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Immigrants, English Learners & Workforce Policy: Examples and Opportunities

Sacramento, CA
July 21, 2016

Today's Agenda

- The landscape of opportunity
- Building on CA success
- Potential policy levers



The Landscape of Opportunity:

How Cities and States Are Supporting Immigrant Workers & Adult Learners



Workplace Acculturation & Direct Job Placement

Funding Source: WIOA Title I Adult

Target Population: Work-authorized immigrant and refugees with limited English

Service Providers: Nonprofit immigrant and refugee organizations

Contracting Partner: Local workforce board

Examples: St. Louis; Philadelphia



Occupational Training

Funding Source: WIOA Individual Training Accounts (ITAs)

Target Population: DACA recipients

Service Provider: Community-based nonprofit with “warm referral” to WIO. Eligible Training Providers

Partner: One-stop center

Examples: Phoenix, AZ



Work-Based Learning & Recredentialing

Funding Source: US DOL Job-Driven National Emergency Grant

Target Population: Refugees with foreign degrees

Service Provider: Nonprofit immigrant organization

Contracting Partner: State department of labor

Example: Idaho



Adult Education and Legal Services

Funding Source: Local City Council appropriations

Target Population: Potentially DACA-eligible young adults

Service Provider: Numerous; coordinated in part through NY Immigration Coalition

Contracting Partner: NYC Dept. of Youth & Community Development

Example: New York City



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Transition to Community College & Occupational Credentials

Funding Source: Minnesota state FastTRAC; private philanthropy

Target Population: Immigrants with basic skills gaps

Service Providers: Immigrant/refugee nonprofit; community college

Contracting Partner: Various

Example: St. Paul, MN



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Workplace English Language

Funding Source: Numerous public and private sources

Target Population: Adult English learners, including incumbent workers

Service Provider: Numerous

Contracting Partner: Nonprofit English for New Bostonians (*via statewide English Works Campaign*)

Example: Massachusetts



Shared Investment,
Mutual Opportunity



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English for Entrepreneurs

Funding Source: Federal Community Development Block Grant (CDBG) funds via city

Target Population: Immigrant entrepreneurs in low-income neighborhoods

Service Provider: Nonprofit immigrant/adult education organization

Contracting Partner: City Department of Commerce

Example: Philadelphia, PA



*Connecting immigrants, employers,
and communities*



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Building on California Success: 3 Innovative Programs with Room for Growth



Creating a Path to Licensure

- **What it is:** English and skills training program for day laborers; path to becoming licensed contractor
- **Who provides it:** Centro
- Laboral de Graton (worker center); Santa Rosa Junior College



Incumbent Worker Upskilling

- **What it is:** Green Janitor Education Program; prepares janitors to work in LEED-certified buildings
- **Who provides it:** Building Skills Partnership (nonprofit labor-management partnership)



Welcome Back Initiative

- **What it is:** Guidance and information for immigrant health professionals seeking to re-enter their professions
- **Who provides it:** Nonprofit centers based at community colleges



Potential Policy Levers: Opportunities to Keep in Mind



SNAP Employment & Training

- **What it is:** Federal program to help food-stamp recipients find employment
- **California** selected in 2016 as one of 10 states in federal SNAP to Skills TA initiative
- **Fresno** selected in 2015 as federal pilot site for SNAP E&T innovation
- WA State & others have used SNAP E&T successfully to support English language learning



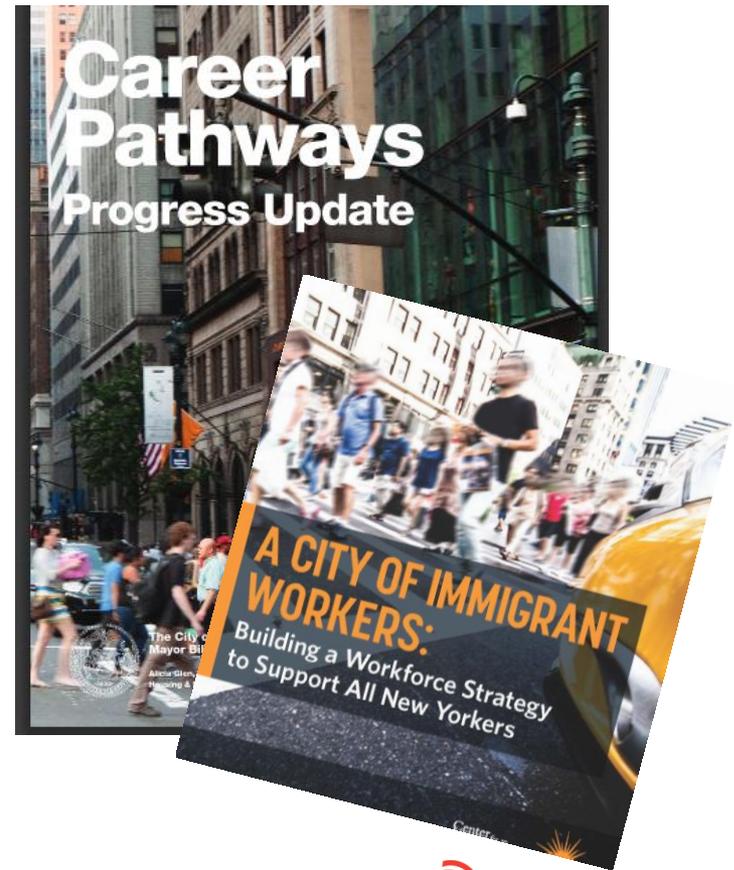
Occupational Licensure

- CA's nationally pioneering **SB 1159** allows undocumented people to obtain professional/occupational licenses
- The **Little Hoover Commission** is investigating licensing issues from a state policy perspective
- Opportunity to design “on ramps” for DACA recipients, immigrant professionals & others to access licensure



Career Pathways

- Career pathways **codified** in WIOA
- NYC's **Career Pathways initiative** is a national leader
- Follow-up report from advocates examined how career pathways could better include immigrants



Longitudinal Data

- A bird's-eye view of education and workforce data can help identify bottlenecks that affect immigrants and English learners
- E.g., Washington state used a **pathway evaluator tool** to ID the problem that led to the creation of I-BEST
- CA is participating in **SWEAP** initiative to expand its use of data tools; developing its own pathway evaluator tool



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