



IMMIGRANT WORKFORCE DEVELOPMENT PLAN 2021 - 2022



workforce CONNECTIONS
PEOPLE. PARTNERSHIPS. POSSIBILITIES.



Introduction

SERVING IMMIGRANTS IN NEVADA

NEVADA Governor's Office for New Americans (ONA) was created in 2019 to promote opportunities for immigrants, refugees and aspiring Americans to thrive in Nevada. By concentrating on civic, social and economic integration of new and aspiring Americans, ONA seeks to foster opportunities for these populations to ascend the economic ladder.



This strategic plan was created by ONA with the support of World Education Services Global Talent Bridge as part of the Skilled Immigrant Integration Program (SIIP) 2020. With input from Nevada's Workforce Development Group, which consists of immigration and workforce development stakeholders in the state, the goal of this strategic plan is to proactively include skilled immigrants and refugees in workforce development efforts in the State of Nevada.



Coming Together

THE IMMIGRANT WORKFORCE DEVELOPMENT GROUP

The Nevada Immigrant Workforce Development Group (IWDG) is comprised of stakeholders in the State of Nevada that are either working in the immigrant and refugee space or on workforce development within the state. The IWDG focuses on the integration and inclusion of Nevada immigrants and refugees into the workforce development efforts in the state by coordinating efforts centrally through a common strategic plan that all stakeholders strive to implement.

The Immigrant Workforce Development Group leverages the collective knowledge of all members of the group to inform the development and delivery of programmatic goals for immigrant and refugee workforce development. It is the intent of the IWDG to breakdown the practice of working in silos between organizations and address the fragmented nature that state and local entities default towards.

While there have been efforts to address immigrant workforce development in the past, it has never been approached in this manner – in a collaborative and cooperative effort with those involved in this space and those directly serving the immigrant and refugee population. Through this network approach, the members of the IWDG are committed to the economic inclusion and integration of Nevada immigrants and refugees with a mission to make Nevada a more welcoming state for all.

The formation of this group at the onset of the COVID-19 pandemic became especially crucial as the immigrant community was disproportionately and negatively impacted by the health and economic effects of this pandemic. Immigrants and refugees in our state form an important part of the gaming and tourism industry, the main industry in Nevada, as well as in the healthcare workforce, where they have been critical in the state's COVID-19 response efforts. This further highlights the need to bring immigrants and refugees into the workforce development space, especially as we begin to work on the economic recovery of Nevada.



Nevada's

NUMBERS & STATISTICS

According to the New American Economy, Nevada has emerged as a major destination for new Americans in the recent years. In 1990, Nevada's immigrant population made up 8.7% of the state's population. Currently, immigrants make up approximately 20% of the Nevadan population.

