WELCOME.US

Refugee Hiring Resource & Employment Exchange Guide

January 2022
Disclaimer

The Afghan evacuee resettlement situation and the on-the-ground responses are dynamic and fluid.

Our team updated this hiring guide 2.0 version based on the most current knowledge we have gathered from mainstream news sources, NGOs and partners.

The document is a living document and is meant to be updated as the situation changes.
OUR MISSION

Welcome.US is a new national initiative built to unite, inspire and empower the American people to welcome and support those seeking refuge here, starting with our new Afghan neighbors. In partnership with local and national resettlement agencies, Afghan American organizations and leaders, refugees, former Presidents, and three former First Ladies, Welcome.US is the single point of entry for Americans who want to get involved and support those who are starting new lives in the United States.
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CURRENT STATE OF RESETTLEMENT
WHO ARE THE AFGHAN NEW ARRIVALS?

Over 100,000 Afghans were evacuated by the US government. Of that, 75,000+ were brought to the US.

About 50% or 35,000 are working age adults. Among the adults, round 45% are female & 55% are male.

The Afghan new arrivals came from all walks of life: they were translators, Afghan veterans, humanitarian workers, journalists, and women’s rights activists.

Thousands have high English proficiency and years of professional experience, while the majority have limited English proficiency.

WHERE ARE THEY NOW AND WHERE WILL THEY RESETTLE?

As of Jan 20, more than 60,000 have been resettled in American communities across 46 States. Approximately 13,000 are still on five military bases¹ and are expected to move into the communities by mid Feb 2022.

On bases, Afghan refugees go through immigration and EAD processing, as well as health screening and received vaccinations. All eligible adults are vaccinated against COVID.

Most Afghan refugees will be resettled by the nine resettlement agencies and their affiliates. More than half of Afghan refugees are received by 7 States²: Texas, California, Virginia, New York, North Carolina, and Arizona.

Top metropolitan areas receiving Afghans are Houston, San Diego, Northern Virginia/ DMV, Atlanta, Sacramento, San Antonio, Dallas, Chicago, and Glendale².

Where Afghan evacuees have resettled in the U.S.

As of December 7, more than half of the 31,611 Afghans who have left military bases have settled in seven states.

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1. Operation Allies Welcome briefing with the private sector on Jan 20, 2022
WHY HIRE AFGHAN REFUGEES?

Afghan allies put themselves in harm’s way to support security and justice in Afghanistan alongside the U.S. mission there, and employment is the most sustainable way to welcome them to America.

According to the Tent Foundation,¹ hiring refugees brings many business benefits, including enhanced workplace diversity and higher retention (e.g. refugee retention is three higher than average workers in certain industries). Moreover, refugees are among the most vetted travelers to the U.S. and often can clear criminal background checks without problems.

WHAT EMPLOYERS SHOULD KNOW ABOUT AFGHAN REFUGEES

Employment legal status

• Afghan evacuees have one of the following legal statuses:
  • **Refugee Status**: An individual who is “unable to return to his or her home country due to a well-founded fear of persecution based on race, religion, nationality, political opinion, or social group”.
  • **Special Immigrant Visa**: Available to certain Afghans who aided U.S. forces as interpreters and translators, as well as in other roles. Granted Permanent Legal Residence.
  • **Humanitarian Parole Visa**: Parole that is granted based on an urgent humanitarian need. Expires in 2 years unless additional steps are taken.
  • All three types of status are fully authorized to work in the United States

Skill profiles

• Thousands have English proficiency, higher education, and years of professional experience working with the US Government and/or International organizations

• Most have limited to no English language proficiency and limited work experience; Some have foundational trade skills, including electrical or driving skills, that can be “upskilled” for employment

• Little to none will have U.S. license or certification in place to work in jobs requiring licensing, e.g., Registered Nurse
HOW TO HIRE AFGHAN REFUGEES?

