



TENT

U.S. EMPLOYERS' GUIDE TO HIRING AFGHAN REFUGEES

November 2021

TENT.ORG





Lutheran Immigration and Refugee Service

Founded in 1939, Lutheran Immigration and Refugee Service (LIRS) is the largest faith-based national nonprofit dedicated exclusively to serving refugees, asylum seekers, and other vulnerable immigrant communities in the United States.

Through more than 80 years of service and advocacy, LIRS has helped over 500,000 migrants and refugees rebuild their lives in America. As a national resettlement organization, LIRS has more than 25 years of experience across the United States supporting refugee career entry and advancement while responding to the latest immigration workforce and market trends.

LIRS provides training and technical assistance to refugee employment managers nationwide including connecting them to potential employers. It hosts annual conferences and workshops, reviews best business practices, and provides employment case management. LIRS also provides professional development directly to refugees. Additionally, LIRS partners with employers to support the hiring and retention of immigrants and refugees. LIRS is uniquely qualified to offer support to local refugee employment programs, employers interested in hiring refugees, and refugees seeking to enter and advance in the U.S. workforce.

If interested in LIRS's refugee employment work, please contact us at employ_refugees@lirs.org



TENT

The Tent Partnership for Refugees

With more and more refugees displaced for longer periods of time, businesses have a critical role to play in helping refugees integrate economically into their new host communities. The Tent Partnership for Refugees mobilizes the global business community to improve the lives and livelihoods of more than 30 million refugees who have been forcibly displaced from their home countries.

Founded by Chobani's founder and CEO Hamdi Ulukaya in 2016, we are a network of over 200 major companies committed to including refugees. Tent believes that companies can most sustainably support refugees by leveraging their core business operations and engaging refugees as potential employees, entrepreneurs, and consumers. The full list of Tent members can be found [here](#).

Find out more at tent.org



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I.

Introduction



The U.S. Employers' Guide to Hiring Afghan Refugees is a manual for businesses that answers common questions about hiring Afghans who have recently arrived in the United States.

This guide was developed by Lutheran Immigration and Refugee Service (LIRS), a non-profit organization that welcomes and supports refugees and migrants entering the United States, and sponsored by the Tent Partnership for Refugees (Tent), a global business network of more than 200 companies that are committed to integrating refugees in their new communities.

In response to the U.S. withdrawal and Taliban takeover in Afghanistan in August 2021, the U.S. government pledged to welcome up to 95,000 Afghans. Through Operation Allies Welcome, approximately 65,000 Afghans have been brought to U.S. military bases as of September 2021, to be vetted, screened, and processed before resettling in different states.¹ Government agencies such as the United States Citizenship and Immigration Services (USCIS) are working to expedite applications for immigration status and work authorization.² Another 30,000 Afghans will likely be resettled in the U.S. by the end of 2022.

As of 2019, prior to the U.S. withdrawal, there were 132,000 Afghan immigrants in the U.S. Between 1980 and 2000, political instability and the 1979 Soviet Union invasion brought 45,000 Afghans to the U.S.³ In 2009, given the increased U.S. military presence in Afghanistan, Congress authorized a special visa program for Afghans employed by or on behalf of the U.S.⁴ government or military, called the Special Immigrant Visa (SIV) program.⁵ Sixty percent of Afghan immigrants in the U.S. arrived

after 2010, with the majority arriving as part of the SIV program. Between October 2008 and March 2021, 76,000 Afghan SIV holders arrived in the U.S.⁶

Afghans arriving in the U.S. are eligible for different immigration statuses based on several factors, including their work histories and backgrounds. Regardless of their immigration status, Afghans arriving in the U.S. are legally authorized to work. There are four main immigration statuses newly arriving Afghans will obtain upon arrival to the U.S.:

- Special Immigrant Visa (SIV) holders
- SQ/SI parolees
- Refugees
- Humanitarian parolees

Individuals arriving with any of these four statuses do not need work authorization sponsorship from employers. Instead, they are granted documents that allow them to work legally in the U.S. after submitting an application.

This guide contains essential information for U.S. businesses (specifically, human resources teams) related to the recruitment and employment of Afghan SIV holders, refugees, and parolees, including:

- A "factsheet" on Afghan SIV holders, refugees, and parolees, including where they are likely to resettle, and an overview of their educational and professional backgrounds.
- The business benefits of hiring Afghan SIV holders, refugees, and parolees.
- Logistical guidance for businesses on how to hire Afghan SIV holders, refugees, and parolees.
- A list of organizations to connect with if interested in hiring Afghan SIV holders, refugees, and parolees, and additional resources for employers to support these hiring efforts.



II.

Factsheet



Factsheet

The following factsheet offers key information in response to FAQs from employers about Afghans arriving in the U.S.

HOW MANY AFGHANS WILL THE U.S. WELCOME?

In August 2021, approximately 124,000 individuals were airlifted out of Afghanistan by the U.S. government, other countries, and private groups; 85%, or 104,500, were Afghans.⁷ Of this total group, as of September 2021, approximately 65,000 Afghans arrived in the U.S. following Afghanistan's fall to the Taliban in August 2021.⁸ It is expected that an additional 30,000 Afghans will arrive before December 2022.⁹ The U.S. Government is responsible for screening, vetting, and processing Afghans arriving in the U.S. Then, the U.S. government partners with nine refugee resettlement agencies throughout the country that help Afghans to integrate into American society, including by helping Afghans find new homes, register their children in schools, and obtain employment.

CAN NEWLY ARRIVING AFGHANS WORK LEGALLY IN THE U.S.? WHAT SHOULD I KNOW ABOUT THEIR IMMIGRATION STATUSES?

Afghans arriving in the U.S. are legally authorized to live and work in the country. There are four main statuses newly arriving Afghans will obtain upon arrival in the U.S.:

- **SQ/SI parolees:** individuals who meet the criteria for a SIV, but whose application for SIV status is still in process. The code "SQ/SI" is given by USCIS to signify meeting the criteria for a SIV. Afghans with this status can apply to adjust status to a lawful permanent resident, or 'green card holder.'
- **Refugees:** individuals who can demonstrate that they were persecuted or fear persecution due to race, religion, nationality, political opinion, or membership in a particular social group. Afghan refugees may be individuals who worked for the U.S. government or government contractors for less than one year in Afghanistan, worked for U.S.-funded programs or projects, or were employed by a U.S.-based media organization or NGO. Refugees can obtain lawful permanent resident status after one year in the U.S.
- **Humanitarian parolees:** individuals who are granted temporary admission to the U.S. based on urgent humanitarian need. Afghan parolees may be individuals who either were unable to complete all requirements for SIV or refugee application processes prior to the crisis, or do not meet the criteria for any of the above statuses. This is a temporary status, and individuals will need to adjust their status within two years. Individuals can adjust their status in multiple ways, including applying for asylum within one year of their arrival to the U.S.¹⁰ or submitting a family-based immigration petition, which is a petition from a U.S. citizen or lawful permanent resident for relatives to come to the U.S.^{11,12}
- **Special Immigrant Visa (SIV) holders:** individuals who worked for the U.S. government, U.S. military, or government contractors in Afghanistan for at least one year. Afghans with this status are already lawful permanent residents or green card holder of the U.S., though it might take a few weeks for them to receive their documents.

