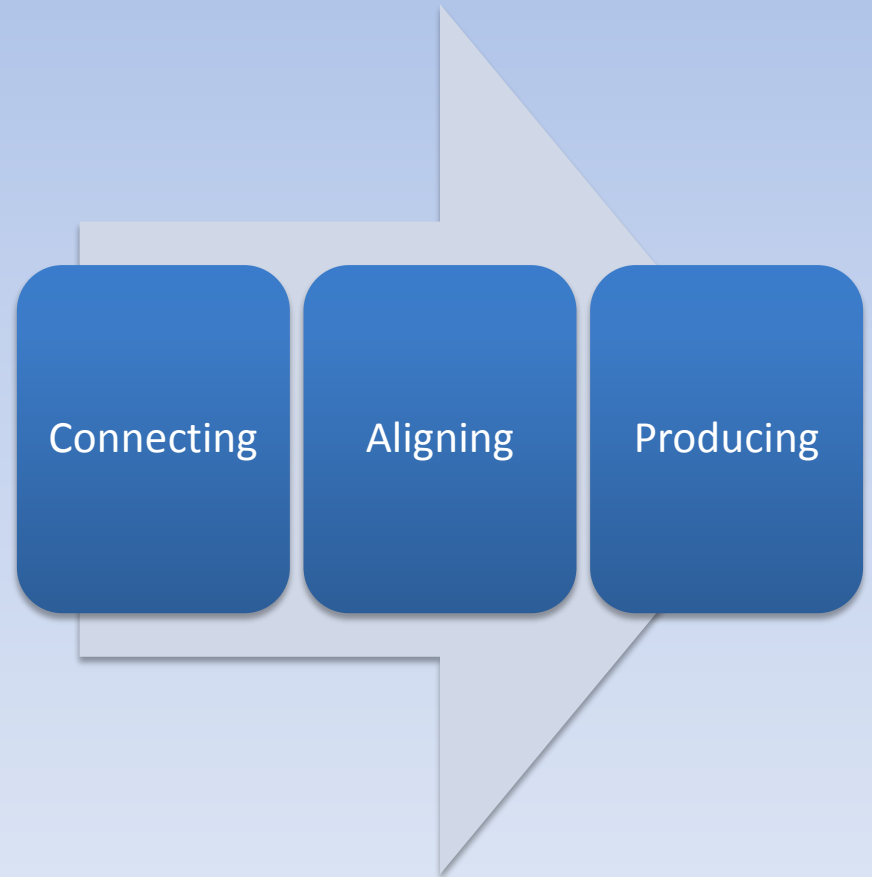


Lancaster County Refugee Coalition, PA

Why Network Development Matters

Networks don't just happen – they require attention and hard work, but it pays off.

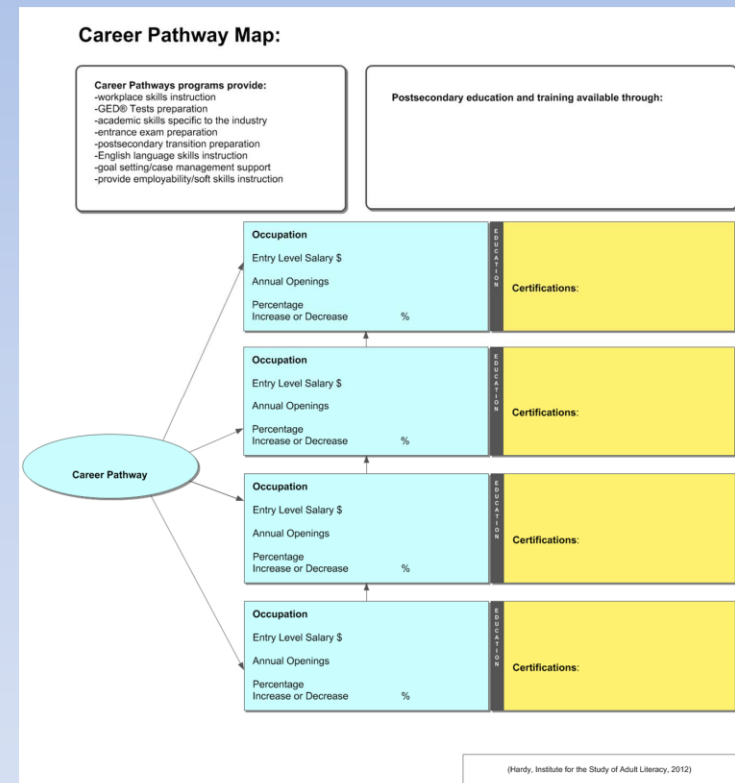
- Goals
- Structure
- Members' responsibilities
- Decision-making
- RELATIONSHIPS



