



Exploring the Potential of Two-Generation Strategies in Refugee Integration

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Related Report

PROMOTING REFUGEE INTEGRATION IN CHALLENGING TIMES

The Potential of Two-Generation Strategies



By Mark Greenberg, Julia Gelatt, Jessica Bolter, Essey Workie,
and Isabelle Charo



Promoting Refugee Integration in Challenging Times

By Mark Greenberg, Julia Gelatt,
Jessica Bolter, Essey Workie, and
Isabelle Charo

<http://bit.ly/refugeesintg>

Mark Greenberg

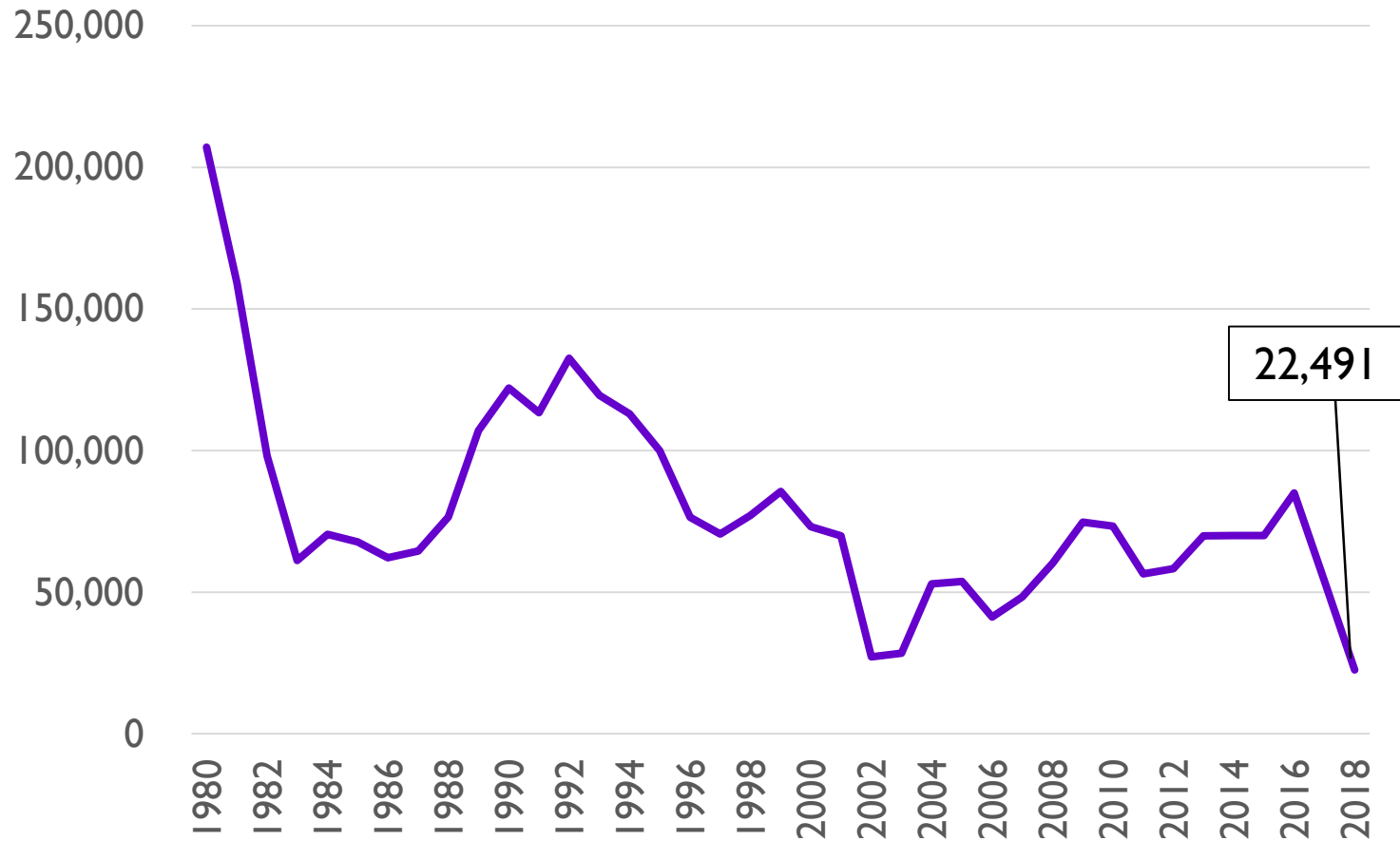


Mark Greenberg is a Senior Fellow at MPI, where his work focuses on the intersections of migration policy with human services and social welfare policies. From 2009-17, Mr. Greenberg worked at the Administration for Children and Families (ACF) in the U.S. Department of Health and Human Services. He served as ACF Deputy Assistant Secretary for Policy from 2009-13; Acting Commissioner for the Administration for Children, Youth, and Families from 2013-15; and Acting Assistant Secretary from 2013-17. ACF includes the Office of Refugee Resettlement, which has responsibility for the refugee resettlement and unaccompanied children program, and has a strong research agenda relating to the programs under its jurisdiction, including Head Start, child care, child support, child welfare, and Temporary Assistance for Needy Families.

