

Making an IMPRINT: Skilled Immigrants in Pennsylvania

June 2013

An Overview: What this Snapshot Includes

- Defining skilled immigrants: Pennsylvania's opportunity
- Data & demographics
- Barriers and opportunities for skilled immigrants in Pennsylvania
- Introducing IMPRINT



The Pennsylvania Landscape

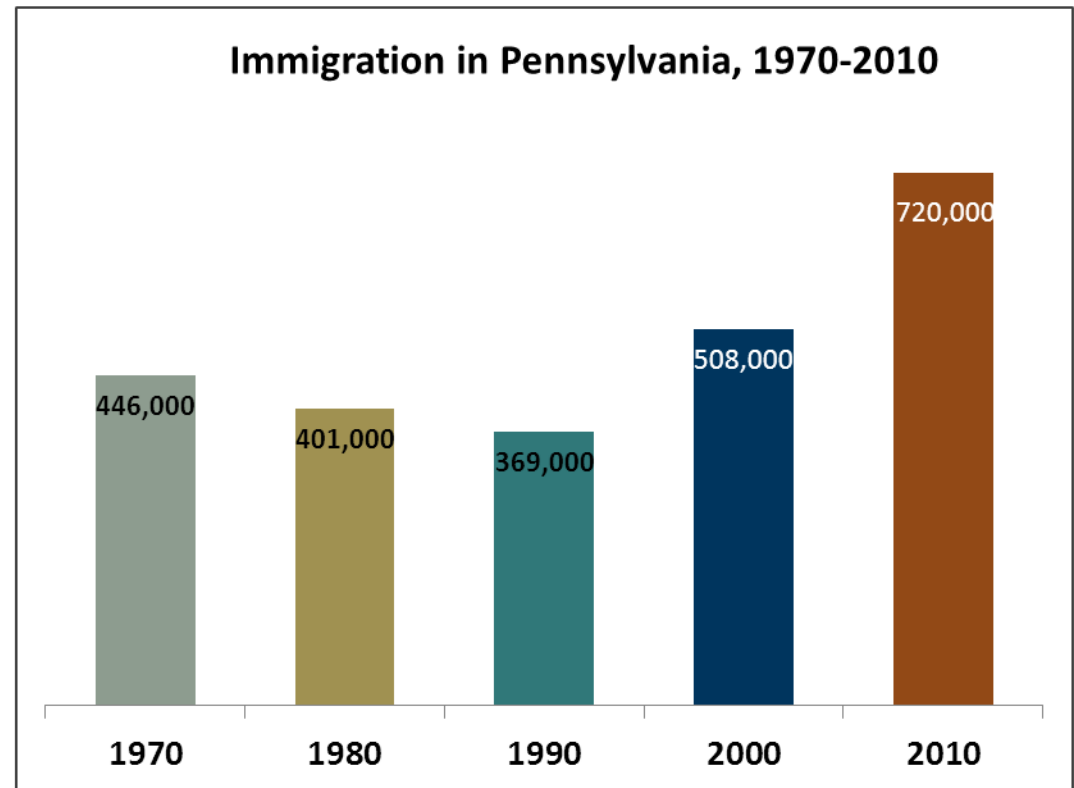
- Pennsylvania is home to over **720,000** immigrants.
- Among immigrant adults, more than **1 in 3** have a college degree.

