



TENT



LIRS

U.S. Refugee Hiring 101

A training resource for
HR and DE&I teams



Tent & LIRS developed guidebooks for companies on how to hire refugees in the United States



The [U.S. Employers' Guide to Hiring Afghan Refugees](#) (2021) and the [U.S. Employers' Guide to Hiring Refugees](#) (2018) are guidebooks for businesses on the process for hiring refugees who have recently arrived in the United States.

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

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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The last 18 months have seen a resurgence in refugee admissions to the U.S.

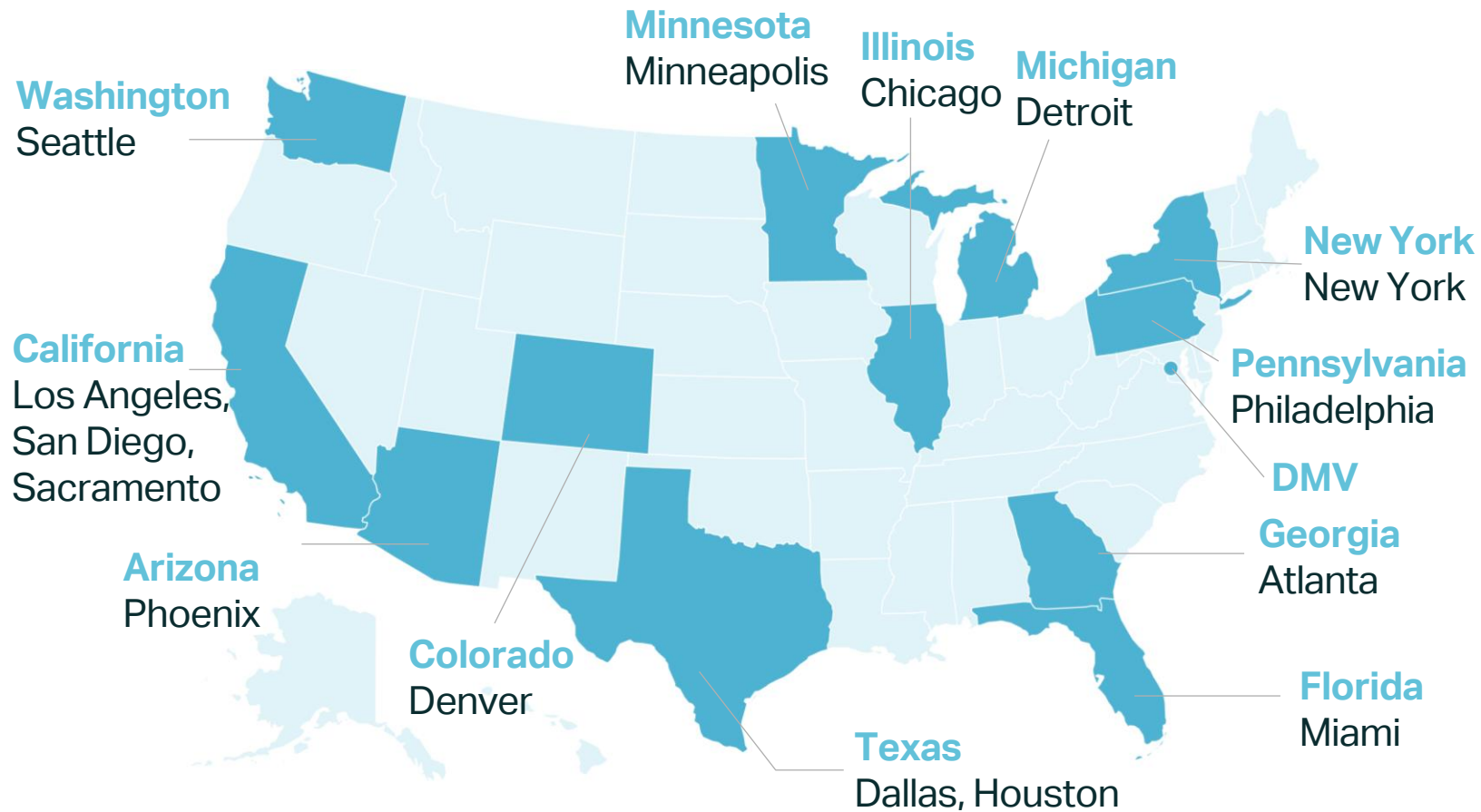


The U.S. has a longstanding, bipartisan tradition of welcoming refugees, with 3+ million refugees arriving since 1980