Previously, Mr. Greenberg was Executive Director of the Georgetown Center on Poverty, Inequality, and Public Policy, Executive Director of the Center for American Progress' Task Force on Poverty, and Director of Policy for the Center for Law and Social Policy (CLASP). He is a graduate of Harvard College and Harvard Law School.

The Challenging Context

Annual Refugee Arrivals, Fiscal Year | 1980-2018



Source: Migration Policy Institute, Data Hub, www.migrationpolicy.org/programs/data-hub/us-immigration-trends#Refugees



Why Explore a Two-Generation Framework?

- In federally funded refugee resettlement program:
 - strong emphasis on rapid employment for adults, less attention to children, other family members, longer-term employment outcomes.
- In human services programs generally:
 - Significant movement toward two-generation/whole family approach
 - Can involve serving children and adults together or assessing and addressing needs of all in overall agency two-generation strategy
- Two-generation efforts in states have potential to include refugee resettlement and support broader integration effort



Services for Arriving Refugees

- Reception and Placement Services in first 30-90 days, funded by State Department, provided by resettlement agencies
- Time-limited cash and medical assistance and social services funded by Office of Refugee Resettlement, provided through State Refugee Coordinator, typically some combination of state- and provider-funded service delivery



MPI Research Project

- Initial interviews with key actors
- Site visits in six states: Arizona, California, Colorado, Michigan, Utah, Washington
- Meeting of State Coordinators including six additional states: Illinois, Kentucky, Maryland, Massachusetts, Minnesota, Virginia
- Report and Recommendations

Jessica Bolter

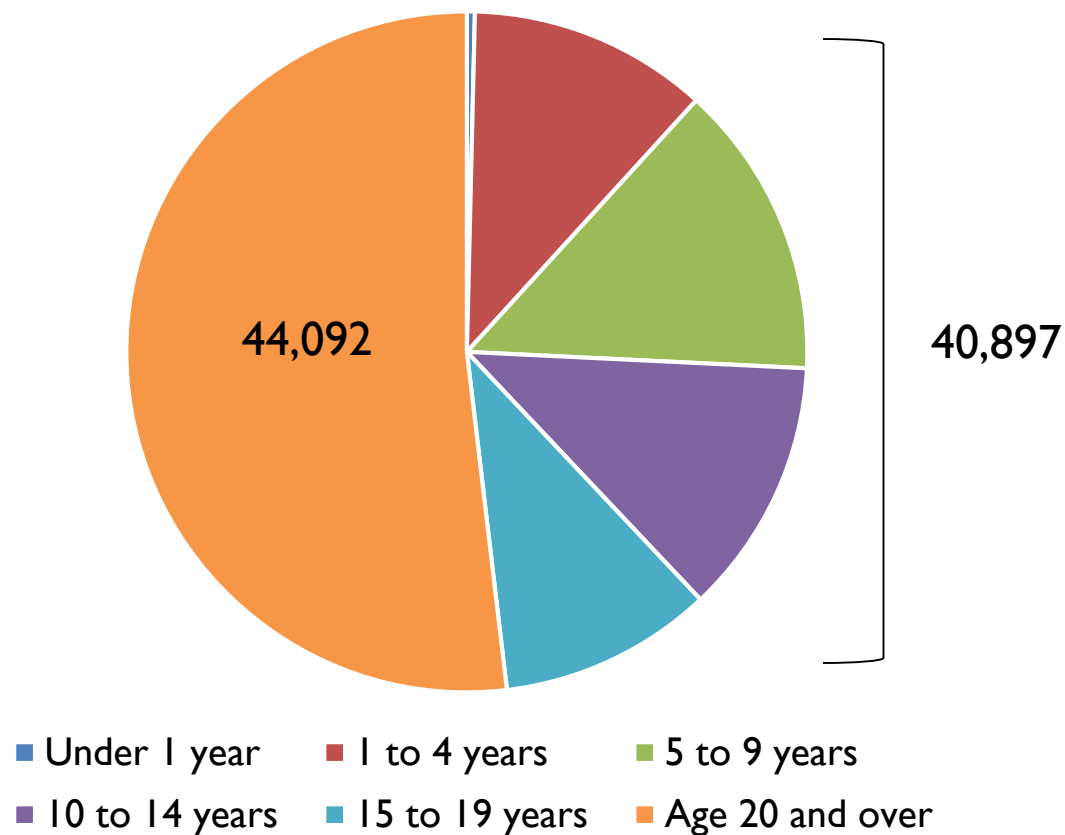


Jessica Bolter is a Research Assistant at MPI, where she provides research support to the U.S. Immigration Policy Program. She has interned with MPI, the Capital Area Immigrants' Rights Coalition, the Ohio Commission on Hispanic and Latino Affairs, and the Center for Democracy in the Americas.

