



TENT



Global Refugee

U.S. Refugee Hiring 101

A training resource for HR
and DE&I teams



Tent & Global Refuge launched a new guidebook for companies on how to hire refugees in the United States



The [U.S. Employers' Guide to Hiring Refugees](#) (2024) is a comprehensive guidebook for businesses on the process for hiring refugees who have recently arrived in the United States. You can find this resource on our Members Hub and website!

This training webinar will review the content of this guide and provide an opportunity for companies to ask questions about recruiting refugee talent in the U.S.

By the end of this presentation, you will:

- ▲ Know how and where refugees are being resettled in the U.S.
- ▲ Understand the different immigration statuses being conferred to forcibly displaced people in the United States and the work authorization documents employers can accept when hiring them
- ▲ Learn more about the refugee population and the benefits to businesses that hire them
- ▲ Find out where and how to connect with refugees



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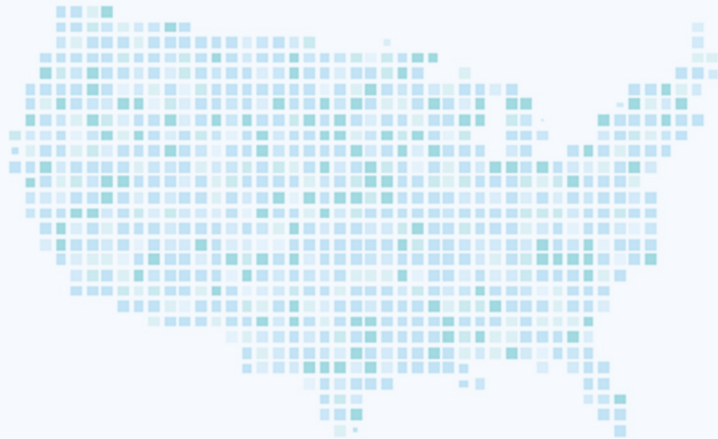
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**HOW TO HIRE
REFUGEE
TALENT**

The last two years have seen a resurgence in refugee admissions to the U.S.

