

***Reducing Integration Barriers
Facing Foreign-Trained Immigrants:
Policy and Practice Lessons from
Across the United States***

Webinar

February 28, 2017



Logistics

- Slides and audio from today's webinar will be available at: <http://www.migrationpolicy.org/events>
- The report *Unlocking Skills: Successful Initiatives for Integrating Foreign-Trained Immigrant Professionals* is available here: <http://bit.ly/228ipintg>
- If you have any problems accessing this webinar, please contact us by email at events@migrationpolicy.org or call +1-202-266-1929.
- Use Q&A chat function on the right of the screen throughout webinar to write questions.
- Or send an email to events@migrationpolicy.org with your question
- Or tweet your question to @MigrationPolicy #MPIIdiscuss.



Presenters



Margie McHugh, Director,
National Center on Immigrant
Integration Policy, MPI



Madeleine Morawski, Associate
Policy Analyst, National Center on
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Karen Phillippi, Deputy Director,
Michigan Office for New
Americans



MPI National Center on Immigrant Integration Policy

Primary Areas of Work:

- *Education and Training:*
 - *Early Childhood*
 - *K-16*
 - *Adult Education and Workforce Development*
- *Language Access and Other Benefits*
- *Governance of Integration Policy*

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Today's Report Release

UNLOCKING SKILLS

Successful Initiatives for Integrating Foreign-Trained Immigrant Professionals



Out of Many, One: A Series on Innovative Initiatives that Promote the Successful Integration of U.S. Immigrants and Refugees



By Margie McHugh and
Madeleine Morawski

Explores:

- ✓ ***Barriers to foreign qualification recognition***
- ✓ ***Successful program designs***
- ✓ ***State and federal policy opportunities***
- ✓ ***Recommendations to advance the field***



Challenges and Barriers

- ***Meeting licensing requirements***
 - ***Complex and bureaucratic***
 - ***Set at the state level***
 - ***Unnecessary and/or burdensome requirements***



Challenges and Barriers

- ***Filling gaps in education and training***
 - ***Lengthy***
 - ***Expensive***
 - ***Difficult to find stand-alone courses to fill specific gaps***
 - ***Few opportunities for supervised training***



Challenges and Barriers

- ***Building professional-level English skills***
 - ***Technical English for specific occupations***
 - ***Advanced English to pass licensing examinations (NCLEX, USMLE) and/or English proficiency tests (TOEFL)***



Challenges and Barriers

- ***Developing soft skills, social capital, and overcoming employer bias***
 - ***U.S. job search skills, workplace expectations***
 - ***Professional networks***
 - ***Employer bias against foreign education and work experience***
 - ***Discrimination***



Madeleine Morawski



Madeleine Morawski is an Associate Policy Analyst at MPI's National Center on Immigrant Integration Policy where she works on issues related to adult education, workforce development, and language access for immigrants and refugees.

Previously, Ms. Morawski worked as a Research Assistant at the Kalmanovitz Initiative for Labor and the Working Poor and as an intern with the U.S. Committee for Refugees and Immigrants.

She has a bachelor's of science in foreign service from Georgetown University, where she majored in international politics and completed a certificate in international development. She also spent a semester in Argentina studying at the Universidad de Buenos Aires.

Madeleine Morawski
Associate Policy
Analyst, National
Center on Immigrant
Integration Policy, MPI



Solutions: Information and Licensing Guides

- ***State- and occupation-specific guides***
- ***Examples: Upwardly Global, Welcoming Center for New Pennsylvanians***



Solutions: Career Guidance and Navigation

- ***Individualized career mapping***
- ***Ongoing case management***
- ***Orientation to U.S. career options, licensing procedures***
- ***Example: Welcome Back Initiative***



Solutions: Filling Gaps in Education and Training

- ***Refresher courses***
- ***Exam preparation***
- ***Supervised training opportunities***
- ***Examples: Cooper Union Retraining Program, Welcome Back Center of Suburban Maryland, IMG Program at UCLA***