Lancaster County Refugee Coalition, PA

Focus on Career Pathways and Employer Engagement

- Set an integration goal that will help us build on what we are already doing.
- Find out what is already out there.
- Expand our network and get employers involved.



Neighbors United

Goal: Economic integration of high-skilled immigrants who have language as one key barrier to career advancement.



About Boise

- Small City of 200,000 (400,000 in metropolitan area)
- Refugee resettlement since 1975
- Progressive city in a conservative state
- Historically few foreign-born, not ethnically diverse population
- 2014 resettlement: 918 arrivals, 15% have a college education



Boise Refugee Strategic Plan -> Neighbors United

- Formed after economic downturn, 2009
- City of Boise/Idaho Office for Refugees led effort to identify resources and needs
- Mayor and 100+ community leaders
- Subcommittees: Transportation, education, housing, employment, health, and social integration
- Built Refugee Community Plan ... now Neighbors United
- Cross-cutting goal: **Income generation and financial stability**
- Employment/Adult Education committees applied for Networks for Integrating New Americans technical assistance



TECH. ASSISTANCE FOCUS:

Workforce development for high skilled refugees and immigrants →
Global Talent Idaho

Neighbors United

Core Network Member Organizations:

- Agency for New Americans
- Boise City/Ada County Housing
- Boise State University
- Boise Police Department
- Boise School District
- Catholic Charities of Idaho
- Central District Health Depart.
- City of Boise
- College of Western Idaho
- Easter Seals Goodwill
- El Ada Community Action
- English Language Center
- Family Medicine Residency of ID
- Idaho Dept. of Health & Welfare
- Idaho Department of Labor
- Idaho Office for Refugees
- International Rescue Committee
- Learning Lab
- META
- JANNUS
- St. Alphonsus Health System
- St. Luke's Boise Medical Center
- Stoltz Marketing Group
- Terry Reilly Health Services
- Tidwell Social Services
- Treasure Valley Family YMCA
- United Way of Treasure Valley
- Valley Regional Transit
- Women's and Children's Alliance
- World Relief Boise

Neighbors United Employment Committee's Action Plan

Career
Pathways &
Access to
Employers



Understanding
of US Work
Culture

GTI
Academy/Career
Summit

English
Language for
Professionals

In Development;
Building on
Existing
Resources

Neighbors United has received **Technical Assistance** from Upwardly Global on:

- Job Seeker Recruitment & Training
- Coaching & Mentoring Models
- Database Tools & Tracking Outcomes
- Employer Engagement
- Messaging around Skilled Immigrants



Accomplishments To Date

- Global Talent Idaho (GTI) launched in Fall 2014 www.globaltalentidaho.org
- Idaho Dept of Labor received \$3.5 million grant in collaboration with GTI for targeted training & internships.
- Job seeker pool is now 60+.
- 15 immigrants and refugees placed in IDOL-funded internships & OJTs.
- Piloting 4 career workshops in Jan – Feb.
- Building employer relationships (10+) & advisory council.
- Technical assistance from Upwardly Global → ongoing partnership

Next:

