

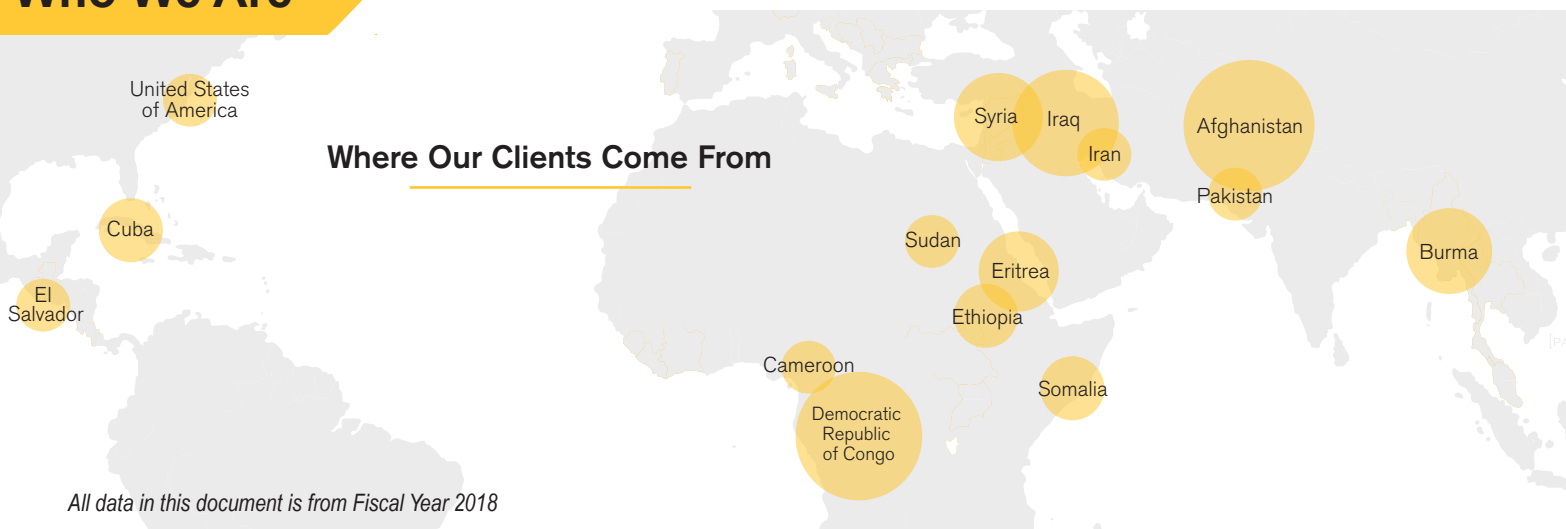


IRC in the U.S. | Workforce Development

Overview

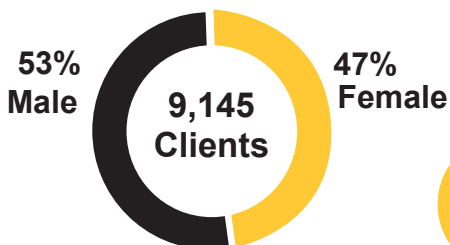
Delivered in 26 cities across the U.S., the International Rescue Committee's workforce development programs are designed to help an exceptionally diverse group of new Americans and other vulnerable populations enter employment and build careers. The IRC delivers innovative, effective programs by combining evidence-based strategies with an unparalleled ability to deliver culturally and linguistically accessible programs to people that hail from nearly 100 nations. As a result of these programs, people are able to join and grow with the American workforce and employers across the nation have the opportunity to fill critical jobs with talented, dedicated, and diverse employees.

Who We Are



Where Our Clients Come From

All data in this document is from Fiscal Year 2018



87% of clients make less than \$24,000 per year at intake



63% of clients have a high school education or less



74% of clients have been in the U.S. for 2+ years

What We Do

> Employment Services

Work readiness skills training, individual employment coaching, and job placement assistance help individuals prepare for, find, and keep a job.

> Career Pathways

Industry-aligned career pathway programs provide basic and occupational skills training, individual career coaching, and opportunities to earn credentials that help people move into in-demand, higher skill, higher wage jobs.

> Vocational English as a Second Language (VESL)

VESL classes help English language learners develop the language skills they need to enter and retain employment in a variety of sectors.

> Youth Employment Services

Youth employment programs target 16-24 year olds and help these young adults pursue the education and skills training they need to enter promising career pathways, while supported by holistic, youth-friendly services that nurture their well-being, leadership skills, and civic engagement.

Learn More

· Building America's New Workforce

Rescue.org/NewWorkforce

· Skill, Career and Wage Mobility among Refugees

Rescue.org/WageMobility

Client Outcomes



3,791 Job placements



\$12.64 Average hourly wage

Average wage for clients in their first job placement.