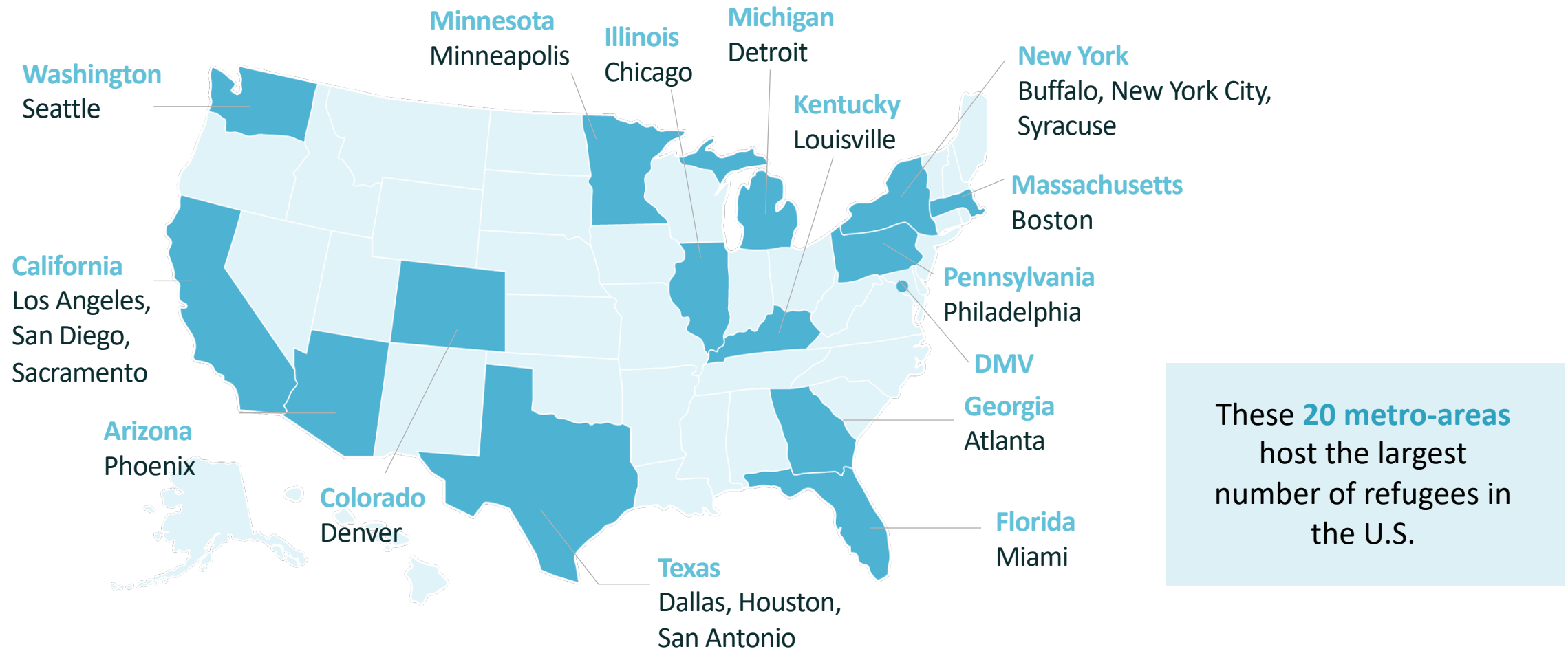


The U.S. has a longstanding, bipartisan tradition of welcoming refugees, with 3+ million refugees arriving since 1980



- The U.S. has admitted **180,000+ Ukrainians** and **100,000+ Afghans** over the past 2 years
- The U.S. government is welcoming **360,000 Cubans, Haitians, Nicaraguans & Venezuelans per year** via humanitarian parole
- The U.S. government is welcoming **125,000 refugees per year** from all over the world through traditional refugee resettlement program

Refugees are located in urban areas of all sizes throughout the United States



There are five main immigration statuses conferred to forcibly displaced people in the United States:

- 1) Refugees
- 2) Special Immigrant Visa holders
- 3) Humanitarian parolees
- 4) Asylum Seekers
- 5) Temporary Protected Status holders



All forcibly displaced people in the U.S. are eligible to work legally

- ▲ Refugees, humanitarian parolees, SIVs, asylum seekers and TPS holders are **all allowed to work legally** in the U.S.
- ▲ Companies do **not** need to sponsor work authorization as they receive that directly from the U.S. government
- ▲ Many forcibly displaced people are work-authorized upon arrival in the U.S., while others may need to wait several months to receive that authorization



1. 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.

- ▲ Congress established a refugee resettlement program in 1980, which has welcomed 3+ million refugees since then under both Democratic and Republican administrations. The U.S. is on track to welcome 125,000 refugees in 2024.
- ▲ Resettled refugees undergo a thorough security and immigration vetting process abroad and then travel to the U.S. for resettlement with the support of international organizations.
- ▲ Authorized to work upon admission to the U.S. and can obtain legal permanent resident status after one year in the U.S.
- ▲ Eligible for government funded benefits.

2. Special Immigrant Visa (SIV) holders



Individuals who worked for the U.S. government, U.S. military, or government contractors in Afghanistan or Iraq for at least one year.

- ▲ The U.S. resettled 17,000 SIV holders in 2023.
- ▲ Similar to refugees, SIV holders undergo a thorough vetting process abroad and then travel to the U.S. for resettlement.
- ▲ Authorized to work upon admission to the U.S.; individuals with this status are legal permanent residents of the U.S.
- ▲ Eligible for government funded benefits.

3. Humanitarian Parolees



Individuals who are granted temporary admission to the U.S. based on urgent humanitarian need.

- ▲ The US has welcomed 73,000 Afghans via parole after the fall of Kabul, 180,000+ Ukrainians through the Uniting for Ukraine parole program since April 2022 and 300,000+ Cubans, Haitians, Nicaraguans, and Venezuelans in 2023 via parole.
- ▲ This is a temporary status, and individuals will need to adjust their status within 2 years (e.g. applying for asylum).
- ▲ Afghan and Ukrainian parolees are eligible to work legally upon receiving parole. Parolees from Cuba, Haiti, Nicaragua & Venezuela must apply for employment authorization documents from the U.S. government.
- ▲ Afghan, Cuban, Haitian and Ukrainian parolees are eligible for government funded benefits due to Congressional legislation, while Venezuelan and Nicaraguan parolees are not eligible.

4. Asylum Seekers & Asylees



Individuals who have left their country of origin and have formally applied for asylum in the U.S. but are waiting for a determination on their asylum case.

