



TENT

U.S. Employers' Guide to Hiring Refugees

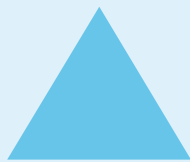


In collaboration with:



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TENT.ORG



T E N T

About the Tent Partnership for Refugees

With more and more refugees displaced around the world, businesses have a critical role to play in helping refugees to integrate economically in their new communities. Tent was launched in 2016 by Hamdi Ulukaya, the CEO and founder of Chobani – a multibillion dollar food company in the U.S. – to mobilize global businesses to fill this gap. Today, Tent is a network of over 350 major companies¹ committed to helping hundreds of thousands of refugees access local labor markets by helping them to become job-ready and connecting them to work. Find out more at www.tent.org.²

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In collaboration with:



Global Refugee

About Global Refugee

Global Refugee, formerly Lutheran Immigration and Refugee Service (LIRS), is a nonprofit serving newcomers seeking safety, support, and a share in the American dream. For 85 years, we have welcomed those seeking refuge, upholding a legacy of compassion and grace for people in crisis. We walk alongside individuals, families, and children as they begin their new lives in the U.S. through our work in refugee resettlement, welcome and respite services for asylum seekers, economic empowerment and employment, and family unification for unaccompanied children. To date, we have served over 750,000 people from around the globe. Our comprehensive services leverage our extensive organizational expertise as well as government, community, and faith partnerships. At Global Refugee, welcoming newcomers is not just our duty – it is an inherent part of our identity, rooted in our Lutheran heritage and inspired values, and serving as a testament to our unwavering commitment to those in search of refuge. Find out more at www.globalrefugee.org.³



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I. Introduction



The U.S. Employers' Guide to Hiring Refugees is a manual for companies that are interested in hiring refugees, and have questions about the logistics and practicality of employing them in the U.S.

Leading companies throughout the U.S. have already committed to hiring refugees, playing a vital role in helping them to restart their lives, while at the same time benefiting from their talent, loyalty, and ingenuity. Refugees are highly motivated and resilient workers, and are known to have lower turnover rates.⁴ In addition, consumers indicate not only that they are more likely to buy from companies hiring refugees, but also that they are more likely to work for them.⁵



Please note that this guide will use "refugee" as a catch-all term for all forcibly displaced migrants in the U.S.

Refugees are eligible for different legal immigration statuses in the U.S. based on several factors. Refugees arriving in the U.S. under all of these legal immigration statuses are legally authorized to work, and do not need sponsorship from an employer. There are seven main immigration statuses employers may see:

- Asylees
- Asylum seekers
- Humanitarian parolees
- Refugees
- Special Immigrant Visa (SIV) holders
- Temporary Protected Status (TPS) holders
- Victims of human trafficking or criminal activity

This guide contains essential information about a variety of topics related to hiring refugees in the U.S., including:

- A "factsheet" on refugees, including common countries of origin, immigration statuses, where they are likely to resettle, and an overview of their educational and professional backgrounds.
- The business benefits of hiring refugees.
- The logistics around hiring refugees.
- A list of organizations companies interested in hiring refugees can connect with, and additional resources to support these hiring efforts.



T E N T

Tent U.S.

Tent U.S. is a coalition of more than 200 major companies from across the country stepping up to help refugees enter the labor market through job preparation and employment. By joining Tent U.S., companies will have access to:

- *Tailored advice on how to set up successful refugee hiring programs.*
- *Resources, trainings, and best practices, distilled from Tent's global network of companies, and tailored to the U.S. context.*
- *Peer-to-peer learning and regular convenings with member companies.*
- *Recommendations on best-in-class partners that can connect companies to refugee talent.*
- *Opportunities to coordinate with other companies to overcome structural challenges to hiring and integrating refugees.*
- *Tent's professional mentorship programs, which pair employees with refugees.*
- *Communications guidance and opportunities to amplify companies' efforts.*

Visit the [Tent U.S. website](#)⁶ to learn more, and express your interest by getting in touch – email info@tent.org.





II. Factsheet



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

Who are refugees in the U.S.?

Refugees are fleeing violence and persecution worldwide, and the U.S. currently welcomes hundreds of thousands of refugees each year from all over the world. Refugees come to the U.S. via a variety of legal immigration pathways. Each year, the number of refugees coming to the U.S. varies depending on world events and U.S. government policies.

The Biden Administration has welcomed hundreds of thousands of refugees over the past few years. Here is a snapshot of some of its larger-scale efforts:

- The U.S. government welcomed more than 60,000 refugees from all over the world in 2023 through its traditional refugee resettlement program, and is on track to welcome 125,000 refugees to the country via the route in 2024.⁷
- Since the fall of Kabul in September 2021, the U.S. government has welcomed more than 115,000 Afghans via humanitarian parole, refugee resettlement, and the Special Immigrant Visa (SIV) program.⁸
- In April 2022, the Biden Administration created the Uniting for Ukraine program to welcome Ukrainians fleeing Russia's invasion through humanitarian parole. More than 165,000 Ukrainians have arrived via the program as of November 2023.⁹
- In January 2023, the Biden Administration established a new program to welcome 360,000 Cubans, Haitians, Nicaraguans, and Venezuelans per year through humanitarian parole.¹⁰ More than 300,000 individuals arrived via the program in 2023.
- Hundreds of thousands of individuals apply for asylum each year. Around 36,000 individuals won their asylum claim in 2022 and were granted "asylee" status.¹¹ More than 2 million individuals are awaiting asylum decisions as of November 2023.¹²
- Thousands of other individuals come to the U.S. through humanitarian parole, the SIV and Temporary Protected Status (TPS) programs, or as victims of trafficking or criminal activity.

The section below – **Refugees' immigration statuses and right to work** – provides more information about the seven immigration statuses refugees hold.



Please note that this guide will use "refugee" as a catch-all term for all forcibly displaced migrants in the U.S.



Between 2021 and 2023, the largest populations of forcibly displaced migrants in the U.S. came from **Venezuela, Ukraine, and Afghanistan**. In addition, there are large refugee populations in the U.S. from **El Salvador, Honduras, Guatemala, Haiti, Colombia, Nicaragua, Ethiopia, Cuba, China, the Democratic Republic of Congo, Syria, Burma, and Sudan**.

Venezuela

Since 2015, more than 7 million **Venezuelans** have fled their home country due to deepening poverty, human rights abuses, a collapse in basic services, food and medicine shortages, crime and violence, and corruption. While the vast majority of Venezuelan refugees have fled to nearby countries in Latin America, the U.S. has welcomed hundreds of thousands of Venezuelans in recent years under different immigration programs.

