

WELCOMING CENTER for NEW PENNSYLVANIANS

Adult Education and Employment: An Integrated Model

Welcoming
Center *for*
NEW PENNSYLVANIANS

*Connecting immigrants, employers,
and communities*

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Presenter

Judy Johnson, M.S.



Judy Johnson serves as Director of Programs for the Welcoming Center for New Pennsylvanians. She leads a team of administrative support staff, instructors, case managers and employment specialists in providing services to immigrants that enhance their economic integration into the Philadelphia area economy.

Judy earned a Bachelor's in Organizational Leadership and a Master's degree in Administration of Human Services, and is also a certified trainer with Leadership Development in Interethnic Relations (LDIR).

Presenter

Miranda Berger



Miranda Berger is an Employment Specialist at the Welcoming Center for New Pennsylvanians. She connects work-authorized job seekers to employers. Miranda is an immigrant and originates from the Netherlands. Before coming to the United States she worked in corporate and nonprofit as a labor market adviser and as a career advisor/recruiter.

Miranda has a degree in Human Resource Management from the University of Amsterdam and has a degree in Career Advising.

Welcoming Center Overview

History



Anne O'Callaghan

Founder and Board
President Emeritus

Anne O'Callaghan, an Irish immigrant, who has been in the Philadelphia area for over three decades, experienced challenges in obtaining employment. Even with her nursing degree from Ireland, she had to maneuver through the educational system and the workforce to gain sustainable employment. Her experiences led to the start of the Welcoming Center for New Pennsylvanians.

Founded in 2003, the Welcoming Center for New Pennsylvanians seeks to open doors of economic opportunity for work-authorized immigrants, and by doing so, enhance the economic development of the region and the state.

Welcoming Center Overview

Mission



The mission of the Welcoming Center for New Pennsylvanians is **accelerating immigrant integration and economic advancement through education, training, employment and entrepreneurship.**

We believe immigrants strengthen the productivity, profitability, and stability of the region, and contribute to Pennsylvania's economic growth.

Welcome and Introductions

The Welcoming Center for New Pennsylvanians (WCNP) thanks you for participating in this workshop. Your time and dedication is valued and appreciated. We would like to know who you are and if you ever did international studies?



ACTIVITY

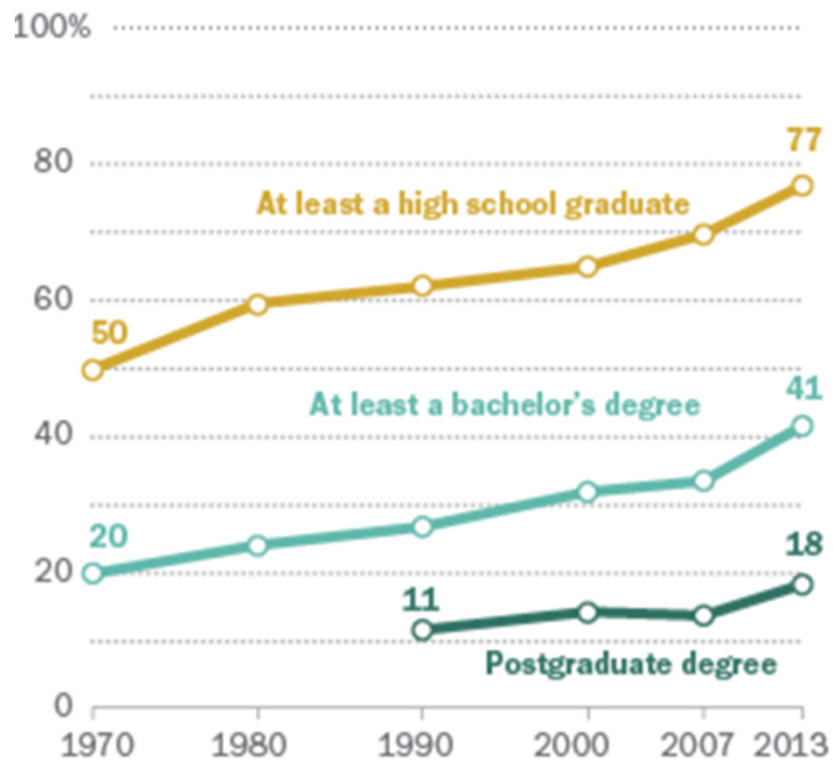
Adult Education is?