- ▲ 800,000 new asylum applications in 2023. 36,000 granted asylum in FY 2022.
- ▲ If asylum seekers win their asylum case, they are known as “asylees” and are on a pathway for lawful permanent residence; if they lose, they are subject to removal proceedings. With a backlog of 2+ million asylum cases, it typically takes 4+ years for cases to be adjudicated.
- ▲ Asylum seekers need to wait 150 days after submitting their asylum application to apply for an Employment Authorization Document (EAD) to work legally.
- ▲ Asylum seekers are not eligible for government funded benefits. Asylees are eligible but rarely use them.

5. Temporary Protected Status (TPS) holders



Individuals already in the U.S. that are from a foreign country that has been designated for Temporary Protected Status if the country is experiencing conditions that make it impossible for nationals to return.

- ▲ 700,000 TPS holders as of September 2023.
- ▲ TPS is a temporary status, and if individuals want to remain legally in the U.S. after a country's TPS designation ends, they need to apply to adjust their immigration status (e.g. applying for asylum).
- ▲ 16 countries are designated for TPS as of 04/24: Afghanistan, Burma, Cameroon, El Salvador, Ethiopia, Haiti, Honduras, Nepal, Nicaragua, Somalia, South Sudan, Sudan, Syria, Ukraine, Venezuela & Yemen
- ▲ TPS holders need to apply for an EAD to work legally.
- ▲ Not eligible for government funded benefits.

Summary of Statuses

Status	Figures	Eligible for Government Benefits	When are they authorized to work?
Asylum Seeker	800,000 new asylum applications in 2023 (total of 2 million asylum cases)	No	Can apply for an EAD 150 days after filing for asylum
Asylee	36,000 granted asylum in FY2022	Yes	Usually already have EAD from asylum process
Humanitarian Parolee	550,000 admitted since September 2021	Afghan, Cuban, Haitian & Ukrainian Parolees - Yes; Other Nationalities - No	Afghan & Ukrainians are authorized to work legally upon receiving parole, while other parolees need to apply for an EAD
Refugee	60,000 resettled in 2023. 125,000 projected in 2024	Yes	Authorized to work upon arrival to the U.S.
Special Immigrant Visa Holder	17,000 in 2023	Yes	Authorized to work upon arrival to the U.S.
Temporary Protected Status Holders	700,000 as of September 2023	No	Need to apply for an EAD

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Why invest in setting up a thoughtful refugee hiring program?

Companies that invest in creating a [welcoming environment](#) for refugees benefit from improved [employee retention](#) rates, an enhanced [brand and reputation](#), and dividends in their ability to [attract new talent](#) to the company.

Refugees are talented professionals with diverse skills and experiences

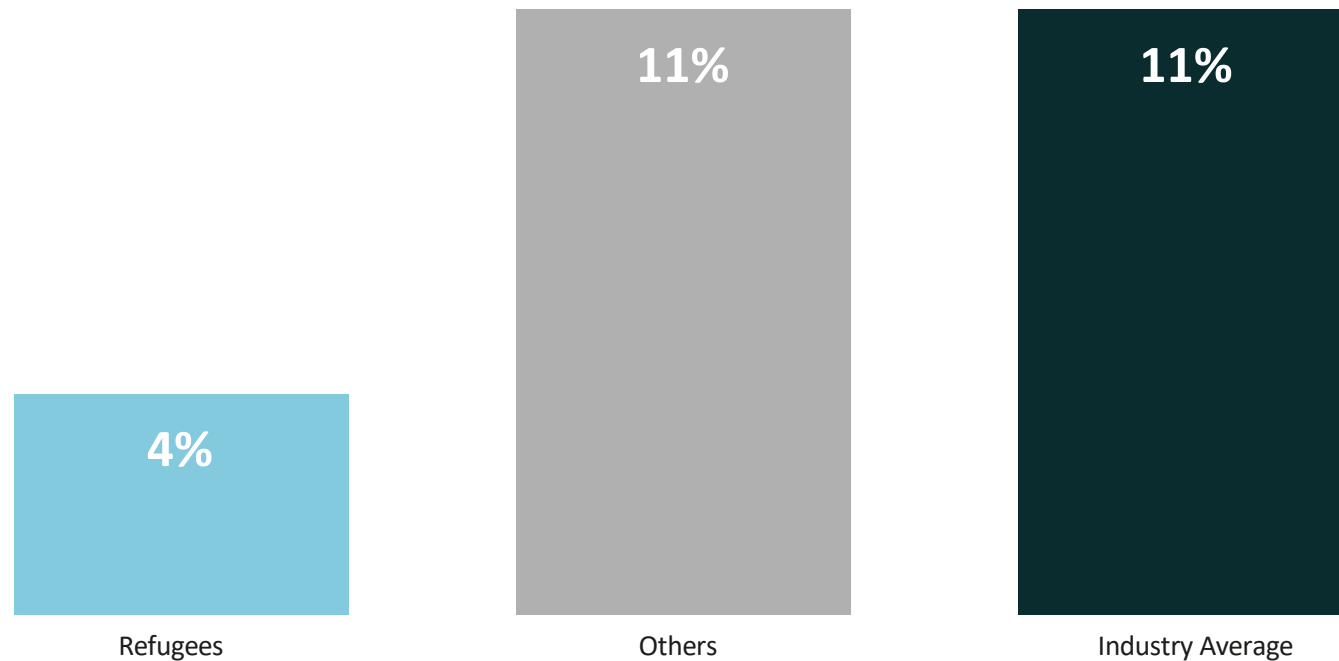
Refugees can help companies meet their needs through their diverse skills, educational experiences and professional backgrounds:

- ▲ ~80% of refugees living in the U.S. are of working age.
- ▲ NGO partners have shared that ~20% of refugees are high-skilled with English proficiency, another ~20% are mid-skilled with some English proficiency and ~60% are best suited for vocational/entry-level roles and have limited to no English language proficiency. These figures vary for each refugee population.



Refugees have higher retention rates

Annual turnover percentage in manufacturing sector, U.S. (2018)



Source: Tent-Fiscal Policy Institute, "Good Retention, Strong Recruitment"; Center for American Progress "There Are Significant Business Costs to Replacing Employees"

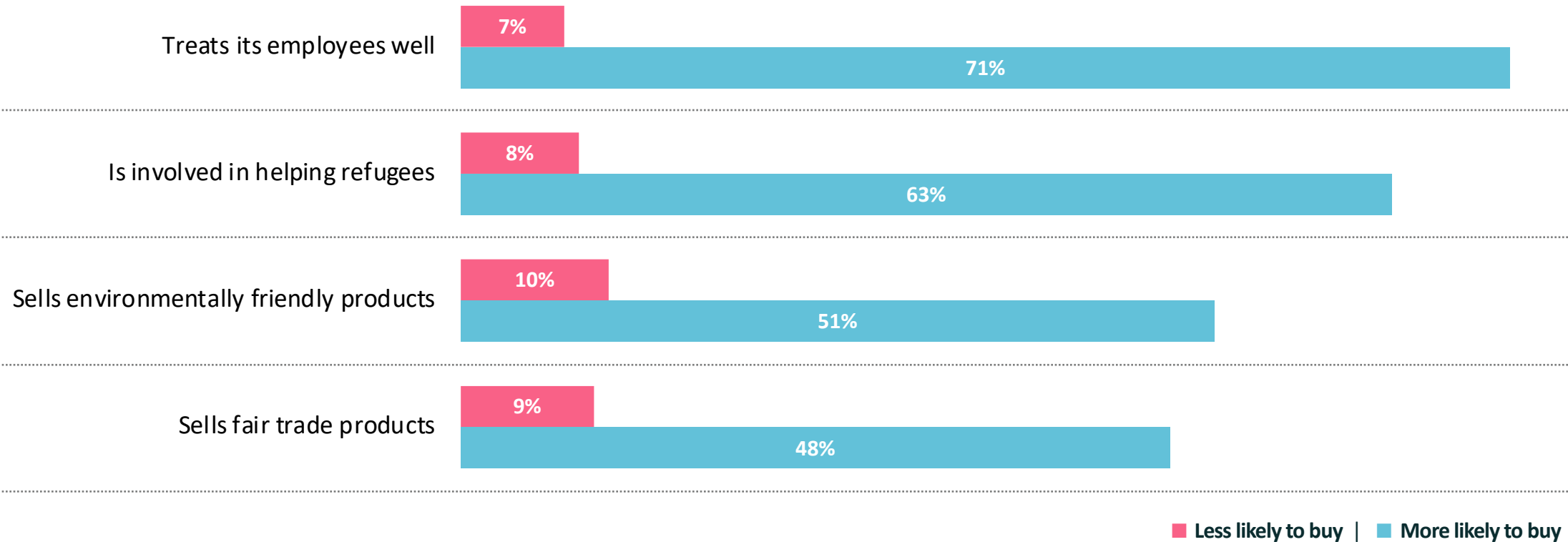
"Refugees provide us with an amazing talent pool – they're skilled, dedicated, loyal and engaged."