Most refugees receive job search support and employment services, including resume help, mock interviews, and employment-related translation from local resettlement agencies and workforce nonprofits such as Upwardly Global.

Employers interested in hiring refugees can do the following:

• Post your job vacancies on Welcome.US Employment Exchange

• Contact local resettlement agencies and affiliations or refugee-helping workforce NGOs such as Talent Beyond Boundaries and Upwardly Global to connect with job candidates

• Join Welcome.US Hiring and Training Working Group to connect share best practices, plug into collaboration opportunities, and learn from peers, NGO leaders, and employer coalitions such as Tent and Business Roundtable

The Resettlement Agencies (RAs)

The Welcome.US Employment Exchange is LIVE!

The Welcome.US Employment Exchange powered by the ManpowerGroup is a free and easy-to-use jobs platform designed to help employers hire refugees easier and faster.

Post your jobs in 3 easy steps so refugee candidates can find you!

**ONE**
Appoint a POC to work with Welcome.US on refugee hiring & determine suitable jobs to upload

**TWO**
Gather job details for individual upload or complete Excel template for batch upload

**THREE**
Visit Employment Exchange link to upload jobs

Questions? Contact Tania.Sheikh@manpowergroup.com or wendy.l.chan@accenturefederal.com
**WELCOME.US EMPLOYMENT EXCHANGE FAQs**

- **What is the Welcome.US Employment Exchange and how is it different from other job aggregating tools?**
  
  The Employment Exchange provides an easy and accessible way for employers to highlight job opportunities to refugees. The Employment Exchange is different from other job boards in that it curates employment opportunities suitable for refugees from employers who have expressed a strong interest in hiring this population to meet their workforce needs.

- **Who has access to the Employment Exchange and how will they use it?**
  
  The Employment Exchange is open to all job seekers. Refugees with proficient digital and English skills may use the Exchange by themselves to identify and apply for job opportunities. Refugees who do not have the digital or language skills may access the Exchange with the support from staff at the resettlement agencies and workforce NGOs. Most of the refugees have been assigned with a resettlement agency who works extensively with the family for at least 90 days on employment and integration.

- **How can I upload jobs to the Employment Exchange and how to ensure the posting is fresh?**
  
  Uploading jobs to the Employment Exchange is easy! Identify a POC with whom Welcome.US can work with to determine suitable roles from your company for refugees. Upload jobs individually here or in batches using a Welcome.US Excel template and submit the spreadsheet via the Employment Exchange. The Employment Exchange links to job postings on your firm’s career website and our team will contact your POC on a regular basis to update postings. For more information, Contact Tania.Sheikh@manpowergroup.com or wendy.l.chan@accenturefederal.com

- **How do we track hiring and impact of the Employment Exchange?**
  
  Since the Employment Exchange does not store any job candidate information, we ask the employers to help track applications and hiring internally. To achieve this, we encourage employers to incorporating a source code in your job posting URL links on the Employment Exchange that will direct applicants to apply for roles in your Applicant Tracking System (ATS).
OTHER RESOURCES & CONTACTS
EMPLOYER RESOURCES FROM THE US GOVERNMENT

Office of Refugee Resettlement (ORR)
- State Refugee Coordinator Contact List
- Searchable Directory for Local Resettlement Agency Contacts

Immigrant and Employee Rights Section
- Employment Information Regarding Afghan SIVs and Parolees: Information sheet on Afghan employment legal status and Form 1-9 and how to hire without a SSN
- Refugees and Asylees Have the Right to Work

USCIS and Operations Allies Welcome
- General information and Fact Sheets about Operations Allies Welcome
- Employment Information for Afghan Parolees
EMPLOYER RESOURCES FROM NGOS

Guidance for Employers on Afghan Refugees
U.S. Employers Guide to Hiring Afghan Refugees
Facts About Refugee Employment
QUESTIONS & CONTACTS

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THANK YOU!