



Fulfilling America's Promise: Employing Afghan Allies

Commercial Club of Chicago (Virtual), January 13, 2022



COMMERCIAL CLUB
of CHICAGO

AGENDA

Welcome and Review of Agenda

10:02 a.m.

- *David Hiller, Robert R. McCormick Foundation*

Lightning Round

10:05 a.m.

- David Hiller/Bridget Altenburg

Fulfilling America's Promise: Employing Afghan Allies

10:10 a.m.

- *Bridget Altenburg, National Able (Moderator)*
- *Kari McDonough, Welcome.US*
- *Mona Dexter, US Chamber of Commerce Hiring our Heroes*
- *Dawood Saeedy, RefugeeOne*
- *Beau Higgins, Amazon*
- *Haroon Khairi, Afghan Ally*

Discussion: Topics of Interest to VWG Members

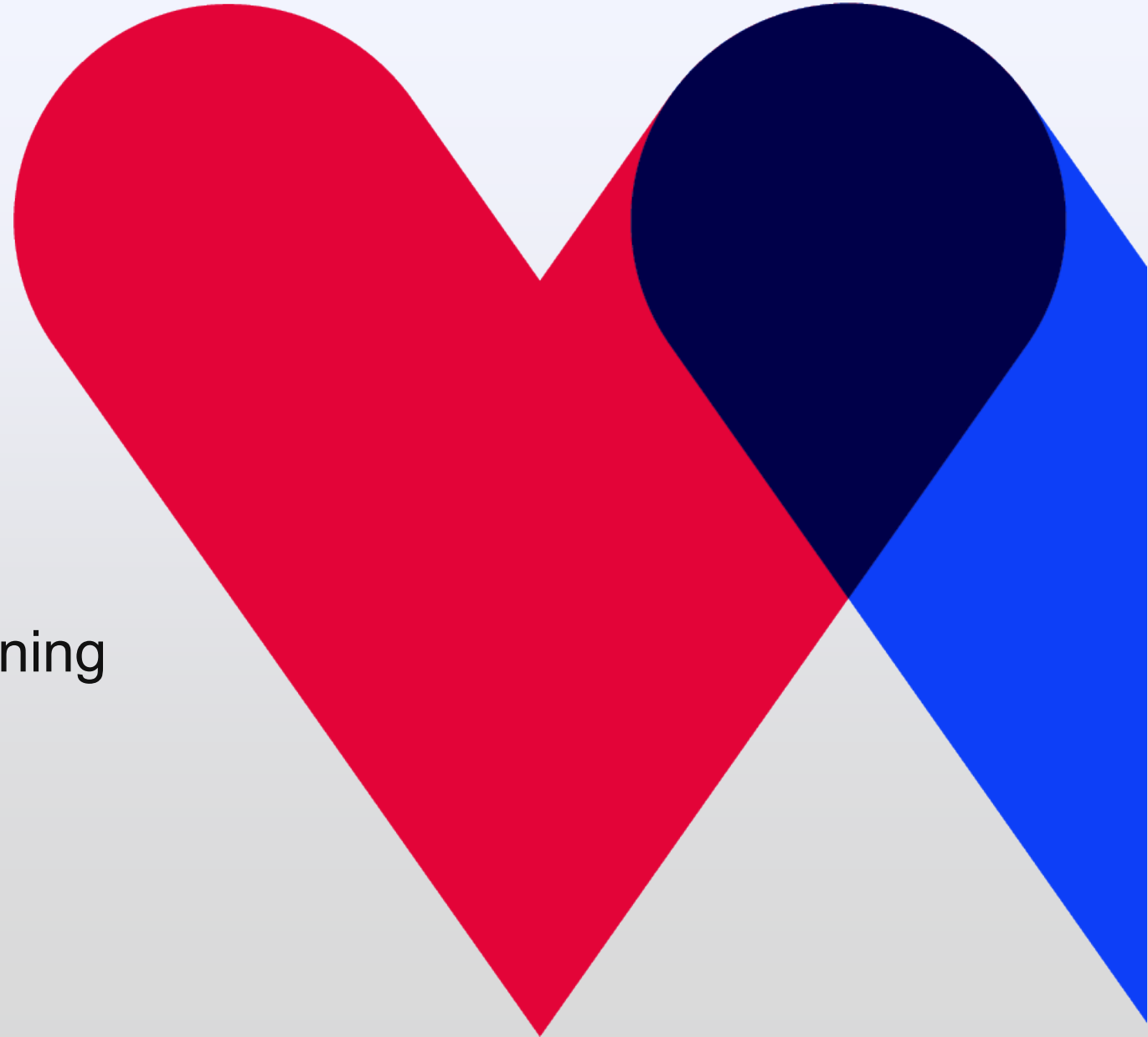
10:55 a.m.