Ms. Bolter holds a bachelor's degree in American studies and Spanish area studies from Kenyon College, where she focused on relations between the United States and Latin America.

Refugee Children and Children of Refugees

Refugee Arrivals by Age, FY 2016



Source: U.S. Department of Homeland Security, "Table 15. Refugee Arrivals By Relationship To Principal Applicant And Sex, Age, And Marital Status: Fiscal Year 2016," updated January 8, 2018, www.dhs.gov/immigration-statistics/yearbook/2016/table15



Young Children: Challenges to Integration

- Access to child-care subsidies
- Location of/transportation to child-care centers
- Cultural differences among refugees and child-care staff



Young Children: Innovative Programming

- Partnerships with child-care agencies
 - Massachusetts Office for Refugees and Immigrants partnership with Department of Early Education and Care → intergenerational literacy activities
 - Utah Refugee Services Office partnership with Office of Child Care → licensed drop-in child-care center



Young Children: Innovative Programming

- Hands Connected Multicultural Center and Provider Network – Grand Rapids, MI
 - Provides early childhood education and training/professional development for refugee adults becoming child-care providers
 - Partnership with Early Head Start
 - 60% of slots in classrooms reserved for refugee children or children of refugee parents
 - 50% of staff will have refugee backgrounds by third year of program



School-Age and Older Children: Challenges to Integration

- Parents' connection to schools
- Disruptions to education during displacement
- Language barriers



School-Age Children: Innovative Programming

- Refugee School Impact Grant
 - Federal refugee funding explicitly dedicated to children
 - For children ages 5-18, focused on first year after arrival
 - Funding goes to tutoring/after-school programs, summer programs, school liaisons, parent engagement
 - International Refugee Committee – Arizona: teachers get continuing education credits for professional development funded by RSI
 - Coalition for Refugees from Burma – Seattle, WA: school portal training for refugee parents



Youth Transitioning to Adulthood: Innovative Programming

- Connect to Work (IRC) – San Diego, CA
 - Workforce services for out-of-school youth (mostly refugees/asylees)
 - 6-8 weeks of instruction
 - Each day includes half-day of literacy and numeracy classes, half-day of work readiness training
 - Comprehensive services: case management, behavioral support, financial coaching, mental health group counseling
 - Possibility of paid internship

Julia Gelatt



Julia Gelatt is a Senior Policy Analyst at MPI, working with the U.S. Immigration Policy Program. Her work focuses on the legal immigration system, demographic trends, and the implications of local, state, and federal U.S. immigration policy.

Dr. Gelatt previously worked as a Research Associate at the Urban Institute, where her mixed-methods research focused on state policies toward immigrants; barriers to and facilitators of immigrant families' access to public benefits and public prekindergarten programs; and identifying youth victims of human trafficking.

