



TENT



LIRS

How to Hire Afghan Refugees in the U.S.

A training resource for
HR, Recruitment, and
DE&I Teams in the U.S.



Tent & LIRS launched the U.S. Employers' Guide to Hiring Afghan Refugees

The U.S. Employers' Guide to Hiring Afghan Refugees is a new guidebook for businesses on the process for hiring Afghans who have recently arrived in the United States.

Available here: <https://www.tent.org/resources/us-employers-guide-to-hiring-afghan-refugees>

This training webinar will review the content of the guide and provide an opportunity for companies to ask questions about recruiting Afghan talent.



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TENT.ORG



By the end of this presentation, you will:

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



Contents

1

**BACKGROUND ON
AFGHANS
ARRIVING IN THE
U.S.**

2

**WHY HIRE
AFGHAN
REFUGEES?**

3

**HOW TO HIRE
REFUGEE TALENT**

Afghan refugees are the third-largest displaced population in the world

- Following the U.S. military's withdrawal and Afghanistan's fall to the Taliban in August 2021, the U.S. government pledged to welcome up to **95,000** Afghans by September 2022.
- Afghans arrived at eight U.S. military bases to be vetted, screened, and processed before being resettled in 46 states around the country.
- As of December 2021, **~47,000 Afghans** have been resettled from the bases to communities across the U.S. **~36,000 Afghans** remain on the bases, according to DHS.
- An **additional 12,000** Afghans will likely be resettled in the U.S. by the end of 2022.



**There are four main
immigration statuses
conferred to newly arriving
Afghans in the U.S.:**

- 1) Special Immigrant Visa (SIV) holders
- 2) SQ/SI parolees
- 3) Refugees
- 4) Humanitarian parolees



1. 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.

This status also covers immediate family members.

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.

2. 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,' once the Department of Homeland Security removes their conditional status.

3. 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.

4. 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 other 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. 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.

➤ *The majority of Afghan arrivals will likely be humanitarian parolees.*

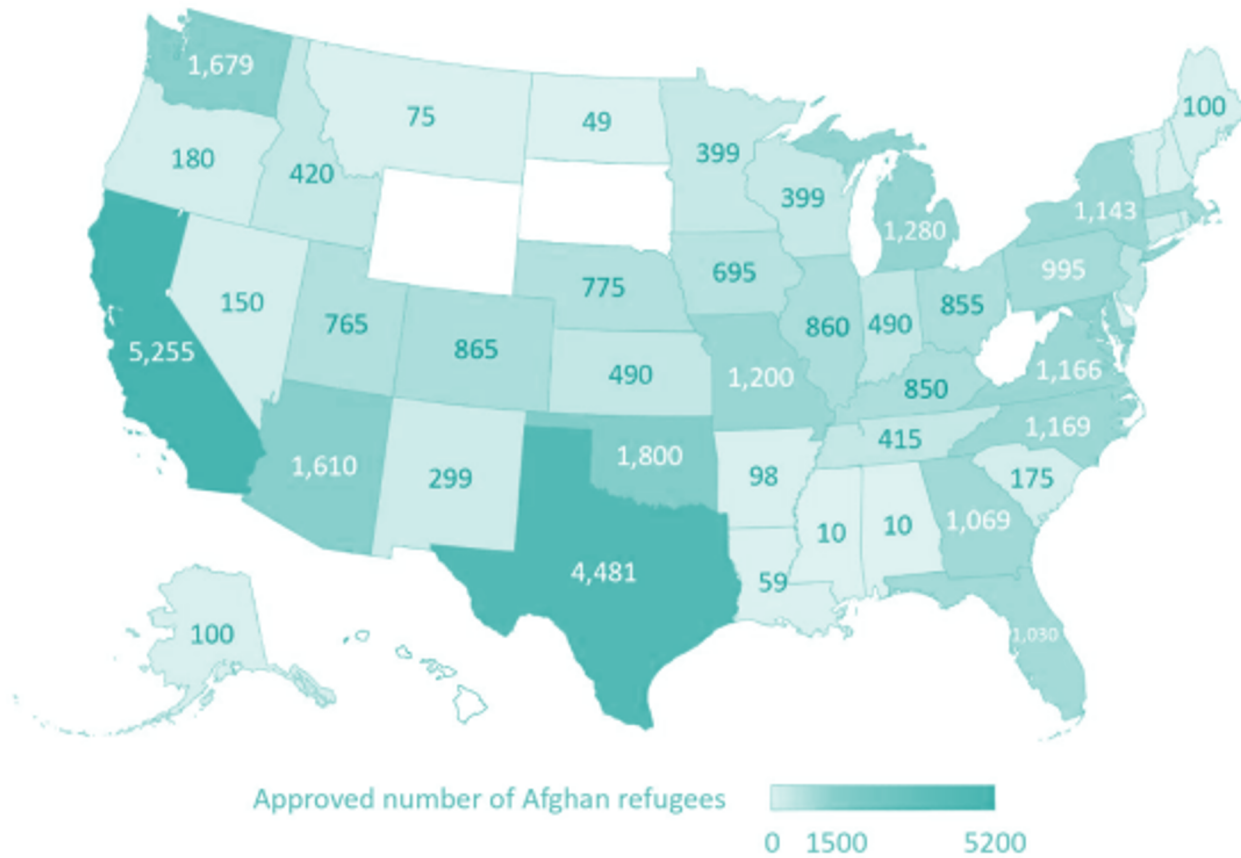
Afghans with any of these four statuses have the legal right to work in the U.S.