From 2020 to 2021, the Venezuelan population in the U.S. increased by 592%, from 95,000 people to 640,000.¹³ Most forcibly displaced Venezuelans in the U.S. are asylum seekers/asylees, humanitarian parolees, and TPS-holders. In October 2023, there were more than 240,000 beneficiaries under Venezuela's TPS designation, with a further 470,000 eligible for TPS status.¹⁴ Additionally, in January 2023, the U.S. government established a new program to welcome 360,000 Cubans, Haitians, Nicaraguans, and Venezuelans per year via humanitarian parole, and more than 75,000 Venezuelan parolees have arrived as of November 2023 since the program launched.¹⁵ Some Venezuelans also arrive through the refugee resettlement program, with 1,400 arriving to 22 different states in 2023.¹⁶

While there is limited data on the educational and professional backgrounds of Venezuelan refugees in the U.S., forcibly displaced Venezuelan migrants will

likely follow the geographical and professional trends of the broader Venezuelan community in the U.S. Venezuelans typically have high levels of education, with 62% of those who arrived in the U.S. between 2017 and 2021 reporting having a bachelor's degree.¹⁷ Venezuelans also participate in the labor market at higher rates than U.S.-born and other immigrant adults: 74% of those aged 16 and older were in the labor force in 2021.¹⁸ Venezuelans were found in all types of occupations, and were more likely to be employed in sales and office occupations than other workers.¹⁹

Ukraine

Since Russia's invasion of Ukraine on February 24, 2022, millions of **Ukrainians** have fled their home country. Women and children represent around 90% of the overall Ukrainian refugee population, and most Ukrainians entering the U.S. are women.²⁰ While the vast majority of Ukrainian refugees are in Europe, Ukrainians are also coming to the U.S. through multiple immigration pathways, including humanitarian parole, asylum, TPS, and refugee resettlement.

As of November 2023, more than 165,000 Ukrainians have arrived through the Uniting for Ukraine program, which allows Ukrainians to reside in the U.S. with humanitarian parole for up to two years.²¹ In addition, Ukrainians are also coming to the U.S. through the refugee resettlement program, with approximately 1,300 arriving to 32 different states in 2023,²² as well as obtaining status through TPS. As of October 2023, around 25,000 Ukrainians were living in the U.S. under TPS, with more than 160,000 eligible for TPS status as of October 2023.²³

While there is limited data on the educational and professional backgrounds of recently-arrived Ukrainian refugees, they will likely follow the geographical and professional trends of the broader Ukrainian

community in the U.S. Although English is not an official language in Ukraine, it is fairly widely spoken, and it is likely that many Ukrainians coming to the U.S. will speak English. In 2019, more than half (56%) of Ukrainians in the U.S. held a bachelor's degree or higher, and almost half (48%) were employed in management, business, science, or art occupations.²⁴



For more background on Ukrainian culture as it relates to employment, and best practices for companies to ensure the success of their Ukrainian employees, see Tent's "Creating a Culturally Inclusive Workplace for Ukrainian Refugees" resource, available only to members via the [Members' Hub](#).²⁵ (For more information about becoming a member, visit Tent's [website](#)).²⁶

Afghanistan

Since the August 2021 U.S. military withdrawal and Taliban takeover of Afghanistan, more than 115,000 **Afghans** have resettled in the U.S. Through Operation Allies Welcome, tens of thousands of Afghans were initially airlifted to the U.S., including those who worked on behalf of the U.S. military or government as interpreters, drivers, or embassy staff; those vulnerable due to their profession, including journalists, human rights activists, and humanitarian workers; and women and families. Most Afghans evacuated via Operation Allies Welcome came to the U.S. through humanitarian parole. Others came to the U.S. through the refugee resettlement program or SIV program.

Levels of education, English language ability, and work experiences vary across the Afghan refugee population. Based on informal data from refugee-

focused non-profits in the U.S., around 20% of recent Afghan arrivals are high-skilled with English proficiency, 20% are mid-skilled with some English proficiency, and 60% have limited English language proficiency and are likely best suited for vocational roles. The top sectors for employment for all Afghans include accommodation and food services (21%), retail trade (14%), manufacturing (12%), transportation and warehousing (11%), and food manufacturing (10%).²⁷ Data from a 2022 Office of Refugee Resettlement (ORR) survey of recently arrived Afghans indicates that many Afghans feel overqualified for their current jobs, with more than one in three reporting that their skills exceed what is needed.²⁸



For more background on Afghan culture as it relates to employment, and best practices for companies to ensure the success of their Afghan employees, see Tent's "How U.S. Companies Can Foster Cultural Inclusion for Afghan Refugees" resource, available only to members via the [Members' Hub](#).²⁹ (For more information about becoming a member, visit Tent's [website](#)).³⁰



Refugees' immigration statuses and right to work



Please note that this guide uses "refugee" as a catch-all term for all forcibly displaced migrants in the U.S., including the seven immigration statuses listed below.

Forcibly displaced migrants in the U.S. have different immigration statuses, including asylees, asylum seekers, humanitarian parolees, refugees, SIV-holders, TPS-holders, and victims of human trafficking:

- Asylees:** individuals who are unable or unwilling to return to their country of origin owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion. Asylees receive this status after applying for asylum. It is important to note that asylees have been legally adjudicated to merit asylum and are different from asylum seekers, who have a pending asylum case.³¹ Individuals with asylee status are able to live and work in the U.S. permanently.
- 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 apply for asylum once they are already present in the U.S. or are seeking admission at a port of entry. Given the backlog with the court system, it can sometimes take several years for an individual to receive asylum. Asylum seekers need to wait 150 days after submitting their asylum application to apply for an Employment Authorization Document to work legally.
- Humanitarian parolees:** individuals who are granted temporary admission to the U.S. based on urgent humanitarian need, such as needing to receive critical medical treatment in the U.S., caring for a sick relative in the U.S., or needing protection from targeted or individualized harm.³² This status typically lasts for two years, after which individuals need to adjust their status to legally live and work in the U.S. In recent years, the U.S. government has created special parole programs for individuals from certain countries, such as Afghanistan, Colombia, Cuba, El Salvador, Guatemala, Haiti, Honduras, Nicaragua, Ukraine, and Venezuela. As examples, the U.S. began welcoming 360,000 Cubans, Haitians, Nicaraguans, and Venezuelans per year via humanitarian parole in January 2023.³³ In addition, more than 165,000 Ukrainians have arrived through the Uniting for Ukraine humanitarian parole program from April 2022 to November 2023.³⁴ Finally, many Afghans who arrived under Operation Allies Welcome are also eligible for humanitarian parole. Most parolees need to apply for an Employment Authorization Document, except for Afghans and Ukrainians, who are able to work legally upon receiving parole.
- Refugees:** individuals who are unable or unwilling to return to their country of origin owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion. Refugees recommended for resettlement to the U.S. undergo a thorough vetting process abroad, including screening by U.S. federal agencies, a medical screening, and in-person interviews, and then travel to the U.S. for resettlement. Refugees can obtain legal permanent resident status after one year in the U.S. and are authorized to work upon their admission to the U.S.