NOTE

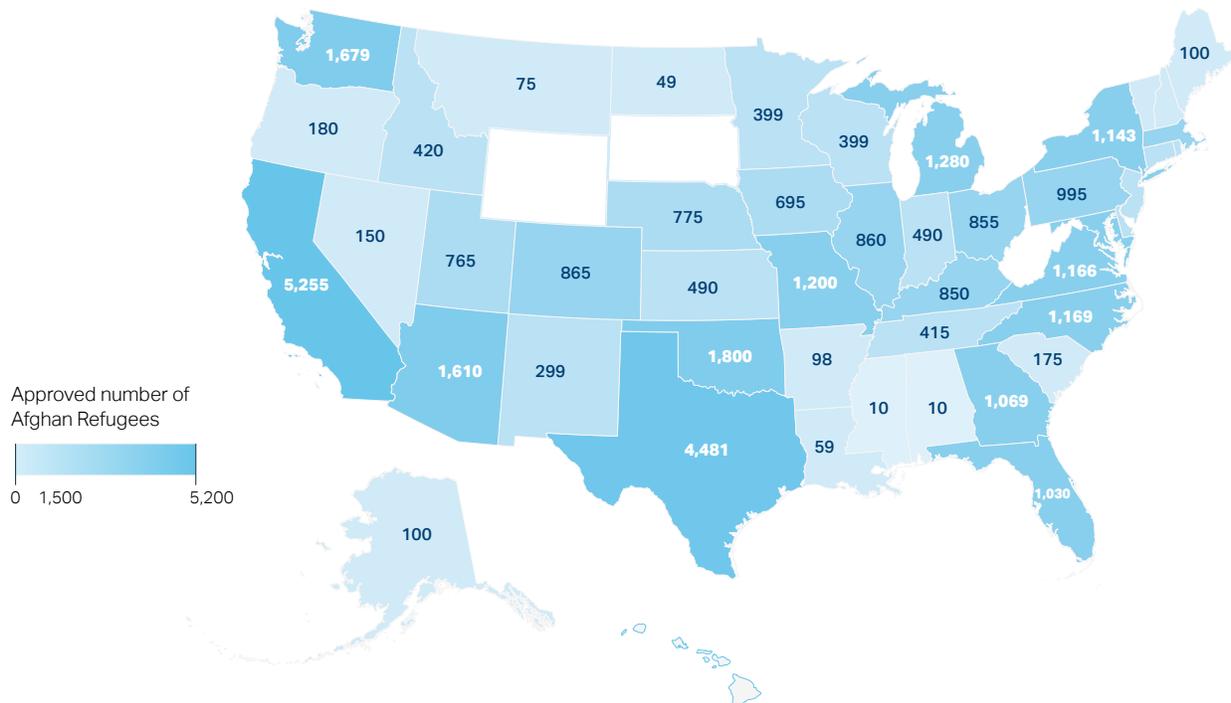
SIV holders, SQ/SI parolees, and refugees all have a path to lawful permanent resident status and eventually citizenship. Humanitarian parolees, envisioned to be the largest group of the four statuses, do not currently have a path to lawful permanent resident status or citizenship. Unless there are changes to immigration laws or Congress acts, humanitarian parolees will need to adjust their immigration status within two years to legally remain in the U.S. Most parolees will likely adjust their status by applying for asylum or submitting a family-based immigration petition.

While numerical breakdowns of how many Afghans will receive each of the various statuses has not been provided as of October 2021, it appears that the largest group of Afghan arrivals will be humanitarian parolees and the smallest group will be refugees.¹³ Furthermore, 34% of recently arrived Afghans were adult males and 22% were adult females.¹⁴

WHERE ARE AFGHANS RESETTLING IN THE U.S.?

Nearly all states are expected to welcome Afghans arriving as a part of Operation Allies Welcome. As of September 15, 2021, the top ten states expected to welcome the largest number of Afghan SIV holders, refugees, and parolees are California, Texas, Oklahoma, Washington, Arizona, Maryland, Michigan, Missouri, North Carolina, and Virginia.¹⁵

▲ Afghan Resettlement by state. Updated as of September 15, 2021



Source: AP News. Data depicts state resettlement numbers based on the first 37,000 arrivals of Afghan SIV holders, refugees, and parolees.

Note that these numbers are based on the first 37,000 Afghan arrivals, and will continue to increase as additional Afghans are processed and more arrive from overseas military bases.

All states, with the exception of Hawaii, South Dakota, West Virginia, and Wyoming, as well as the District of Columbia, are expected to welcome Afghan SIV holders, refugees, and parolees through 2022.¹⁶

Though 2021 and 2022 will see a large influx of Afghan SIV holders, refugees, and parolees, Afghan immigrant communities have been thriving in the U.S. for decades. In the past decade, many Afghan SIV holders and refugees have made the U.S. their home; in the past five years alone, 51,865 Afghan SIV holders and their families arrived in the U.S.¹⁷

Afghan immigrants in the U.S. live throughout the country, with large populations clustered on both coasts. American Community Survey data from 2014 through 2019 notes that the top five cities for the Afghan immigrant population are Northern VA/Washington, DC; Sacramento, CA; San Francisco, CA; New York/Newark, NJ; and Los Angeles, CA.¹⁸ It is likely that many recently arrived Afghans will resettle in these cities due to communal and familial ties.

WHAT KIND OF EDUCATIONAL AND PROFESSIONAL BACKGROUNDS DO AFGHANS HAVE?

Afghan SIV holders, refugees, and parolees are coming to the U.S. with a wide variety of professional experiences, educational backgrounds, and skills and can provide tremendous value to businesses.

That said, certain pieces of data, such as educational and professional backgrounds, are not yet available for the Afghans who have arrived since August 2021. Profiles of Afghan immigrants already in the U.S. can

offer some insight, bearing in mind that the makeup of the group that is arriving in the U.S. now may not exactly mirror the characteristics of this proxy group. Of all Afghan immigrants that arrived by 2019, 76% held at least a high school diploma.¹⁹ The 2019 labor force participation rate for Afghan immigrants was 61% for individuals aged 16 and older, which was only slightly lower than the rate for the entire U.S. population at 63%.

Data also indicates that Afghan SIV holders, in particular, often have high levels of education and strong English language skills given their work alongside the U.S. military. Many SIV holders worked as interpreters, translators, or drivers for the U.S. military or contractors. A 2018 report by the U.S. Government Accountability Office (GAO) found that Afghan SIV holders reported high levels of education (90% reported having completed secondary education or higher) and strong spoken English (89% reported their spoken English as at least “good”).²⁰ A survey conducted by No One Left Behind of Afghan SIV holders between 2016 and 2019 corroborated these findings and also noted that 41% of respondents held a bachelor’s or advanced degree.²¹

SIV holders have the education, professional experience and English skills to obtain mid- to high-skilled employment in the U.S. However, surveys and interviews conducted by No One Left Behind found high levels of unemployment and underemployment for SIV holders, with 28% unemployed and another 22% underemployed. Professional connections and a better understanding of the labor market could help SIV holders obtain mid- to high-skilled employment in the U.S.



III.

Why Hire Afghan Refugees

HIRING AFGHAN SIV HOLDERS, REFUGEES, AND PAROLEES IS A SMART BUSINESS DECISION:

- Hiring Afghans enhances diversity in the workplace. This helps foster innovation which in turn makes businesses more competitive. A diverse workforce is also known to attract and retain talent.
- Hiring refugee workers can improve retention rates, which leads to increased business productivity. Employers may also benefit from tax credits for hiring certain groups that qualify for public assistance programs.
- Afghan SIV holders, refugees, and parolees can fill various labor shortages through their diverse skills, education, and experiences.
- Strong bipartisan public support in the U.S. for Afghans could translate into positive consumer perceptions and increased consumer loyalty for businesses that hire Afghans.

1. Having a diverse staff builds innovation and attracts new talent

The Center for American Progress found that recruiting from a diverse pool of candidates creates a more qualified workforce, making companies more competitive globally.²² A Forbes Insights study found that diversity fosters innovation, as staff with varied experiences, perspectives, and backgrounds can spur the development of new ideas.²³ The study also notes that a diverse workforce can drive a company's positive reputation and attract and retain talent, as individuals want to work for companies that value different cultures and encourage innovative thinking.