- Characteristics
- Programs
- Skills



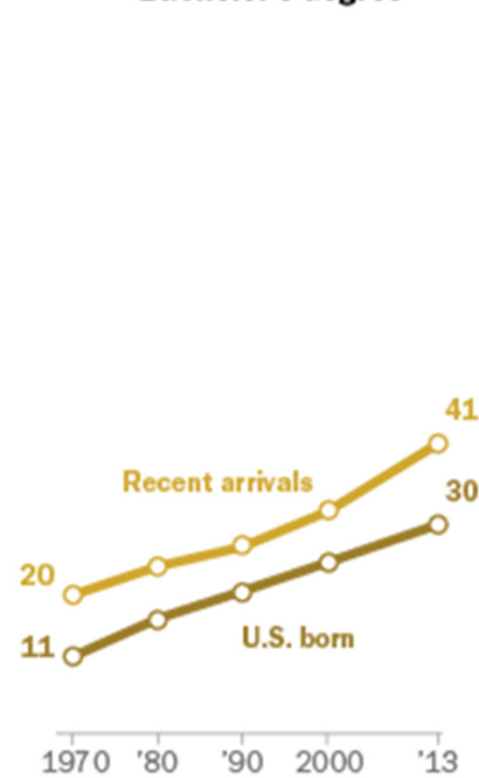
STATISTICS - United States

% among recently arrived immigrants to U.S., ages 25 and older, by educational attainment

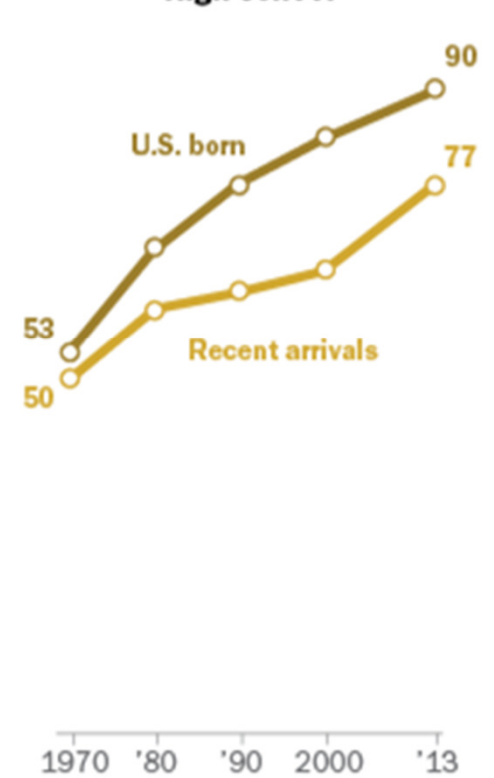


% ages 25 and older who have completed at least ...

Bachelor's degree



High school



Source: Pew Research Center 2015

Statistics -PA

Pennsylvania State Profile



Educational Attainment	Foreign Born	U.S. Born
Population (age 25 and older)	682,128	8,176,737
Less than high school diploma	23.4%	9.5%
High school diploma or GED	23.0%	37.5%
Some college or associate's degree	17.1%	24.7%
Bachelor's degree	18.3%	17.5%
Graduate or professional degree	18.2%	10.9%
% Foreign Born among Adults with		
Less than high school diploma	17.1%	
Bachelor's degree or higher	9.7%	

2014 data, <http://www.migrationpolicy.org/data/state-profiles/state/language/PA>

Statistics - Welcoming Center

July 2016 - February 2017

Credentials achieved outside of the United States

Total Intake	606
Post Secondary Credentials	310 (51% of intake)
Post HS (1-4 yrs.)	55
Associates	14
Bachelor's	175 (56% of PSC)
Master's	66