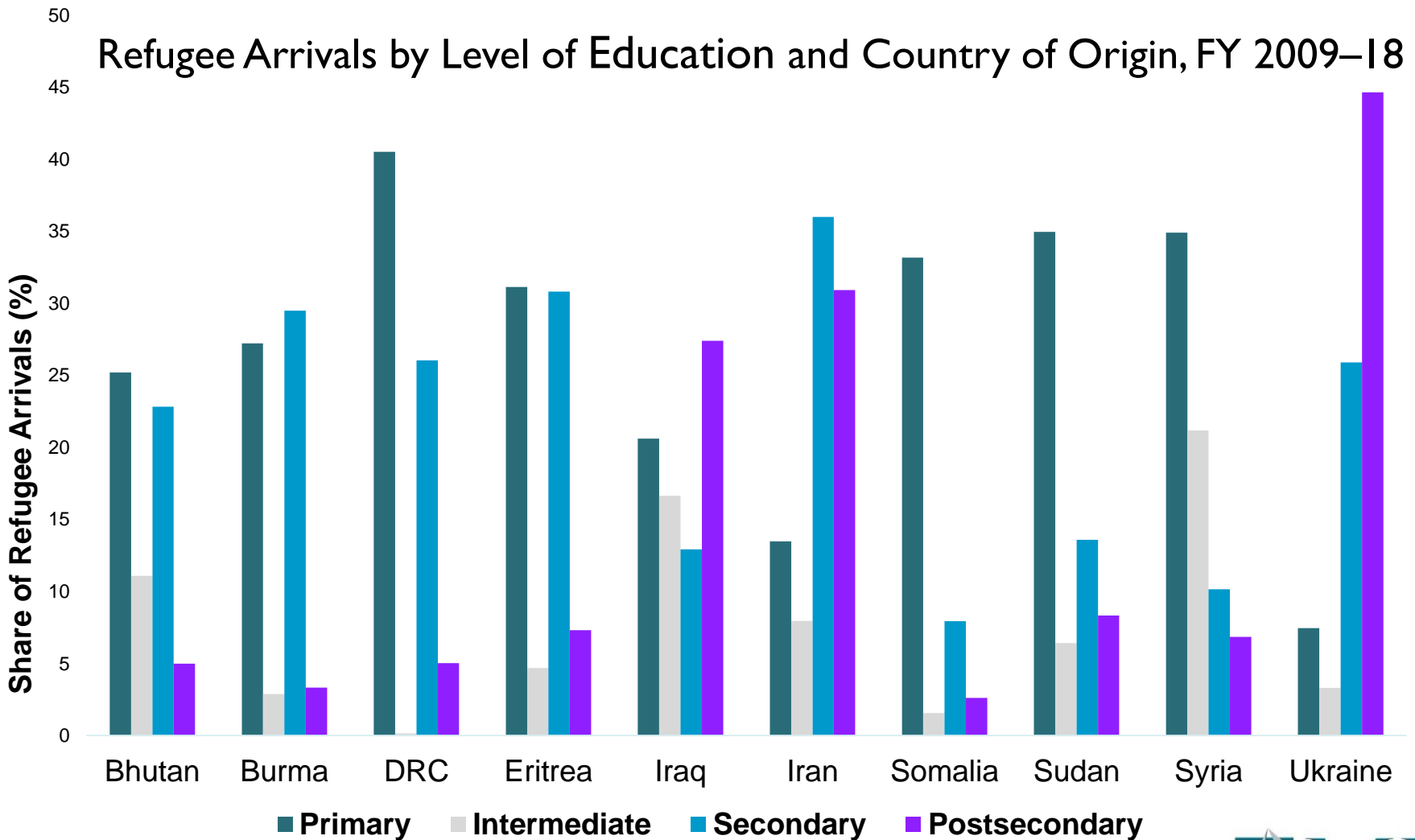
Dr. Gelatt earned her PhD in sociology, with a specialization in demography, from Princeton University, where her work focused on the relationship between immigration status and children's health and well-being. She earned a bachelor of the arts in sociology/anthropology from Carleton College.



Barriers for Refugees in the Workplace

- Limited English proficiency
- Lack of familiarity with how to find or apply for jobs
- Lack of familiarity with basic expectations of U.S. employers
- Difficulties getting foreign degrees, credentials, and skills recognized in the U.S.
- Learning marketable skills, gaining needed degrees or credentials
- Lack of knowledge about available mainstream workforce services

Refugees Have Varying Levels of Education



Source: U.S. Department of State, Refugee Processing Center, "Arrival Reports: Arrivals for a Demographic Profile."



Better Jobs Strategies

- Partnering with local industries to providing training toward industry-recognized credentials
- Connecting refugees to mainstream workforce services
- Help transferring foreign degrees and credentials, and rebuilding careers in the U.S.
- Building incentives for employment services past refugees' first year in the U.S.



Refugee Families' Broader Integration Needs

- Research highlights some particular integration challenges:
 - For seniors and stay-at-home parents
 - Need for affordable housing
 - Need for culturally appropriate mental health services



Strategies for Serving Broader Needs

- Services for seniors
- Sewing circles for refugee women
- Case management models
- Engaging volunteers – refugee co-sponsorship