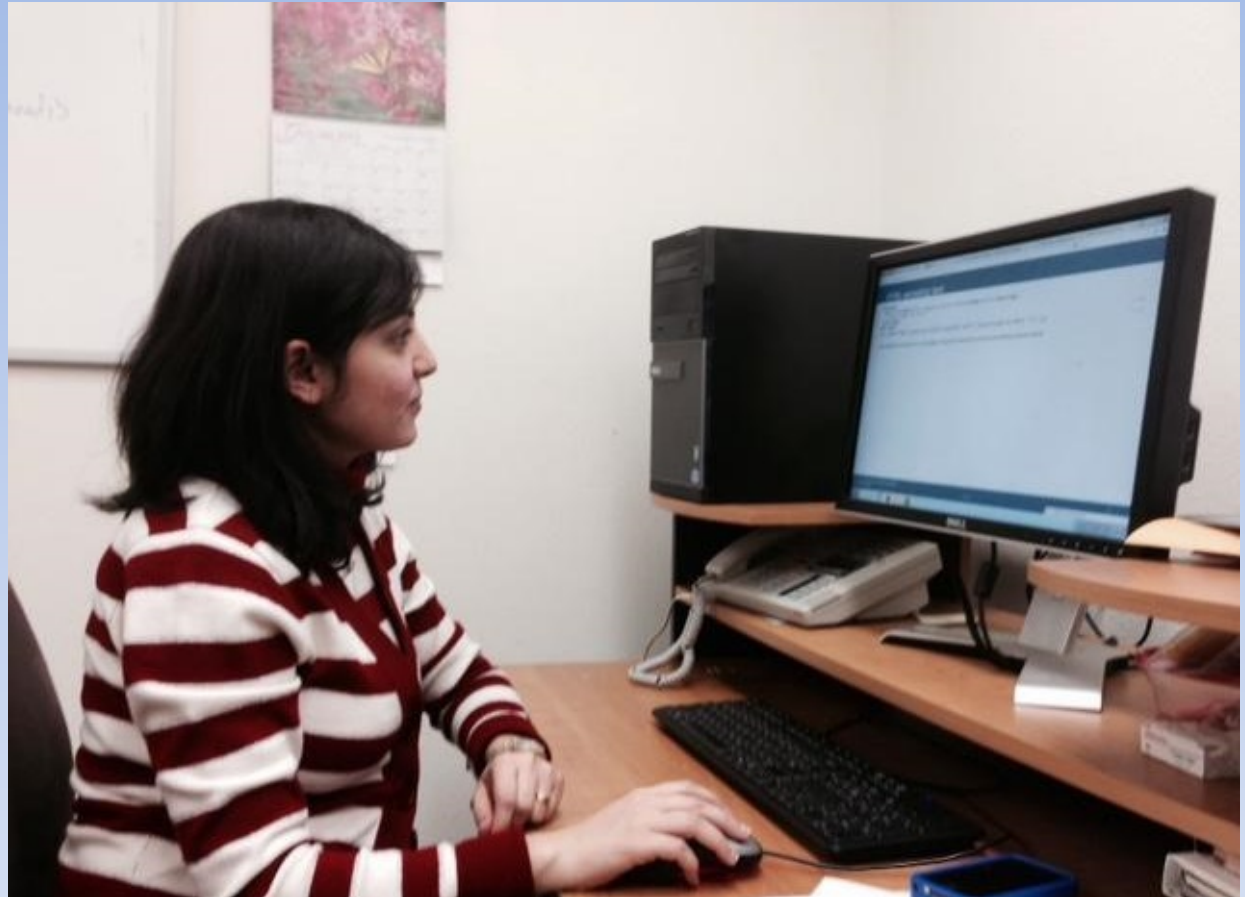
- Technical assistance on filling ESL gaps for skilled immigrants
- Technical assistance on strengthening network



“Midternships” provide bridges for skilled immigrants working to reclaim careers.

“Midtern” placements a few include:

- An Iraqi accountant with a local CPA firm
- An Eritrean businessman as manager at a chocolate manufacturer
- An Iraqi mechanical engineer as a Mercedes auto tech
- An Iraqi pharmacist as a pharmacy tech at a large local drugstore



**Malak Al Fatal, Computer Engineer from Iraq
Internship in Data Management
Idaho Office for Refugees**

White Center Promise Network, WA

Goal: Civic engagement and leadership by refugees and immigrants that result in them becoming an integral part of a welcoming community.