Statistics - Welcoming Center

Majors

Accounting

Agriculture

Architecture

Art

Biology

Business/Administration

Civil Engineer

Computer Science

Economics

Education

Finance

International Business

Law

Management

Marketing

Medicine

Nursing

Sociology

Brain Waste



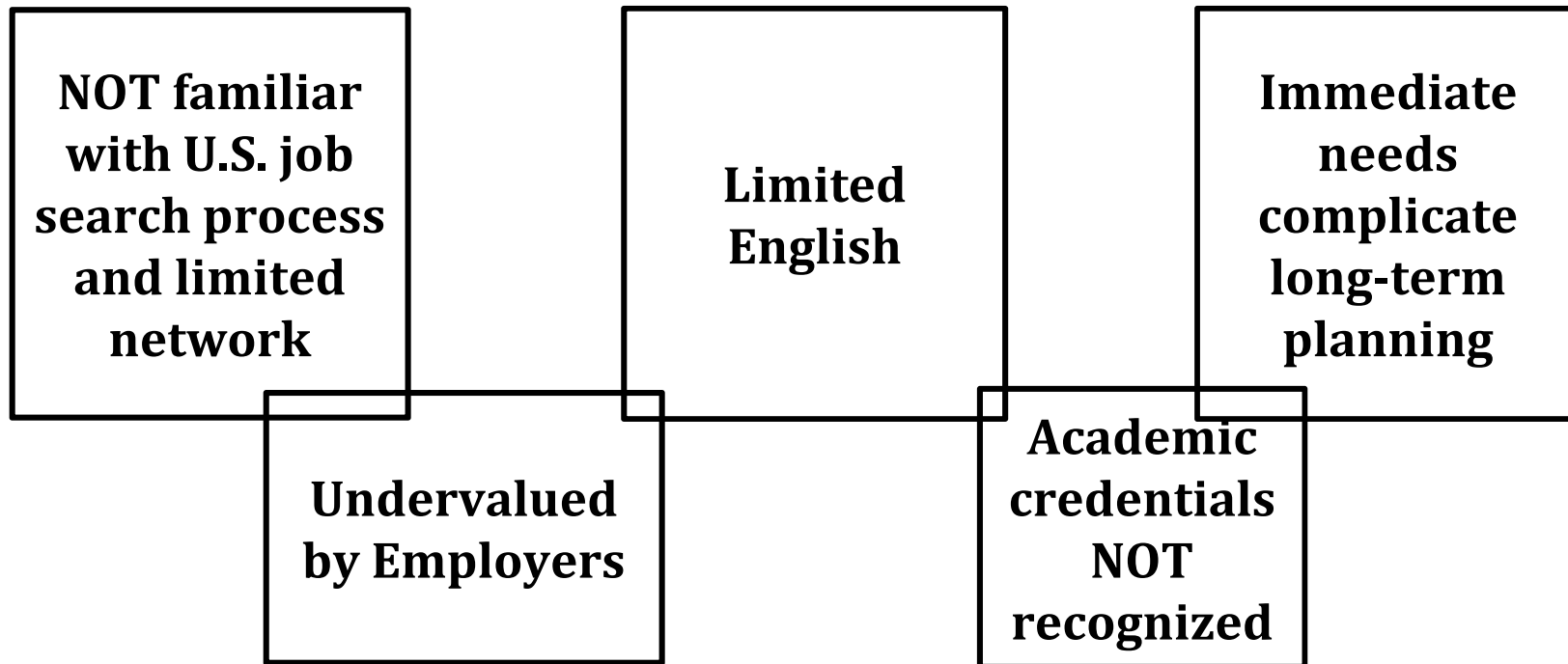
Brain Waste

- Nearly **2M highly-skilled immigrants** in the United States are working in low-skilled jobs or are unemployed
- If these highly skilled immigrants were working at their skill level, in the professions for which they had trained and have experience, they would earn \$39.4 billion more annually. As a result, they would pay \$10.2 billion more in taxes: \$7.2 billion at the federal level, and \$3 billion at the state and local level.
- Brain waste is particularly acute for immigrants who were **educated outside the United States.**

From: Untapped Talent The Costs of Brain Waste Among Highly Skilled Immigrants in the United States, pgs. 4 & 5

Brain Waste - Credentials Aligned with Skills?

Brain Waste: **2 million** college-educated immigrants in the U.S. are unemployed or working below their skill level