2. Refugees are known for lower turnover and clear criminal backgrounds

In general, refugees stay on the job longer at the same company than their non-refugee counterparts. According to research conducted by the Fiscal Policy Institute and published by Tent, once refugees find a welcoming work environment, they tend to stay longer. For example, among firms in the U.S. manufacturing sector, the turnover rate was almost three times higher among all workers (11%) compared with refugees (4%). In other sectors like meatpacking and hotels, turnover rates were also lower among refugees.²⁴ This is particularly important given the high cost of employee turnover; a 2012 study by the Center for American Progress found that employee turnover costs the company the equivalent of 20% of an employee's salary for workers making \$50,000 or less.²⁵

Refugee groups also have overwhelmingly clear criminal backgrounds.²⁶ Refugees are among the most vetted travellers to the U.S., with security screenings conducted by the U.S. Department of State, U.S. Department of Homeland Security, and interagency partners from the intelligence community and law enforcement agencies to check biographic and biometric information against

immigration, law enforcement, intelligence community, and counterterrorism databases.²⁷

Additionally, employers may be able to qualify for the federal Work Opportunity Tax Credit (WOTC) by hiring Afghan SIV holders, refugees, and parolees. Newly arrived Afghans may enable their employer to be eligible for this tax credit if they are enrolled in certain public programs, such as the Supplemental Nutrition Assistance Program (known as Food Stamps).²⁸ Businesses can apply for the WOTC by submitting two forms, one to the IRS and one to their state's workforce agency, within 28 days of the new employee's hire to confirm eligibility for this tax credit.²⁹

3. Afghan SIV holders, refugees, and parolees can leverage their diverse work experience, education, and skills to fill labor shortages

As cited in the factsheet, Afghan immigrants are likely to have high school diplomas, and SIV holders typically have even higher levels of education as well as strong English skills. Afghan immigrants are often employed in roles in management, sales, production, transportation, and the service sector.³⁰

The majority of recently arrived Afghans are of working age and can help fill labor shortages in the U.S. More than half of Afghans at U.S. military bases in October 2021 were of working age -- 34% were adult males and 22% were adult females.³¹ This aligns with data about prior waves of Afghan immigrants: nearly 67% of Afghan immigrants in the U.S. in 2019 were between the ages of 16 and 64,³² and one survey of SIV recipients and applicants between 2016 and 2021 found that 91% of principal applicants were between the ages of 25 and 44.³³

Afghan SIV holders, refugees, and parolees also bring foreign language skills and cultural diversity to the workplace. A 2017 New American Economy report notes the rise in demand for bilingual job candidates, citing how the portion of online job listings seeking a bilingual candidate between 2010 and 2015 rose by approximately 16%.³⁴

4. Overwhelmingly positive bipartisan public support for Afghan SIV holders, refugees, and parolees can help businesses expand their brand

This overwhelming positive bipartisan political support reflects enthusiasm for welcoming Afghans into the U.S. among Americans. Across the country, both Republican and Democrat state and local leaders have publicly proclaimed their support for Afghan SIV holders, refugees, and parolees and have stated they are ready to welcome Afghans to their states.

Bipartisanship has also been evident at the federal level. One example is bipartisan legislation created to assist Afghan SIV holders, refugees, and parolees. Congressman Seth Moulton (D-Massachusetts) and Congressman Don Bacon (R-Nebraska) introduced the WELCOMED Act in September 2021 to ensure that Afghan parolees would be eligible for basic services upon arrival.³⁸ Sixteen Democrats and two Republicans support the WELCOMED Act as co-sponsors. On September 30, 2021, Congress passed the WELCOMED Act and President Biden signed a continuing resolution that included the WELCOMED Act into law.³⁹

“Helping our Afghan allies build new lives is not a Republican issue or a Democratic issue -- it's just common sense.”³⁵

Governor Larry Hogan (R-Maryland)

“...Arizona recognizes the service of thousands of Afghans over the last 20 years. As refugees come and find homes in states across the nation, we welcome them to our state full of opportunity and choice, and we're working closely with federal and state officials to offer them safety in Arizona.”³⁶

Governor Doug Ducey (R-Arizona) and Arizona House Speaker Rusty Bowers (R)

“Many Afghan people now fleeing their homes have bravely contributed to work in Afghanistan over the past two decades. Just as they protected us in serving our country and helped keep our troops safe, we owe it to them to protect and keep them safe. Wisconsin is ready to assist these efforts and help these individuals who served our country and are now seeking refuge.”³⁷

Governor Tony Evers (D-Wisconsin)

As well as support from political leaders, polls show that the public is positive about resettling Afghans in the U.S. An August 2021 CBS News poll found that 81% agreed that the U.S. should help Afghans who worked with American troops coming to the U.S.⁴⁰ Similarly, a September 2021 NPR/Ipsos poll found that 74% of respondents supported welcoming Afghans who worked with the U.S. government, and that 65% of respondents supported welcoming Afghan refugees who fear repression or persecution from the Taliban.⁴¹ Public support for resettling Afghans is higher than other refugee populations; for example, just 43% of respondents in a Washington Post poll strongly or somewhat supported the U.S. taking in Middle Eastern refugees (following security screenings) versus 68% for Afghan refugees.⁴²

Given the public support for Afghan SIV holders, refugees, and parolees, businesses may be able to strengthen their brand and consumer appeal by supporting this population. Increasingly, consumers want businesses to make a positive impact in their communities. A study conducted by the New York University Stern School of Business and published by Tent surveyed more than 7,000 individuals in the U.S. to analyze how consumers responded to brands that commit to supporting refugees. The survey found that consumers respond positively across the board to brands supporting refugees, including those that hire refugees in the U.S.⁴³ Of particular note is that millennial consumers, female consumers, and consumers of color are supportive of brands that commit to supporting refugees.



IV.

How to Hire Afghan Refugees



Afghan SIV holders, refugees, and parolees are all legally authorized to work in the U.S. Since Afghans arriving in the U.S. have different immigration statuses, they may present various documents to complete new hire paperwork. Employers do not need to sponsor work authorization for Afghan SIV holders, refugees, or parolees.

Hiring an Afghan is similar to hiring any other employee in that they will need to complete the Form I-9 which is paperwork completed by all prospective employees in the U.S. to verify their identity and work authorization. When completing the Form I-9, employees must present either one document from List A that establishes both identity and work authorization or one document from List B to establish identity and one document from List C to establish work authorization.⁴⁴

Like all job applicants, Afghans must be allowed to choose to present one document from either List A or a combination of documentation from Lists B and C. Employers may not request more or different documents, reject reasonably genuine-looking documents, or ask a job applicant to present specific documents.⁴⁵

This Guide does not cover List B or C documents, as these documents are commonly presented to employers for Form I-9 purposes and employers are likely more familiar with them. List B documents establish identity, and include Driver's Licenses and identification cards issued by the federal, state, or local government. List C documents establish work authorization, and include Social Security Cards and birth certificates.

It is common to have questions about work authorization documents, especially those not presented as frequently. The Immigrant and Employee Rights Section of the U.S. Department of Justice's Civil Rights Division can answer questions from businesses about work authorization documents at their Employer Hotline: 1-800-255-8155. This hotline is free of charge and operates during normal business hours.⁴⁶

Document Name | **Sample Document Image**

FOREIGN PASSPORT WITH FORM I-94 OR FORM I-94A WITH ARRIVAL-DEPARTURE RECORD



U.S. Customs and Border Protection
Securing America's Borders

Get I-94 Number | I-94 FAQ

Admission (I-94) Number Retrieval

Admission (I-94) Record Number: 69000888062

Admit Until Date (MM/DD/YYYY): 10/10/2012

Details provided on Admission(I-94) form:

Family Name:	LI
First (Given) Name:	LYDIA
Birth Date (MM/DD/YYYY):	01/01/1990
Passport Number:	P123123213
Passport Country of Issuance:	Mexico
Date of Entry (MM/DD/YYYY):	04/11/2012
Class of Admission:	B1

Departure Number 0000000000 00 OMB No. 1651-0111

I-94 Departure Record



14. Family Name S T U D E N T	
15. First (Given) Name I M A	16. Birth Date (Day/Mo/Yr) 0 1 0 1 7 0
17. Country of Citizenship A N Y C O U N T R Y	