White Center Promise Network, WA

Core Network Member Organizations

- Highline Community College
- Highline Public Schools
- King County Housing Authority
- King County Library System
- One America
- Port Jobs
- Southwest Youth and Family Services
- White Center Community Development Association
- YWCA of Seattle-King-Snohomish



White Center Promise Network, WA

Our Definition of Civic Engagement and Leadership

Civic engagement and leadership exist where various communities and individual members use their experience and strengths, passions, and ideas to shape the larger community. This may include voting and volunteering, voicing concerns, sharing language and cultural traditions, using community resources, and creating a vision for their desired future.



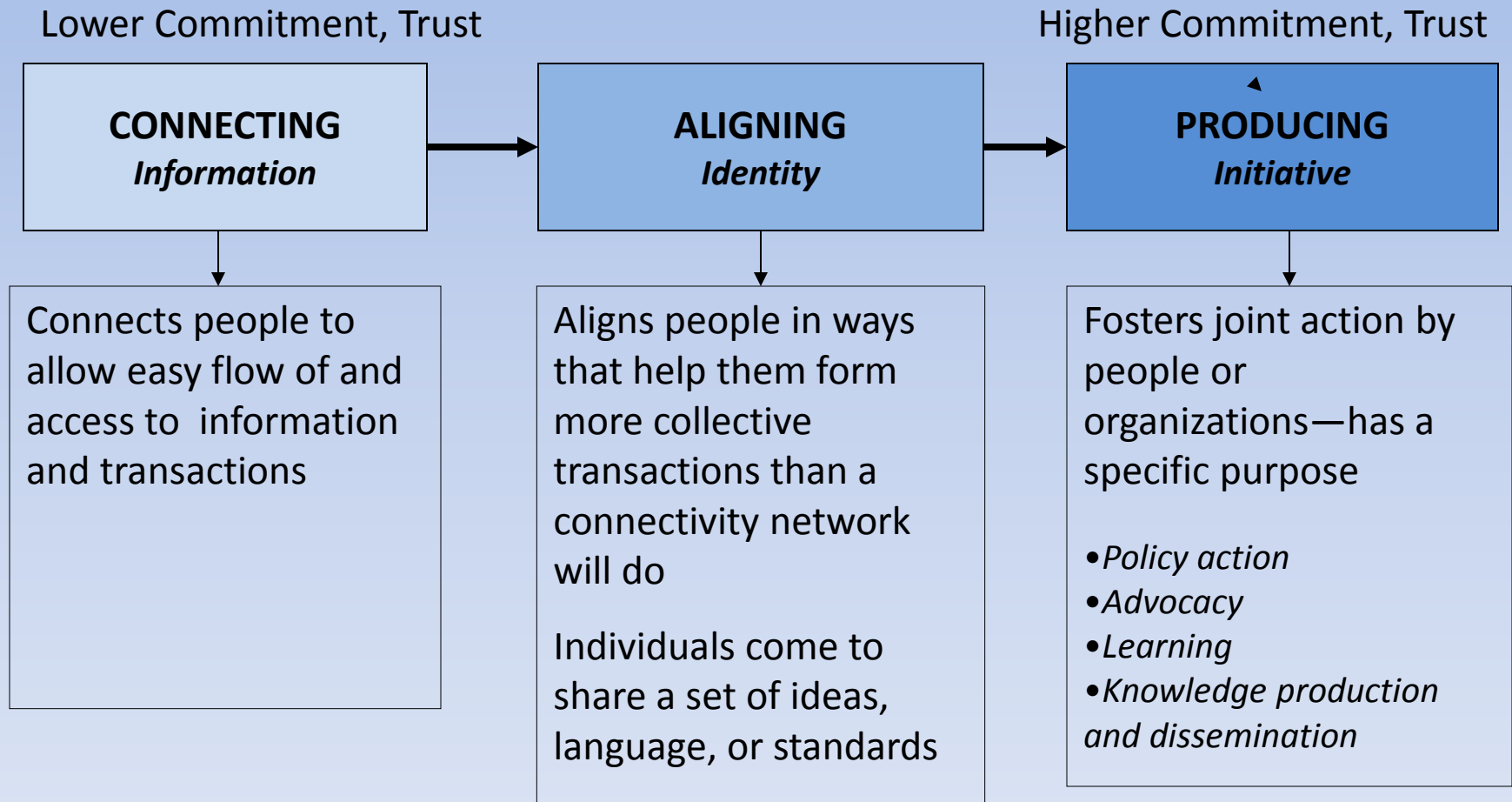
White Center Promise Network, WA

Work in Progress

- Added 11 civic integration questions into comprehensive neighborhood survey.
- 50 residents took part in Refugee and Immigrant Day at the State Capitol in February 2015.
- King County is on board to become a Welcoming County.