- The U.S. has admitted **100,000+ Ukrainians and 85,000+ Afghans** over the past 18 months
- The U.S. government launched a new program to welcome **360,000 Cubans, Haitians, Nicaraguans & Venezuelans per year** via humanitarian parole
- The U.S. government is ramping up to **125,000 refugees per year** from all over the world through traditional refugee resettlement program

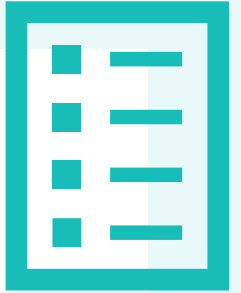
Refugees are located in urban areas of all sizes throughout the United States



These 15 metro-areas host the largest number of refugees in the U.S.

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. (e.g. refugees, SIV holders, Afghan + Ukrainian parolees), while others may need to wait several months to receive that authorization (e.g. asylum seekers, TPS holders, other humanitarian parolees)



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.

The U.S. has a refugee resettlement program that has welcomed over 3 million refugees from all over the world since 1980.

Refugees are work authorized upon arrival in the U.S. and can obtain lawful permanent resident status after one year in the U.S.

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.

SIV's are already lawful permanent residents of the U.S., though it might take a few weeks for them to receive their documents. They are work authorized upon their arrival to the U.S.

SQ/SI parolees are individuals who meet the criteria for a SIV, but whose application for SIV status is still in process. SQ/SI parolees can apply to adjust status to a lawful permanent resident, or 'green card holder,' once the Department of Homeland Security removes their conditional status.

Both statuses cover immediate family members.

3. Humanitarian Parolees



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

This is a temporary status, and individuals will need to adjust their status within 2 years. Parolees can adjust their status in multiple ways, such as applying for asylum.

Most Afghans and Ukrainians who've arrived in the U.S. over the past 18 months have come as humanitarian parolees.

Afghan and Ukrainian parolees are eligible to work legally upon receiving their parole status. On the other hand, humanitarian parolees from other countries (e.g. Cuba, Haiti, Nicaragua, Venezuela) must apply for employment authorization documents from the U.S. government.

4. Asylum Seekers



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.

Asylum seekers must apply for employment authorization documents from the U.S. government.

If an asylum seeker wins their legal asylum case, they become reclassified as an asylee (which is a permanent legal status in the United States).

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.

This is a temporary status, and individuals will need to adjust their status to stay in the U.S. permanently. TPS holders can adjust their status in multiple ways, such as applying for asylum.

TPS holders must apply for employment authorization documents from the U.S. government.

16 countries are currently designed for TPS as of February 2023: Afghanistan, Burma (Myanmar), Cameroon, El Salvador, Ethiopia, Haiti, Honduras, Nepal, Nicaragua, Somalia, South Sudan, Sudan, Syria, Ukraine, Venezuela, Yemen