*Now, we'll take a closer look at these
217,000 college-educated immigrants.*



PA's Immigrant Population Growth: An Upward Trend

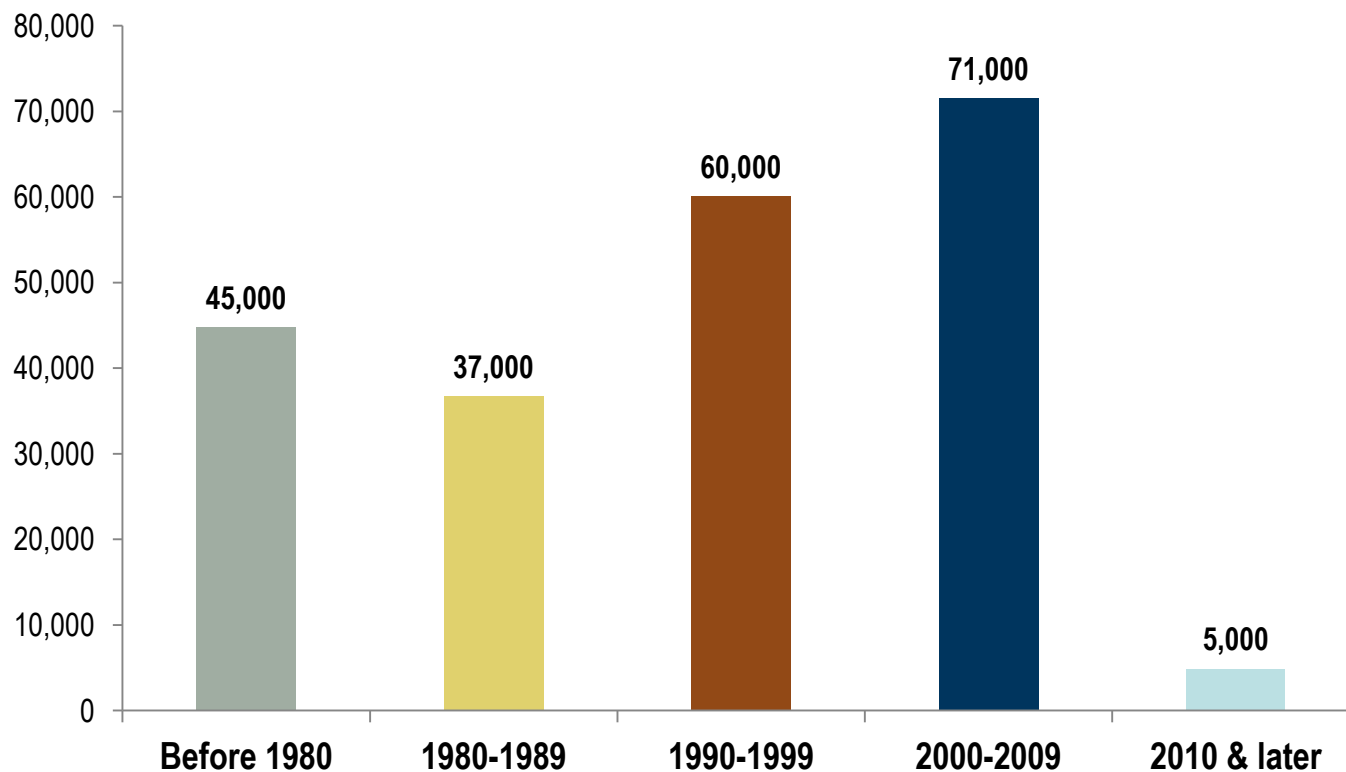
- A remarkable **36%** of immigrants in PA have bachelor's or graduate degrees, compared to **26%** of US-born Pennsylvanians
- This includes both graduates of US colleges and institutions abroad



Sources: US Census Bureau, Census 1970-2010 and American Community Survey 2007-2011.

Skilled Immigrants Too Are a Growing Population

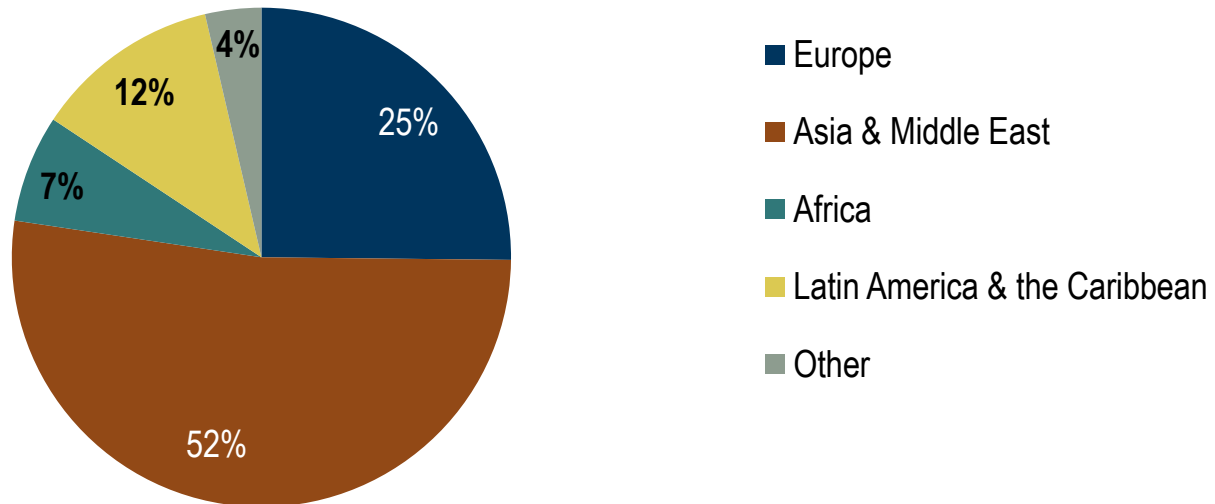
Pennsylvania's Skilled Immigrants by Year of Arrival in the US



Source: Individual Public Use Microdata Series (IPUMS): US Census Bureau, ACS 2007- 2011.