WELCOME.US

Welcome.US Refugee Hiring & Training

January 2022





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



250+ frontline service organizations



100+ national and local nonprofits, including 30+ veterans service orgs



40+ businesses including Accenture, Google, Walmart, Airbnb, Microsoft, CVS, Target, Starbucks, United and Uber, among others



18 governors and 40 majors across both parties

WHO ARE THE AFGHAN NEW ARRIVALS?

Over **100,000** Afghans were evacuated by the US government.¹ Of that, **75,000+** were brought to the US.²

About **50%** or **35,000** are working age adults.¹ Among the adults, round **45%** are female & **55%** are male.¹

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 Dec 31, more than **52,000** have been resettled in American communities across 46 States.¹ **Approximately 22,000** are still on **five military bases**² and are expected to move into the communities by the end of Feb 2022.

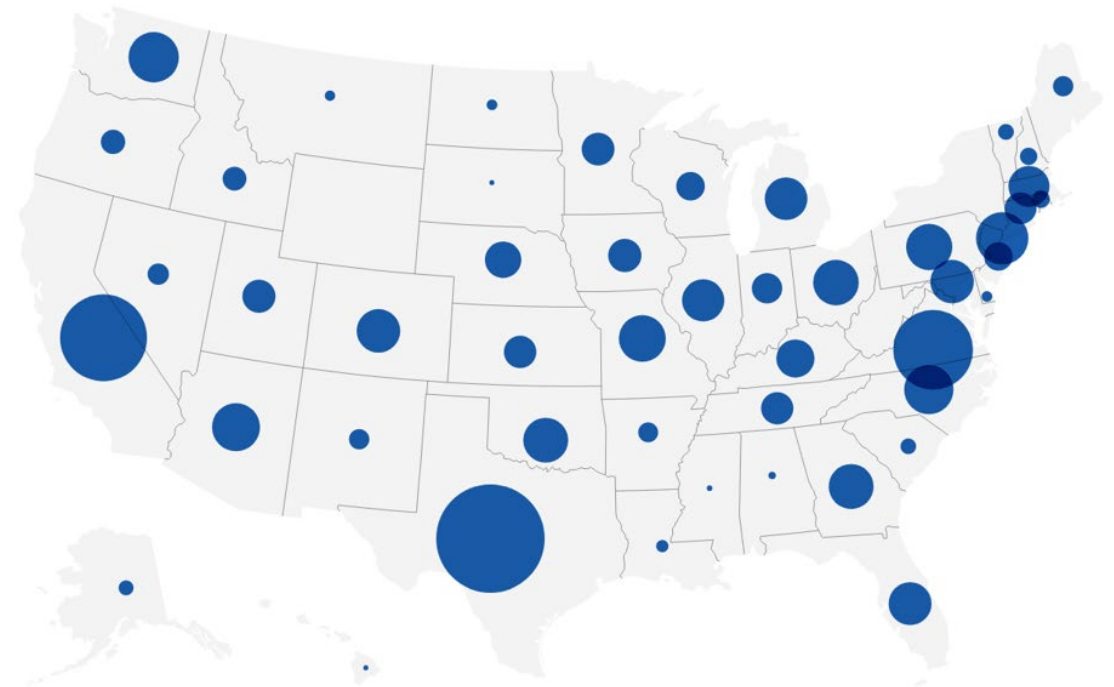
On bases, Afghan refugees go through immigration and EAD processing, as well as health screening and received vaccinations. All eligible adults are **vaccinated against COVID**.

Most Afghan refugees will be resettled by the nine resettlement agencies and their affiliates. More than half of Afghan refugees are received by **7 States**²: 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.



Map: CBS News • Source: State Department data

WHAT EMPLOYERS **SHOULD KNOW** ABOUT AFGHAN REFUGEES

Employment legal status

- Afghan evacuees will 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
- Majority 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?