Solutions: Building Professional-Level English

- ***Contextualized English language training***
- ***Advanced English for the workplace and proficiency exams (TOEFL)***
- ***Examples: Welcome Back Initiative, Chicago Bilingual Nurse Consortium, Welcoming Center for New Pennsylvanians***



Solutions: Developing Soft Skills and Overcoming Employer Bias

- ***Job application workshops, mock interviews, networking events***
- ***Employer partnerships***
- ***Examples: Upwardly Global, Welcoming Center for New Pennsylvanians***



Solutions: Addressing Policy Barriers

- ***Educate policymakers and licensing bodies***
- ***Review licensing regulations***
- ***Target unnecessary requirements***
- ***Example: Task Forces in Massachusetts and Minnesota, Puget Sound Welcome Back Center***



Ongoing Challenges

- ***Occupational licensing rules are difficult to reform***
- ***Effective programs often cannot achieve economies of scale***
- ***Career re-entry services are a poor fit for existing funding streams***



Ongoing Challenges

- ***Effective strategies to address employer bias remain elusive***
- ***Efforts to enhance skill mobility through reciprocity and mutual recognition agreements remain limited***



Margie McHugh



Margie McHugh

Director,
National Center on
Immigrant Integration
Policy, MPI

Margie McHugh is Director of the Migration Policy Institute's National Center on Immigrant Integration Policy. The Center is a national hub for leaders in government, community affairs, business and academia to obtain the insights and knowledge they need to respond to the challenges and opportunities that today's high rates of immigration pose for communities across the United States. It provides in-depth research, policy analysis, technical assistance, training and information resource services on a broad range of immigrant integration issues. Ms. McHugh's work focuses on education quality and access issues for immigrants and their children from early childhood through K-12 and adult, post-secondary and workforce skills programs. She also leads the Center's work seeking a more coordinated federal response to immigrant integration needs and impacts, and more workable systems for recognition of the education and work experience immigrants bring with them to the United States.

Prior to joining MPI, Ms. McHugh served for 15 years as Executive Director of The New York Immigration Coalition. Before joining NYIC, Ms. McHugh served as Deputy Director of New York City's 1990 Census Project and as Executive Assistant to New York Mayor Ed Koch's chief of staff. She has served as a member and officer on the boards of directors for both the National Immigration Forum and Working Today; on the editorial board of *Migration World Magazine*; and has held appointed positions in a variety of New York city and state commissions, most notably the Commission on the Future of the City University of New York and the New York Workers' Rights Board. Ms. McHugh is a graduate of Harvard and Radcliffe Colleges.



Recommendations: Licensing Reform

- ***Review and reform state licensing laws that impose unnecessary and undue requirements on foreign-trained immigrants.***
 - ***Be prepared to manage competing agendas and self-interest of key actors***
 - ***Collaborate with other stakeholders, e.g. those working to address issues facing veterans and military spouses***
 - ***Broad-based efforts more powerful but single-industry may be more realistic***



Recommendations: Expand Advanced English and Gap-filling Programs

- ***Increase advanced English language and bridge programming to help internationally educated immigrants top-off their skills and become licensed in the United States.***
 - ***Technology assisted programs most likely to overcome existing program constraints***
 - ***Expand “bridge” programming to additional fields; ORR could play a lead role testing and developing models***



Recommendations: Analyze Program Elements and System Contexts

- ***Expand evaluation of effective programs and analyze elements of adult education and workforce training systems that contribute to their success.***
 - ***Evaluation will help systems become more confident in non-traditional program designs***
 - ***Helpful elements of state/local planning, contracting and performance designs must also be better understood***



Recommendations

- ***Increase monitoring and technical assistance to address employer bias.***
- ***Expand reciprocity and mutual recognition agreements, and support efforts to harmonize qualifications across countries, states, licensing boards, accreditation bodies, and educational institutions.***



Karen Phillippi



Karen Phillippi,
Deputy Director,
Michigan Office for
New Americans

Karen Phillippi is the Deputy Director of the Michigan Office for New Americans. She has been working in immigration law for 25 years. Ms. Phillippi began her work in immigration law by serving as the Immigration and State Department Specialist for U.S. Senator Don Riegle.