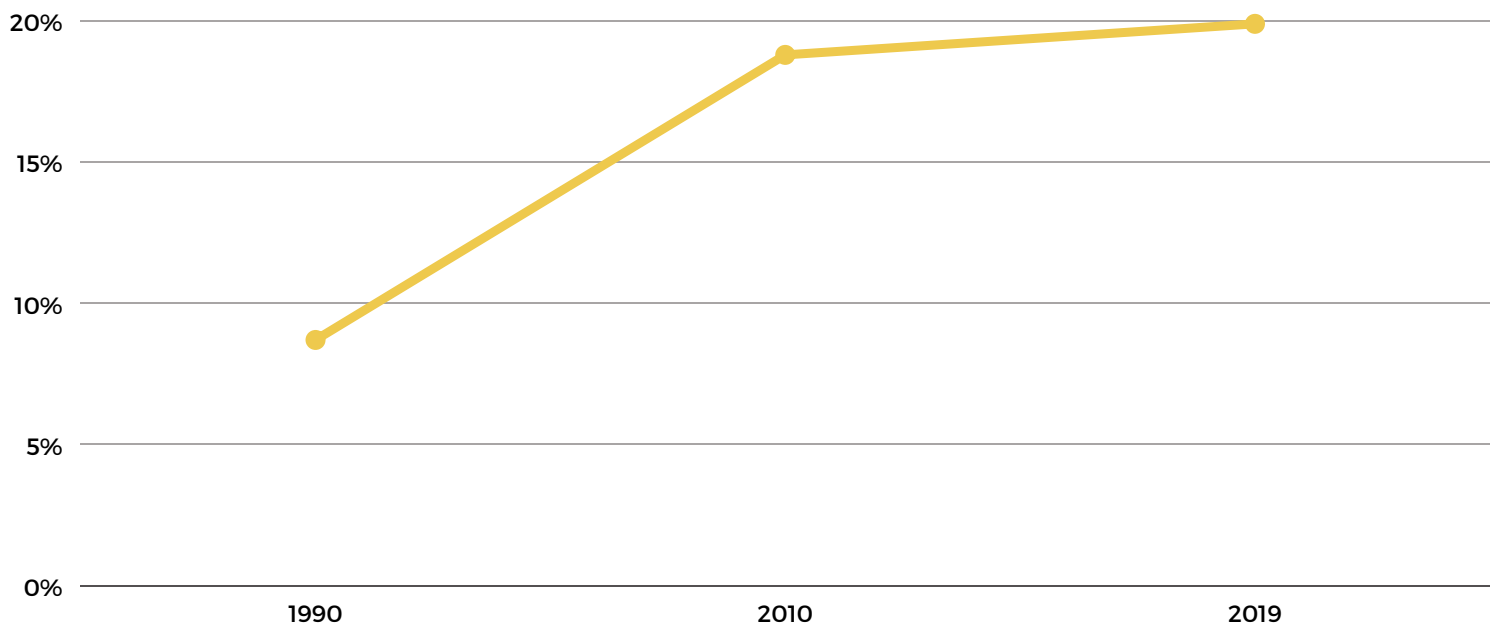
614, 416

Nevadans were born abroad

19.9%

*Immigrant share of the
population in Nevada*

Source: *New American Economy*



Understanding the Playing Field

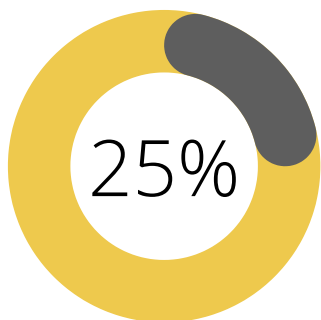
IMMIGRANTS & REFUGEES IN NEVADA

Approximately 20% of the population in Nevada is foreign-born; meaning one of every five residents in the Silver State is an immigrant.¹



1 IN 5

From the mines in northeastern Nevada, to the casino workers in the Las Vegas metropolitan area, in every hospital, in every farm, and in every ranch, it is impossible to ignore a simple fact: **immigrants touch every industry in the State of Nevada.**



immigrant labor workforce

One out of every four Nevada worker is an immigrant – that equals to **385,184 immigrant workers**, which comprised 25% of the labor force in 2018.²

However, we have seen clearly that every time there is an economic downturn – from the Great Recession in 2018 to the current COVID-19 pandemic – immigrants are always disproportionately affected.³

While this disproportionality can be attributed to several factors, it is also clear that Nevada's immigrant and refugee population have been largely left out in the workforce development equation.⁴

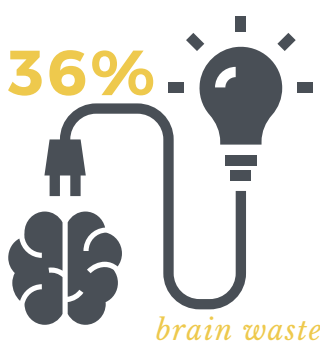
Immigrants and refugees lack of access to workforce development is compounded by several things, including scheduling difficulties with irregular and oftentimes rigid work schedules; linguistic barriers; cultural barriers; social isolation; and the lack of institutional support.⁵

These obstacles prevent many immigrants and refugees in scaling the economic ladder and limit their employment options. Those who are willing and able to work do not always have access to the appropriate portals for their skills and education.