31% Average wage increase

For career programs clients, with an average wage of \$15.33/hour



374 Industry-aligned credentials

earned by career program clients



IRC Workforce Development



Pre-Apprenticeship Pathways | In cities like Boise, Idaho, Charlottesville, Virginia, and Baltimore, Maryland, the IRC's pre-apprenticeship programs are recruiting and preparing America's next generation of apprentices in fields like healthcare and the building trades. Targeted outreach to underrepresented communities, customized pre-apprenticeship bridge programs that target basic skills, soft skills, and fundamental technical skills, and hands-on coaching provides men and women from exceptionally diverse backgrounds the chance to pursue careers that offer good wages, ongoing paid training, and significant opportunities for advancement. Working with partners such as labor, community colleges, and employers, the IRC's pre-apprenticeship pathways are helping fill critical middle skill jobs across America.

Connect2Work | The IRC is proud to be home to an innovative youth workforce program funded through Workforce Innovation and Opportunity Act (WIOA). Designed to meet the needs of new Americans and other community members with significant barriers to completing high school, enrolling in post-secondary education, and finding a job, the Connect2Work program has served over 1,000 young people. From community based, intensive basic skills classes to paid internships with some of the nation's most dynamic employers to integrated behavioral health and leadership development opportunities, the Connect2Work program is an excellent example of how public/private partnerships can help diverse young Americans succeed.



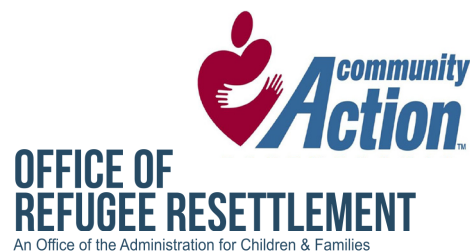
Hospitality Link | The IRC's Hospitality Link program provides English language learner adults with training to help them prepare for, secure, retain, and grow in hospitality careers. The project model invests in building and deepening partnerships with the hospitality sector. Program participants receive classroom-based training that covers foundational soft skills such as American work culture, communication, problem-solving skills, and customer service skills. In addition, clients benefit from a vocational ESL component that strengthens industry-relevant vocabulary and offers opportunities to practice listening, following directions, and communicating with peers and supervisors. Additional instruction ensures that clients are familiar with the career pathways in the hospitality industry, job search and interview strategies, and best practices in preparing a resume for the hospitality industry. In addition, all clients receive individual employment coaching and job placement assistance. To date, nearly 800 individuals across seven cities have participated in this program and have been placed in jobs with more than 250 different employers.

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Community Partnerships

The IRC's workforce development programs work with over 1,000 corporate and private partners every year. We are also proud to partner with federal, state, and local partners.

Public partners include:



IRC Workforce Development



Ikechi | Having recently been granted asylum, Ikechi was working as a part-time caregiver and home health aide. His wages were low and his hours unpredictable. He heard about the IRC's Acute Care CNA program and decided it would be a good opportunity for someone like him - already working in the field but without the skills needed to advance - to prepare for a better job. Enrolled in fall of 2018, he completed a three-week bridge program that included advanced work readiness classes and other foundational skills before beginning acute care CNA class at a local community college. The IRC's program had a special partnership with one of California's largest hospital systems and Ikechi was also able to benefit from hands-on training in a hospital setting. Ikechi graduated and earned his certification in November 2018, after completing 42 hours of theory and 56 hours of clinical practice. Once he completed the program, IRC helped him find an acute care CNA job making \$14.50/hour at Sharp Healthcare. Ikechi loves working in healthcare, and his goal is to be a certified nurse. In January 2019, he began nursing school, while continuing his job at Sharp Healthcare.



Surya | Coming to the U.S. from Sri Lanka with her elderly parents, her sister, and her sister's children, Surya was the only person able to work and came to the IRC looking for assistance. She decided to enroll in the IRC's Refugees@Work program which focused on preparing people for jobs in customer service and the retail sector. She excelled in her classes and appreciated that the program included an integrated certificate in Customer Service Management through San Diego State University. With the IRC's help, she secured her first job as a Sandwich Artist at Subway earning \$11.50/hour. In a few months, Surya was promoted to shift supervisor. The IRC also helped her get a second job as an interpreter with Native Interpreting, where she works about four hours a week. While balancing two jobs and family responsibilities, she decided to enroll in another IRC program - Connect2Work - which helped her earn a GED and pursue a healthcare career to become a Medical Assistant. Her ultimate goal is to become a doctor.



Patrick | Patrick and his family were newly arrived to Atlanta and within in days, Patrick came to the IRC for assistance finding a job that would enable him to take care of his family. Patrick decided to enroll in a four-week, intensive Manufacturing Works program that would help him strengthen his English and prepare them for a manufacturing career. He liked all of his classes and especially appreciated the opportunity to learn safety procedures, basic financial literacy, how to apply for jobs in the manufacturing sector, and especially his English classes as he was an outgoing person who liked to practice his conversation skills. His dedication and hard work in class showed in the interviews his IRC employment coach was able to arrange for him through the program's industry partnerships. The week after graduation, he was offered a welding job at Shintone, a local manufacturing company. Patrick's job came with great benefits and free transportation and enabled him to earn enough to support his family in his new hometown of Atlanta.



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