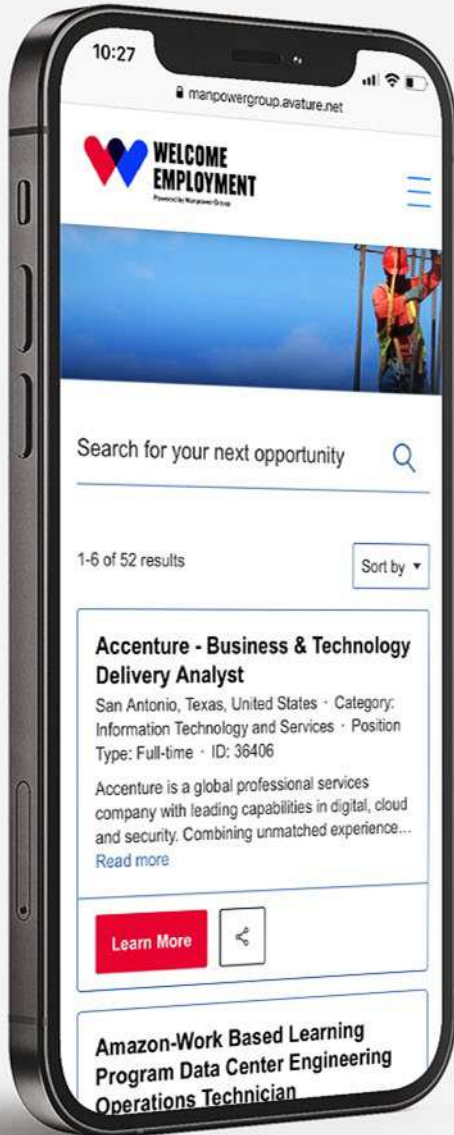
Most refugees receive job search support and employment services, including resume help, mock interviews, and employment-related translation from local resettlement agencies and workforce nonprofits such as Upwardly Global.

Employers interested in hiring refugees can do the following:

- Post your job vacancies on [Welcome.US Employment Exchange](#)
- Contact [local resettlement agencies](#) 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 (for national employers) to share best practices, plug into collaboration opportunities, and learn from peers and NGO leaders

The Nine Resettlement Agencies (RAs)





The Welcome.US Employment Exchange is LIVE!

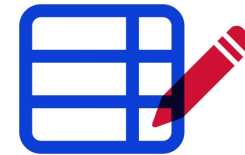
The Welcome.US Employment Exchange powered by the ManpowerGroup is a free and easy-to-use jobs platform designed to help employers hire refugees easier and faster.

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

Hiring Our Heroes Workshops

- **OBJECTIVE:** Support Afghan guests at multiple locations to help them discover and understand employment opportunities among multiple industries in America with employer partners.
- **6,428 guests**
- **97 workshops across 8 installations**

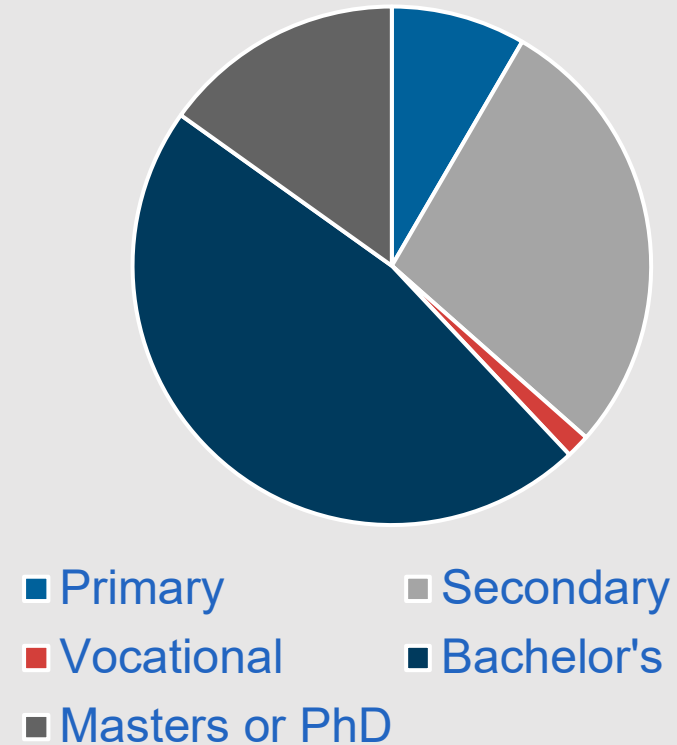


Demographics:

Primary Language:

- A total of 720 refugees registered for employment assistance
 - English 554
 - Dari 124
 - Pashto 42

Education Level:



Companies who Supported Employment Workshops

- Smithfield
- Tyson
- Albertsons
- CleanHarbors
- Verizon
- Amazon
- FedEx
- Pfizer
- United
- U.S. Xpress Inc.
- P&G