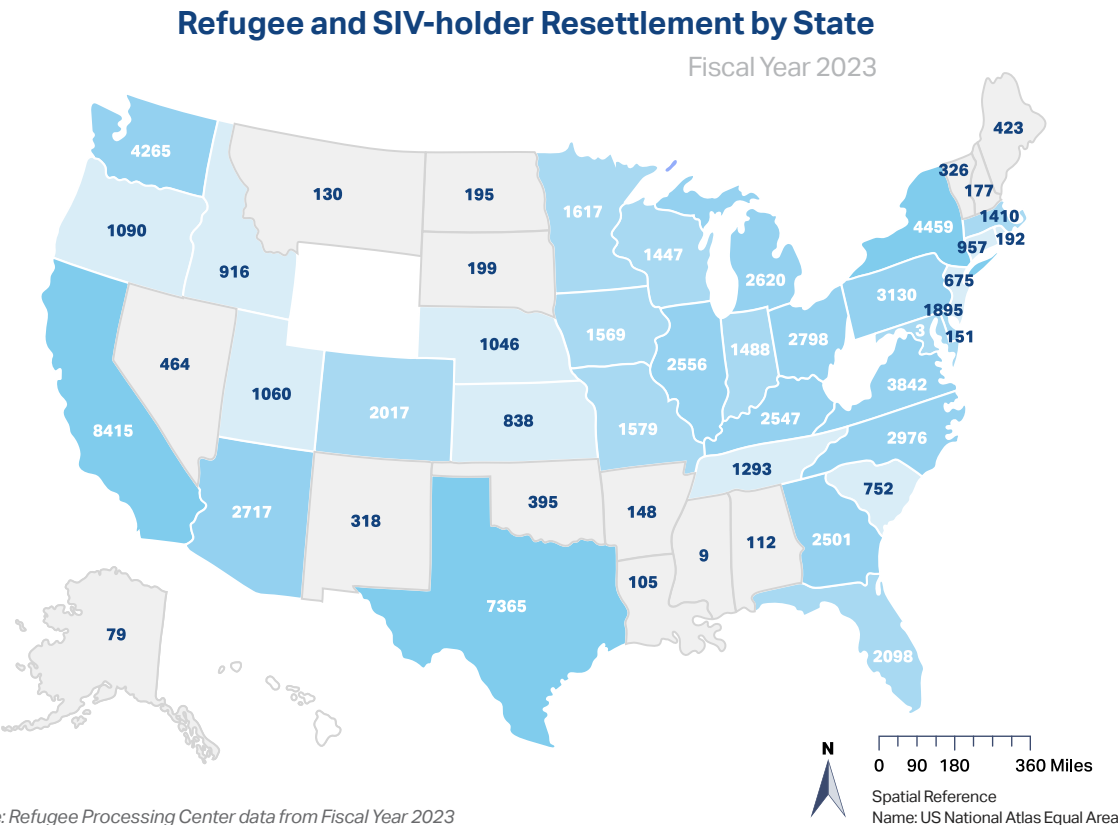
- **Special Immigrant Visa (SIV) holders:** individuals who worked for the U.S. government, U.S. military, or government contractors in Iraq or Afghanistan for at least one year. Individuals with this status are legal permanent residents of the U.S. and are authorized to work upon their admission to the U.S.
- **Temporary Protected Status (TPS) holders:** individuals living in the U.S. are eligible to apply for TPS status when the U.S. government adds their country of origin to the TPS list due to unsafe conditions such as civil war, an environmental disaster, or an epidemic.³⁵ TPS is a temporary status, and if individuals want to remain legally in the country after a country's TPS designation ends, they need to apply to adjust their immigration status. TPS-holders need to apply for an Employment Authorization Document to work legally.
- **Victims of human trafficking or criminal activity:** individuals who were coerced to participate in sex or were exploited for their labor, or who have suffered mental or physical abuse as a result of certain criminal activity. Adult victims of trafficking or criminal activity who are not U.S. citizens or lawful permanent residents can apply for a T or U visa, which allows them to stay legally in the U.S. for four years and obtain an Employment Authorization Document, after which they can apply to adjust their status.³⁶

Having different statuses means that refugees have arrived in the U.S. by different means. Some (including those who enter as refugees and SIV-holders) immediately have a pathway to permanent legal status, while others (including humanitarian parolees and TPS-holders) need to pursue a permanent legal status through the legal system to stay in the country, such as by applying for asylum.



Where are refugees resettling in the U.S.?

Refugees live all throughout the U.S., with some cities and localities hosting established populations of particular groups. Below is a map that provides a snapshot of where refugees and SIV-holders who arrived through the traditional refugee resettlement system in the 2023 fiscal year are located throughout the country. While the rest of the guide uses “refugee” as a catch-all term for all forcibly displaced migrants in the U.S, in this specific case, the map includes only data about individuals with “refugee” and “SIV” status who arrived in the U.S. via the traditional refugee resettlement program. The **Connecting with Refugee Talent** section below details agencies serving refugees by state.



While hiring refugees is a national opportunity, here are 20 major metropolitan areas in the U.S. that are hosting significant numbers of refugees of various legal immigration statuses:

- Atlanta, GA
 - Buffalo, NY
 - Chicago, IL
 - Dallas/Fort Worth, TX
 - Denver, CO
 - Detroit, MI
 - Houston, TX
- Louisville, KY
 - Los Angeles, CA
 - Miami, FL
 - Minneapolis, MN
 - New York, NY
 - Philadelphia, PA
 - Phoenix, AZ
- Sacramento, CA
 - San Antonio, TX
 - San Diego, CA
 - Seattle, WA
 - Syracuse, NY
 - Washington, D.C./Northern Virginia/Silver Spring, Maryland



What kind of educational and professional backgrounds do refugees have?

Refugees come to the U.S. with a wide variety of professional experiences, educational backgrounds, and skills, and can therefore provide tremendous value to a variety of employers. The **Who are refugees in the U.S.?** section notes there can be vast differences in refugees' education and employment backgrounds, which is often dependent on their country of origin. Education, experience, and English proficiency greatly influence the types of jobs a refugee is qualified for, though many highly-skilled refugees struggle to find employment that matches their education and experience levels.

Many refugees come with high levels of education and strong work histories. The current largest groups of refugees – Venezuelans, Ukrainians, and Afghans (particularly those who are SIV-holders) – are known for having high levels of education and extensive employment backgrounds, as well as often being proficient in English. Though many enter the U.S. with these skill sets, refugee-serving organizations note that higher-skilled refugees often struggle with both unemployment and underemployment. For example, one survey from non-profit No One Left Behind of Afghan SIV-holders (many of whom worked as interpreters, translators, or drivers for the U.S. military or contractors prior to arriving in the U.S.) found high levels of unemployment and underemployment, with 28% unemployed, and another 22% underemployed.³⁷ Forty-one percent of these respondents held a bachelor's or advanced degree, and 89% reported their spoken English as at least "good".³⁸ Individuals with high levels of education may struggle with the processes and costs associated with validating foreign education credentials needed to

access certain industries for employment. In addition, their foreign credentials or experience may not be familiar to HR teams reviewing their resumes, which can make it challenging to progress in the interview process.

Many other refugees come to the U.S. with "mid-level" skills – often with a high school diploma and some college or vocational training, as well as some work experience. These refugees may face challenges in understanding available career paths, and how to build towards them. Many refugees may also desire to continue education to complete a degree or a vocational training in order to work in a certain field.

Large groups of refugees also enter the U.S. with little to no formal education, work history, or English language proficiency. The ORR's 2019 Annual Survey of Refugees found that of those who come with the immigration status of "refugee" specifically, nearly 60% have less than a high school diploma.³⁹ The same survey found that half of refugees reported speaking no English. Within five years, 80% reported speaking English somewhat or very well, showing that most refugees take steps to learn English. Refugees with lower levels of education are often clustered in lower-paying jobs that do not have clear career ladders, or do not have the English language skills or other vocational skills to progress.



For more information about hiring and supporting refugees with limited English language proficiency, see Tent's "How to Overcome Language Barriers and Invest in Refugee Talent" resource, available only to members via the [Members' Hub](#).⁴⁰ (For more information about becoming a member, visit Tent's [website](#)).⁴¹

Regardless of employment or education background, refugees face many barriers to securing employment in the U.S. These can include a lack of familiarity with U.S. workplace culture and the job search process, a lack of professional networks, and a lack of understanding of career pathways in the U.S. In addition, many refugees need to strengthen their English language skills to access a larger part of the job market. Access to transportation, childcare, and family responsibilities can also be barriers to employment.