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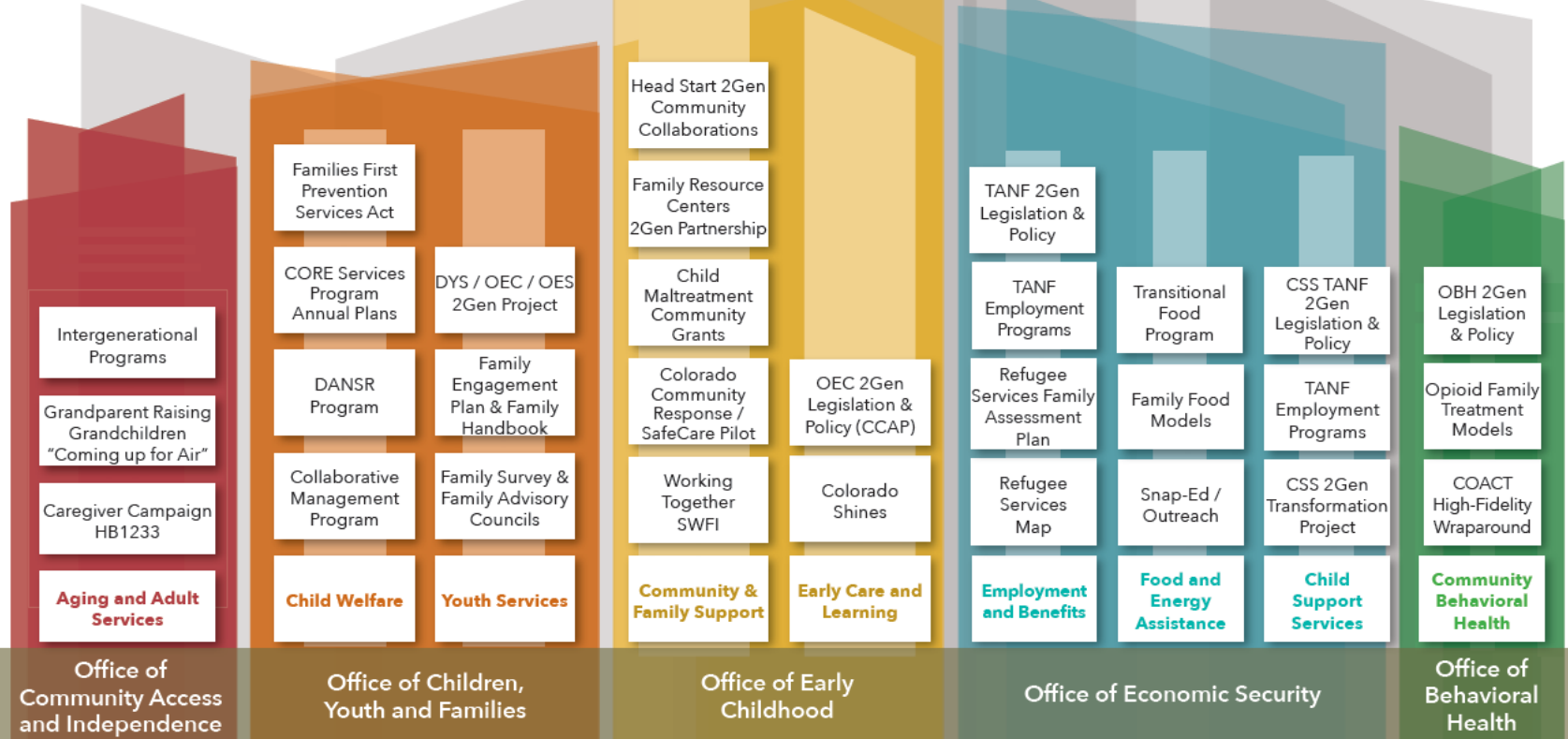
Kit Taintor



Kit Taintor is the State Refugee Coordinator at the Colorado Department of Human Services (CDHS), responsible for statewide coordination of Colorado's refugee resettlement program. Prior to her appointment as State Refugee Coordinator, Ms. Taintor was the Grant and Program Manager for the refugee program at CDHS. Between 2009 and 2014, as Executive Director, she led the Colorado African Organization, a mutual assistance association that supports metro Denver's refugee and immigrant communities.

Before moving to Colorado, Ms. Taintor studied at Tulane University's School of Public Health in International Health and Development and at the University of Virginia in English literature. She served in the United States Peace Corps as a volunteer in Malawi and led a local nongovernmental organization in Uganda that focuses on elevating and standardizing traditional healing.