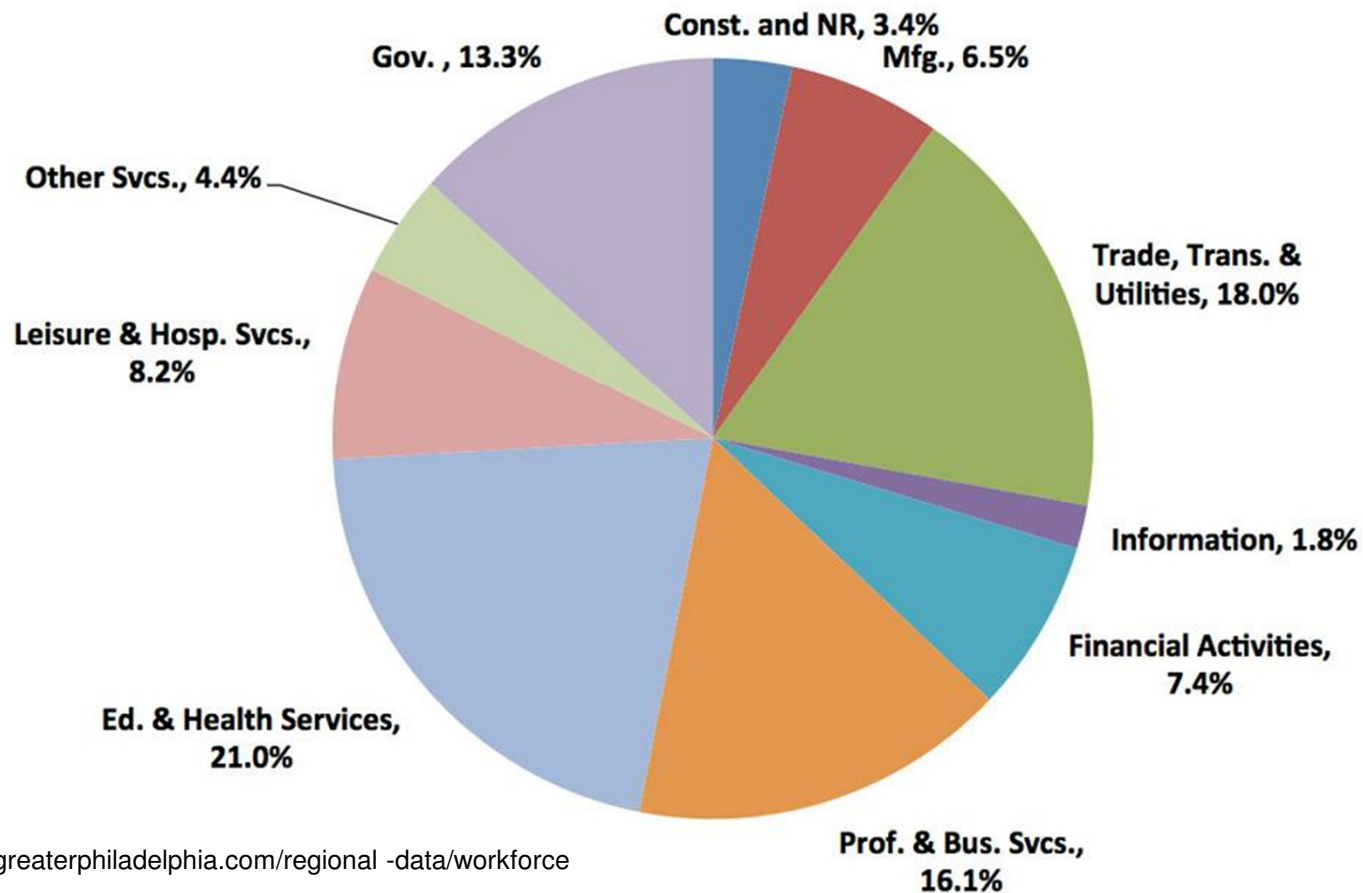


Source: Migration Policy
Institute

Employment

Trends in Employment Greater Philadelphia Region

Employment Shares by Major Economic Sector in the Greater Philadelphia Region - 2013