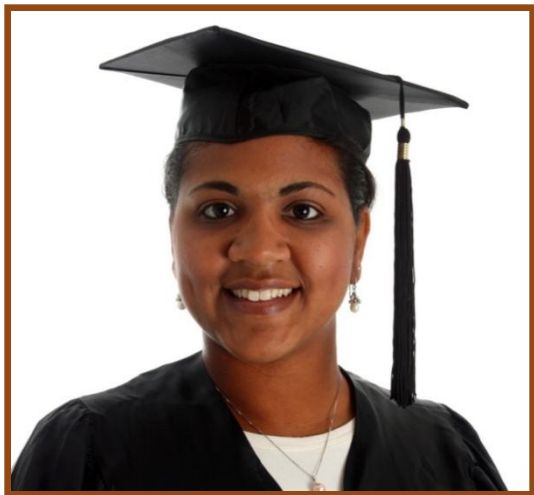
Who Are Pennsylvania's Skilled Immigrants?

More Than Half of Skilled Immigrants in Pennsylvania Come from Asia & the Middle East

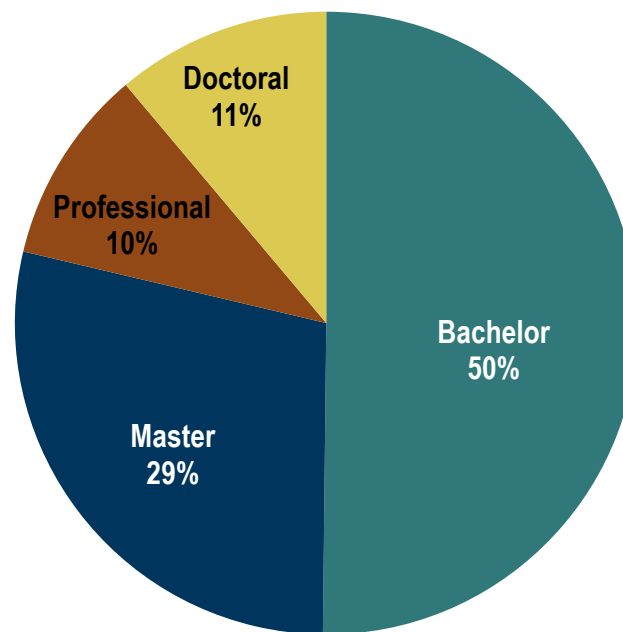


Source: Individual Public Use Microdata Series (IPUMS): US Census Bureau, ACS 2007- 2011.