ROHINI ANAND,
FORMER SVP OF CORPORATE RESPONSIBILITY &
GLOBAL CHIEF DIVERSITY OFFICER, SODEXO



Consumers are more likely to purchase from brands that help refugees

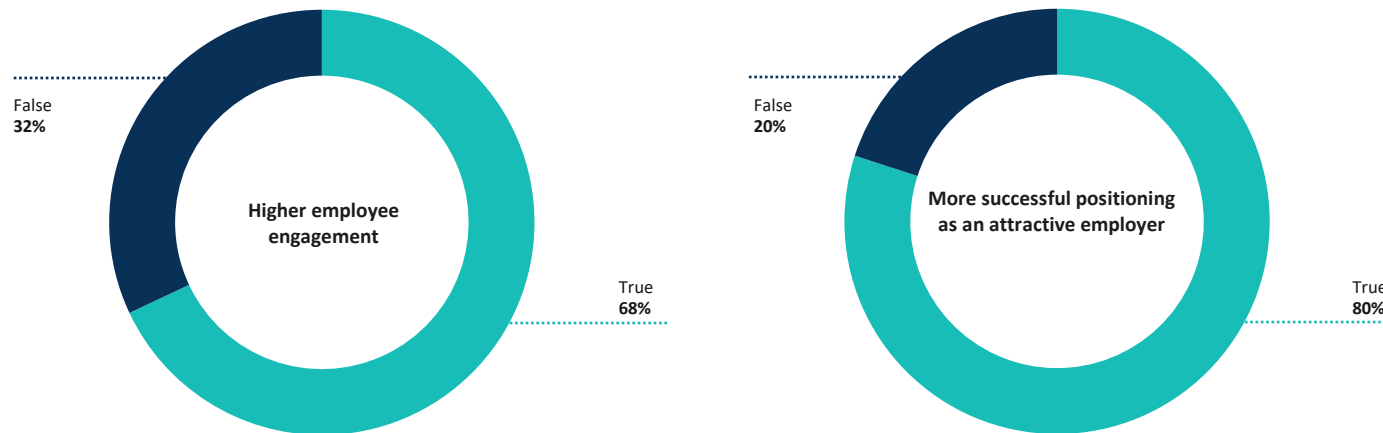
Consumer purchasing intent for a company that...



Source: NYU Stern Business School-Qualtrics survey of 6,038 consumers in the United States, conducted in March 2022

Companies that hire refugees report that it helps them engage and attract employees

Survey of 100 large and medium-size German Companies



“Our work to help integrate refugees is a critical aspect of Airbnb’s mission. Having a clear purpose is crucial in helping us attract great talent, and keeping our people motivated.”

JOE GEBBIA,
CO-FOUNDER, AIRBNB



Source: Tent-DIW Econ, “From Refugee Crisis to Job Engine: An Analysis of German Businesses’ Experience in Refugee Integration” (2022)

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What work authorization documents should HR teams be looking for?



Hiring a forcibly displaced person is similar to hiring any other employee in that they will need to **complete the Form I-9** and 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

Since forcibly displaced people arriving in the U.S. have different immigration statuses, they may present various documents to complete new hire paperwork.

This presentation does not cover List B or C documents, as these documents are commonly presented to employers for Form I-9 purposes and employers will be more familiar with them.

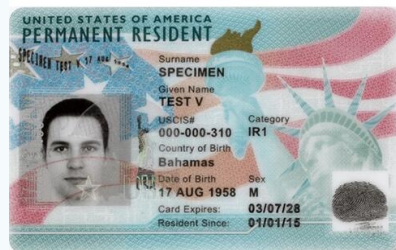
- **List B documents** establish identity and include Driver's Licenses and identification cards issued by the federal, state, or local government.
- **List C documents** establish work authorization and include Social Security Cards and birth certificates.