Understanding the Playing Field

IMMIGRANTS & REFUGEES IN NEVADA

Unsurprisingly, immigrants are left with no choice but to work in “survival jobs” where they are more valued for their labor rather than anything else.⁶ They are disproportionally clustered in low-wage occupations such as hospitality and retail.⁷

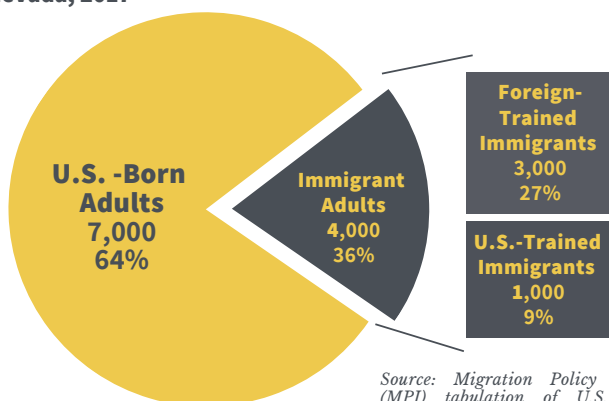


The Imprint Project estimates that there is a 36% share of brain waste among college-educated immigrants in Nevada, which means 36% of our immigrant and refugee population cannot fully utilize their skills and education despite being highly skilled and highly educated. This underutilization leads to two things: unemployment or underemployment. Neither of which does not benefit anyone nor benefit the state.⁸

Recognizing that there is an untapped potential of 36% of our immigrant population in the State of Nevada is the first step in addressing this problem. The second step is to actively connect immigrants and refugees to the workforce development efforts in the state.

Nevada is among the top 20 states with immigrants whose health-related undergraduate degrees are not fully utilized. At the onset of the COVID-19 pandemic, Nevada was among five states to take steps to allow healthcare workers who gained experience outside the U.S. to join the frontlines against the pandemic. This highlighted that minimizing barriers for internationally trained healthcare professionals is especially relevant to the current crisis and extremely important in our efforts to bring immigrant talent into the workforce to fill in vital gaps.

Adults (ages 25 to 64) Whose Health-Related Undergraduate Degrees Are Not Fully Utilized, by Nativity and Place of Education, Nevada, 2017



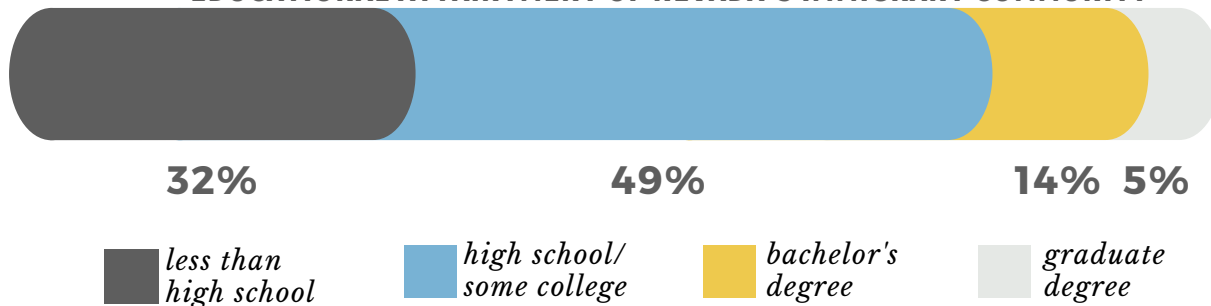
Source: Migration Policy Institute (MPI) tabulation of U.S. Census Bureau 2017 American Community Survey (ACS) data.

Now more than ever, with the uncertainty of the COVID-19 pandemic, it is crucial to ensure that immigrants and refugees are brought into the state's workforce development efforts as we continue addressing shortage of skilled workforce. By bringing in our immigrants and refugees into the fold, we can begin working towards a COVID-19 economic recovery that is inclusive to all.