Half Have a Graduate or Professional Degree



Type of Degree Attained

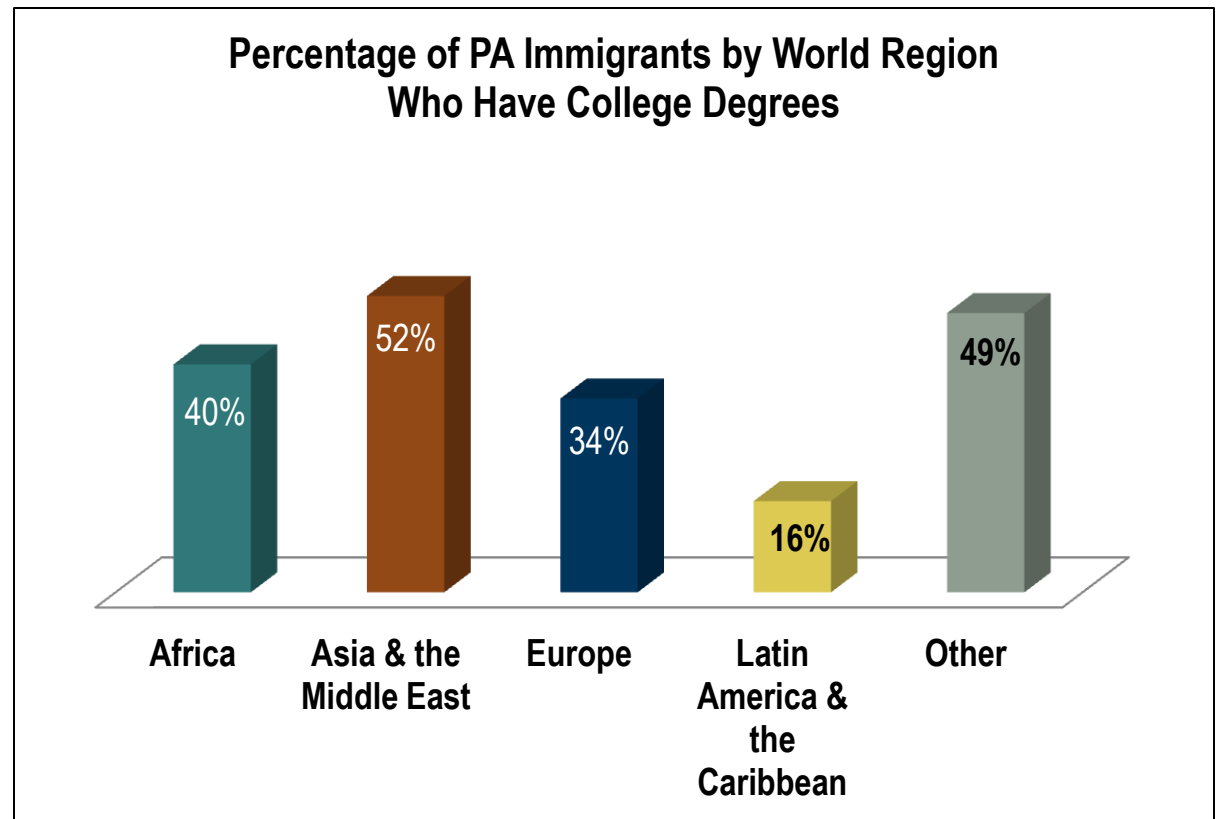


Source: Individual Public Use Microdata Series (IPUMS): US Census Bureau, ACS 2007- 2011.

PA's Employment & Higher Education Opportunities Attract Skilled Immigrants from Around the World

Among all adult African immigrants in Pennsylvania, **40%** have a college or graduate degree.

"Other" includes Canada and Australia.



Source: Individual Public Use Microdata Series (IPUMS): US Census Bureau, ACS 2007- 2011.

Like US-Born Colleagues, Many Work in “Eds & Meds”

Half of Pennsylvania’s Skilled Immigrants Work in These Industry Categories



Hospitality (restaurants)
Education (colleges and universities)
Education (elementary and secondary schools)
Healthcare (hospitals)
Healthcare (not specifically classified)
Healthcare (physicians' offices/clinics)
Management and public relations services
Information Technology (computer and data processing services)
Administration of environmental quality and housing programs

Source: Individual Public Use Microdata Series (IPUMS):
US Census Bureau, ACS 2007- 2011.

Specific Occupations with High Numbers of Skilled Immigrants in PA

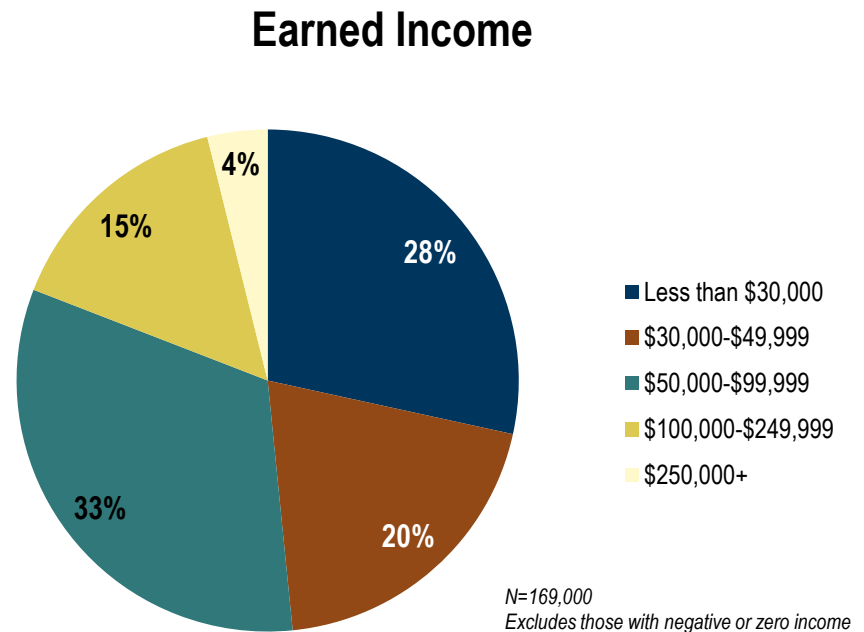
Occupation	Skilled Immigrant Employees
Subject instructors (HS/college)	14,000
Managers and administrators	12,000
Computer software developers	12,000
Physicians	11,000
Computer systems analysts and computer scientists	7,000
Accountants and auditors	6,000
Registered nurses	6,000
Supervisors and proprietors of sales jobs	4,000
Primary school teachers	3,500
Medical scientists	3,000