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:

- ❑ SIV holders have work authorization in the U.S. based on their status as permanent residents.
- ❑ SQ/SI parolees, refugees, and humanitarian parolees are issued an Employment Authorization Document (EAD). Afghans will apply for their EADs with the support of resettlement agencies and affiliates, either at a military base or upon resettlement.

Afghan Resettlement by State as of September 15, 2021



Key metro areas/ cities of resettlement:
CA: Sacramento/ Bay Area/ Los Angeles/San Diego
TX: Houston/ Dallas/ San Antonio
VA: Northern VA/Washington DC
WA: Seattle

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

Contents

1

**BACKGROUND ON
AFGHANS
ARRIVING IN THE
U.S.**

2

**WHY HIRE
AFGHAN
REFUGEES?**

3

**HOW TO HIRE
REFUGEE TALENT**

Hiring refugees is good for business



- ✓ Hiring Afghans enhances diversity in the workplace, which makes businesses more competitive and can improve retention rates.
- ✓ Refugees are known for lower turnover and clear criminal backgrounds, which leads to increased business productivity.
- ✓ 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.

Hiring refugees adds to company diversity



A *Forbes Insights* study found that diversity fosters **innovation**, as staff with varied experiences, perspectives, and backgrounds can spur the development of new ideas.



Diversity is shown to boost a company's **positive reputation** and attract and retain **talent**. Younger employees, in particular, are drawn to companies that value different cultures and foster innovation.

"Our work to help integrate refugees is a critical aspect of Airbnb's mission to create a world where people can belong anywhere. Having a clear purpose is crucial in helping us attract great talent, and keeping our people motivated."

JOE GEBBIA,
CO-FOUNDER, AIRBNB;
CHAIRMAN, SAMARA AND AIRBNB.ORG



Refugees are known for lower turnover and clear criminal backgrounds

- Refugees stay on the job longer at the same company than their non-refugee counterparts, which can mitigate the high cost of employee turnover.
- Refugees are among the most vetted travelers to the U.S., meaning they have overwhelmingly clear criminal backgrounds.

According to research conducted by the Fiscal Policy Institute and published by Tent, among firms in the US manufacturing sector, **the turnover rate was almost three times higher among all workers (11%) compared with refugees (4%).**

Afghans have a diversity of educational and work experience



Afghan SIV holders, refugees, and parolees can fill various labor shortages through their diverse skills, education, and experience:

Though 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. **Of all Afghan immigrants that arrived by 2019, 76% held at least a high school diploma.**

SIV holders in particular who worked alongside the U.S. government or military often have the education, professional experience and English skills to obtain mid- to high-skilled employment in the U.S.

90% of Afghan SIV holders reported having completed secondary education or higher and 89% reported their spoken English as at least "good".

There is strong bipartisan public support for Afghans



▶ Given the **public support for Afghans**, businesses could strengthen their brand and consumer appeal by supporting this population.

- Millennial consumers, female consumers, and consumers of color are particularly supportive of brands that commit to supporting refugees, according to a study conducted in the U.S. by NYU Stern and published by Tent.
- Republican and Democrat federal, state, and local leaders have publicly stated their support for Afghans.
- Polls show that the public is positive about resettling Afghans in the U.S. An August 2021 poll found that **81% agreed** that the U.S. should help Afghans arriving in the U.S. who worked alongside American troops.

Contents

1

**BACKGROUND ON
AFGHANS
ARRIVING IN THE
U.S.**

2

**WHY HIRE
AFGHAN
REFUGEES?**

3

**HOW TO HIRE
REFUGEE TALENT**

How to hire an Afghan refugee

- 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.



What documents are required?



Hiring an Afghan 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 Afghans 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
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")
SQ/SI Parolee	<ul style="list-style-type: none"> • I-94 noting SQ/SI parole • Employment Authorization Document card • Permanent Resident Card ("Green card")
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
Humanitarian Parolee	<ul style="list-style-type: none"> • Employment Authorization Document card

Sample images of List A documents

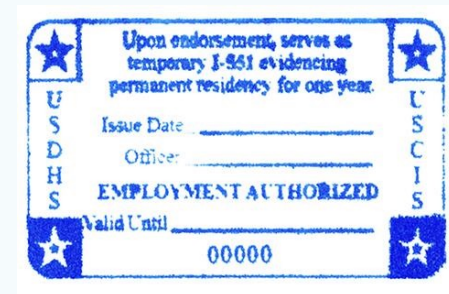
Permanent Resident Card, also known as “Green Card”



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



Foreign passport with I-551 stamp or printed notation



Employment Authorization Document Card



Connecting with refugee talent

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

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

A full list of local agencies can be found in our [U.S. Employers' Guide to Hiring Afghan Refugees](#).



Tent can help companies with their refugee engagement!

Tent can work with HR teams to understand their hiring needs and provide strategic guidance on how to set up an effective refugee-hiring program.

Tent can connect companies to local refugee-focused NGOs that can help them recruit refugee talent

In September 2021, Tent launched the [Tent Coalition for Afghan Refugees](#), a network of nearly 60 major companies 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.





▲
Thank you!