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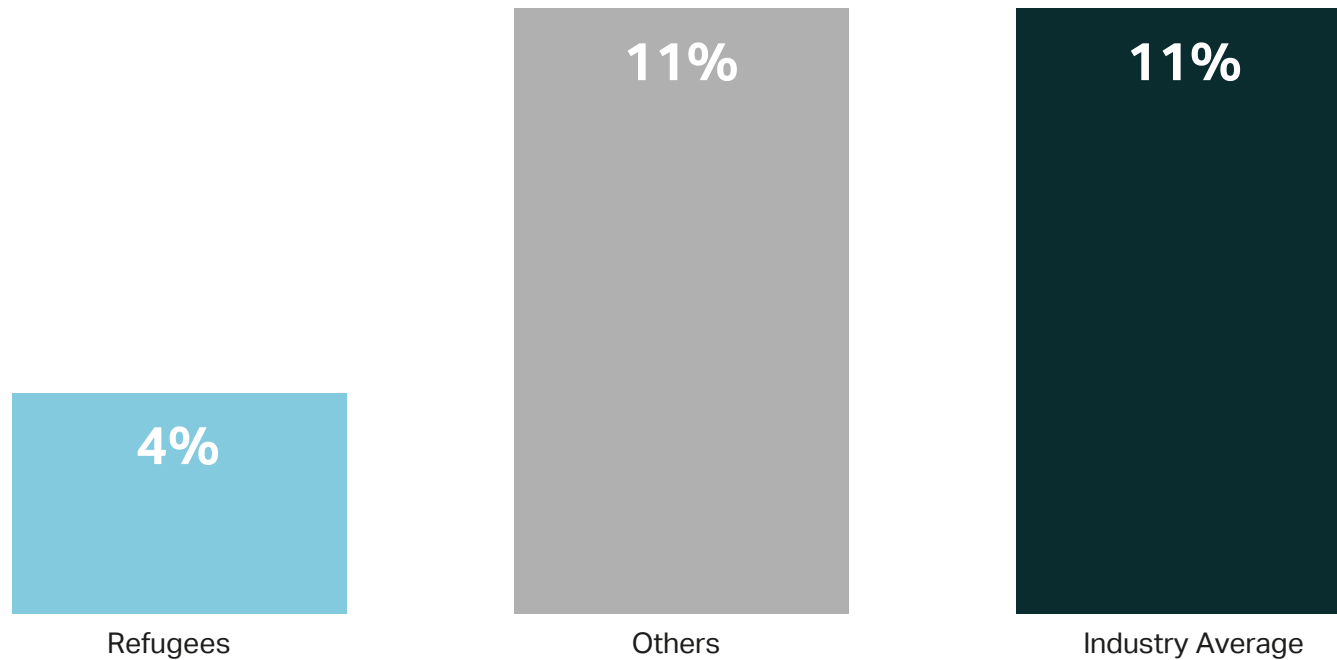
**HOW TO HIRE
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Why invest in setting up a thoughtful refugee hiring program?

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 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"

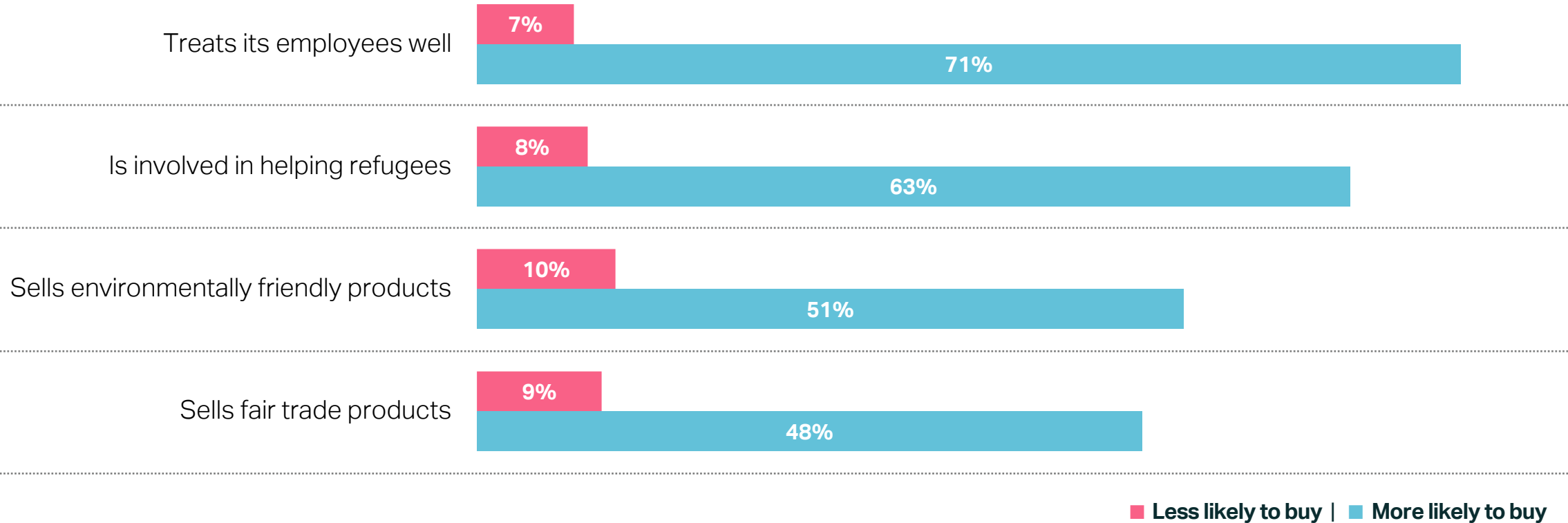
"Refugees provide us with an amazing talent pool – they're skilled, dedicated, loyal and engaged."