Given the diversity of backgrounds prior to arriving in the U.S., as well as the diversity in living situations once in the U.S., refugees will be looking for different things. Some may be searching for a job that pays the bills and supports their family, while others may be searching for employment in a particular job function or career field. Still, others may be searching for a job with higher pay – the ORR's 2019 Annual Survey of Refugees found that refugees had an average hourly wage of \$13.86 in 2020, highlighting the need for job upgrades.⁴² While educational and professional backgrounds vary widely, the challenges of finding a job, as well as a career path with upward mobility, are widespread.



What professional development support do refugees receive to find employment?

As outlined in the **Connecting With Refugee Talent** section below, the U.S. government's ORR funds 10 national refugee resettlement agencies to integrate refugees into American society, including helping them to find employment. These organizations work to prepare refugees for employment, including orientating them to the U.S. job market, preparing resumes, and teaching about U.S. workplace customs.

Refugee resettlement agencies are funded to provide employment services to individuals who hold specific immigration statuses as determined by the federal government. As of January 2024, refugee resettlement agencies are funded by the U.S. government to assist the following groups with employment services: asylees, refugees, Cuban and Haitian entrants, Iraqi and Afghan SIV-holders, victims of human trafficking, and Afghan and Ukrainian humanitarian parolees.⁴³

Those not eligible for ORR-funded benefits (e.g., asylum seekers, TPS-holders) are then forced to rely on their communities for support in finding a job, or other non-profits that support the broader refugee community.





III.

Why Hire Refugees?



Refugees are highly motivated and resilient workers. Many refugees who arrive in the U.S. have spent time in refugee camps or environments where they often cannot work formally. When they arrive in their country of resettlement, they typically look for opportunities that will allow them to provide for themselves and their families, and reinsert themselves into the labor market quickly. They embrace the opportunity to build a new life, and become key contributors to the country's economy and society.

There are several business benefits companies can realize by hiring refugees:

Refugees are known to have lower turnover rates

Reducing staff turnover is valuable to companies, and hiring refugees is an effective way for employers to increase employee retention rates. A 2017 report by the Work Institute estimates that employee turnover costs companies the equivalent of 33% of a worker's annual salary.⁴⁴ Once refugees find a welcoming work environment, they tend to stay longer. In [research](#)⁴⁵ conducted by the Fiscal Policy Institute and commissioned by Tent, three in four companies (73%) surveyed reported a higher retention rate for refugee employees than for non-refugee employees, with staff turnover rates among U.S. manufacturing companies almost three times higher among all workers (11%) compared with refugees (4%). Turnover rates were found to be particularly low among refugees in sectors such as meatpacking and hospitality.

Hiring refugees can strengthen a company's brand

Hiring refugees can also strengthen a company's brand by demonstrating to consumers and the company's employees that it lives its values. Increasingly, consumers demand that companies make a positive impact in their communities, and they are more loyal to brands that do. A 2022 New York University [survey](#)⁴⁶ commissioned by Tent of 6,000 American consumers indicated they are more likely to purchase from companies taking steps to support refugees, with 63% more likely to buy from companies involved in helping refugees, and only 8% less likely.

Companies are more likely to attract talent by hiring refugees

Companies are better positioned to attract employees when hiring refugees. A 2023 Tent survey of more than 5,600 adults in Europe found that 48% are more likely to work at companies hiring refugees, while only 11% are less likely.⁴⁷

Having diverse staff improves financial performance

Research by McKinsey covering 15 countries has shown a positive, statistically significant correlation between company financial outperformance, and gender and ethnic diversity – particularly among executive teams.⁴⁸

Refugees are known for clear criminal backgrounds

Refugees have overwhelmingly clear criminal backgrounds.⁴⁹ SIV-holders and refugees who arrive via the traditional refugee resettlement program are among the most vetted travelers 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.⁵⁰ While refugees with other legal immigration statuses (e.g., asylum seekers) do not undergo as comprehensive screening prior to entering the U.S., backgrounds are checked as part of immigration status determination. Additionally, immigration statuses can be terminated if individuals commit serious crimes once in the U.S., or are later found to have committed serious crimes before arriving in the U.S. This often serves as a crime deterrent.

Refugee-hiring companies may be eligible for tax credits

Employers may be able to qualify for the federal Work Opportunity Tax Credit (WOTC) by hiring refugees. Refugees may enable their employer to be eligible for the tax credit if they are enrolled in certain public programs, such as the Supplemental Nutrition Assistance Program (known as Food Stamps).⁵¹ Companies 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.⁵²





IV.

How To Hire Refugees



All refugees are legally authorized to work in the U.S. Employers do not need to sponsor work authorization for these refugee populations, as they receive this documentation directly from the U.S. government. Since individuals arriving in the U.S. have different immigration statuses, they may present various documents to complete new hire paperwork.

Some (including those who enter as refugees and SIV-holders) are work-authorized upon arrival to the U.S., while others (including asylum seekers and TPS-holders) need to apply for their Employment Authorization Document from the U.S. government to start working legally.



Tent can educate your colleagues on the refugee hiring process, including best practices for interviewing refugee talent, and provide information to better understand the legal statuses of refugees, as well as the relevant work authorisation documentation – reach out at info@tent.org.

Hiring a refugee is similar to hiring any other employee. There is not a separate process to follow. Just like any other new hire, a refugee will need to complete the Form I-9⁵³ 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.⁵⁴

Employers may not request more or different documents, reject reasonably genuine-looking documents, or ask a job applicant to present a specific document.⁵⁵

This guide will focus primarily on List A documents, as the List A documents refugees commonly have are often different from what employers typically see. This guide does not cover List B or C documents as extensively, as these documents are commonly presented to employers for Form I-9 purposes, and employers are likely to be familiar with them. With that said, List B documents establish identity, and refugees will often show a Driver's License or identification card issued by the federal, state, or local government to fulfill this requirement. List C documents establish work authorization, and refugees will often show a Social Security Card.

Refugees are eligible to receive a Social Security Number (SSN), but for some, it will take time to process. Employers are legally required to hire refugees who are waiting to receive their SSN.⁵⁶ The Form I-9 does not require an SSN to be included for the form to be complete and the applicant to begin work. However, companies that participate in E-Verify will need the SSN to complete the E-Verify process. While employers will eventually need to record an SSN for wage reporting purposes, the employee can start work regardless of whether they have been issued an SSN. Employers can use "000-00-0000" if filing electronically, or "applied for" if filing on paper 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 employee's 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, companies should select "Awaiting Social Security number" when prompted by E-Verify.⁵⁷ It is important to note that employers must not specifically request to see the SSN card for verification purposes even if they use E-Verify.⁵⁸



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 companies about work authorization documents via its [Employer Hotline: 1-800-255-8155](tel:1-800-255-8155).⁵⁹ This hotline is free of charge and operates during normal business hours.

The table below presents sample images of List A documents refugees may present to fulfill the Form I-9 requirements. List A documents establish both identity and work authorization.

Document Name	Sample document image
Permanent Resident Card, also known as a "Green Card"	
Employment Authorization Document Card	
Foreign passport with Form I-94 or Form I-94A with Arrival-Departure Record	

Document Name	Sample document image
Foreign passport with I-551 stamp or printed notation	 <p>The image displays two sample immigration documents. On the left is a blue I-551 stamp from USCIS, featuring a star in each corner and the text: 'Upon endorsement, serves as temporary I-551 evidencing permanent residency for one year.', 'Issue Date: _____', 'Officer: _____', 'EMPLOYMENT AUTHORIZED', and 'Valid Until: 00000'. On the right is a United States Immigrant Visa for a woman, with fields for Issuing Post Name (US CONSULATE GENERAL LONDON), Surname (TRAVELER), Given Name (HAPPYPERSON), Birth Date (05FEB1965), Birthplace (GRBR), Nationality (GRBR), Marital Status (MAR), IV Case Number (LND200416000201), Registration Number (00000473), IV Category (IR1), IV Issue Date (24JUN2004), and IV Expires On (23DEC2004). It also includes a machine-readable band at the bottom.</p>

The United States Citizenship and Immigration Services (USCIS) has occasionally changed the design of these immigration documents. Documents can sometimes look different than the samples above but still be valid forms of identification. The [USCIS website](#)⁶⁰ lists full details about each of the documents, including notations about where signatures may not be required for the document to be valid.