- Won a Communities of Opportunity grant to support organizational capacity, especially for data collection, communications and development.
- Proposed Story Corps Project to capture immigrant stories.
- Proposed to become a BIG READ community using a book written by an Ethiopian telling his immigrant story.
- 4Culture grant for cultural performances by local artists/performers being considered for 2015.


3 Basic Network Functions

www.networkimpact.org



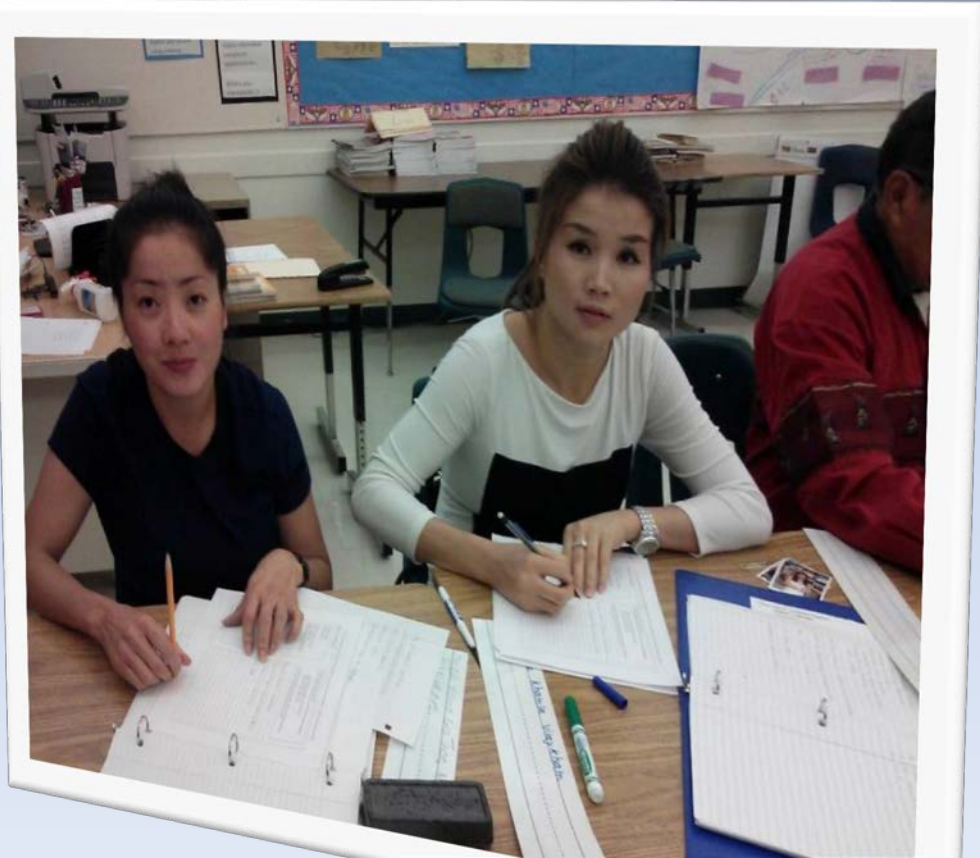
Recap Network Development Strategies

- Agree on membership structure and decision-making process.
- Articulate and agree on common goals.
- Develop action plan with benchmarks of progress.
- Connect peripheral members to the core.
- Cultivate relationships and trust.



*Networks
develop at the
speed of trust.*

Questions, Comments?



Networks for Integrating New Americans

CONTACT INFORMATION:

Silja Kallenbach, Project Director skallenbach@worlded.org
Andy Nash, Technical Assistance Coordinator anash@worlded.org

World Education, Inc.
44 Farnsworth Street
Boston, MA 02130
617-482-9485