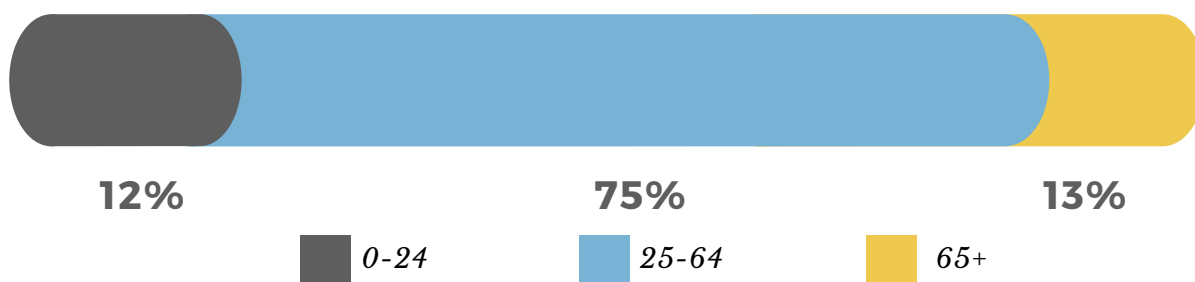
Breaking Down

IMMIGRANTS' ROLE IN THE NEVADA WORKFORCE

EDUCATIONAL ATTAINMENT OF NEVADA'S IMMIGRANT COMMUNITY



AGE BREAKDOWN OF NEVADA'S IMMIGRANT COMMUNITY



26%
of the employed
population of the state
are immigrants



45.9%
of immigrants were more
likely to work than
native-born Nevadans



61.2%
of immigrants of all
ages work annually
compared to 42%
of the native-born
population



75%
of the immigrant
population in Nevada
is of working age vs
48.4% of the native-
born population



Source: New American Economy

Breaking Down

IMMIGRANTS' ROLE IN THE NEVADA WORKFORCE

5,452

*foreign-born STEM workers
in Nevada*

1 IN 3

*physicians in Nevada
graduated from a foreign
medical school, a likely sign
they were born somewhere else.*

Source: New American Economy

FOREIGN-BORN AND FOREIGN-EDUCATED PROFESSIONALS IN NEVADA



28%
nurses



38%
psychiatrists



31%
doctors



26%
*nursing, psychiatrists,
& home health aides*

NEVADA INDUSTRIES WITH LARGEST SHARE OF FOREIGN-BORN WORKERS



58%
*services to
building
and dwellings*



57%
*landscaping
services*



44%
*taxi &
limousine
services*



42%
*traveler
accommodation*



36%
*gambling &
recreation
industries*

NEVADA OCCUPATIONS WITH LARGEST SHARE OF FOREIGN-BORN WORKERS



72%
*maid &
housekeeping*



58%
*agricultural
work*



58%
*cleaners of vehicle
& equipment*



56%
*food
preparation*



54%
*food service & misc
food preparation*



52%
cooks



52%
dishwashers



50%
*ground
maintenance*



47%
*porters &
concierge*



46%
*taxi drivers
& chauffeurs*

Moving Forward

KEY AREAS OF FOCUS

The key areas of focus for the Immigrant Workforce Development Group outlines specific actions and outcomes identified by the group to ensuring immigrants are brought into the workforce development space.

DESIGNATE A DEMOGRAPHIC FOCUS ON THE IMMIGRANT COMMUNITY

Although immigrants and refugees make up a sizable amount of the Nevadan workforce, they are not really folded into the workforce development system in the state. This is why designating a demographic focus on the immigrant and refugee population is an important first step to ensuring immigrants are actively included in these efforts. There is a need for education and employment to be contextualized and customized to the immigrant and refugee population.

FOCUS ON INDUSTRIES WITH CLEAR CAREER PATHWAYS

A career pathway provides manageable education and training steps toward industry-aligned career advancement. Each step is designed to prepare people for employment, while providing a clear pathway to the next level of education and/or training within an industry. Leveraging Nevada's labor data, we will focus on an industry in the state that is in need of skilled workers and for there to be a clear career pathway for skilled immigrants that are currently working in "survival jobs" to have access to for better employment. Utilizing this strategy will help employers meet their needs for skilled workers.