Source: Individual Public Use Microdata Series (IPUMS): US Census Bureau, ACS 2007- 2011.

But Not All Skilled Immigrants Have Found Opportunity

- More than **1 in 4** skilled immigrants with earned income in PA earn **less than \$30,000** per year.
- Overall, the Migration Policy Institute estimates that **32,000** skilled immigrants in Pennsylvania are un- or under-employed.



Source: Individual Public Use Microdata Series (IPUMS): US Census Bureau, ACS 2007- 2011.

What Are Barriers to Professional Employment?

- International educational credentials not recognized by US employers
- Difficulty finding professional-level English classes and building language skills
- Limited knowledge of American business culture and interviewing style
- Opaque and confusing pathways to professional licensure

See how these barriers affect Pennsylvania residents in the following case examples.

A Dentist Seeks Her Future in America

Zakia was born in **Morocco** and educated in **Ukraine**.
She speaks Russian, French, and Arabic – and English.

But when she came to the US, **she spent 6 months searching** for employment – *any* employment.

With our help, she obtained a first “survival job” and then a position in a dental office.

Today, Zakia uses all four of her languages on the job in **Northeast Philadelphia** – and her Indian-born employer is mentoring her as she prepares for her board exams.



A STEM Professional Builds His Career

Semere was born in **Ethiopia**, where he graduated with a degree in engineering and worked as a civil engineer.

Three years later, he moved to the US – only to find himself struggling to break into his field.

With our help, he made a successful **first step** into American employment, and is now studying for his exams as a **Professional Engineer**.



Our Founder, Anne O'Callaghan

Anne was born in **Ireland** and educated at Trinity College, Dublin.

A fully qualified physical therapist when she arrived in the US, it nevertheless took her **3 years to obtain permission to sit for the licensing exam** .

Ultimately, she had to travel to North Carolina for the exam, then obtain a license by reciprocity.

Anne never forgot the challenges she had overcome. More than 30 years later, she founded the Welcoming Center to **help other ambitious newcomers do the same.**



A Resource for Immigrants in PA: The Welcoming Center

- The Welcoming Center is an independent nonprofit 501(c)(3) organization.
- We see ourselves as an economic development organization rather than a social services agency.
- Our mission is to promote immigrant participation in the Philadelphia area's political, social, and economic life.



*Connecting immigrants, employers,
and communities*

Our Services: A Quick Overview

Skilled immigrants can obtain help via:

- Employment services for eligible work-authorized adults
- Career mapping and re-credentialing consultation
- English and citizenship classes
- Small business development advice



*Small Business Dev. Coordinator
Herman Nyamunga*



*Intercultural
Communication
Specialist
Chan Mi Jung-Pyles*

Our Approach



Yana Chernov

Director of Employment Placement

With our help, skilled immigrants get the tools they need to build professional careers.

Keep reading to learn how our experienced team helps immigrant jobseekers crack the code of American business culture.

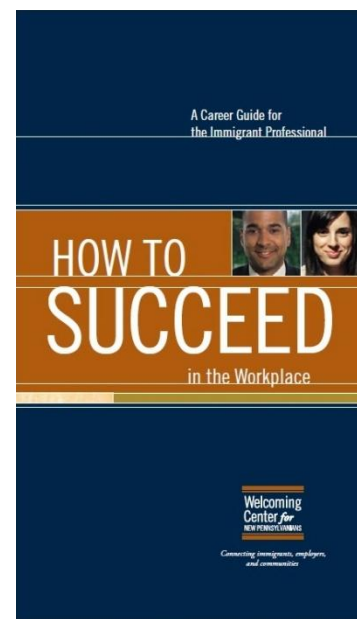
Professional-Level “Soft Skills” Training

We start with a 2-hour interactive workshop covering:

- Interviewing techniques: body language, eye contact, and American-style “bragging” about accomplishments
- Resume development, including how to explain international experience in terms that make sense to US employers

...and much more.