CBP Form I-94 (10/04)
STAPLE HERE

See Other Side

Status	Description	List A Documents most likely to be presented ⁴⁹
SPECIAL IMMIGRANT VISA (SIV) RECIPIENT	<p>These individuals worked for the U.S. government/military or government contractors in Afghanistan for at least one year. This status also covers their immediate family members.⁵⁰ Afghans with this status are already lawful permanent residents of the U.S., though it might take a few weeks for them to receive their documents.</p>	<ul style="list-style-type: none"> • Foreign passport with immigrant visa stamp • Employment Authorization Document card • Permanent Resident Card ("Green card")
SQ/SI PAROLEE	<p>These individuals meet the criteria for a SIV, but their application for SIV status is still in process. The code "SQ/ SI" is given by USCIS to signify meeting the criteria for a SIV. Afghans with this status can apply to adjust status to a lawful permanent resident, or 'green card holder.'</p>	<ul style="list-style-type: none"> • I-94 noting SQ/SI parole • Employment Authorization Document card • Permanent Resident Card ("Green card")
REFUGEE	<p>These individuals can demonstrate that they were persecuted or fear persecution due to race, religion, nationality, political opinion, or membership in a particular social group. Afghan refugees may be individuals who worked for the U.S. government or government contractors for less than one year in Afghanistan (making them ineligible for a SIV), who worked for U.S.-funded programs or projects, or were employed by a U.S.-based media organization or NGO. Additionally, special entities such as embassies, designated NGOs, or UNHCR can also make individual referrals.⁵¹ Refugees can obtain lawful permanent resident status after one year in the U.S.</p>	<ul style="list-style-type: none"> • I-94 noting refugee status • Employment Authorization Document card • Permanent Resident Card ("Green card"), only if the individual has been in the country for more than one year
HUMANITARIAN PAROLEE	<p>These individuals are granted temporary admission to the U.S. based on urgent humanitarian need. Afghan parolees may be individuals who either were unable to complete all requirements for SIV or refugee application processes prior to the crisis, or do not meet the criteria for any of the above statuses.</p> <p>Though this status is work-authorized, it is a temporary two-year status. This means that individuals will need to adjust their status to remain legally in the country.⁵² Individuals can adjust their status in multiple ways, including applying for asylum within one year of their arrival^{53,54} or submitting a family-based immigration petition. Once their status is adjusted, Afghans may present different work authorization documents.</p>	<ul style="list-style-type: none"> • Employment Authorization Document card

Note that it can take time for Afghan SIV holders, refugees, and parolees to receive their List A documentation. Afghans apply for these documents, such as Green Cards and Employment Authorization Document cards, through USCIS. Afghans holding any of the statuses above are authorized to work because of their immigration status, and do not require sponsorship from an employer.

Social Security Cards are List C documents that establish work authorization.⁵⁶ Afghan SIV holders, refugees, and parolees are eligible to receive a Social Security Number (SSN), but for some, it will take time to process. The Form I-9 does not require the SSN to be included for the form to be complete and the applicant to begin work. However, businesses that participate in E-Verify will need the SSN to complete the E-Verify process. Although employers will eventually need to record a SSN for wage reporting purposes, the employee can start work regardless of whether they have been issued a SSN. Employers can use "000-00-0000" or "applied for" in payroll until the employee provides their SSN.

If employers use E-Verify, the E-Verify case can be delayed until the SSN is received. In these cases, E-Verify instructs employers to attach an explanation to the employees Form I-9 and create the case in E-Verify as soon as the SSN is available. If the SSN is not available by the third business day after the employee's first day of employment, select Awaiting Social Security number when prompted by E-Verify.⁵⁷





V.

Connecting with Afghan Refugee Talent



Tent Coalition for Afghan Refugees

In October 2021, Tent launched the Tent Coalition for Afghan Refugees, a network of over 50 major companies including Amazon, CVS Health, FedEx, Hilton, and Pfizer, that have pledged to create job opportunities, provide training, and step up in other meaningful ways to help Afghans better integrate into the American economy.

Companies that join this Coalition will receive individualized guidance from Tent on their refugee hiring efforts. Tent will assess a company's hiring needs, provide tailored advice and training tutorials on how to develop an effective refugee hiring program, and connect them to refugee resettlement organizations and local non-profit organizations that can help companies recruit refugee talent. In addition, Tent has established a Working Group for Coalition members to share best practices on hiring and integrating Afghans into companies' workforces and to provide a forum for companies to discuss how to overcome roadblocks in the refugee hiring process. Lastly, Tent will provide Coalition members with a communications platform to announce their commitments to support Afghans and provide advice to companies' communications teams to ensure their internal and external communications efforts are framed and amplified in the most effective way.

Visit Tent's Coalition for Afghan Refugees [page](#) to learn more, and express your interest in joining the Coalition [here](#).

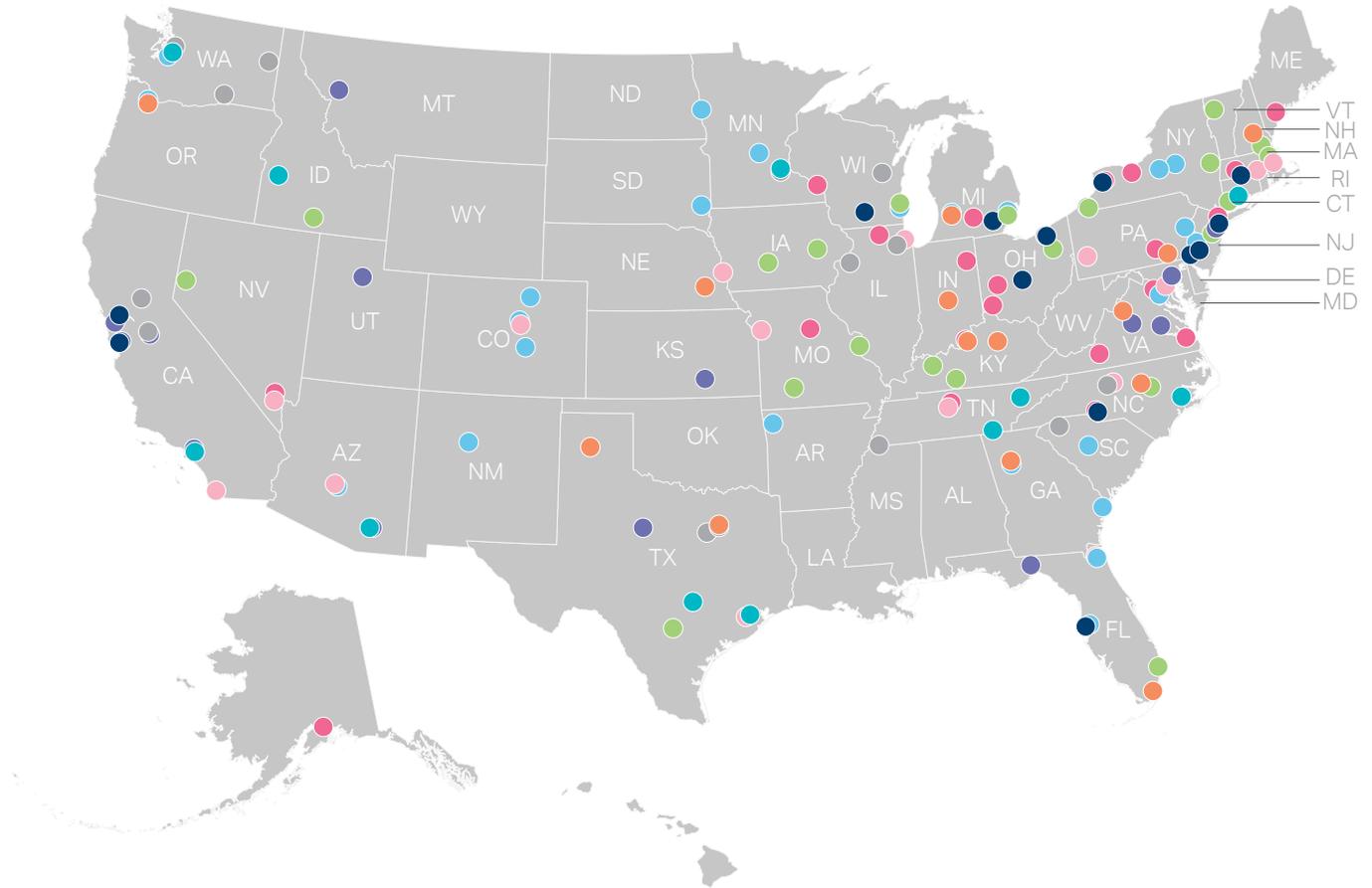
The federal Office of Refugee Resettlement tasks nine national refugee resettlement agencies with integrating refugees into American society. Below is a listing, organized by state and locality, of the local affiliates of the refugee resettlement agencies that can connect businesses with Afghan SIV holders, refugees, and parolees in the area. These refugee resettlement agencies can assist businesses with identifying potential employees whose skills match the needs of the job, completing new hire paperwork, offering any needed translation or interpretation services, and following up to ensure mutual satisfaction. In addition, these organizations work to prepare Afghans for employment, including orientating them to the U.S. job market, preparing resumes, and teaching about U.S. workplace customs. Services by the refugee resettlement agencies are provided at no cost to businesses.