The table below describes common List A work authorization documents refugees may present to fulfill Form I-9 requirements depending on their immigration status.⁶¹ It is presented to help employers understand what kind of documents they can expect from refugees by their immigration status:

Status	Work Documentation	List A Documents most likely to be presented
Asylee	Many asylees will already have an Employment Authorization Document when they obtain their asylee status, as they are eligible to apply for the document 150 days after submitting their asylum application. If they do not already have one, individuals can receive an Employment Authorization Document once granted asylum. ⁶² Their status is permanent, although their documentation will change the longer they are in the U.S. as they become eligible for a Green Card and then U.S. citizenship.	<ul style="list-style-type: none"> • Employment Authorization Document card. • I-94 noting asylum status, which can be combined with a List B document.⁶³ • Permanent Resident Card ("Green Card"), but only if the individual has had asylum status for more than one year.
Asylum seeker	Asylum seekers must wait 150 days after submitting their asylum application to apply for an Employment Authorization Document to work legally.	<ul style="list-style-type: none"> • Employment Authorization Document card.
Humanitarian parolee	Humanitarian parolees typically need to apply for an Employment Authorization Document card to be authorized to work. However, Ukrainians who have parole under Uniting for Ukraine and certain Afghans with parole are employment authorized as soon as they receive parole – they do not need to wait for an Employment Authorization Document card to start work. ⁶⁴	<ul style="list-style-type: none"> • Form I-94 for a Ukrainian or Afghan waiting for their Employment Authorization Document card. • Employment Authorization Document card.
Refugee	Refugees have the right to work immediately upon entry to the U.S. Their status is permanent, although their documentation will change the longer they are in the U.S. as they become eligible for a Green Card and then U.S. citizenship.	<ul style="list-style-type: none"> • Form I-94 noting refugee status (this is a receipt acceptable for 90 days, after which the employee can submit other documentation for I-9 purposes. The USCIS Handbook for Employers⁶⁵ offers additional information). • Employment Authorization Document card. • Permanent Resident Card ("Green Card"), but only if the individual has been in the country for more than one year.

Status	Work Documentation	List A Documents most likely to be presented
Special Immigrant Visa (SIV) holder	SIV holders have the right to work immediately upon arrival to the U.S. Iraqi and Afghan individuals who worked for the U.S. government/ military or government contractors in Iraq or Afghanistan for at least one year are already legal permanent residents of the U.S., though it might take a few weeks for them to receive their documents.	<ul style="list-style-type: none"> • Foreign passport with immigrant visa stamp. • Employment Authorization Document card. • Permanent Resident Card ("Green Card").
Temporary Protected Status (TPS) holder	Individuals need to apply for an Employment Authorization Document to work legally. TPS is a temporary status, and individuals may obtain different documents if they are able to adjust their status to a permanent one.	<ul style="list-style-type: none"> • Employment Authorization Document card.
Victim of human trafficking	Individuals who are approved for a T or U visa as a principal applicant will automatically receive an Employment Authorization Document with their visa. ⁶⁶	<ul style="list-style-type: none"> • Employment Authorization Document card.

Note that it can take time for refugees to receive their List A documentation. Refugees apply for these work authorization documents through the federal U.S. Citizenship and Immigration Services. Refugees holding any of the statuses above are authorized to work because of their immigration status, and do not require sponsorship from an employer.



V.

Connecting With Refugee Talent



The federal Office of Refugee Resettlement (ORR) tasks national refugee resettlement agencies with integrating refugees into American society. As of January 2024, there are 10 refugee resettlement agencies: **Bethany Christian Services; Church World Service; Episcopal Migration Ministries; Ethiopian Community Development Council; Global Refuge; HIAS; International Rescue Committee; U.S. Committee for Refugees and Immigrants; United States Conference of Catholic Bishops; and World Relief.**⁶⁷

Additionally, ORR keeps an updated list online of local affiliates of refugee resettlement agencies that provide services directly to refugees. This can be accessed [here](#).⁶⁸ These refugee talent organizations are the best way to connect with local talent. If a company is unable to reach a local organization, the next best step is to contact individuals who work for state governments overseeing refugee programming. A list of these individuals can be found [here](#).⁶⁹

Refugee resettlement agencies can assist companies 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. Services offered by the refugee resettlement agencies are provided at no cost to companies. In addition, these organizations work to prepare refugees for employment, including orientating them to the U.S. job market, preparing resumes, and teaching about U.S. workplace customs.

Refugee resettlement agencies are funded to provide employment services to individuals who hold specific statuses as determined by the federal government. As of January 2024, refugee resettlement agencies are funded to assist the following groups with

employment services: asylees, refugees, Cuban and Haitian entrants, Iraqi and Afghan SIV-holders, victims of human trafficking, and Afghan and Ukrainian humanitarian parolees.⁷⁰

In addition to refugee resettlement agencies, there are other organizations throughout the country that can help companies to hire refugees. For example, organizations such as One Refugee,⁷¹ Global Talent,⁷² and Upwardly Global⁷³ help companies to hire high- and mid-skilled refugee talent specifically, and local American Job Centers, funded by the U.S. Department of Labor's Employment and Training Administration, provide free assistance to job seekers.⁷⁴ These organizations are able to provide employment services to all work-authorized individuals. Staffing agencies can also help companies recruit refugee talent. There are also community-led and faith-based organizations, such as the Afghan-American Foundation⁷⁵ and Razom,⁷⁶ that help refugees to integrate into American society.