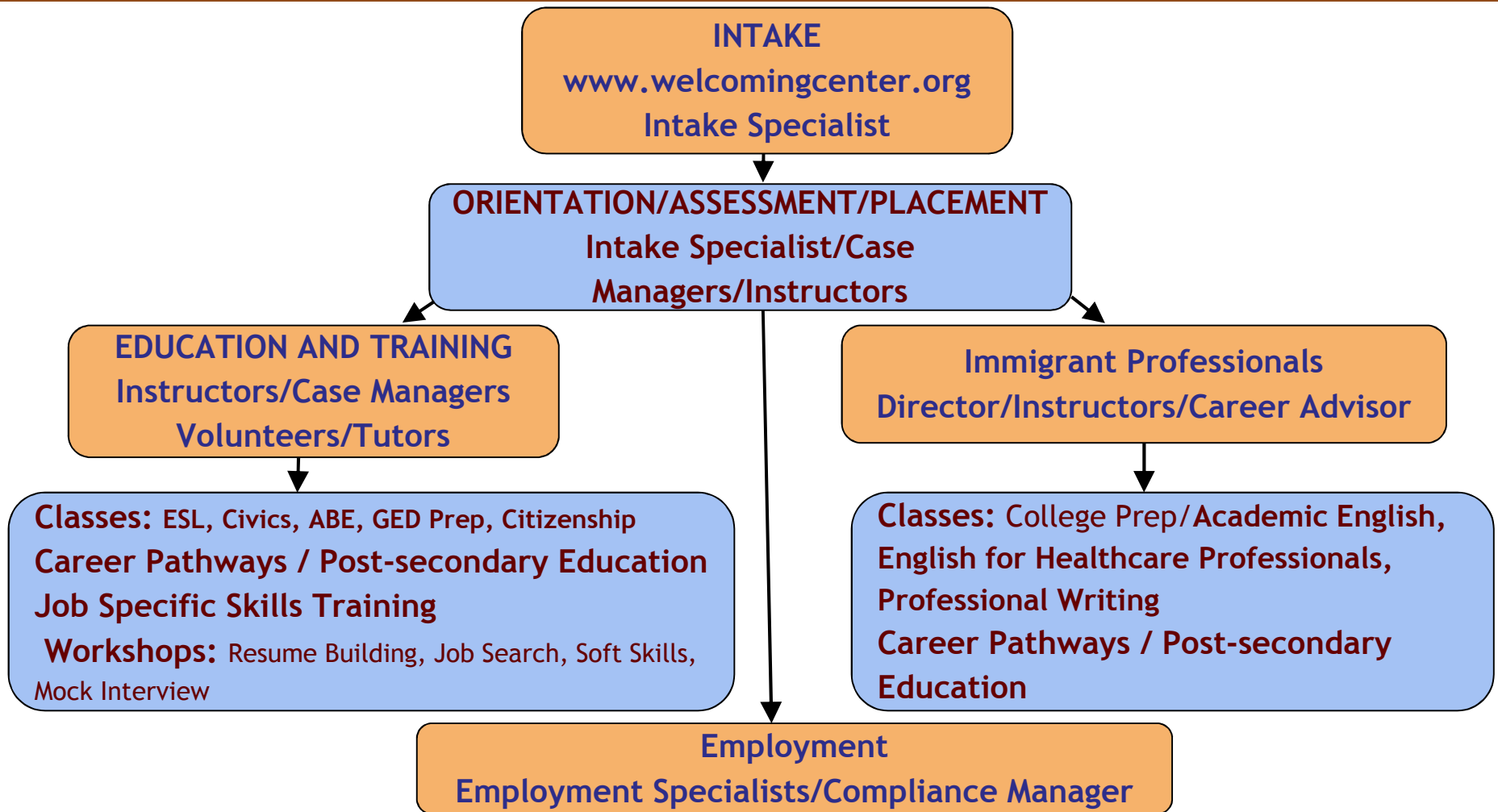


www.selectgreaterphiladelphia.com/regional-data/workforce

ACTIVITY

Strategies for integrating Adult Education into Employment

Integration of Education & Training and Employment Process



International Professional Program

is designed for foreign-educated professionals living in the Philadelphia region who have at least a Bachelor's degree and are looking to re-enter their field in the U.S.

- Nurses Cohort
- Professional Writing
- IT and Accounting
- Employment Skills Workshops

It's a Science & an Art

Things We Consider When Building a Career Pathway

- Discuss broad context for career development
- Concentrate on the top challenges
- Individualize career pathways
- Build a relationship with participants that allows for mutual accountability
- Help develop leadership skills
- Networking practice beyond job searching
- Offer and connect to resources

Employment Services

- Assist work-authorized persons in finding employment
- Establish and maintain relationships with employers
- Job development through mock interviews and resume writing
- Skills for Success in American Workforce
- Post employment support (retention)

Partnerships

Community College of Philadelphia
Bryn Mawr
Penn State
Temple University
University of Pennsylvania
St. Joseph University
LaSalle University
Drexel University

Internships-profit and nonprofit
Specific Skills Training
Vocational Literacy
KirkBride Rehab
Cardone Industries
Financial Institutions

IMPRINT is a coalition of organizations active in the emerging field of immigrant professional integration.

www.imprintproject.org



NATIONAL SKILLS COALITION
Every worker. Every industry. A strong economy

<http://www.nationalskillscoalition.org>

Questions



Please feel free to ask us any questions you have.