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



Consumers are more likely to purchase from brands that help refugees

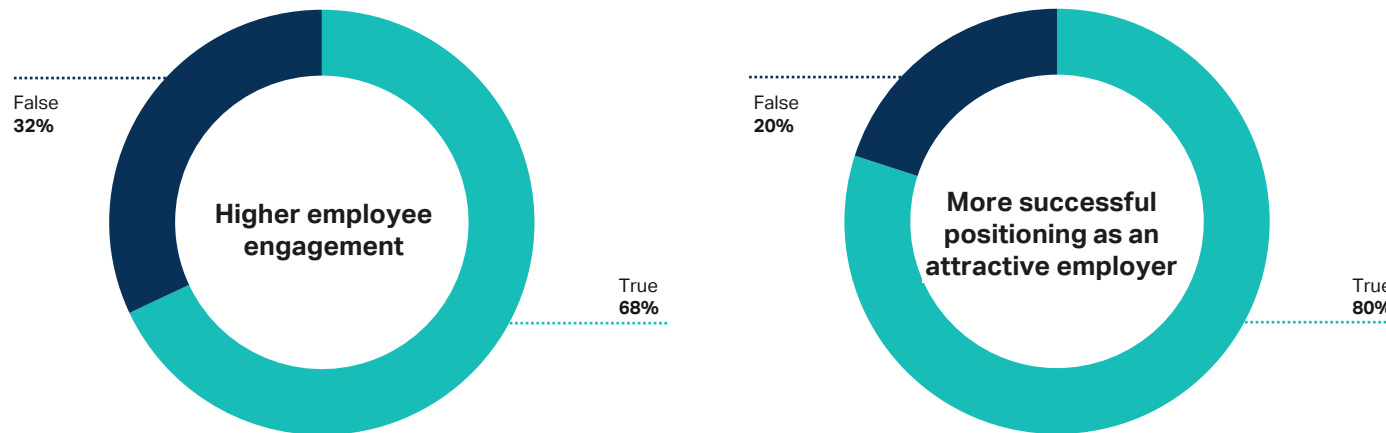
Consumer purchasing intent for a company that...



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)

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.



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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

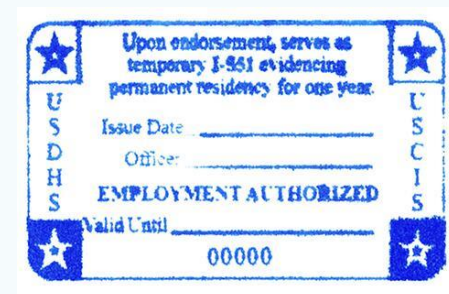
Permanent Resident Card, also known as "Green Card"



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

This is a sample image of Form I-94 (Arrival-Departure Record) issued by U.S. Customs and Border Protection. The form shows the admission number 69000888062 and the admission date 10/10/2012. The cardholder's name is LYDIA, and they were born on 01/01/1990. The form also displays the passport number P123123213 and the date of entry 04/11/2012. The class of admission is B1.

Foreign passport with I-551 stamp or printed notation



Employment Authorization Document Card



This is a sample image of Form I-94 (Arrival-Departure Record) issued by U.S. Customs and Border Protection. The form shows the departure number 0000000000 00 and the departure date 04/10/2011. The cardholder's name is LYDIA, and they were born on 01/01/1990. The form also displays the passport number P123123213 and the date of entry 04/11/2012. The class of admission is B1.



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

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



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!



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Thank you!