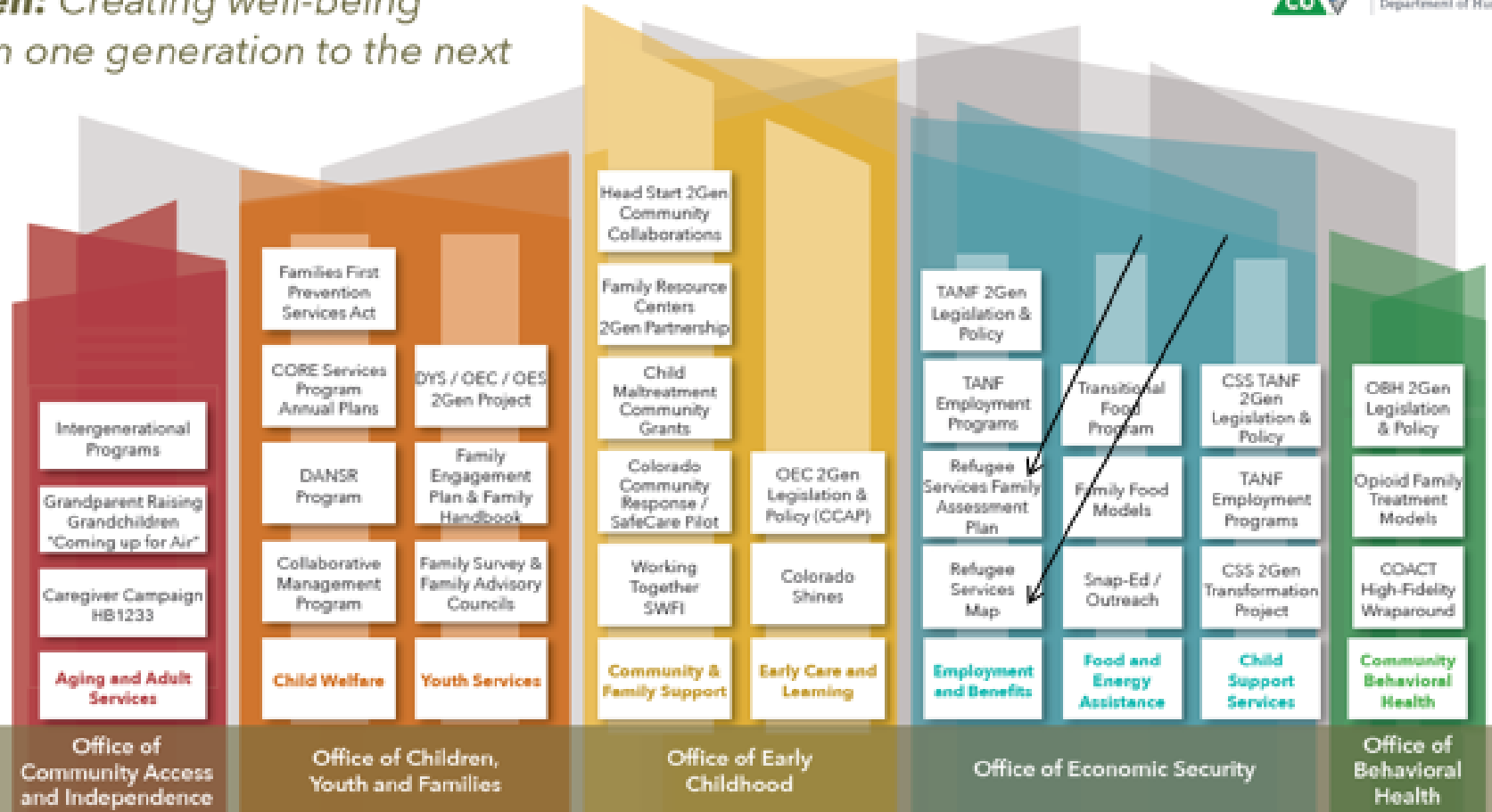
2Gen: Creating well-being from one generation to the next



2Gen in Action 2019

Office of Performance & Strategic Outcomes and Office of Administrative Solutions: 2GO, Family Voice Council, 2Gen Core Team, Statewide 2Gen Initiatives, PMP 2Gen Goals, and Cross-Agency Data Sharing.

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SERVICE PLAN OVERVIEW

FROM ARRIVAL TO INTEGRATION



CORE SERVICES



Refugees are **WELCOMED** into their new homes by resettlement agencies and volunteers.

CULTURAL ORIENTATION helps refugees adapt to American culture and systems.

Refugees enroll in **EDUCATION**: ESL, adult ed, and neighborhood schools.

Local employers **HIRE** refugees; refugees support their families with **EARNED INCOME**.

Job clubs, training, and career counseling assist refugees along an individualized **PATH TO EMPLOYMENT**.

Refugees receive **HEALTH AND EMOTIONAL WELLNESS** check-ups at community health centers.

VILLAGE SUPPORT

Community programs assist refugees in **REBUILDING** their lives.

Refugees bring their skill sets into new **CAREER OPPORTUNITIES**.

HOLISTIC services support refugees. Integrated refugees support newcomers.

Refugees continue on the path to **CITIZENSHIP** and **CONTRIBUTE** to their local communities.

Service Portfolio

Colorado's refugee resettlement investment portfolio includes elements that serve the full family.

- Older Adult Services through local Area Agency on Aging;
- Youth educational and psychosocial support through afterschool and summer programming; and
- Employment programs that include career counseling, job development, vocational training through community colleges, apprenticeship opportunities with industry partners, and English as a Second Language.



Program Design: English as a Second Language

- **Challenge:** High cost of living and early employment goal of refugee program means that refugees often miss out on educational programs.
Opportunity: Multi-site ESL programs with onsite early childhood education programs and online, shared links to varied classes for all providers.
- **Challenge:** High-quality childcare is often expensive and/or unavailable for refugee families.
Opportunity: Targeted ESL classes combine ESL, ECE, and workforce opportunities in childcare.