Keep reading for more about how we assist skilled immigrant jobseekers.

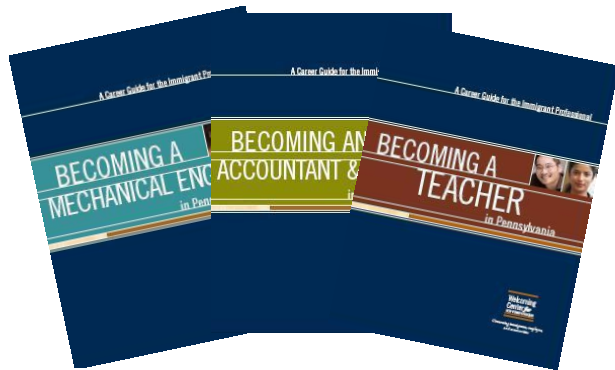


Becoming Re-credentialed in a Professional Field



Immigrant engineers, doctors, and accountants who seek to practice in the US typically undergo a lengthy process:

It often takes **3-5 years**.



The Welcoming Center has published **Career Guides** for popular professions to help skilled immigrants plan their career pathways.

Advanced English Instruction

- Many immigrants arrive in the US already speaking English.
- Others are getting their first “real world” experience of a language they learned from books.
- Our experienced instructors help skilled immigrants to **acquire the language skills they need** to succeed in the US



Finding Alternative Pathways for Talent

For some skilled immigrants, **launching a business** is the solution to labor-market frustration.

We provide **practical guidance** for aspiring entrepreneurs.



Building National Attention for Skilled Immigrants

The Welcoming Center is a founding member of IMPRINT,
a national coalition of organizations focused on skilled immigrant integration.



Policy, Advocacy & Promising Practices

IMPRINT is a national umbrella organization specialized in skilled immigrant integration. IMPRINT is *not* a direct-service organization. Its activities include:

- Disseminating promising practices
- Creating and distributing resources for practitioners
- Advocating for effective policies to support skilled immigrant workforce integration
- More at: www.imprintproject.org

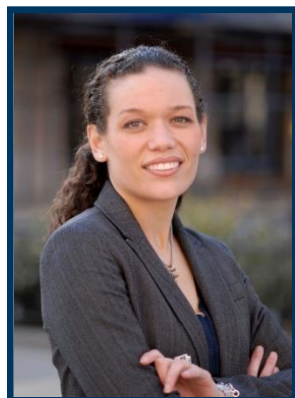
An Exciting Development

Early this year, IMPRINT's Steering Committee Selected **Pennsylvania** as the national coalition's **focus for state-level work** in 2013-14.

The Welcoming Center's track record of accomplishment was a key factor in the decision.



*Dr. José Ramón
Fernández-Peña*
Welcome Back Initiative



Nikki Cicerani
Upwardly Global



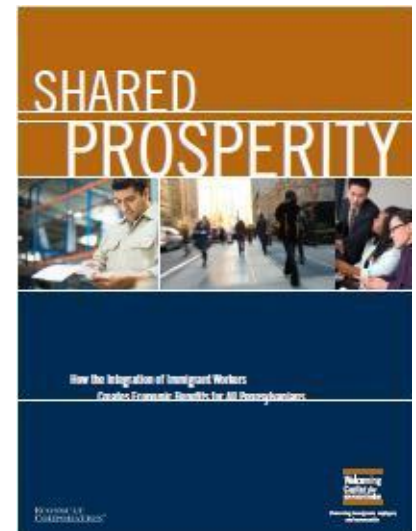
Paul Feltman
WES Global Talent Bridge



Teresita Wisell
Community College Consortium for
Immigrant Education

What's Next?

- Visits to **Harrisburg** and **Washington** to raise awareness of skilled immigrant issues and advocate for effective policies and services.
- Expanded Welcoming Center program offerings, including a brand-new ***Introduction to the US Healthcare System*** course for immigrant health professionals in Fall 2013.
- **Continued research** to better understand the needs and opportunities presented by skilled immigrants.



WELCOMING CENTER for NEW PENNSYLVANIANS



Welcoming
Center *for*
NEW PENNSYLVANIANS

*Connecting immigrants, employers,
and communities*

Amanda Bergson-Shilcock

1617 John F. Kennedy Blvd.

Suite 555

Philadelphia, PA 19103

215-557-2835

amanda@welcomingcenter.org