BRING TOGETHER ALL STAKEHOLDERS AT THE TABLE

Coordination between all stakeholders is crucial. This coordination relies on strong communication among partners – from state agencies, to community colleges, to refugee resettlement partners, and to private entities. Partners need to understand each others' priorities and limitations as well as each other's roles in these efforts. This partnership will foster efficiency, identify and discourage repetition of services.

UTILIZE THE COHORT TRAINING MODEL

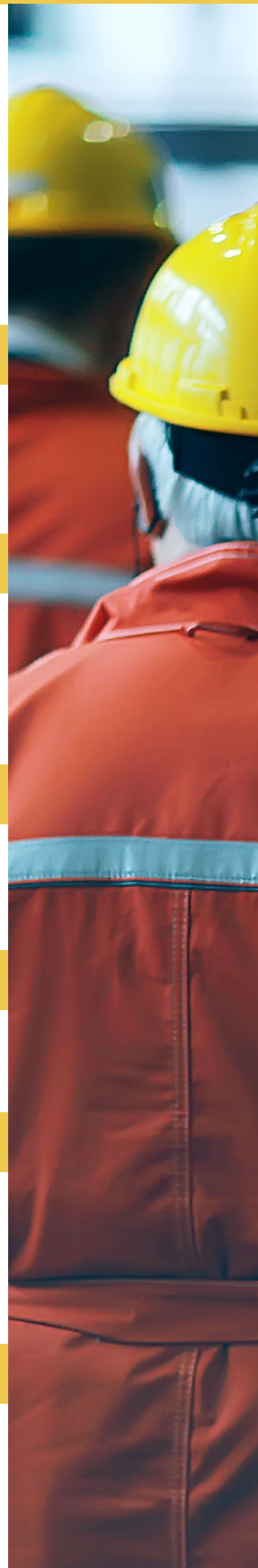
By utilizing a cohort model, immigrant students will progress with a community of peers who also faced the similar challenges. Research has shown that a cohort training model holds promise for increasing student completion rates through increased engagement and peer support structures embedded within a program of study.

COLLABORATE TO INCREASES ACCESS TO FUNDING

Public, private, and philanthropic dollars can be combined in various degrees in provision of workforce development services. The goal is to align and braid as much funding as possible, being aware that this is a multi-step process. Partners can align and share functions, through common oversight and standardization of processes, within each entity's internal and external constraints. Funding streams that could be blended together would potentially include WIOA, TANF Employment and Training, SNAP Employment and Training, funds through private and philanthropic dollars, state funds, and other funding.

ENGAGE EMPLOYERS TO BUILD LONG-TERM PARTNERSHIPS

Strong employer relationship is a key factor and an important strategy that will help foster the success of the first cohort of this program. It can help align the program with employer needs so that participants can secure jobs after training completion. Research shows that when sector-based workforce programs engaged with employers that are in a single industry sector or hire for a cluster of occupations, there are large increases in employment and earnings for such program participants.





Towards Success

THREE GOALS

The Immigrant Workforce Development Group has identified three goals for 2021 - 2022.

Standardize the assessment, referral, and training processes between all IWDG partners

1

Case managers carry out critical activities in order to be effective in yielding good outcomes for a workforce development program, as well as meeting the constituents' needs. This is why standardizing the assessment, referral, and training processes between all the Immigrant Workforce Development Group (IWDG) partners is a crucial step to ensuring the success of this programmatic goal. To carry out this goal we will:

- Identify the assessment, referral, and training processes and tools used by the members of the Immigrant Workforce Development Group and the procedures by which they are administered.
- Solicit feedback and provide recommendation for changing assessment practices to develop a more cohesive and uniform assessment procedure between partners.
- Enhance participation and performance of customers served through the system by using a consistent and uniform assessment method.

Establish an interagency case management system to reduce client burden, optimize client management, & improve data sharing

2

Establishing an interagency case management system for all members of the IWDG is crucial to maximizing the collaboration and to providing on-going attention during the implementation of the program. To achieve this goal we will:

- Agree on a specific case management system that serves as a real-time data hub that every member of the Immigrant Workforce Development Group can utilize.
- Determine potential funding sources for the interagency case management system.
- Ensure traceability of all inter-agency constituents to eliminate procedural gaps.
- Eliminate unwarranted duplication of services and reduce administrative costs at both state and local levels.