Program Commitment: Tools and Practices (current and future state)

- Integration of 2Gen lens into family self-sufficiency plans, family assessment plans, and data collection;
- Addition of 2Gen focus into all new contract documents;
- Integration of 2Gen approach into all funding opportunities and program designs; and
- Addition of 2Gen perspective into team member performance goals and position descriptions





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Asha Parekh



Asha Parekh is Director of the Refugee Services Office, within the Utah Department of Workforce Services. Ms. Parekh's background in social work, building partnerships, and service to the community has brought an invaluable perspective to her leadership at Workforce Services and her efforts to address the diverse and complex needs of refugees in Utah.

Prior to joining Workforce Services, Ms. Parekh served as the Director of Utah's first Family Justice Center. In her time at Workforce Services, Ms. Parekh has directed the reorganization of the Refugee Services Office, enhanced the service delivery offered by licensed clinical therapists working with refugees, supervised the launch and day-to-day operations of the newly opened Refugee Education and Training Center, and oversaw the redesign of the case management structure for refugees. She is a graduate of the UCLA Masters in Social Welfare program and a Licensed Clinical Social Worker.

Refugees In Utah



Department of Workforce Services
Refugee Services Office



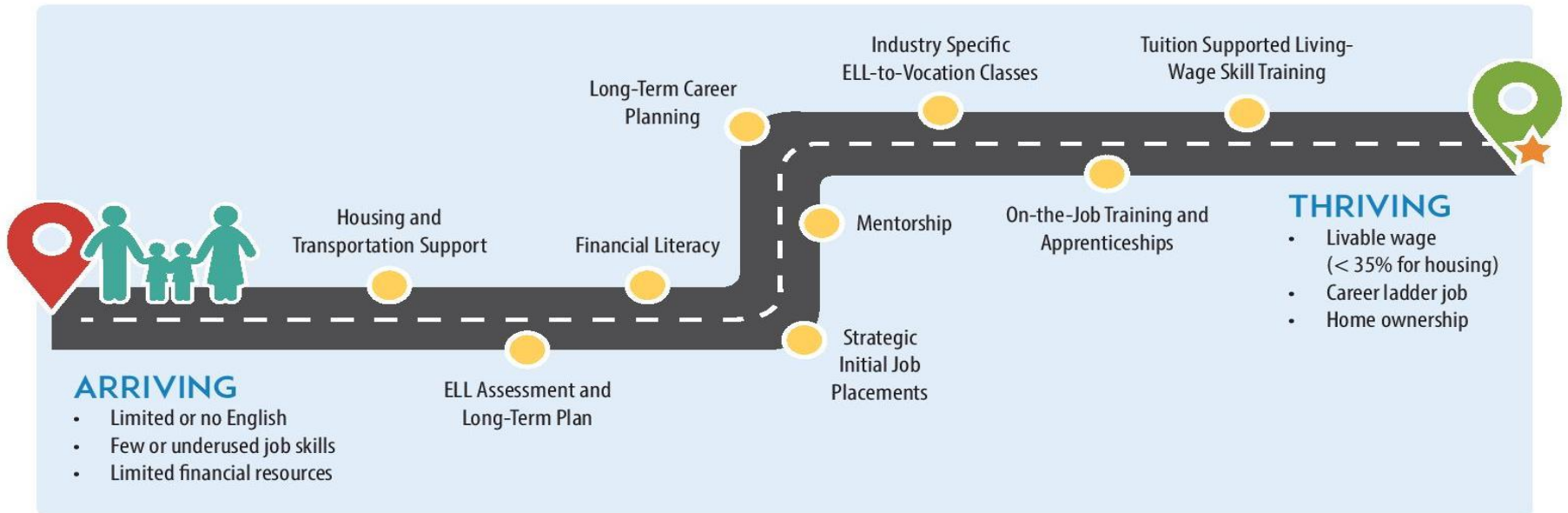
Refugee Services in Utah

Robust state involvement, utilizing a blended funding model

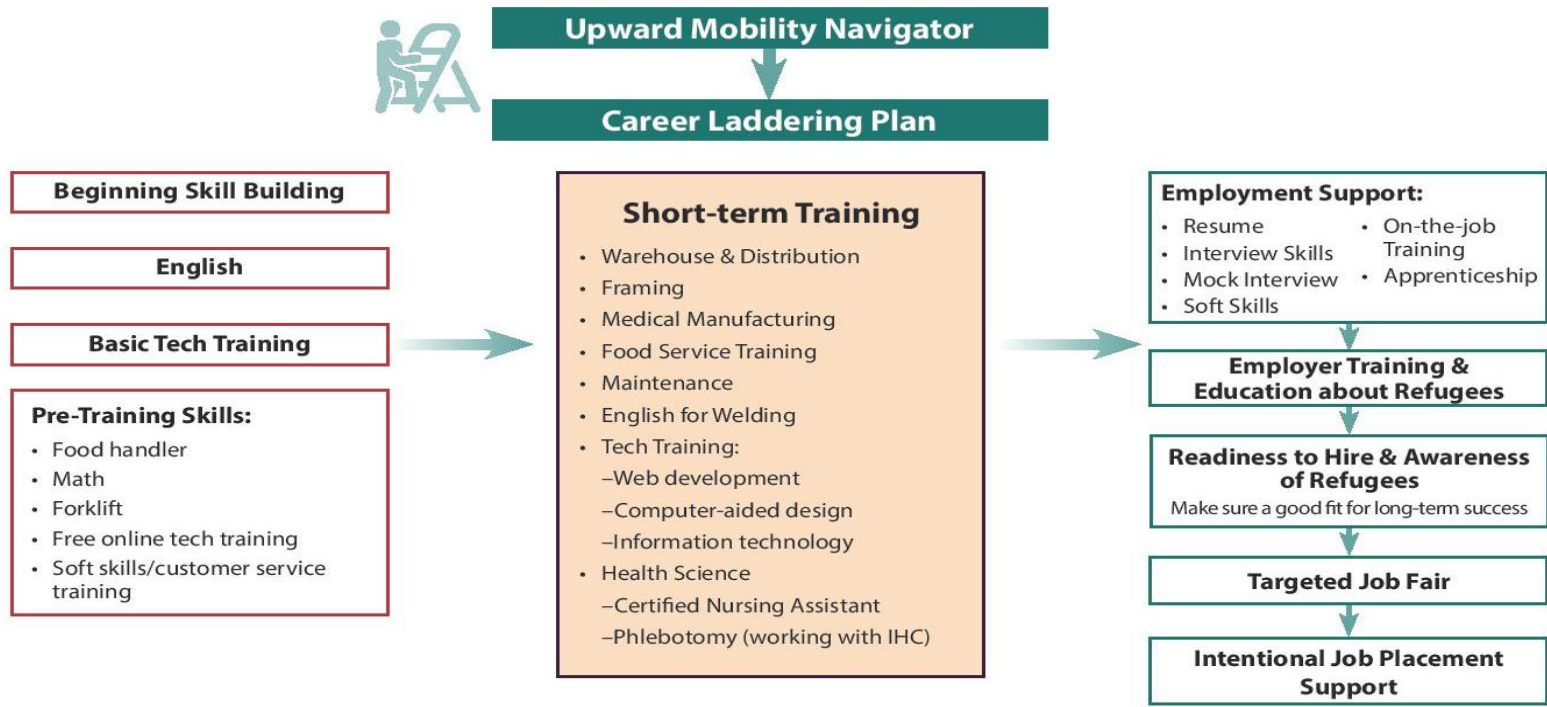
- Resettlement Agencies
 - International Rescue Committee
 - Catholic Community Services
- A Multitude of Refugee Service Providers
- Utah Refugee Education and Training Center



Utah's Employment Pathway



Refugee Center - Employment Support Plan



LDS Humanitarian Center

A subsidized employment program for refugees with English education and work experience.