List A documents by status

Status	List A Documents most likely to be presented
Refugee	<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
Special Immigrant Visa (SIV) holder	<ul style="list-style-type: none">• Foreign passport with immigrant visa stamp• Employment Authorization Document card• Permanent Resident Card (“Green card”)
Humanitarian Parolee	<ul style="list-style-type: none">• Employment Authorization Document card• I-94 noting humanitarian parole status (<u>only</u> for Afghan and Ukrainian parolees)
Asylum Seeker	<ul style="list-style-type: none">• Employment Authorization Document card
Temporary Protected Status (TPS) Holder	<ul style="list-style-type: none">• Employment Authorization Document card

Sample Images of List A documents

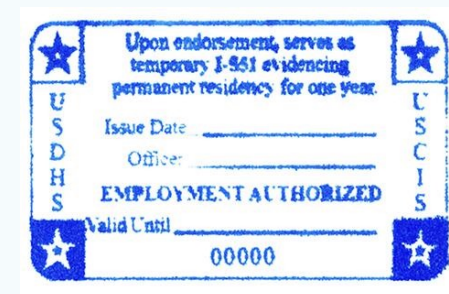
**Permanent Resident Card,
also known as “Green Card”**



**Form I-94 or Form I-94A with
Arrival-Departure Record**

 U.S. Customs and Border Protection <i>Securing America's Borders</i>	
Get 1-84 Number	1-84 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

Foreign passport with I-551 stamp or printed notation



Employment Authorization Document Card



Departure Number

0000000000 00

1-94
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)
1 0 1 0 1 7 0

17. Country of Citizenship
A N Y C O U N T R Y

CBP Form 1-94 (10/04)
STAPLE HERE



Building a refugee talent pipeline

The Office of Refugee Resettlement tasks **ten national refugee resettlement agencies** with integrating refugees into American society. These agencies can assist businesses (at no cost) with:

- ▲ Identifying candidates whose skills match employers' needs
- ▲ Completing new hire paperwork
- ▲ Offering translation or interpretation services
- ▲ Following up to ensure mutual satisfaction



Partnering with refugee-focused NGOs

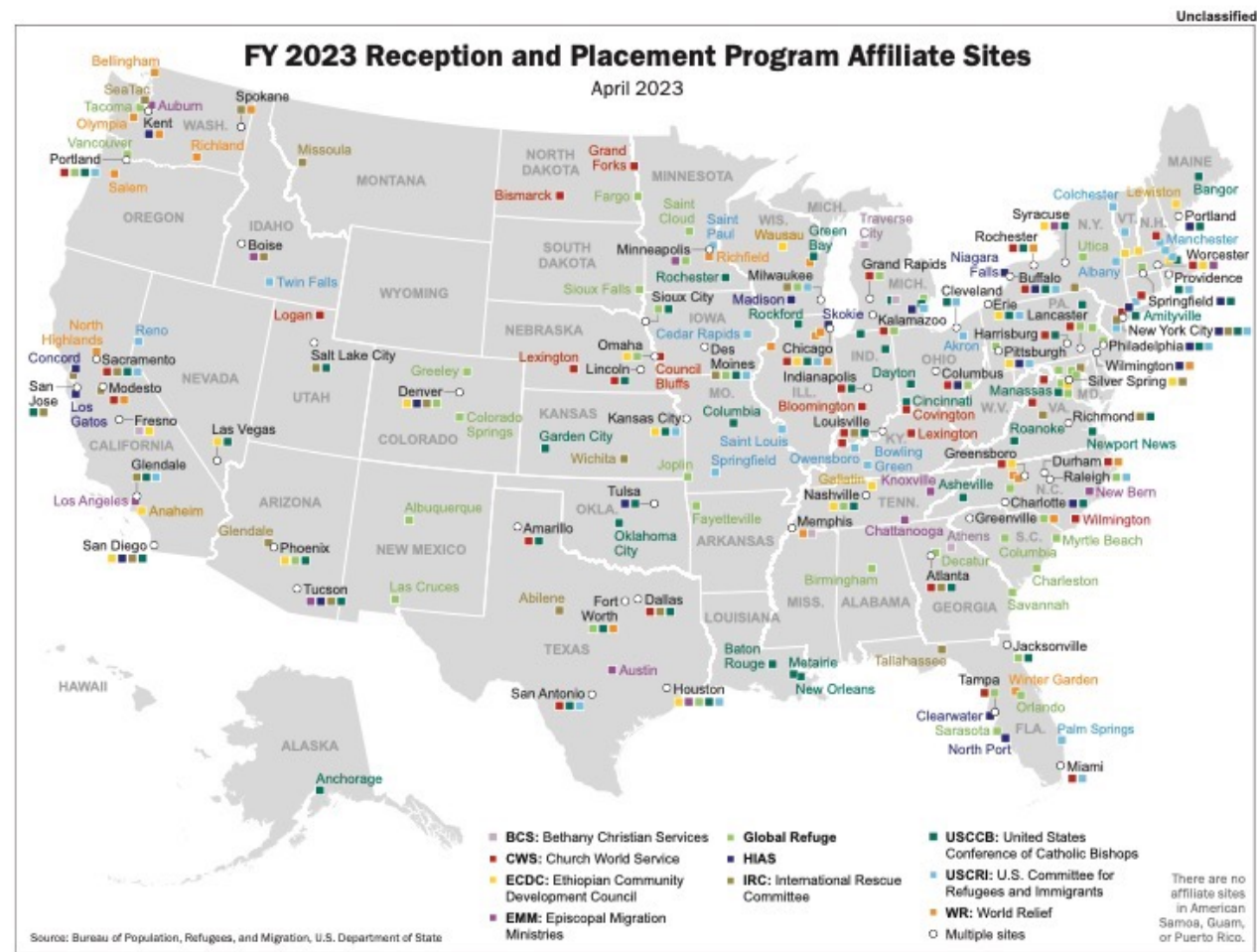
To ensure a smooth and efficient working relationship with refugee-focused NGOs, companies should showcase their commitment to creating an inclusive environment to refugee applicants and employees:

- ▲ Companies should be prepared to share information with NGOs on open roles, salaries, benefits and opportunities for career growth.
- ▲ NGO partners will want to hear how your company is thinking through addressing potential language, transportation and cultural barriers.

More information about this topic can be found in the [“Partnering with Refugee-Focused NGOs”](#) resource available on Tent’s Members’ Hub.

The 10 national refugee resettlement agencies have local affiliates throughout the country

You can find a list of local affiliates of RAs in the U.S. in the appendix of our [“U.S. Employers’ Guide to Hiring Refugees”](#)



Global Refuge's local affiliates can help companies recruit refugee talent



Alabama

Birmingham

Arkansas

Fayetteville
Siloam Springs

Arizona

Phoenix

California

Fullerton

Colorado

Denver
Colorado Springs
Greeley

Florida

Jacksonville
Tampa
Sarasota
Fort Myers
Orlando
Miami

Georgia

Atlanta
Savannah

Iowa

Sioux City
Des Moines
Waterloo

Maryland

Baltimore City
Greenbelt
Arbutus/
Catonsville
Frederick

Massachusetts

West Springfield

Michigan

Troy
Grand Rapids
Kalamazoo

Minnesota

Minneapolis
St. Cloud

Missouri

Joplin
St. Louis

Nebraska

Omaha

New Mexico

Albuquerque
Las Cruces

New York

Utica

North Carolina

Raleigh
Asheville
Salisbury

North Dakota

Fargo

Ohio

Columbus

Oregon

Portland
Salem

Pennsylvania

Allentown
Lancaster
Jenkintown
Pittsburgh

South Carolina

Columbia
Charleston
Greenville
Myrtle Beach

South Dakota

Sioux Falls

Tennessee

Nashville

Texas

Fort Worth
San Antonio

Virginia

Fairfax
Woodbridge
Alexandria

Washington

Tacoma
Everett
Vancouver

Wisconsin

Milwaukee

Any Questions?

Check out globalrefuge.org/PRE or
email molly.tidwell@globalrefuge.org

Tent is here to help!

The Tent Partnership for Refugees is here to provide individualized guidance on how to set up refugee employees and your teams for success.



Companies should reach out to the [Tent team](#) for support with building their strategy and to connect with local implementing partners and service providers.

Visit our [Member's Hub](#) to access Tent's suite of exclusive trainings, webinars, research, case studies, and more.

Thank you!

A man and a woman are smiling and looking at documents on a table in an office setting. The man is wearing a blue button-down shirt and the woman is wearing a striped shirt. They are both looking down at the papers on the table. A third person's face is partially visible on the right side of the frame, also smiling. A blue banner with the text "Thank you!" is overlaid on the bottom left of the image.

Thank you!