Launch and complete the first professional train-to-hire cohort from the skilled immigrant refugee caseload.

3

The IWDG will launch a pilot professional train-to-hire cohort in northern Nevada and one in southern Nevada. Through very specific criteria set forward for this first cohort, we will measure success of the program and the viability of scaling the program in the future. To carry out this goal we will:

- Collect data on skilled immigrants and refugees from the refugee resettlement centers.
- Define a set of common measures for the first professional train-to-hire cohort from the skilled immigrant refugee caseload - including number of participants and the industry to focus on.
- Determine potential funding sources for the first train-to-hire cohort.
- Determine a training program for the cohort to be enrolled in.
- Identify skilled immigrants to participate in the first train-to-hire program.
- Develop longitudinal measures on individuals that are part of this cohort to assess outcomes over time.





Scaling Up

THE CHALLENGE OF REPLICATION

Scaling up is a process of significantly increasing the number of sustained implementations of a successful program, thereby serving and reaching more people with comparable benefits. The goal of the Immigrant Workforce Development Group is to work towards scaling up the immigrant and refugee train-to-hire program. The following ways are how we will face the challenges of scaling up.

INVOLVE DIFFERENT IMMIGRANT GROUPS

The first train-to-hire cohort will be comprised of refugees in the state. However, after the initial pilot cohort, we intend to launch other cohorts comprised of all immigrants.

EXPAND TO MORE INDUSTRIES

One of the goals of the strategic plan is to identify a training program in a specific industry; the goal of scaling the strategic plan not only means scaling it to include different immigrant groups, but also to expand the train-to-hire cohort in different industries.

IDENTIFY MORE STREAMS OF FUNDING

Funding is one of the crucial pieces of the puzzle for a successful train-to-hire cohort. For every cohort the Immigrant Workforce Development Group (IWDG) endeavors to launch, we have to contend with the source of funding. To continue to scale the program, the group also has to identify more streams of funding other than traditional ones (i.e. WIOA funds, TANF, SNAP and/or the braiding of these funds).

ENGAGE MORE EMPLOYERS IN THE PROCESS

Because the IWDG aims to expand to more immigrant groups and expand to more industries, it is only logical to try to engage with more employers to complete the train-to-hire pipeline. Employer engagement is the last part of the pipeline but also one of the most important parts to ensuring members of the cohort are placed in adequate jobs.

END NOTES

[1] U.S. Census Bureau (2019). U.S. Census Bureau, American Community Survey (ACS) and Puerto Rico Community Survey (PRCS), 5-Year Estimates. Retrieved from www.census.gov/quickfacts/NV.

[2] Ibid.

[3] Terrazas, Aaron. 2011. The Economic Integration of Immigrants in the United States: Long-and-Short Term Perspectives. Migration Policy Institute. www.migrationpolicy.org/pubs/EconomicIntegration.pdf

[4] McHugh, Margie and Madeleine Morawski. 2016. Immigrants and WIOA Services: Comparison of Sociodemographic Characteristics of Native and Foreign-Born Adults in Nevada. <http://www.migrationpolicy.org/sites/default/files/publications/WIOAFactSheet-Nevada-FINAL.pdf>

[5] Singer, Audrey. 2012. Investing in the Human Capital of Immigrants, Strengthening Regional Economies. Metropolitan Policy Program at Brookings. <https://www.brookings.edu/wp-content/uploads/2016/06/immigrants-human-capital-singer.pdf>

[6] Ibid

[7] New American Economy Report. 2016. The Contributions of New Americans in Nevada. New American Economy. <http://research.newamericaneconomy.org/wp-content/uploads/2017/02/nae-nv-report.pdf>

[8] The Imprint Project. 2021. Data tool: Brain Waste among Immigrants in the United States. <https://www.imprintproject.org/program-map/>