- 4 hours Work + 4 hours English Class
- 8 hours paid, starting at \$7.25 per hour
- Serves 150 individuals at a time for 1 year
 - 75 – Referred by DWS
 - 75 – Referred by the LDS Church
- Participants receive help with job placement after one year



(Photo courtesy of LDS Newsroom)

Humanitarian Center: Next Stages



(Photo courtesy of LDS Newsroom)

In 2019, the program will align with the upward mobility model, building participants' employment skills based on the following training categories:

- *Warehousing and Distribution*
- *Medical Device Manufacturing*
- *Culinary*
- *Undeclared*
- *Framing*

Participants will be enrolled based on their interest in these areas. The ELL component will provide language training to fit these categories.

Extended Case Management Model

Utah has two year case management model

Tracking data and assessment in the following outcome areas:

- Employment
- Housing
- Education
- Health
- Community and Family
- Language and Cultural Knowledge
- Life Skills

Mental Health Support

1. Assessing clients on Family Employment Plan who may have mental health barriers flagged by their employment counselor; connecting them to resources and/or treatment.
2. Assessing clients who come to the URETC with a crisis; connecting them to resources
3. Facilitate community based support groups in wellness, relationships and parenting.



MPI Recommendations

- Federal government should use two-gen framework in performance and outcome measures, funding formulas, research, and technical assistance.
- State resettlement efforts should identify opportunities for partnerships in and outside of government, examine service strategies, contracts, case management framework, performance measures.
- Resettlement agencies should identify and promote best practices, share relevant data and research, encourage opportunities for comprehensive and sustained work with families.



Q&A

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