

EMPLOYMENT SERVICES ENROLLMENT



After the newcomers have arrived in the U.S. and all basic needs are met, the focus will shift to assist them in becoming self-sufficient. An important aspect of this will be employment.

EARLY EMPLOYMENT

Self-sufficiency, as it relates to employment, is the ability of an individual or family to financially cover all of their living costs. The ultimate objective is full-time, year-round employment with benefits. Ideally, every newcomer that is of age and employable, will be working within 3-6 months after arrival.

It is important to emphasize the difficulty of finding any job and therefore the importance of accepting a job when offered one. Even if it is not the job that provides self-sufficiency, it will lead to better or full-time employment with the same, or a different, employer. In most cases, newcomers will begin their employment in the U.S. with entry level positions, often in service related or factory jobs. Job advancement is certainly a goal, but the first and foremost objective is early employment so that they will be able to start paying their bills and become as economically self-sufficient as possible.

The emphasis on self-sufficiency, especially economic independence, may be a challenge for newcomers and for your group. It is not uncommon to ask questions such as, “Why don’t newcomers receive more financial support? Why is their rent not paid for over a longer period of time? Why are they renting an apartment in a low-income area?”

Though these questions and the desire to do more are often driven by compassion, too much help can result in unhealthy relationship dynamics and setbacks to newcomer’s independence and integration.

Remember to ask yourself, “What could help the individual or family become more self-sufficient and support their long-term integration?” Encouraging the attainment of these goals will help them achieve long-term success. Once newcomers reach stability they are in a much better place to begin considering education or career goals.

Note: It is important to realize that some refugees can be selected for resettlement due to disabilities or health reasons. Those individuals may not be able to work and will need family and public assistance.

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ENROLLMENT IN EMPLOYMENT SERVICES

Employable adults will need to be enrolled in employment services within 30 working days of arrival.

TYPES OF EMPLOYMENT SERVICES

Research employment programs in the area that might offer employment programming to aid the individual and your group. Consult with WR to determine which employment service will be best for the newcomers.

Here are some employment services that your local community may offer:

- Matching Grant: An alternative to the typical R&P 90-day public cash assistance program. The Matching Grant Program is designed to help eligible families and individuals become self-sufficient within 120-180 days by assisting them in obtaining a job.
- Department of Social Services Employment Programs
- Temp Agencies

KEEP IN MIND

Employment will be an ongoing part of the resettlement and integration process. The first step is to recognize the importance of early employment and placement in their first job. Your support and connections will be very valuable.

REMEMBER TO

- Log your volunteer hours
- Log case notes if required of GNT