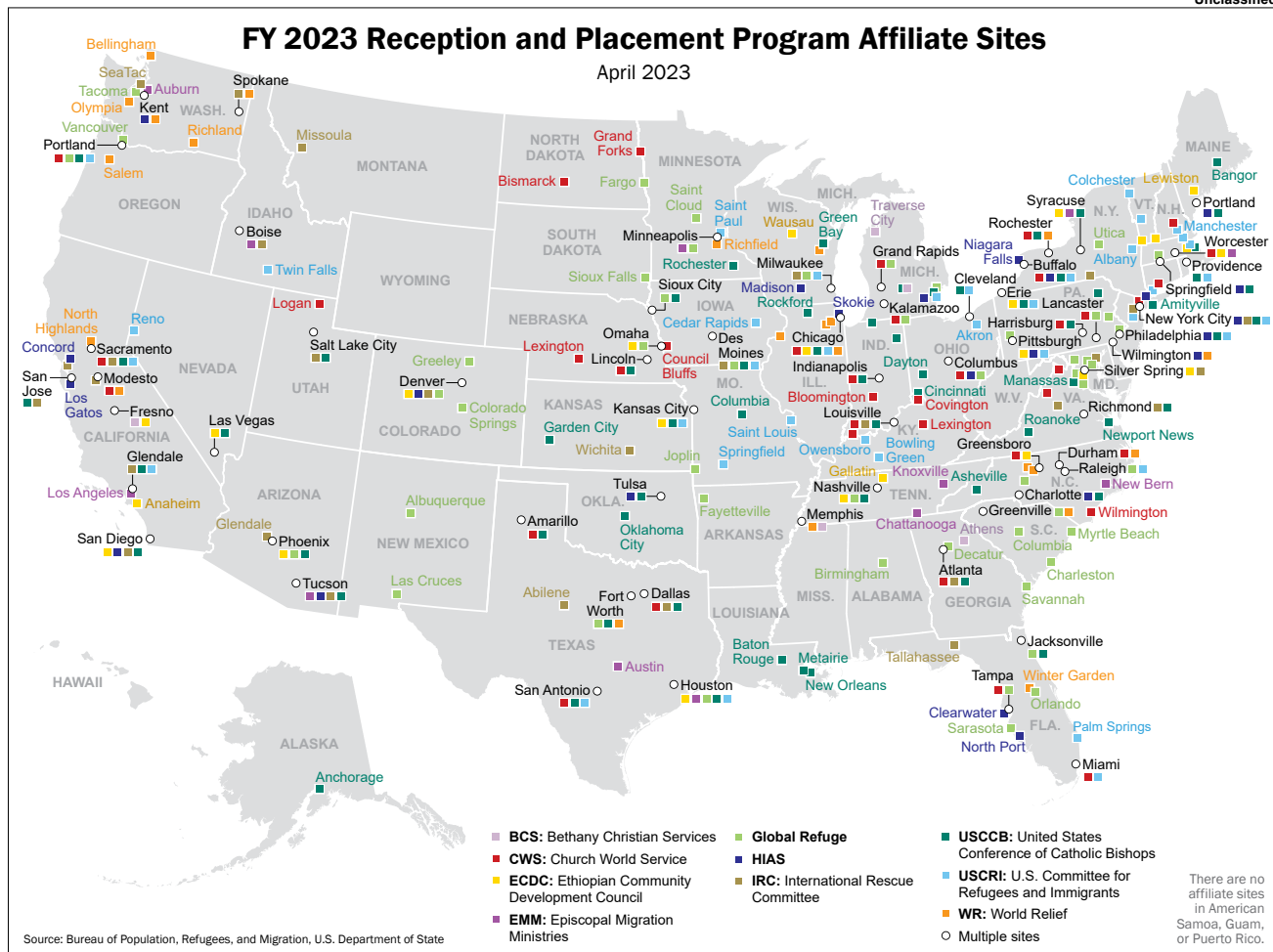


For more information about working with organizations to identify and hire refugee talent, see Tent's "Partnering with Refugee-Focused NGOs in the U.S." resource, available only to members via the [Members' Hub](#).⁷⁷ (For more information about becoming a member, visit Tent's [website](#)).⁷⁸



VI.

Local Affiliates of the Refugee Resettlement Agencies



Alabama

Birmingham, AL

Global Refuge – Inspiritus-Birmingham

Alaska

Anchorage, AK

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

Arkansas

Fayetteville, AR

Global Refuge – Canopy of Northwest Arkansas

Arizona

Glendale, AZ

International Rescue Committee

Phoenix, AZ

Ethiopian Community Development Council – Arizona Immigrant and Refugee Services
Global Refuge – Lutheran Social Services of the Southwest
United States Conference of Catholic Bishops – Catholic Charities Community Services

Tucson, AZ

United States Conference of Catholic Bishops – Catholic Community Services Tucson
Episcopal Migration Ministries – Lutheran Social Services of the Southwest
HIAS – Jewish Family & Children's Services of Southern Arizona
International Rescue Committee

California

Concord, CA

HIAS – Jewish Family & Children's Services of East Bay

Fresno, CA

Bethany Christian Services of Northern California
Ethiopian Community Development Council – Fresno Interdenominational Refugee Ministries

Glendale, CA

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

Los Angeles, CA

Episcopal Migration Ministries – Interfaith Refugee and Immigration Service

Los Gatos, CA

HIAS – Jewish Family Service of Silicon Valley

Modesto, CA

Church World Service – Bethany Christian Services of Northern California
World Relief Modesto

Oakland, CA

International Rescue Committee

Sacramento, CA

Church World Service – Opening Doors, Inc.

International Rescue Committee

United States Conference of Catholic Bishops – Sacramento Food Bank & Family Services

U.S. Committee for Refugees and Immigrants – Lao Family Community Development, Inc.

World Relief Sacramento

San Diego, CA

Ethiopian Community Development Council – Alliance for African Assistance

HIAS – Jewish Family Service of San Diego

International Rescue Committee

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

San Jose, CA

International Rescue Committee

Santa Ana, CA

Ethiopian Community Development Council – Uplift Charity

Turlock, CA

International Rescue Committee

Colorado**Colorado Springs, CO**

Global Refuge – Lutheran Family Services Rocky Mountains

Denver, CO

Ethiopian Community Development Council – African Community Center

HIAS – Jewish Family Services of Colorado

International Rescue Committee

Global Refuge – Lutheran Family Services Rocky Mountains

Connecticut**Bridgeport, CT**

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

Greenwich, CT

HIAS – Jewish Family Services of Greenwich

Hartford

Church World Service – Integrated Refugee & Immigrant Services

New Haven, CT

Church World Service – Integrated Refugee & Immigrant Services

Delaware

Wilmington, DE

HIAS – Jewish Family Services of Delaware

World Relief– Bethany Christian Services of Greater Delaware Valley

Florida

Boynton Beach, FL

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

Clearwater, FL

HIAS – Gulf Coast Jewish Family & Community Services

Doral, FL

Church World Service Miami

Jacksonville, FL

Global Refuge – Lutheran Social Services of NE Florida

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

Miami, FL

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

North Port, FL

HIAS – Gulf Coast Jewish Family & Community Services North Port

Orlando, FL

Global Refuge – Lutheran Social Services Florida Orlando

Sarasota, FL

Global Refuge – Lutheran Social Services Sarasota

Tallahassee, FL

International Rescue Committee

Tampa, FL

Church World Service Tampa

International Rescue Committee – Radiant Hands

Global Refuge – Lutheran Services Florida

Winter Garden, FL

World Relief Winter Garden

Georgia**Athens, GA**

Bethany Christian Services of Georgia

Atlanta, GA

Church World Service – New American Pathways

International Rescue Committee

United States Conference of Catholic Bishops Migration and Refugee Services

Decatur, GA

Global Refuge – Inspiritus

Savannah, GA

Global Refuge – 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 DuPage

Chicago, IL

Church World Service – RefugeeOne

Ethiopian Community Development Council – Ethiopian Community Association of Chicago

United States Conference of Catholic Bishops – Catholic Charities

U.S. Committee for Refugees and Immigrants – Heartland Alliance for Human Needs and Human Rights

World Relief Chicago

Moline, IL

World Relief Moline

Rockford, IL

United States Conference of Catholic Bishops – Catholic Charities

Skokie, IL

HIAS – Jewish Child and Family Services Chicago

Indiana

Bloomington, IN

Church World Service – Exodus Refugee Immigration Bloomington

Evansville, IN

Church World Service – God is Good Foundation

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.