Additionally, the federal Office of Refugee Resettlement keeps an updated list online of local organizations. This can be accessed [here](#). A list of contacts who work for state governments overseeing refugee programming can be accessed [here](#).

In addition to the refugee resettlement agencies, there are other organizations throughout the country that can help companies hire refugees. For example, Upwardly Global⁵⁸ helps companies specifically hire mid- and high-skilled refugee talent, and local American Job Centers, funded by the U.S. Department of Labor's Employment and Training Administration, provide free assistance to job seekers.⁵⁹ There are also Afghan-led organizations that are helping to integrate Afghans into American society.

Tent can help companies navigate the set of nonprofits across the country, and can make relevant introductions.

▲ Refugee Resettlement Sites Serving SIV holders, Refugees, and Parolees



Refugee Resettlement Organization

- United States Conference of Catholic Bishops (USCCB)
- Lutheran Immigration and Refugee Service (LIRS)
- United States Committee for Refugees and Immigrants (USCRI)

- International Rescue Committee (IRC)
- Church World Service (CWS)
- HIAS
- Ethiopian Community Development Council (ECDC)

- World Relief (WR)
- Episcopal Migration Ministries (EMM)

Alabama***Birmingham, AL***

Lutheran Immigration and Refugee Service - In Spiritus

Alaska***Anchorage, AK***

United States Conference of Catholic Bishops - Catholic Social Services (Alaska)

Arkansas***Fayetteville, AR***

Lutheran Immigration and Refugee Service - Canopy of Northwest Arkansas

Arizona***Glendale, AZ***

International Rescue Committee

Phoenix, AZ

Ethiopian Community Development Council - Arizona Immigrant and Refugee Services
International Rescue Committee
Lutheran Immigration and Refugee Service - Lutheran Social Services of the Southwest

United States Conference of Catholic Bishops - Catholic Charities Community Service

Tucson, AZ

Episcopal Migration Ministries - Lutheran Social Services of the Southwest
HIAS - Jewish Family & Children's Services of Southern Arizona
International Rescue Committee

California***Anaheim, CA***

Ethiopian Community Development Council

Concord, CA

HIAS - Jewish Family & Community Services East Bay

Garden Grove, CA

World Relief Southern California

Glendale, CA

International Rescue Committee
U.S. Committee for Refugees and Immigrants - International Institute of Los Angeles

Los Angeles, CA

International Rescue Committee
Episcopal Migration Ministries - Interfaith Refugee and Immigration Service

Los Gatos, CA

HIAS - Jewish Family Services of Silicon Valley

Modesto, CA

World Relief Modesto

North Highlands, CA

World Relief Sacramento

Oakland, CA

International Rescue Committee

Sacramento, CA

Church World Service - Opening Doors, Inc. Center for New Americans
United States Conference of Catholic Bishops - Sacramento Food Bank & Family Services
U.S. Committee for Refugees and Immigrants - Lao Family Community Development, Inc.

International Rescue Committee

San Diego, CA

Ethiopian Community Development Council - Alliance for African Assistance

HIAS - Jewish Family Service of San Diego

International Rescue Committee

U.S. Committee for Refugees and Immigrants

United States Conference of Catholic Bishops - Catholic Charities Diocese of San Diego

San Jose, CA

International Rescue Committee

Turlock, CA

International Rescue Committee

Colorado***Colorado Springs, CO***

Lutheran Immigration and Refugee Service - Lutheran Family Services Rocky Mountains

Denver, CO

Ethiopian Community Development Council - African Community Center Denver

Lutheran Immigration and Refugee Service - Lutheran Family Services Rocky Mountains

Lakewood, CO

International Rescue Committee

Connecticut***Bridgeport, CT***

U.S. Committee for Refugees and Immigrants - Connecticut Institute for Refugees and Immigrants

New Haven, CT

Church World Service
Episcopal Migration Ministries -
Integrated Refugee and Immigrant
Services

Delaware

Wilmington, DE

HIAS - Jewish Family Services of
Delaware

Florida

Clearwater, FL

HIAS - Gulf Coast Jewish Family &
Community Services

Doral, FL

Church World Service Miami

Fort Lauderdale, FL

Church World Service Broward

Jacksonville, FL

Lutheran Immigration and Refugee
Service - Lutheran Social Services
of NE Florida

United States Conference of
Catholic Bishops - Catholic Charities
Bureau, Inc. Jacksonville Regional
Office

Miami, FL

International Rescue Committee
U.S. Committee for Refugees and
Immigrants - Youth Co-Op, Inc.,
Miami

North Port, FL

HIAS - Gulf Coast Jewish Family &
Community Services

Palm Beach, FL

Church World Service Palm Beach

Palm Springs, FL

U.S. Committee for Refugees and
Immigrants - Youth Co-Op, Inc., Palm
Springs

Tallahassee, FL

International Rescue Committee

Tampa, FL

Lutheran Immigration and Refugee
Service - Lutheran Services Florida

Georgia

Atlanta, GA

Church World Service - New
American Pathways
International Rescue Committee
Lutheran Immigration and Refugee
Service - Inspiritus
United States Conference of
Catholic Bishops - Catholic Charities
of the Archdiocese of Atlanta, Inc.
World Relief Atlanta

Decatur, GA

Lutheran Immigration and Refugee
Service - Inspiritus
Savannah, GA
Lutheran Immigration and Refugee
Service - Inspiritus

Idaho

Boise, ID

Episcopal Migration Ministries -
Agency for New Americans
International Rescue Committee
Twin Falls, ID
U.S. Committee for Refugees and
Immigrants - College of Southern
Idaho Refugee Programs

Illinois

Aurora, IL

World Relief Aurora

Carol Stream, IL

World Relief ChicagoLand DuPage

Chicago, IL

Church World Service - RefugeeOne
Ethiopian Community Development
Council - Ethiopian Community
Association of Chicago
United States Conference of
Catholic Bishops - Catholic Charities
of the Archdiocese of Chicago
U.S. Committee for Refugees and
Immigrants - Heartland Alliance of
Human Needs & Human Rights
World Relief Chicago

Moline, IL

World Relief Moline

Skokie, IL

HIAS - Jewish Child and Family
Services Chicago

Rockford, IL

United States Conference of
Catholic Bishops - Catholic Charities
Diocese of Rockford (Catholic Social
Services)

Indiana

Fort Wayne, IN

United States Conference of
Catholic Bishops - Catholic Charities
of Fort Wayne-South Bend, Inc.

Indianapolis, IN

Church World Service - Exodus
Refugee/Immigration, Inc.
Ethiopian Community Development
Council

United States Conference of
Catholic Bishops - Catholic Charities
Indianapolis, Inc.

Iowa

Cedar Rapids, IA

U.S. Committee for Refugees and
Immigrants - Catherine McAuley
Center

Council Bluffs, IA

Church World Service

Des Moines, IA

International Rescue Committee
United States Conference of
Catholic Bishops - Catholic Council
for Social Concerns
U.S. Committee for Refugees and
Immigrants Des Moines

Sioux City, IA

United States Conference of
Catholic Bishops

Kansas

Kansas City, KS

United States Conference of
Catholic Bishops - Catholic Charities
of Kansas, Inc.

Garden City, KS

United States Conference of
Catholic Bishops

Wichita, KS

International Rescue Committee

Kentucky

Bowling Green, KY

U.S. Committee for Refugees and
Immigrants - Western Kentucky
Refugee Mutual Assistance

Covington, KY

Church World Service

Lexington, KY

Church World Service - Kentucky
Refugee Ministries, Inc.

Louisville, KY

Church World Service - Kentucky
Refugee Ministries, Inc. International
Rescue Committee
United States Conference of
Catholic Bishops - Catholic Charities
of Louisville, Inc.