Most recently, she was the Immigration Services Business Manager for Miller Canfield's immigration practice, and she spoke at numerous seminars on immigration-related topics.

Ms. Phillippi is very passionate about immigration and immigrant integration, and serves as Board Chair for Global Detroit; Steering Committee member for the WE (Welcoming Economies) Global Network; and, she's on the advisory boards for the Global Talent Retention Initiative, Welcome Mat Detroit, and Welcoming Michigan.

Ms. Phillippi is very active in promoting the benefits that immigrants have on the economy, and making Michigan a more immigrant-friendly state. She has a Bachelor of Arts in Anthropology from Michigan State University.

Michigan Office for New Americans

Governor Rick Snyder created the Michigan Office for New Americans by Executive Order in January of 2014.

The Mission of the office is to help grow Michigan's economy by attracting and retaining global talent; promoting the skills, energy, and entrepreneurial spirit of our immigrant communities; and making Michigan a more welcoming state.

Michigan Office for New Americans

- ▶ Supports immigration initiatives for the State
- ▶ Coordinates with state agencies providing programs related to services for immigrants
- ▶ Analyzes and makes recommendations to the Governor on state and federal policies and programs
- ▶ Leads Global Michigan & Ethnic Cabinet initiatives
- ▶ Strives to make Michigan a more welcoming state

Michigan International Talent Solutions (MITS)

- ▶ Launched in October 2015 in partnership with Upwardly Global
- ▶ Connects professional jobseekers who are unemployed/underemployed
 - ▶ Permanently work authorized
 - ▶ Bachelor's degree or higher
 - ▶ Proficient in English
- ▶ Average annual salary increase is greater than \$40,000
- ▶ Over 90% retention rate one year after hire
- ▶ No cost to jobseeker or employer

Adult ESL Grants

- ▶ Awarded 5 grants of up to \$50,000 in December 2016
 - ▶ Required collaboration and innovative/creative delivery models
 - ▶ Range of programs including Vocational English as a Second Language (VESL), TOEFL-track and English & Skills to Employment (EASE) programs
 - ▶ Two contextualized ESL programs
- ▶ Professional based ESL in partnership with Upwardly Global and Education First
 - ▶ For degreed individuals who require some additional language skills to enter their field

Skilled Immigrant Licensing Guides

- ▶ MI currently has 44 skilled immigrant licensing guides
 - ▶ Examples: Accountant, Architect, Barber, Cosmetology, Electrician, Medical Doctor, Physical Therapist, Teacher
- ▶ One dedicated phone number to call for licensing assistance for skilled immigrants
- ▶ Average about 20,000 hits per year
- ▶ In 2016, most visited guides were Nurse, Pharmacist and Social Worker

Barber Bill

- ▶ Chaldean community identified need through our Ethnic Cabinet
- ▶ Licensing process in MI was burdensome for those with numbers of years of experience
- ▶ SB612 passed in June 2014
 - ▶ Reduces number of hours of study needed
 - ▶ Allows LARA Licensing Board to deem a country of conflict
- ▶ Example of how Michigan can minimize a hurdle while maintaining integrity of the licensing process

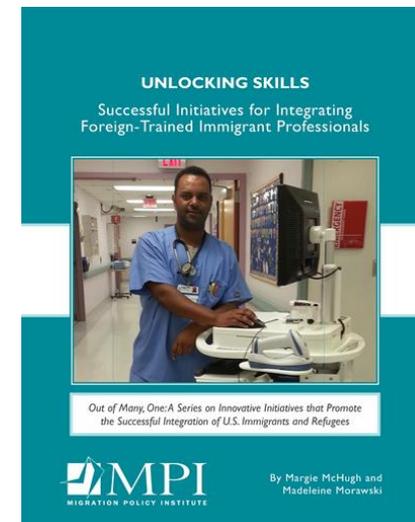


Q & A

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Thank You For Joining Us!

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