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

South Bend, IN

United States Conference of Catholic Bishops – Catholic Charities South Bend

Iowa

Bettendorf, IA

World Relief Quad Cities

Cedar Rapids, IA

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

Council Bluffs, IA

Church World Service – Lutheran Family Services of Nebraska, Council Bluffs

Des Moines, IA

International Rescue Committee

Global Refuge – Lutheran Services Iowa

United States Conference of Catholic Bishops – Catholic Charities

U.S. Committee for Refugees and Immigrants Des Moines

Sioux City, IA

Global Refuge – Lutheran Services Iowa

United States Conference of Catholic Bishops – Mary J. Treglia Community House

Kansas**Garden City, KS**

United States Conference of Catholic Bishops – Catholic Charities of Southwest Kansas

Kansas City, KS

United States Conference of Catholic Bishops – Catholic Charities of Northeast Kansas

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 – Kentucky Refugee Ministries

Lexington, KY

Church World Service – Kentucky Refugee Ministries

Louisville, KY

Church World Service – Kentucky Refugee Ministries

International Rescue Committee

United States Conference of Catholic Bishops – Catholic Charities of Louisville

Owensboro, KY

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

Louisiana

Baton Rouge, LA

United States Conference of Catholic Bishops – Catholic Charities Diocese of Baton Rouge

Metairie, LA

United States Conference of Catholic Bishops – Catholic Charities of the Archdiocese of New Orleans

Maine

Brewer, ME

United States Conference of Catholic Bishops – Catholic Charities of Maine, Bangor Office

Lewiston, ME

Ethiopian Community Development Council – Maine Immigrant and Refugee Services

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 Charities Archdiocese of Boston

U.S. Committee for Refugees and Immigrants – International Institute of Boston

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

United States Conference of Catholic Bishops – Catholic Charities Agency

West Springfield, MA

Global Refuge – Ascentria

Worcester, MA

Church World Service – Ascentria Community Services

Episcopal Migration Ministries – Organization for Refugee and Immigrants Success

Ethiopian Community Development Council – Refugee and Immigrant Assistance Center

Maryland**Arbutus, MD**

Global Refuge – Lutheran Social Services of the National Capital Area

Baltimore, MD

International Rescue Committee

Frederick, MD

Global Refuge – Lutheran Social Services of the National Capital Area

Greenbelt, MD

Global Refuge – Lutheran Social Services of the National Capital Area

Silver Spring, MD

Ethiopian Community Development Council – African Community Center

International Rescue Committee

Michigan**Ann Arbor, MI**

HIAS – Jewish Family Services of Washtenaw County

Dearborn, MI

U.S. Committee for Refugees and Immigrants Dearborn

East Lansing, MI

Bethany Christian Services – East Lansing

Grand Rapids, MI

Church World Service – Bethany Christian Services Refugee Resettlement Program
Global Refuge – Samaritas

Kalamazoo, MI

Church World Service – Bethany Christian Services of Southwest Michigan
Global Refuge – Samaritas Kalamazoo

Lansing, MI

United States Conference of Catholic Bishops Refugee Services

Southfield, MI

United States Conference of Catholic Bishops – Catholic Charities of Southeast Michigan

Traverse City, MI

Bethany Christian Services Traverse City

Troy, MI

Global Refuge – Samaritas New American Services

Minnesota

Minneapolis, MN

Episcopal Migration Ministries – Minnesota Council of Churches
Global Refuge – Lutheran Social Services of Minnesota

Richfield, MN

World Relief – Arrive Ministries

Rochester, MN

United States Conference of Catholic Bishops – Catholic Charities

Saint Paul, MN

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

St. Cloud, MN

Global Refuge – Lutheran Social Services of Minnesota

Missouri

Columbia, MO

United States Conference of Catholic Bishops – Catholic Charities of Central and Northern Missouri Refugee & Immigration Services

Joplin, MO

Global Refuge – Refugee and Immigrant Services and Education

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 Metropolitan 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 – Lutheran Family Services of Nebraska (Lexington)

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
Global Refuge – Lutheran Family Services of Nebraska

Nevada

Las Vegas, NV

Ethiopian Community Development Council – African Community Center Las Vegas

United States Conference of Catholic Bishops – Catholic Charities of Southern Nevada Refugee Assistance Program

Reno, NV

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

New Hampshire

Concord, NH

Church World Service – Ascentria Community Services

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

Vineland, NJ

U.S. Committee for Refugees and Immigrants – Interfaith RISE South Jersey

New Mexico

Albuquerque, NM

Global Refuge – Lutheran Family Services Rocky Mountains

Las Cruces, NM

Global Refuge – Lutheran Family Services Rocky Mountains – Las Cruces

New York

Albany, NY

U.S. Committee for Refugees and Immigrants Albany

Amityville, NY

United States Conference of Catholic Bishops – Catholic Charities of Long Island

Binghamton, NY

International Rescue Committee – American Civics Association

Brooklyn, NY

U.S. Committee for Refugees and Immigrants – IRSA 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

Elmhurst, NY

HIAS – Commonpoint Queens

New York, NY

International Rescue Committee

United States Conference of Catholic Bishops – Catholic Charities Community Services

Niagara Falls, NY

HIAS – Jewish Family Services of Western New York – Niagara Falls

Rochester, NY

United States Conference of Catholic Bishops – Catholic Family Center

World Relief Western New York

Syracuse, NY

Episcopal Migration Ministries – Interfaith Works of Central New York

Ethiopian Community Development Council – Refugee and Immigrant Self-Empowerment

United States Conference of Catholic Bishops – Catholic Charities of Onondaga County

Utica, NY

Global Refuge – Mohawk Valley Resource Center for Refugees

North Carolina

Asheville, NC

United States Conference of Catholic Bishops – Catholic Charities Asheville

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

Global Refuge – Lutheran Services Carolinas Raleigh

U.S. Committee for Refugees and Immigrants North Carolina

Salisbury, NC

Global Refuge – Lutheran Services Carolinas Salisbury

Wilmington, NC

Church World Service Wilmington

Winston-Salem, NC

World Relief Winston-Salem

North Dakota

Bismarck, ND

Church World Service – Bismarck Global Neighbors

Fargo, ND

Global Refuge – Fargo

Grand Forks, ND

Church World Service – Global Friends Coalition

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

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 – Jewish Family Services of Columbus

Global Refuge – Ethiopian Tewahedo Social Services Columbia

Dayton, OH

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

Oklahoma

Oklahoma City, OK

United States Conference of Catholic Bishops – Catholic Charities Archdiocese of Oklahoma City

Tulsa, OK

HIAS – The Synagogue Congregation B'nai Emunah

United States Conference of Catholic Bishops – Catholic Charities of Eastern Oklahoma

Oregon

Portland, OR

Church World Service – Sponsors Organized to Assist Refugees (SOAR) Ecumenical Ministries of Oregon

Global Refuge – Lutheran Community Services Northwest

United States Conference of Catholic Bishops – Catholic Charities of Oregon

U.S. Committee for Refugees and Immigrants – Immigrant and Refugee Community Organization

Salem, OR

World Relief Salem for Refugees

Pennsylvania

Allentown, PA

Global Refuge – Bethany Christian Services Allentown

Erie, PA

Ethiopian Community Development Council – Multicultural Community Resource Center

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 Harrisburg

United States Conference of Catholic Bishops – Catholic Charities of the Diocese of Harrisburg

Jenkintown, PA

Global Refuge – Bethany Christian Services of the Greater Delaware Valley

Lancaster, PA

Church World Service Lancaster

Global Refuge – Bethany Christian Services of the Greater Delaware Valley

Philadelphia, PA

HIAS Philadelphia

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

United States Conference of Catholic Bishops – Catholic Social Services

Pittsburgh, PA

Ethiopian Community Development Council – Acculturation for Justice, Access and Peace Outreach
HIAS – Jewish Family and Children’s Services of Pittsburgh
Global Refuge – Bethany Christian Services – Wexford
U.S. Committee for Refugees and Immigrants – Hello Neighbor