Owensboro, KY

U.S. Committee for Refugees and
Immigrants - International Center,
Owensboro

Maine

Lewiston, ME

Ethiopian Community Development
Council

Portland, ME

HIAS - Jewish Community Alliance
of Southern Maine
United States Conference of
Catholic Bishops - Catholic Charities
Maine

Massachusetts

Boston, MA

United States Conference of
Catholic Bishops - Catholic
Charitable Bureau of the
Archdiocese of Boston, Inc.
U.S. Committee for Refugees and
Immigrants - International Institute
of Boston

Florence, MA

United States Conference of
Catholic Bishops - Catholic Charities
of the Diocese of Springfield

Jamaica Plains, MA

Ethiopian Community Development
Council

Lowell, MA

U.S. Committee for Refugees and
Immigrants - International Institute
of Lowell

Roxbury, MA

Ethiopian Community Development
Council - Refugee and Immigrant
Assistance Center

Springfield, MA

HIAS - Jewish Family Service of
Western Massachusetts

West Springfield, MA

Lutheran Immigration and Refugee
Service - Ascentria
United States Conference of
Catholic Bishops

Worcester, MA

Church World Service
Ethiopian Community Development
Council - Refugee and Immigrant
Assistance Center (Worcester)

Maryland

Baltimore, MD

International Rescue Committee

Catonsville, MD

Lutheran Immigration and Refugee
Service

Frederick, MD

Lutheran Immigration and Refugee
Service

Hyattsville, MD

Lutheran Immigration and Refugee Service - Lutheran Social Services of the National Capital Area

Silver Spring, MD

Ethiopian Community Development Council - African Community Center (Silver Spring)
International Rescue Committee

Michigan

Ann Arbor, MI

HIAS - Jewish Family Services of Washtenaw County

Detroit, MI

United States Conference of Catholic Bishops

Dearborn, MI

U.S. Committee for Refugees and Immigrants Dearborn

Grand Rapids, MI

Church World Service - Bethany Christian Services Refugee Resettlement Program
Lutheran Immigration and Refugee Service - Samaritas

Kalamazoo, MI

Church World Service
Lutheran Immigration and Refugee Service

Lansing, MI

United States Conference of Catholic Bishops - St. Vincent Catholic Charities

Troy, MI

Lutheran Immigration and Refugee Service - Samaritas
World Relief - New American Services

Minnesota

Minneapolis, MN

Episcopal Migration Ministries - Minnesota Council of Churches
Lutheran Immigration and Refugee Service - Lutheran Social Services of Minnesota
World Relief Minneapolis-St. Paul

Richfield, MN

World Relief - Arrive Ministries

Saint Paul, MN

U.S. Committee for Refugees and Immigrants - International Institute of Minnesota

St. Cloud, MN

Lutheran Immigration and Refugee Service - Lutheran Social Services of Minnesota

Winona, MN

United States Conference of Catholic Bishops - Catholic Charities of the Diocese of Winona/Rochester

Missouri

Columbia, MO

United States Conference of Catholic Bishops - Catholic Charities of Central and Northern Missouri

Kansas City, MO

Ethiopian Community Development Council - Della Lamb Community Services
U.S. Committee for Refugees and Immigrants - Jewish Vocational Services

Saint Louis, MO

U.S. Committee for Refugees and Immigrants - International Institute of St. Louis

Springfield, MO

U.S. Committee for Refugees and Immigrants - International Institute of Southwest Missouri

Montana

Missoula, MT

International Rescue Committee

Nebraska

Lexington, NE

Church World Service

Lincoln, NE

Church World Service - Lutheran Family Services of Nebraska
United States Conference of Catholic Bishops - Catholic Social Services

Omaha, NE

Ethiopian Community Development Council - Refugee Empowerment Center
Lutheran Immigration and Refugee Service - Lutheran Family Services

Nevada

Las Vegas, NV

Ethiopian Community Development Council - African Community Center
Las Vegas
United States Conference of Catholic Bishops - Catholic Charities of Southern Nevada

Reno, NV

U.S. Committee for Refugees and Immigrants - Northern Nevada International Center

New Hampshire**Concord, NH**

Church World Service - Ascentria
Care Alliance

Manchester, NH

U.S. Committee for Refugees and
Immigrants - International Institute
of New Hampshire

New Jersey**Elizabeth, NJ**

International Rescue Committee

Highland Park, NJ

U.S. Committee for Refugees and
Immigrants - Reformed Church of
Highland Park-Affordable Housing
Corporation

Jersey City, NJ

Church World Service Jersey City

New Mexico**Albuquerque, NM**

Lutheran Immigration and Refugee
Service - Lutheran Family Services
Rocky Mountains

Las Cruces, NM

Lutheran Immigration and Refugee
Service

New York**Albany, NY**

U.S. Committee for Refugees and
Immigrants Albany

Brooklyn, NY

U.S. Committee for Refugees and
Immigrants - CAMBA

Buffalo, NY

Church World Service - Journey's
End Refugee Services, Inc
HIAS - Jewish Family Services of

Western New York

United States Conference of
Catholic Bishops - Catholic Charities
of Buffalo, New York, Inc.

U.S. Committee for Refugees and
Immigrants - International Institute
of Buffalo

New York, NY

HIAS New York (New York City and
Westchester)

International Rescue Committee
United States Conference of
Catholic Bishops

Niagara Falls, NY

HIAS - Jewish Family Services of
Western New York

Rochester, NY

United States Conference of
Catholic Bishops - Catholic Family
Center

World Relief

Rockville Center, NY

United States Conference of
Catholic Bishops

Syracuse, NY

Ethiopian Community Development
Council

Episcopal Migration Ministries -
Interfaith Works of Central New York
United States Conference of
Catholic Bishops - Catholic Charities
of Onondaga County

Utica, NY

Lutheran Immigration and Refugee
Service - The Center

Yonkers, NY

United States Conference of
Catholic Bishops - Catholic Charities
Community Services

North Carolina**Asheville, NC**

Lutheran Immigration and Refugee
Service

Charlotte, NC

HIAS - Carolina Refugee
Resettlement Agency
United States Conference of
Catholic Bishops - Catholic Charities
Diocese of Charlotte

Durham, NC

Church World Service Durham
World Relief Durham

Greensboro, NC

Church World Service Greensboro
Ethiopian Community Development
Council - North Carolina African
Services Coalition

High Point, NC

World Relief High Point

New Bern, NC

Episcopal Migration Ministries -
Diocese of East Carolina Interfaith
Refugee Ministry

Raleigh, NC

Lutheran Immigration and Refugee
Service - Lutheran Family Services
In The Carolinas

U.S. Committee for Refugees and
Immigrants North Carolina

Winston Salem, NC

World Relief

North Dakota

Fargo, ND

Lutheran Immigration and Refugee Service North Dakota

Ohio

Akron, OH

U.S. Committee for Refugees and Immigrants - International Institute of Akron

Cincinnati, OH

United States Conference of Catholic Bishops - Catholic Charities of Southwestern Ohio

Cleveland, OH

HIAS - US Together Cleveland

United States Conference of Catholic Bishops - Catholic Charities Diocese of Cleveland

U.S. Committee for Refugees and Immigrants Cleveland

Columbus, OH

Church World Service - Community Refugee and Immigration Services (CRIS)

HIAS - US Together Columbus International Rescue Committee

Dayton, OH

United States Conference of Catholic Bishops - Catholic Social Services of the Miami Valley

Toledo, OH

HIAS - US Together, Inc. Toledo

Oklahoma

Oklahoma City, OK

United States Conference of Catholic Bishops

Tulsa, OK

HIAS - The Synagogue
 Congregation B'nai Emunah
 United States Conference of Catholic Bishops

Oregon

Portland, OR

Church World Service - Sponsors Organized to Assist Refugees (SOAR)

Lutheran Immigration and Refugee Service - Lutheran Community Services Northwest

United States Conference of Catholic Bishops - Catholic Charities of Oregon

U.S. Committee for Refugees and Immigrants

Salem, OR

World Relief

Pennsylvania

Allentown, PA

Lutheran Immigration and Refugee Service - Bethany Christian Services of the Greater Delaware Valley

