Immigrants, English Learners & Workforce Policy: Examples and Opportunities

Sacramento, CA
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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 WIOA Eligible Training Providers

**Partner:** One-stop center

**Examples:** Phoenix, AZ

www.nationalskillscoalition.org
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

www.nationalskillscoalition.org
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
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
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

www.nationalskillscoalition.org
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
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
Contact

Amanda Bergson-Shilcock
Senior Policy Analyst
215-285-2860
amandabs@nationalskillscoalition.org
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