Scranton, PA

United States Conference of Catholic Bishops – Catholic Social Services

Rhode Island**Providence, RI**

U.S. Committee for Refugees and Immigrants – Dorcas International Institute of Rhode Island
United States Conference of Catholic Bishops – Catholic Social Services of Rhode Island

South Carolina**Charleston, SC**

Global Refuge – Lutheran Family Services Carolinas-Charleston

Columbia, SC

Global Refuge – Lutheran Family Services in the Carolinas

Greenville, SC

Global Refuge – Lutheran Family Services in the Carolinas
World Relief Upstate South Carolina

Myrtle Beach, NC

Global Refuge – Lutheran Services Carolinas-Myrtle Beach

South Dakota**Sioux Falls, SD**

Global Refuge – Lutheran Social Services of South Dakota

Tennessee**Chattanooga, TN**

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

Gallatin, TN

Ethiopian Community Development Council – Nashville International Center for Empowerment-Gallatin

Knoxville, TN

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

Memphis, TN

Bethany Christian Services-West Tennessee

World Relief Memphis

Nashville, TN

Ethiopian Community Development Council – Nashville International Center for Empowerment

Global Refuge – Inspiritus Nashville

United States Conference of Catholic Bishops – Catholic Charities of Tennessee, Inc.

Texas

Abilene, TX

International Rescue Committee

Amarillo, TX

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

Austin, TX

World Relief Austin

Dallas, TX

International Rescue Committee

United States Conference of Catholic Bishops – Catholic Charities of Dallas, Inc.

Fort Worth, TX

United States Conference of Catholic Bishops – Catholic Charities Fort Worth

World Relief Fort Worth

Houston, TX

Episcopal Migration Ministries – Interfaith Ministries of Greater Houston

Ethiopian Community Development Council – Alliance for Multicultural Community Services

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

Richardson, TX

Church World Service Dallas
Global Refuge – ICNA Relief Dallas

San Antonio, TX

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**Logan, UT**

Church World Service – Cache Refugee and Immigrant Connection

Salt Lake City, UT

International Rescue Committee
United States Conference of Catholic Bishops – Catholic Community Services of Utah

Virginia**Arlington, VA**

Ethiopian Community Development Council – African Community Center DC Metro

Charlottesville, VA

International Rescue Committee

Fairfax, VA

Global Refuge – 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

Winchester, VA

Church World Service Winchester

Woodbridge, VA

Global Refuge – Lutheran Social Services of the National Capital Area Woodbridge

Vermont

Bennington, VT

Ethiopian Community Development Council Multicultural Community Center-Bennington

Brattleboro, VT

Ethiopian Community Development Council Multicultural Community Center

Colchester, VT

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

Rutland, 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 Western Washington

Kent, WA

HIAS – Jewish Family Service of Seattle

World Relief Seattle (Kent)

Olympia, WA

World Relief Western Washington-Olympia

Richland, WA

World Relief Tri-Cities

SeaTac, WA

International Rescue Committee

Spokane, WA

International Rescue Committee

Tacoma, WA

Global Refuge – Lutheran Community Services Northwest

Vancouver, WA

Global Refuge – Lutheran Community Services Northwest-Vancouver

Wisconsin**Appleton, WI**

World Relief – Fox Valley

Green Bay, WI

U.S. Conference of Catholic Bishops – Catholic Charities of the Diocese of Green Bay

Madison, WI

HIAS – Jewish Social Services of Madison

Milwaukee, WI

Global Refuge – Lutheran Social Service of Wisconsin & Upper Michigan

International Rescue Committee – Hanan Refugees Relief Group

U.S. Committee for Refugees and Immigrants – International Institute of Wisconsin

Wausau, WI

Ethiopian Community Development Council



Appendix: Resources

Foto: Willian Justen de Vasconcellos / unsplash.com



For more information about refugees in the U.S., see:

- [UNHCR](#),⁷⁹ the UN Refugee Agency, offers stories about different refugee groups. Its [Population Statistics Database](#)⁸⁰ shares information about refugees worldwide. The [USA for UNHCR website](#)⁸¹ provides basic information about refugees in the U.S.
- The [U.S. Department of State website](#)⁸² and [this video by refugee non-profit Switchboard](#)⁸³ share information about how individuals with refugee status arrive in the U.S. [This flow chart created by USCIS](#)⁸⁴ is also a helpful image. [This factsheet](#)⁸⁵ shares details on security screenings for refugees.
- [This Congressional Research Service report](#)⁸⁶ details all TPS populations, including information about why each country has been designated for TPS.

For more information about hiring refugees, see:

- The [E-Verify website](#)⁸⁷ for more information about the web-based system through which employers electronically confirm the employment eligibility of employees.
- The [USCIS website](#)⁸⁸ for more information about immigrant work authorization and documentation, including helpful [videos explaining how to complete the Form I-9](#).⁸⁹
- The United States Department of Justice's Immigrant and Employee Rights (IER) Section of the Civil Rights Division, which helps employers and workers to understand the anti-discrimination provision of the Immigration and Nationality Act. The Immigrant and Employee Rights Section, in particular, helps employers and workers to understand the documentation needed to fulfill Form I-9 requirements when applying for a job. Some helpful links include:
 - The [IER website](#),⁹⁰ which contains resources for companies.
 - [This factsheet](#)⁹¹ about refugee and asylee work authorization and documentation.
- The [U.S. Equal Employment Opportunity Commission website](#)⁹² offers guidance for employers to prevent national origin discrimination in the workplace. Companies hiring refugees should be aware of anti-discrimination provisions relating to national origin discrimination.

For more information on organizations supporting refugees, see:

- [The Asylum Seeker Advocacy Project](#)⁹³ offers legal resources to asylum seekers.
- [Global Refuge](#).⁹⁴
- [Settle In](#)⁹⁵ offers multilingual information for refugees about resettling in the U.S. A phone application called “Settle In” is also available for download. While some information here is specific to refugees, there are other [video resources in Spanish](#)⁹⁶ that may be helpful to individuals with all immigration statuses.
- [Switchboard](#)⁹⁷ provides e-learning resources on a variety of topics, including employment and adult education.
- [Upwardly Global](#)⁹⁸ offers free, virtual services for immigrants and refugees seeking to return to their professional careers.
- [Welcoming America](#).⁹⁹
- [WES Career Pathways Guides](#)¹⁰⁰ provides free career information for internationally trained immigrants and refugees, including academic and licensing requirements, and alternative career options for the fields of accounting, allied health, architecture, business administration, dentistry, engineering, finance, IT, law, nursing, pharmacy, and teaching.
- The U.S. Department of Labor’s [Worker.gov website](#)¹⁰¹ provides information about American workplace laws.
- [World Education Services](#)¹⁰² provides international credential evaluation for individuals with degrees from other countries.
- Refugees seeking assistance with learning English can often find free courses at local community colleges – an online search for “ESL classes” in your location should show available options.



Endnotes

1. <https://tent.org/members/>
2. <https://www.tent.org/>
3. <https://www.lirs.org/>
4. <https://www.tent.org/resources/good-retention-strong-recruitment/>
5. <https://www.tent.org/resources/how-hiring-refugees-helps-brands-europe-2023/>
6. <https://www.tent.org/us/>
7. <https://www.migrationpolicy.org/programs/data-hub/charts/us-refugee-resettlement>
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