Erie, PA

United States Conference of Catholic Bishops - Catholic Charities of the Diocese of Erie

U.S. Committee for Refugees and Immigrants - International Institute of Erie

Harrisburg, PA

Church World Service
 Ethiopian Community Development Council

United States Conference of

Catholic Bishops - Catholic Charities of the Diocese of Harrisburg

Jenkintown, PA

Lutheran Immigration and Refugee Service - Bethany Christian Services of the Greater Delaware Valley

Lancaster, PA

Church World Service Lancaster
 Lutheran Immigration and Refugee Service - Bethany Christian Services of Central Pennsylvania

Philadelphia, PA

HIAS Pennsylvania

U.S. Committee for Refugees and Immigrants - Nationalities Service Center of Philadelphia

Pittsburgh, PA

Ethiopian Community Development Council - Acculturation for Justice, Access and Peace Outreach

HIAS - Jewish Family and Community Services of Pittsburgh

Lutheran Immigration and Refugee Service
 U.S. Committee for Refugees and Immigrants

Rhode Island

Providence, RI

U.S. Committee for Refugees and Immigrants - Dorcas International Institute of Rhode Island

South Carolina

Charleston, SC

Lutheran Immigration and Refugee Service

Columbia, SC

Lutheran Immigration and Refugee

Service - Lutheran Family Services
in the Carolinas

Greenville, SC

Lutheran Immigration and Refugee
Service

World Relief Upstate South Carolina
(Greenville)

South Dakota

Sioux Falls, SD

Lutheran Immigration and Refugee
Service - Lutheran Social Services
of South Dakota

Tennessee

Chattanooga, TN

Episcopal Migration Ministries
- Bridge Refugee Services, Inc. -
Chattanooga

Knoxville, TN

Episcopal Migration Ministries
- Bridge Refugee Services, Inc. -
Knoxville

Memphis, TN

World Relief Memphis

Nashville, TN

Ethiopian Community Development
Council - Nashville International
Center for Empowerment
United States Conference of
Catholic Bishops - Catholic Charities
of Tennessee, Inc.

Texas

Abilene, TX

Church World Service
International Rescue Committee

Amarillo, TX

Church World Service - Refugee

Services of Texas, Inc.

United States Conference of
Catholic Bishops - Catholic Charities
of the Texas Panhandle

Austin, TX

Episcopal Migration Ministries -
Refugee Services of Texas, Austin

Dallas, TX

Church World Service - Refugee
Services of Texas, Inc.
International Rescue Committee
United States Conference of
Catholic Bishops - Catholic Charities
of Dallas, Inc.

Fort Worth, TX

Lutheran Immigration and Refugee
Service - Refugee Services of Texas,
Inc
United States Conference of
Catholic Bishops - Catholic Charities
Fort Worth
World Relief North Texas (Fort
Worth)

Houston, TX

Church World Service - Interfaith
Ministries of Greater Houston
Episcopal Migration Ministries -
Interfaith Ministries for Greater
Houston
Ethiopian Community Development
Council - Alliance for Multicultural
Community Services
Lutheran Immigration and Refugee
Service - Refugee Services of Texas,
Inc
United States Conference of
Catholic Bishops - Catholic Charities
of the Archdiocese of Galveston-

Houston

U.S. Committee for Refugees and
Immigrants - YMCA of the Greater
Houston Area, International
Services

San Antonio, TX

Church World Service
United States Conference of
Catholic Bishops - Catholic Charities
Archdiocese of San Antonio, Inc.
U.S. Committee for Refugees and
Immigrants - Refugee and Immigrant
Center for Education and Legal
Services

Utah

Salt Lake City, UT

International Rescue Committee
United States Conference of
Catholic Bishops - Catholic
Community Services of Utah
U.S. Committee for Refugees and
Immigrants

Virginia

Arlington, VA

United States Conference of
Catholic Bishops - Catholic Charities
of the Diocese of Arlington
Ethiopian Community Development
Council - African Community Center
DC Metro

Charlottesville, VA

International Rescue Committee

Dale City, VA

Lutheran Immigration and Refugee
Service - Lutheran Social Services
of the National Capital Area

Fairfax, VA

Lutheran Immigration and Refugee Service - Lutheran Social Services of the National Capital Area

Harrisonburg, VA

Church World Service Harrisonburg

Manassas, VA

United States Conference of Catholic Bishops - Catholic Charities of the Diocese of Arlington

Newport News, VA

United States Conference of Catholic Bishops - Commonwealth Catholic Charities

Richmond, VA

International Rescue Committee
United States Conference of Catholic Bishops - Commonwealth Catholic Charities

Roanoke, VA

United States Conference of Catholic Bishops - Commonwealth Catholic Charities

Vermont

Brattleboro, VT

Ethiopian Community Development Council

Colchester, VT

U.S. Committee for Refugees and Immigrants - Vermont Refugee Resettlement Program

Washington

Auburn, WA

Episcopal Migration Ministries - Diocese of Olympia Refugee Resettlement Office

Bellingham, WA

World Relief

Kent, WA

HIAS - Jewish Family Service of Greater Seattle
World Relief Seattle (Kent)

Richland, WA

World Relief Tri-Cities

SeaTac, WA

International Rescue Committee

Seattle, WA

Episcopal Migration Ministries

Spokane, WA

World Relief Spokane

Tacoma, WA

Lutheran Immigration and Refugee Service - Lutheran Community Services Northwest

Vancouver, WA

Lutheran Immigration and Refugee Service - Lutheran Community Services Northwest

Wisconsin

Appleton, WI

World Relief - Fox Valley

Green Bay, WI

U.S. Committee for Refugees and Immigrants

Madison, WI

HIAS - Jewish Social Services of Madison

Milwaukee, WI

Lutheran Immigration and Refugee Service - Lutheran Social Service of Wisconsin & Upper Michigan
U.S. Committee for Refugees and Immigrants - International Institute of Wisconsin

Wausau, WI

Ethiopian Community Development Council





Appendix: Resources

RESOURCES RELATED TO HIRING

Find information related to E-Verify on their website:

[E-Verify website](#)

[E-verify Video Guides](#)

.....
Find information related to immigrant work authorization and documentation at United States Citizenship and Immigration Services: www.uscis.gov. USCIS also has helpful videos explaining how to complete the Form I-9:

[Employee Information and Attestation](#)

[Employer Review and Attestation](#)

[Updating and Reverification](#)

.....
The United States Department of Justice's Immigrant and Employee Rights Section of the Civil Rights Division helps employers and workers understand the anti-discrimination provision of the Immigration and Nationality Act. The Immigrant and Employee Rights Section particularly helps employers and workers understand documentation needed to fulfill Form I-9 requirements when applying for a job. Some helpful links:

[The IER website with resources for employers](#)

[Fact Sheet about Refugee and Asylee Work](#)

[Authorization and Documentation](#)

.....
Employers hiring Afghans, like any other employee, should be aware of anti-discrimination provisions relation to national origin discrimination. The U.S. Equal Employment Opportunity Commission offers guidance for employers to prevent national origin discrimination in the workplace: <https://www.eeoc.gov/laws/types/nationalorigin.cfm>

Developed to help companies in the U.S. design and implement refugee employment programs, Tent commissioned a guide written by Lutheran Immigration and Refugee Services (LIRS). This resource includes information on refugee populations in the U.S., the business benefits of hiring refugees, and best practices for recruiting refugee employees. The U.S. Employers' Guide to Hiring Refugees is a resource for employers focusing on the general refugee population, while this resource focuses on hiring Afghan refugees, specifically.

[U.S. Employers' Guide to Hiring Refugees](#)

RESOURCES RELATED TO SUPPORTING AFGHAN SIV HOLDERS, REFUGEES, AND PAROLEES

[Refugee Council USA](#) hosts a number of resources to support Afghan allies, including how to volunteer and advocate.

[Lutheran Immigration and Refugee Service](#) has information about how to help Afghan refugees.

[Welcoming America](#) offers resources for community leaders, organizations, and individuals seeking to support Afghans.

Tent partners with [Welcome.US](#), a national effort to welcome Afghan families as they begin their lives in the U.S.

[Women for Afghan Women](#) is a grassroots civil society organization dedicated to protecting the rights of Afghan women and girls in Afghanistan and New York. Their website includes ways you can help support Afghans arriving in New York.

RESOURCES RELATED TO IMMIGRANT AND REFUGEE PROCESSING

Full details on [Operation Allies Welcome](#), including an explanation of the arrival process, press releases, and details on benefits for parolees. This fact sheet details the most pertinent information.

This [flow chart](#) created by USCIS shows how refugees arrive in the U.S.

This [factsheet](#) shares details on security screenings for refugees.

The [United Nations High Commissioner for Refugees \(UNHCR\) Population Statistics Database](#) shares information about refugees worldwide. On this website, you can learn more about Afghan refugees.

Endnotes

- 1 <https://cmsny.org/policy-update-protecting-afghan-allies-in-the-aftermath-of-the-longest-war-in-american-history/>
- 2 <https://www.dhs.gov/allieswelcome>
- 3 https://www.migrationpolicy.org/article/afghan-immigrants-united-states#age_education_employment
- 4 <https://www.usnews.com/news/best-states/articles/2021-09-14/afghan-refugee-resettlement-by-state>
- 5 <https://travel.state.gov/content/travel/en/us-visas/immigrate/special-immg-visa-afghans-employed-us-gov.html>
- 6 Note: Of these 75,767 Afghans, 21,577 of these were principal applicants and 54,190 were immediate family members. https://crsreports.congress.gov/product/pdf/R/R43725/17?utm_source=Center+for+Migration+Studies+Mailing+List&utm_campaign=ea2bd00825-EMAIL_CAMPAIGN_2018_12_03_05_58_COPY_01&utm_medium=email&utm_term=0_74e5cba118-ea2bd00825-
- 7 <https://www.wsj.com/articles/almost-half-of-afghan-evacuees-at-u-s-bases-are-children-pentagon-says-11634720580>
- 8 <https://cmsny.org/policy-update-protecting-afghan-allies-in-the-aftermath-of-the-longest-war-in-american-history/>
- 9 <https://cmsny.org/policy-update-protecting-afghan-allies-in-the-aftermath-of-the-longest-war-in-american-history/>, <https://www.migrationpolicy.org/news/afghan-evacuees-different-statuses-different-benefits>
- 10 <https://www.uscis.gov/humanitarian/refugees-and-asylum/asylum>
- 11 <https://www.uscis.gov/humanitarian/information-for-afghans>
- 12 <https://www.uscis.gov/humanitarian/humanitarian-parole/information-for-afghan-nationals-on-requests-to-uscis-for-humanitarian-parole>
- 13 <https://www.migrationpolicy.org/news/afghan-evacuees-different-statuses-different-benefits>
- 14 <https://www.cnn.com/2021/10/20/politics/afghan-children-at-us-bases/index.html>
- 15 <https://apnews.com/article/us-afghanistan-evacuees-262203820a617808f4a40a130e2d179a>
- 16 <https://apnews.com/article/us-afghanistan-evacuees-262203820a617808f4a40a130e2d179a>
- 17 <https://www.wrapsnet.org/archives/>
- 18 <https://www.migrationpolicy.org/programs/data-hub/charts/us-immigrant-population-metropolitan-area>
- 19 <https://research.newamericaneconomy.org/research/afghan-immigrants-in-the-united-states/>
- 20 <https://www.gao.gov/assets/gao-18-107.pdf>
- 21 No One Left Behind conducted interviews with 150 Afghan SIV recipients and applicants between 2016 and 2021. No One Left Behind is a non-profit dedicated to providing assistance to interpreters who supported U.S. military operations. watson.brown.edu/costsofwar/files/cow/imce/papers/2021/Costs%20of%20Working%20with%20Americans_Coburn_Costs%20of%20War.pdf

- 22 <https://www.americanprogress.org/issues/economy/news/2012/07/12/11900/the-top-10-economic-facts-of-diversity-in-the-workplace/>
- 23 https://www.forbes.com/forbesinsights/StudyPDFs/Innovation_Through_Diversity.pdf
- 24 https://www.tent.org/wp-content/uploads/2018/05/TENT_FPI-Refugees-as-Employees-Report.pdf
- 25 https://www.google.com/url?q=https://www.americanprogress.org/issues/economy/reports/2012/11/16/44464/there-are-significant-business-costs-to-replacing-employees/&sa=D&source=docs&ust=1634270071211000&usg=AOvVaw04jrCrwYUOsybjBW_Slts2
- 26 https://www.tent.org/wp-content/uploads/2021/09/TENT_FPI-Refugees-as-Employees-Report.pdf
- 27 https://www.uscis.gov/sites/default/files/document/fact-sheets/Refugee_Screening_and_Vetting_Fact_Sheet.pdf
- 28 <https://www.dol.gov/agencies/eta/wotc>
- 29 <https://www.dol.gov/agencies/eta/wotc/how-to-file>
- 30 https://www.migrationpolicy.org/article/afghan-immigrants-united-states#age_education_employment
- 31 <https://www.cnn.com/2021/10/20/politics/afghan-children-at-us-bases/index.html>
- 32 <https://research.newamericaneconomy.org/research/afghan-immigrants-in-the-united-states/>
- 33 https://watson.brown.edu/costsofwar/files/cow/imce/papers/2021/Costs%20of%20Working%20with%20Americans_Coburn_Costs%20of%20War.pdf
- 34 http://research.newamericaneconomy.org/wp-content/uploads/2017/03/NAE_Bilingual_V9.pdf
- 35 <https://welcome.us/states>
- 36 <https://azgovernor.gov/governor/news/2021/08/governor-ducey-speaker-bowers-welcome-afghan-refugees>
- 37 <https://welcome.us/states>
- 38 <https://moulton.house.gov/press-releases/moulton-bacon-introduce-welcomed-act-so-afghan-evacuees-receive-refugee-benefits>
- 39 <https://moulton.house.gov/press-releases/moulton-bacons-welcomed-act-signed-into-law>
- 40 <https://drive.google.com/file/d/1VJKdBglH8nPNslg4duYhtV1fuTcoWF4w/view>
- 41 https://www.ipsos.com/en-us/news_and_polls/over-two-thirds-americans-support-resettling-afghan-allies-united-states-09092021
- 42 https://www.washingtonpost.com/context/aug-29-sept-1-2021-washington-post-abc-news-poll/899d77db-ef60-46c9-b028-8f3298df8659/?itid=lk_inline_manual_45
- 43 https://www.tent.org/wp-content/uploads/2021/09/TENT_HowHelpingRefugeesHelpsBrands_Report_FINAL.pdf
- 44 <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>

- 45 <https://www.e-verify.gov/employees/employee-rights-and-responsibilities>
- 46 <https://www.justice.gov/crt/immigrant-and-employee-rights-section>
- 47 <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>
- 48 <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>
- 49 <https://www.uscis.gov/humanitarian/information-for-afghans>; https://acf.hhs.gov/sites/default/files/documents/orr/special_immigrant_visa_siv_holders_from_iraq_and_afghanistan.pdf
- 50 <https://travel.state.gov/content/travel/en/us-visas/immigrate/special-immg-visa-afghans-employed-us-gov.html>
- 51 <https://www.state.gov/u-s-refugee-admissions-program-priority-2-designation-for-afghan-nationals/>
- 52 <https://www.uscis.gov/humanitarian/humanitarian-parole/information-for-afghan-nationals-on-requests-to-uscis-for-humanitarian-parole>
- 53 <https://www.uscis.gov/humanitarian/refugees-and-asylum/asylum>
- 54 <https://cliniclegal.org/resources/asylum-and-refugee-law/guide-client-documentation-and-benefits-afghan-parolees>
- 55 <https://www.uscis.gov/humanitarian/information-for-afghans>
- 56 <https://www.uscis.gov/i-9-central/form-i-9-acceptable-documents>
- 57 <https://www.e-verify.gov/faq/my-employee-applied-for-a-social-security-number-ssn-but-has-not-yet-received-it-what-should-i>
- 58 <https://www.upwardlyglobal.org/>
- 59 <https://www.careeronestop.org/LocalHelp/AmericanJobCenters/find-american-job-centers.aspx>



TENT

